



"Giving back is a big part of what we do as a team. Not only do we get the opportunity to serve our community, but it also serves as valuable time away from work where we build relationships with one another."

Marc Shaffer, Principal



Each quarter, by consensus vote, we select a specific charity or organization we would like to help. Some recurring projects stand out each year, but we always seek out new opportunities to serve those around us. The company contributes a paid day each quarter where, as a group, we participate in a "hands on" activity to help our chosen organization, and then we try to promote their cause in local marketing and with our clients.



Projects We've Participated In:

- BikeMS Searcy Spinners Team
- Johnson County Christmas Bureau
- Big Brothers Big Sisters Bowl for Kids' Sake
- Kansas Blue Valley Special Olympics Bowl-a-Thon and TopGolf Fundraiser
- Harvesters Food Network
- Heart to Heart International
- FORE! Preemies Golf Tournament
- Cross-Lines Backpack Program
- Urban Ranger Corps
- Reach Out and Read



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Our people are the creative force that makes our business prosper. By fostering an environment where our employees can thrive, both personally and professionally, we create a healthy future for our company.

Management Practices

Our management team believes in putting the right people in the right seats (based on skill and personality) so that every employee is comfortable and empowered to perform the job they are given. We strive to develop clearly defined roles and paths for growth to keep everyone working toward a better future. By devising teams to carry out our operational directives and strategic initiatives, we create an opportunity for everyone to work together in growing this company.

We strive for diversity within our team so that we have individuals at the decision-making table who think differently. We hire from diverse educational and personal backgrounds, and foster an environment of inclusion.

Pay and Benefits

- Top quartile of pay according to our industry standards; competitive pay
- Merit based raises
- Tuition reimbursement for licensing and credentials coursework and exams
- Paid time off for learning and continuing education requirements
- Healthcare insurance premium subsidy/group health and dental insurance
- Immediate eligibility for self-directed 401k accounts with up to a 4% employer match
- Bonus incentive program for non-discretionary variable compensation
- 20+ days of paid time off plus holidays
- Unlimited, uncapped earning potential for revenue generating roles
- Creative appreciation and bonuses

Training and Development Opportunities

Our smaller company and team approach allows everyone more time to work with mentors and with senior management. We utilize weekly one-on-one coaching sessions with employees in order to provide direction, remove obstacles and address concerns. Our formal mentoring program allows employees to target specific goals and professional objectives that most interest them.

We also encourage our employees to get outside training and development by attending seminars and conferences, both locally and nationally.

