

## SMALL

25 - 39 EMPLOYEES

BROWNELL  
TRAVEL

CHRISTIE'S PHOTOGRAPHIC SOLUTIONS

**Is your company currently hiring?**  
No

**What makes your company a Best Places to Work?** Brownell Travel is a best place to work because of our team. We hire like-minded individuals who share our core values of passion, excellence, innovation, integrity, graciousness and curiosity. We live by the golden rule and treat others the way we want to be treated. Even if the work we did at Brownell was something different and boring, it would still be Brownell because of the community we have here.

**What is your company doing to attract or retain young professionals?** We have recently adopted a flexible work schedule, allowing employees a day or two from each week to work on projects and things that need some quiet time. We've also recently renovated our office to now feature a large collaboration area for meetings or meals and also have a premium beverage setup with flavored fizzy water, specialty coffees, lattes and more.

**What's the vibe in your office?** The vibe in our office is vibrant! Employees can bring their dogs to work when needed, so we have frequent furry visitors. We also have international vendors from around the world visiting and catering lunch, so it's rarely a dull moment. But, the team here knows how to be "head down" and get the job done among all the activity.

**Are you fully in office, hybrid, WFH or a combination?** Combination

**How does your CEO interact with the staff?** He's one of us. We like to call him the CCM as well - chief coffee maker. He leads by example and is a big reason why we have the culture we have. He knows we all have gifts and he has us on this team because of the gifts we bring.

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BPTW SCORE

92.88

NUMBER OF  
EMPLOYEES

27

OUR IDEAL EMPLOYEE IS

Authentic

DEAL-BREAKER TRAIT FOR A  
POTENTIAL NEW EMPLOYEE

Negativity

**What tips do you have for helping all of the very different generations in the workplace get along and have fun working together?** Focus on your people! Hire right the first time. Don't just hire your people and forget about them. Pour into them as people first and employees second, and live by the golden rule! If you treat your people right, they will do whatever is needed for the company because they'll feel respected and glad to be with you.

**What sort of advancement opportunities do you offer?**

We aim to always create paths for our employees so that they are constantly working towards their goals. We have quarterly conversations with employees to make sure this is happening. We use the EOS model throughout all teams and this helps keep each team leader and employee on track with their growth.

*Answered by: Rene Alldredge, vice president, operations*