VARIOUS PLATFORMS HAVE CONDUCTED STUDIES TO DETERMINE WHAT MAKES A WORKPLACE “The Best.” While these have ranked firms on a broad level across industries, the truth is that most participants in the labor force are interested in specific fields.

For the first time, Real Estate Forum has attempted to get a sense of what it’s like behind the scenes in the industry’s workplaces—from large, national CRE companies to local and regional boutiques. We collected as much data as possible from participating firms, and followed up with individual employee surveys for each company.

Based on the information collected, we scored the companies across a number of fields broadly falling under three categories—the Quality of Leadership and the Organization’s Strength, Company Culture and Employee Trust and Overall Satisfaction. For a full list of questions asked, turn to the last page of this feature.

The scoring system was on a scale of one (strongly disagree) to five (strongly agree), with a handful of 0-100 scales to rank satisfaction. Scores for each company, as well as demographic information for the companies are provided. Organizations are listed alphabetically.

This, however, is just the tip of the iceberg. Our editorial team will dive deeper into the individual firms’ results on a series of profiles on GlobeSt.com. Keep an eye out over the coming weeks for more.
CRE’S BEST PLACES TO WORK 2018

AVISON YOUNG
TORONTO & CHICAGO

Total Number of Employees: 1,578
Female: 607  Minority: 280

Total Number of Managers: 491
Median Age: 51
Female: 189  Minority: 65

Total Number of C-Suite Executives: 12
Median Age: 56
Female: 5  Minority: 2

EMPLOYEE SURVEY SCORES

Quality of Overall Organization 4.74
Quality of Direct Management 4.75
Quality of Corporate Leadership 4.701
Compensation and Benefits 4.44
Career Development & Opportunities for Growth 4.521
Diversity and Inclusion 4.693
Workplace Atmosphere and Coworker Camaraderie 4.693/92.43
Work-Life Balance 4.708/4.732
Corporate Culture and Engagement 86.67

BLT ENTERPRISES
SANTA MONICA, CA

Total Number of Employees: 20
Female: 8  Minority: 6

Total Number of Managers: 7
Median Age: 53
Female: 4  Minority: 2

Total Number of C-Suite Executives: 6
Median Age: 55
Female: 0  Minority: 0

EMPLOYEE SURVEY SCORES

Quality of Overall Organization 4.95
Quality of Direct Management 4.933
Quality of Corporate Leadership 4.939
Compensation and Benefits 4.906
Career Development and Opportunities for Growth 4.948
Diversity and Inclusion 4.819
Workplace Atmosphere and Coworker Camaraderie 4.949/ 97.45
Work-Life Balance 4.94/96.35
Corporate Culture and Engagement 97.9
CRE’S BEST PLACES TO WORK 2018

BRIXTON CAPITAL
SOLANA BEACH, CA

Total Number of Employees: 32
Female: 17 Minority: 11

Total Number of Managers: 12
Median Age: 40
Female: 7 Minority: 5

Total Number of C-Suite Executives: 4
Median Age: 49
Female: N/A Minority: N/A

EMPLOYEE SURVEY SCORES

Quality of Overall Organization 4.393
Quality of Direct Management 4.393
Quality of Corporate Leadership 4.324
Compensation and Benefits 4.263
Career Development and Opportunities for Growth 4.231
Diversity and Inclusion 4.406
Workplace Atmosphere and Coworker Camaraderie 4.408/92.667
Work-Life Balance 4.6/84.583
Corporate Culture and Engagement 91.75

CBRE
LOS ANGELES

Total Number of Employees: 32,515
Female: 10,323 Minority: 7,400

Total Number of Managers: 7,804
Median Age: 49
Female: 2,780 Minority: 1,261

Total Number of C-Suite Executives: 37
Median Age: 55
Female: 4 Minority: 1

EMPLOYEE SURVEY SCORES

Quality of Overall Organization 4.596
Quality of Direct Management 4.596
Quality of Corporate Leadership 4.355
Compensation and Benefits 3.943
Career Development and Opportunities for Growth 4.298
Diversity and Inclusion 4.472
Workplace Atmosphere and Coworker Camaraderie 4.423/87.60
Work-Life Balance 4.394/81.45
Corporate Culture and Engagement 81.20
## HORVATH & TREMBLAY
LYNNFIELD, MA

<table>
<thead>
<tr>
<th>Total Number of Employees: 34</th>
<th><strong>EMPLOYEE SURVEY SCORES</strong></th>
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<tbody>
<tr>
<td>Female: 2  Minority: 1</td>
<td>Quality of Overall Organization 4.928</td>
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<tr>
<td>Total Number of Managers: 3</td>
<td>Quality of Direct Management 4.918</td>
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<tr>
<td>Median Age: 38</td>
<td>Quality of Corporate Leadership 4.918</td>
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<tr>
<td>Female: N/A  Minority: N/A</td>
<td>Compensation and Benefits 4.023</td>
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<tr>
<td>Total Number of C-Suite Executives: N/A</td>
<td>Career Development and Opportunities for Growth 4.931</td>
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<tr>
<td>Median Age: N/A</td>
<td>Diversity and Inclusion 4.843</td>
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<tr>
<td>Female: N/A  Minority: N/A</td>
<td>Workplace Atmosphere and Coworker Camaraderie 4.8275/96.59</td>
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<tr>
<td></td>
<td>Work-Life Balance 4.28/82.53</td>
</tr>
<tr>
<td></td>
<td>Corporate Culture and Engagement 93.9412</td>
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## HUNT MORTGAGE GROUP
NEW YORK CITY

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<th>Total Number of Employees: 235</th>
<th><strong>EMPLOYEE SURVEY SCORES</strong></th>
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<tbody>
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<td>Quality of Overall Organization 4.648</td>
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<tr>
<td>Total Number of Managers: 49</td>
<td>Quality of Direct Management 4.682</td>
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<tr>
<td>Median Age: 48</td>
<td>Quality of Corporate Leadership 4.527</td>
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<td>Female: 9  Minority: 6</td>
<td>Compensation and Benefits 4.587</td>
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<tr>
<td>Total Number of C-Suite Executives: 8</td>
<td>Career Development and Opportunities for Growth 4.564</td>
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<tr>
<td>Median Age: 54</td>
<td>Diversity and Inclusion 4.604</td>
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<tr>
<td>Female: 2  Minority: 0</td>
<td>Workplace Atmosphere and Coworker Camaraderie 4.595/90.923</td>
</tr>
<tr>
<td></td>
<td>Work-Life Balance 4.632/86.83</td>
</tr>
<tr>
<td></td>
<td>Corporate Culture and Engagement 88.35</td>
</tr>
</tbody>
</table>
# CRE’S BEST PLACES TO WORK 2018

## INVENTURE DESIGN GROUP
### HOUSTON

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<tr>
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<tbody>
<tr>
<td>Female: 19</td>
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<table>
<thead>
<tr>
<th>Total Number of Managers: 10</th>
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<tbody>
<tr>
<td>Median Age: 39</td>
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<tr>
<td>Female: 7</td>
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<table>
<thead>
<tr>
<th>Total Number of C-Suite Executives: 3</th>
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<tbody>
<tr>
<td>Median Age: 50</td>
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<tr>
<td>Female: 0</td>
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## KIDDER MATHEWS
### SEATTLE

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<tbody>
<tr>
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<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Median Age: 53</td>
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<tr>
<td>Female: 47</td>
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<table>
<thead>
<tr>
<th>Total Number of C-Suite Executives: 9</th>
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</thead>
<tbody>
<tr>
<td>Median Age: 61</td>
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<tr>
<td>Female: 0</td>
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### EMPLOYEE SURVEY SCORES

<table>
<thead>
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<th>Category</th>
<th>Score</th>
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<td>Quality of Overall Organization</td>
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</tr>
<tr>
<td>Quality of Direct Management</td>
<td>4.902</td>
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<tr>
<td>Quality of Corporate Leadership</td>
<td>4.698</td>
</tr>
<tr>
<td>Compensation and Benefits</td>
<td>4.408</td>
</tr>
<tr>
<td>Career Development and Opportunities for Growth</td>
<td>4.63</td>
</tr>
<tr>
<td>Diversity and Inclusion</td>
<td>4.62</td>
</tr>
<tr>
<td>Workplace Atmosphere and Coworker Camaraderie</td>
<td>4.73/89.19</td>
</tr>
<tr>
<td>Work-Life Balance</td>
<td>4.74/84.04</td>
</tr>
<tr>
<td>Corporate Culture and Engagement</td>
<td>91.154</td>
</tr>
</tbody>
</table>

**Total Number of Employees: 27**
Female: 19
Minority: 7

**Total Number of Managers: 10**
Median Age: 39
Female: 7
Minority: 2

**Total Number of C-Suite Executives: 3**
Median Age: 50
Female: 0
Minority: 1

**Total Number of Employees: 359**
Female: 185
Minority: 64

**Total Number of Managers: 92**
Median Age: 53
Female: 47
Minority: 7

**Total Number of C-Suite Executives: 9**
Median Age: 61
Female: 0
Minority: 0
CRE’S BEST PLACES TO WORK 2018

MATTHEWS REAL ESTATE SERVICES
EL SEGUNDO, CA

Total Number of Employees: 159
Female: N/A  Minority: N/A

Total Number of Managers:
Median Age: N/A
Female: N/A  Minority: N/A

Total Number of C-Suite Executives:
Median Age: 55
Female: 1  Minority: 0

Quality of Overall Organization 4.84
Quality of Direct Management 4.912
Quality of Corporate Leadership 4.772
Compensation and Benefits 4.736
Career Development and Opportunities for Growth 4.806
Diversity and Inclusion 4.58
Workplace Atmosphere and Coworker Camaraderie 4.72/94.29
Work-Life Balance 4.47/80.45
Corporate Culture and Engagement 91.84

EMPLOYEE SURVEY SCORES

RD MANAGEMENT LLC
NEW YORK CITY

Total Number of Employees: 96
Female: 52  Minority: N/A

Total Number of Managers: 11
Median Age: N/A
Female: 2  Minority: 3

Total Number of C-Suite Executives: 3
Median Age: 55
Female: 1  Minority: 0

Quality of Overall Organization 4.381
Quality of Direct Management 4.468
Quality of Corporate Leadership 3.982
Compensation and Benefits 3.731
Career Development and Opportunities for Growth 3.657
Diversity and Inclusion 4.106
Workplace Atmosphere and Coworker Camaraderie 4.389/82.115
Work-Life Balance 4.422/78.98
Corporate Culture and Engagement 78.480
VOIT REAL ESTATE SERVICES
NEWPORT BEACH, CA

Total Number of Employees: 156
Female: 33 Minority: 22

Total Number of Managers: 10
Median Age: N/A
Female: 2 Minority: 2

Total Number of C-Suite Executives: 2
Median Age: 55
Female: N/A Minority: N/A

EMLOYEE SURVEY SCORES

Quality of Overall Organization 4.878
Quality of Direct Management 4.862
Quality of Corporate Leadership 4.838
Compensation and Benefits 4.625
Career Development and Opportunities for Growth 4.798
Diversity and Inclusion 4.688
Workplace Atmosphere and Coworker Camaraderie 4.763/95.15
Work-Life Balance 4.864/91.67
Corporate Culture and Engagement 95.6

ABOUT THE SURVEY

This nomination was open to companies who operate in commercial real estate and related fields, including service providers, consultants and tech firms. Information collected is for US operations only. Below is a sample list of questions asked in the confidential employee survey. Unless otherwise indicated, the questions were on a scale of 1 (strongly disagree) to 5 (strongly agree).

Please share your level of agreement with the following questions about your organization.

- I know, understand and believe in our organization's values.
- Management and employees live authentically by the organization's values.
- My organization's fiscal well-being is stable.
- I feel that my company is staffed appropriately to achieve its goals.
- My organization operates in a socially responsible and ethical manner.

Please share your level of agreement with the following questions about your company's senior leadership team.

- I am satisfied with the level of information I receive on what is going on in the firm.
- Our senior management leads by example and contributes to a positive culture.
- Management encourages communication, listens to and responds to my concerns.
- Employees receive appropriate praise and recognition when they do a good job.
- Management puts employees' well-being ahead of the bottom line.

Please share your level of agreement with the following statements.

- I do not often feel negatively stressed at work.
- I do not feel the need to compete with my colleagues.
- Employees are recognized as individuals and treat each other with respect.
- I enjoy going into the office and working with my colleagues.
- Management places great importance on fostering a healthy, pleasant atmosphere.

Many organizations make great efforts to invest in the development and advancement of their staff and their careers. Please indicate your level of agreement with the following statements.

- I receive effective training from my supervisors.
- I have the resources I need to accomplish my job functions.
- Managers encourage and support my professional and personal development.
- I feel that I have ample opportunities for advancement within my company.

A company that promotes workforce diversity generally tries to ensure that its employee pool is comprised of individuals with a broad range of experiences, race, gender, age, ethnicity and other factors. Please indicate your level of agreement with the following statements.

- Workforce diversity and inclusiveness is a top priority to me.
- Workforce diversity and inclusiveness is a top priority for my organization.
- Senior management makes a great effort to promote and foster diversity and inclusiveness within my workplace.

Even the hardest jobs are made easier if you enjoy the people you work with and the atmosphere of the organization you work for. Please indicate your level of agreement with the following statements.

- My company places great importance on fostering a healthy, pleasant atmosphere.
- I enjoy going into the office and working with my colleagues.
- Employees are recognized as individuals and treat each other with respect.
- I do not feel the need to compete with my colleagues.
- I do not often feel negatively stressed at work.

On a scale of 1-10, please rate your level of satisfaction with regard to your workplace atmosphere and the people you work with.