

Real Estate Forum®

June 2018

BEST

PLACES TO WORK IN CRE

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

CRE'S BEST PLACES TO WORK 2018

HORVATH & TREMBLAY LYNNFIELD, MA

Total Number of Employees: 34

Female: 2 **Minority:** 1

Total Number of Managers: 3

Median Age: 38

Female: N/A **Minority:** N/A

Total Number of C-Suite Executives: N/A

Median Age: N/A

Female: N/A **Minority:** N/A

EMPLOYEE SURVEY SCORES

Quality of Overall Organization 4.928

Quality of Direct Management 4.918

Quality of Corporate Leadership 4.918

Compensation and Benefits 4.023

**Career Development and Opportunities
for Growth** 4.931

Diversity and Inclusion 4.843

**Workplace Atmosphere and Coworker
Camaraderie** 4.8275/96.59

Work-Life Balance 4.28/82.53

Corporate Culture and Engagement 93.9412

HUNT MORTGAGE GROUP NEW YORK CITY

Total Number of Employees: 235

Female: 70 **Minority:** 39

Total Number of Managers: 49

Median Age: 48

Female: 9 **Minority:** 6

Total Number of C-Suite Executives: 8

Median Age: 54

Female: 2 **Minority:** 0

EMPLOYEE SURVEY SCORES

Quality of Overall Organization 4.648

Quality of Direct Management 4.682

Quality of Corporate Leadership 4.527

Compensation and Benefits 4.587

**Career Development and Opportunities
for Growth** 4.564

Diversity and Inclusion 4.604

**Workplace Atmosphere and Coworker
Camaraderie** 4.595/90.923

Work-Life Balance 4.632/86.83

Corporate Culture and Engagement 88.35

CRE'S BEST PLACES TO WORK 2018

INVENTURE DESIGN GROUP HOUSTON

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

EMPLOYEE SURVEY SCORES

Quality of Overall Organization 4.813

Quality of Direct Management 4.902

Quality of Corporate Leadership 4.698

Compensation and Benefits 4.408

**Career Development and Opportunities
for Growth** 4.63

Diversity and Inclusion 4.62

**Workplace Atmosphere and Coworker
Camaraderie** 4.73/89.19

Work-Life Balance 4.74/84.04

Corporate Culture and Engagement 91.154

KIDDER MATHEWS SEATTLE

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

EMPLOYEE SURVEY SCORES

Quality of Overall Organization 4.707

Quality of Direct Management 4.707

Quality of Corporate Leadership 4.672

Compensation and Benefits 4.519

**Career Development and Opportunities
for Growth** 4.504

Diversity and Inclusion 4.43

**Workplace Atmosphere and Coworker
Camaraderie** 4.662/92.08

Work-Life Balance 4.654/86.58

Corporate Culture and Engagement 89.98

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: N/A

Female: N/A

Minority: N/A

EMPLOYEE SURVEY SCORES

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

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

EMPLOYEE SURVEY SCORES

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

CRE'S BEST PLACES TO WORK 2018

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

EMPLOYEE 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 feel I am compensated fairly for the work I do.
- I feel all employees within my company are compensated fairly.
- I feel my organization's compensation rates are on par with industry standards.
- My firm's benefits package is similar to other comparable firms in the industry.

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.