



Small employers

(up to 99 U.S. employees)

Rank	2016 Rank	Name	Headquarters	Industry	Total US employees*	Total Virginia employees*	% Male	% Female	Average annual salary of exempt employees	Number of paid holidays	Bonus or incentive programs	Employee stock options	401(k)	Choice of health-care plans	Flexible spending accounts	Domestic partner benefits	Paid community service leave	Telecommuting options	Free daily snacks or beverages	Fun activities to relieve stress
1	-	NuWave Solutions LLC	McLean	Consulting	37	37	68	32	122,400	8	■	■	■	■	■	■	■	■	■	■
2	-	Striven Technologies LLC	Herndon	Technology	81	33	80	20	60,000	15	■	■	■	■	■	■	■	■	■	■
3	S-23	ThunderCat Technology	Reston	Technology	53	53	76	24	N/A	10	■	■	■	■	■	■	■	■	■	■
4	S-47	Cassaday & Co. Inc.	McLean	Financial services	45	45	42	58	175,000	10	■	■	■	■	■	■	■	■	■	■
5	-	Macedon Technologies	Reston	Technology	56	55	80	20	92,358	11	■	■	■	■	■	■	■	■	■	■
6	-	Grow	Norfolk	Advertising/public relations/marketing	36	36	67	33	87,391	18	■	■	■	■	■	■	■	■	■	■
7	S-30	Segue Technologies Inc.	Arlington	Technology	95	63	69	31	123,036	10	■	■	■	■	■	■	■	■	■	■
8	S-17	Troika Solutions	Arlington	Technology	18	15	65	35	110,000	10	■	■	■	■	■	■	■	■	■	■
9	S-56	Ingenicomm Inc.	Chantilly	Engineering	42	15	87	13	114,000	10	■	■	■	■	■	■	■	■	■	■
10	S-15	Independent Container Line Ltd.	Glen Allen	Transportation	80	62	54	46	90,301	7	■	■	■	■	■	■	■	■	■	■
11	-	Homes, Lowry, Horn & Johnson Ltd.	Fairfax	Accounting	31	31	22	78	130,490	10	■	■	■	■	■	■	■	■	■	■
12	S-1	Marathon Consulting LLC	Virginia Beach	Technology	70	70	79	21	N/A	6	■	■	■	■	■	■	■	■	■	■
13	S-24	American Global Logistics	Martinsville	Distribution	74	43	44	56	60,000	6	■	■	■	■	■	■	■	■	■	■
14	S-33	Summit Information Solutions	Glen Allen	Technology	45	32	61	39	133,254	10	■	■	■	■	■	■	■	■	■	■
15	S-21	Trusted Mission Solutions Inc.	McLean	Technology	89	27	55	45	107,000	10	■	■	■	■	■	■	■	■	■	■
16	-	All the Rage / Studio I Do	Virginia Beach	Retail	15	15	7	93	44,000	4	■	■	■	■	■	■	■	■	■	■
17	-	Reinventing Geospatial Inc. (RGI)	Fairfax	Consulting	41	41	69	31	92,000	9	■	■	■	■	■	■	■	■	■	■
18	S-54	Qlarion Inc.	Reston	Consulting	18	18	68	32	124,177	10	■	■	■	■	■	■	■	■	■	■
19	S-59	Target Marketing	Ashland	Advertising/public relations/marketing	23	23	39	61	N/A	9	■	■	■	■	■	■	■	■	■	■
20	-	Workshop Digital	Richmond	Advertising/public relations/marketing	27	27	41	59	N/A	10	■	■	■	■	■	■	■	■	■	■
21	-	MTFA Architecture & Planning	Arlington	Architecture	30	30	44	56	85,185	10	■	■	■	■	■	■	■	■	■	■
22	S-12	The Fahrenheit Group	Richmond	Consulting	43	34	65	35	108,000	6	■	■	■	■	■	■	■	■	■	■
23	-	Business Benefits Group	Fairfax	Insurance	41	41	46	54	80,000	8	■	■	■	■	■	■	■	■	■	■
24	S-11	MassMutual Commonwealth	Virginia Beach	Financial services	89	89	56	44	169,979	10	■	■	■	■	■	■	■	■	■	■
25	S-4	Signature Family Wealth Advisors	Norfolk	Financial services	39	39	42	58	183,399	8	■	■	■	■	■	■	■	■	■	■
26	-	Higher Logic	Arlington	Technology	94	81	64	36	81,000	8	■	■	■	■	■	■	■	■	■	■
27	S-8	DJG Inc.	Williamsburg	Architecture	22	22	64	36	70,000	7	■	■	■	■	■	■	■	■	■	■
28	S-5	Vaco Richmond	Richmond	Staffing	29	29	45	55	63,000	6	■	■	■	■	■	■	■	■	■	■
29	S-61	SYNTASA	Herndon	Technology	25	25	76	24	138,345	7	■	■	■	■	■	■	■	■	■	■
30	S-50	Wall, Einhorn & Chernitzer PC	Norfolk	Accounting	70	70	37	63	145,000	9	■	■	■	■	■	■	■	■	■	■

S: Small company list

* At the time the surveys were conducted.

N/A: Not available

SOURCE: Best Companies Group



Small employers

Continued

Rank	2016 Rank	Name	Headquarters	Industry	Total US employees*	Total Virginia employees*	% Male	% Female	Average annual salary of exempt employees	Number of paid holidays	Bonus or incentive programs	Employee stock options	401(k)	Choice of health-care plans	Flexible spending accounts	Domestic partner benefits	Paid community service leave	Telecommuting options	Free daily snacks or beverages	Fun activities to relieve stress
31	-	Paul Davis Restoration & Remodeling of Suburban Virginia	Manassas	Disaster restoration	52	52	72	28	51,958	6	■	■	■	■	■	■	■	■	■	■
32	-	Mosquito Joe	Virginia Beach	Home services	24	24	46	54	76,838	13	■	■	■	■	■	■	■	■	■	■
33	-	Tek Fusion Global Inc.	Williamsburg	Engineering	25	25	80	20	96,750	10	■	■	■	■	■	■	■	■	■	■
34	S-51	xScion Solutions	McLean	Consulting	52	52	71	29	103,000	11	■	■	■	■	■	■	■	■	■	■
35	-	Solvaria	Richmond	Technology	27	27	69	31	109,000	7	■	■	■	■	■	■	■	■	■	■
36	S-32	Concept Solutions	Reston	Technology	89	85	55	45	105,000	10	■	■	■	■	■	■	■	■	■	■
37	-	Health Quality Innovators	Richmond	Nonprofit consulting	65	65	21	79	79,000	7	■	■	■	■	■	■	■	■	■	■
38	-	SolutionWorx Inc.	Chantilly	Technology	16	16	88	13	58,000	12	■	■	■	■	■	■	■	■	■	■
39	-	360IT Partners	Virginia Beach	Information technology	37	37	84	16	61,982	6	■	■	■	■	■	■	■	■	■	■
40	S-9	Noah Enterprises Inc.	Virginia Beach	Construction	42	42	60	40	74,850	7	■	■	■	■	■	■	■	■	■	■
41	-	SOLitude Lake Management	Virginia Beach	Lake and pond management	97	28	77	23	59,366	11	■	■	■	■	■	■	■	■	■	■
42	-	Geoff McDonald & Associates	Richmond	Legal	30	30	35	65	94,000	10	■	■	■	■	■	■	■	■	■	■
43	S-29	Cortek Inc.	Fredericksburg	Government contractor	58	58	76	24	66,255	10	■	■	■	■	■	■	■	■	■	■
44	-	OpsVision Solutions LLC	Montclair, N.J.	Technology	15	15	67	33	125,000	7	■	■	■	■	■	■	■	■	■	■
45	S-6	Wyndham Virginia Crossings	Glen Allen	Hospitality	55	55	43	57	69,000	7	■	■	■	■	■	■	■	■	■	■
46	-	Indaco Risk Advisors	Charlottesville	Insurance	16	16	62	38	55,000	10	■	■	■	■	■	■	■	■	■	■
47	-	Research Innovations Inc.	Alexandria	Technology	56	56	92	8	N/A	10	■	■	■	■	■	■	■	■	■	■
48	S-53	The Frontier Project	Richmond	Consulting	46	43	26	74	71,702	11	■	■	■	■	■	■	■	■	■	■
49	-	The Mayvin Consulting Group Inc.	Annandale	Consulting	88	28	49	51	72,500	10	■	■	■	■	■	■	■	■	■	■
50	-	MercerTrigiani	Alexandria	Legal	19	19	26	74	124,750	11	■	■	■	■	■	■	■	■	■	■
51	S-26	FinFit	Virginia Beach	Financial services	32	32	38	62	68,500	6	■	■	■	■	■	■	■	■	■	■
52	S-27	WellsColeman	Richmond	Accounting	36	36	42	58	51,000	10	■	■	■	■	■	■	■	■	■	■
53	S-20	Resonate	Reston	Advertising/public relations/marketing	91	68	64	36	125,344	10	■	■	■	■	■	■	■	■	■	■
54	-	ATSG Corp.	Fairfax	Consulting	87	87	64	36	97,000	10	■	■	■	■	■	■	■	■	■	■
55	-	Adams, Jenkins & Cheatham PC	Midlothian	Accounting	56	56	53	47	119,877	10	■	■	■	■	■	■	■	■	■	■
56	S-7	Infinitive	Ashburn	Consulting	90	89	56	44	124,439	8	■	■	■	■	■	■	■	■	■	■
57	-	American Association of Airport Executives	Alexandria	Trade association	65	65	53	47	140,091	10	■	■	■	■	■	■	■	■	■	■
58	-	Concept Plus LLC	Fairfax	Technology	95	40	60	40	112,134	11	■	■	■	■	■	■	■	■	■	■
59	S-40	Association Resource Group Inc.	McLean	Telecommunications	54	53	50	50	78,000	10	■	■	■	■	■	■	■	■	■	■
60	-	Virginia Society of CPAs	Glen Allen	Professional association	31	31	10	90	74,462	10	■	■	■	■	■	■	■	■	■	■
61	S-34	UDig	Richmond	Consulting	36	36	73	27	78,847	8	■	■	■	■	■	■	■	■	■	■
62	-	audiotronics inc.	Roanoke	Retail	53	53	96	4	N/A	4	■	■	■	■	■	■	■	■	■	■
63	S-48	Healthcare Distribution Alliance	Arlington	Trade association	35	35	26	74	188,342	15	■	■	■	■	■	■	■	■	■	■

S: Small company list

* At the time the surveys were conducted.

N/A: Not available

SOURCE: Best Companies Group