

TOP WORKPLACES 2018

SMALL COMPANIES

NO. 1 DRY PRO FOUNDATION AND CRAWLSPACE SPECIALISTS

General contractor specializing in waterproofing, foundation and concrete repair

'Transformational leader' builds trusted brand by starting with employees

How would you describe your organization's culture?

We have a family-oriented culture that you can sense as soon as you walk through our doors. Employees celebrate the wins and support each other through the struggles.

How is your CEO's leadership a reflection of your organization?

CEO Ron Weatherly is a transformational leader who believes that more is possible — for his organization and its people. His leadership reflects the organization as we constantly strive to improve the lives of our employees, creating a ripple effect that flows into the lives of customers.

What types of benefit offerings are the most popular within your workplace and with prospective employees?

Dry Pro covers half of the cost of medical coverage for each employee, and has a 401k program that matches half the contributions up to 6 percent.

What types of opportunities do you have for your employees to help them grow in their careers?

Each employee is encouraged to attend yearly conventions and receive ongoing training and education. We offer self-help courses like goal setting, credit management and personality

assessments. Employees receive free Audible memberships to access professional and personal growth books.

How do you combat burnout among longtime employees, and nurture new people so that they want to stay?

We hold monthly company breakfast meetings. Fun events planned on a monthly and annual basis include kickball tournaments, holiday parties and family fun nights that employees and their families are encouraged to attend.

How would you describe your organization's brand? How does

that help you attract employees and consumers?

Trustworthy. Customers know that they can trust us to provide top-notch products and services. We are an A+ accredited company with the Better Business Bureau, and the company has more than 200 Google reviews with an average 4.7-star rating.

What challenges do you see coming in your industry, and what are you doing to prepare for those challenges in order to keep your employees engaged?

The biggest challenge in Dry Pro's industry revolves around attracting and retaining top talent. Our vision is to create an

environment that is transparent and gives employees a sense of purpose.

What's your organization's next big goal, and how will employees work together to help the company achieve that?

Our next big initiative is deciding on the philanthropic arm of the company. In past years, we participated in the activities of multiple charities. However, we believe we can be more impactful by focusing all of our efforts into one cause.

What would your employees say about the work/life balance here?

The management team encourages employees to take adequate breaks and vacations in order to recharge. In addition, there are company outings, where employees are urged to bring their families.

WHY I LOVE MY JOB

Emergency Restoration Experts

For Emergency Restoration Experts, it's all about being responsive during those times when customers need them the most. The family-owned, Charlotte-based company provides commercial and residential emergency services.

These emergencies, typically, are some of the most stressful situations in people's lives. Consider these scenarios: a family loses everything in a house fire.



Daniel Zimmerman, an estimating manager with ERX

A company owner discovers extensive water damage at her business following a pipe leak. A property owner deals with widespread mold in the home.

It's in these and other instances when people need an immediate support system, according to Daniel Zimmerman, an estimating manager

with ERX. He works with others in reviewing damaged properties to determine what repairs need to be made.

Following a disaster, "most people have no clue what to do," says Zimmerman, who has been with the company for two years.

"The homeowner is just kind of left there without knowing what needs to happen, what comes next. Our job is to make sure they have an understanding of what's going to happen. And to assure them that it's going to be OK."

In his line of work, many projects stand out. There's this one:

getting a call at midnight from a professional contact whose friend had a house fire. Zimmerman personally went out to the property to board up the property, meet the family and walk them through the process of what to expect next. He also made sure they had a place to stay.

His most memorable moments, though, are when people say thank-you for helping them through what could be the hardest day of their life.

"I enjoy being someone that someone in need can turn to," Zimmerman says. "I enjoy helping people."

—Celeste Smith