

# Best Places to Work-Small Companies

## 17 Swingle Collins & Associates

*Dallas Business Journal*

Friday, September 18, 2009

**Score:** 96.01

**Type of Business:** Property & Casualty Insurance Agency

**Year Founded:** 1982

**Ownership:** Private

**Employees:** 48

**2008 Revenue:** N/A

**HR Directors:** Apryl Iley – Operations Manager

**Headquarters:** 13760 Noel Road, Ste. 600, Dallas 75240

**Phone:** 972-387-3000

**Web:** [www.swinglecollins.com](http://www.swinglecollins.com)

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Executive Q&A

Frank Swingle, President



**Popular Perks:** Flexible working hours which allow for employee's personal preferences as well as concerns with commuting, child care, school, etc.

**Employee Recognition:** Employees are recognized for years of service with the Agency. On five-, 10-, 15-, and 20-year anniversaries gifts and monetary awards are presented. The 20-year gift is a Rolex watch.

**Employee Feedback:** We have an annual employee survey where we ask employees what they would like to change/improve about the organization. We review the results and implement as many of the suggestions as possible. When employees see changes based on their recommendations, they realize their opinions matter.

**Company Culture:** Our culture is best described as a family. One of our employees recently endured a tragic loss. The entire organization rallied around her from taking up a collection to help with expenses to making sure her desk was worked so she could focus on caring for her family. When times are tough we are there for one another.

**Boosting Morale:** We have fun. We've enjoyed everything from King Cake at Mardi Gras to a chili cook-off and costume contest on Halloween. It doesn't have to be expensive to be fun!

**Communication Strategies:** We try to keep everyone informed of what's going on both in our industry and in the office. We have State of the Agency meetings where employees get to hear about changes or improvements within our organization. We also discuss changes in the industry and how our business is faring in the current economic climate. This was actually born out of a recommendation from the employee survey.

**Employee Engagement:** This Christmas we decided to adopt a Marines unit in Afghanistan instead of having an employee gift exchange. Our employees really went all out and we sent over 30 boxes of goodies to our unit. We decided to make this our new holiday tradition.

**Hiring and Retaining Employees:** Even when you're not hiring, be on the lookout for good employees. Some of our best employees have been folks we've come across when we weren't actively looking. Our philosophy is "we are always looking for good people".

**Recruiting Strategies:** If possible, we hire people referred to us by our current employees because they better than anyone know what we are looking for and can promote the benefits of working with Swingle Collins & Associates to prospective employees.

**Why Your Company Ranks:** We provide our employees excellent technology and resources, as well as generous benefits programs like larger companies but with the access to decision makers and familial environment of a small company. It really is the best of both worlds.