

SOUTH FLORIDA BUSINESS JOURNAL

< BEST PLACES TO WORK

Career & Workplace

Learn more about SFBJ's 2022 Best Places to Work honorees: Medium Companies



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By **Jeff Zbar** – Correspondent, South Florida Business Journal
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The Covid-19 pandemic has changed workers' expectations regarding their jobs, desired benefits and their careers. It used

to be that mostly higher-level employees could expect fully paid health insurance coverage, greater paid-time-off options, even on-site meals and gym memberships. Now, workers at all levels are benefitting.

And employers are increasingly going above and beyond those perks. Aware that the flexible workplace not only works, but is expected, more employers have switched to full-time remote work. They're also paying more attention to workers' career growth, adding mentorship and coaching, free travel to industry conferences, higher tuition reimbursement, and an overall focus on workers' development.

They're also offering more group events, team-building programs, travel and other perks to build a family-like culture among employees.

Such benefits are costly, and statistics show employee mobility amid the pandemic remains high. Recruiting and retaining top talent is still a struggle. This year's Best Places to Work honorees are committed to giving their workers tangible, even emotional, reasons not to leave.

As honorees also have shown, whether defining where people do their jobs or the spirit behind the employer, work isn't a place. For many, it's a family.

SFBP's Best Places to Work honors 45 companies in three categories: small (10-49 employees); medium (50-99 employees); and large (100+ employees).

The 2022 honorees were celebrated at a Feb. 17 luncheon at Signature Grand in Davie. The event was presented by Fifth Third Bank, with corporate sponsor Quantum Workplace and associate sponsor Corporate Benefit Partners.

No. 4: EveryMundo



EveryMundo

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With the stress the travel sector has endured over the past several years, airlines have turned to companies like

EveryMundo to improve marketing performance, enhance user experience and drive brand engagement - on and off the client's website.

For President [Seth Cassel](#), it starts on the ground in the company's Miami offices. Recognition happens year-round, but it starts at the beginning of the year. After being awarded a bonus in December, employees receive a competitive annual raise in January.

EveryMundo's "bill of rights" defines how managers stay accountable to their team members. "Mundos" are encouraged to give shoutouts to deserving peers, whether in company chats or town halls. Work anniversaries and birthdays are posted, and customized gifts are sent to employees. Personal milestones such as weddings, baby births, graduations and more are included in the monthly newsletter.

To build each employee's career path, the company's "job bands" highlight growing levels of autonomy, independence and accountability, and help them understand what they can do to ascend. Feedback and alignment provide additional guidance to aid development. The company hosts regular lunch-and-learns, and its EM Community College helps employees develop their skills as trainers and coaches.

The effort to engage and develop its people hasn't happened by accident, Cassel said. The company has "worked hard to engineer individual development into EveryMundo's DNA."

“We recognize people who live by our values,” he said. “At the end of the day, when we live by our values, especially in challenging times, we do better as a company.”