

BOOKMINDERS HONORED AS A TOP WORKPLACE TWO YEARS RUNNING - FURTHER RECOGNIZED AS THE BEST IN EFFICIENT, EFFECTIVE WORK

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For the second year in a row, Bookmind has been designated a Top Workplace by the Pittsburgh Post-Gazette. The organization ranked 2nd out of 61 businesses in the small company category. Bookmind was further honored with a special award recognizing effective and efficient processes, standing out among all 100 companies across all divisions.

Recognition for these awards is based solely on [employee feedback](#) gathered through a third-party survey administered by employee engagement technology partner [Energage LLC](#). The anonymous survey uniquely measures 15 culture drivers that are critical to organizational success including alignment, execution, and engagement.

Once again, Bookmind's performance resulted in the award of every culture badge available through this assessment. The company further ranked in the Top 5% for all Accounting/Bookkeeping companies, indicating employees have the highest regard for the company's leaders, direction, work-life balance, and management support.



Bookminders staff ranked the organization in the Top 1% as follows for each of the following culture factors:

- **Clued-In Employees:** employees are well-informed.
- **Company Direction:** the company works efficiently and is moving in the right direction.
- **Confidence in Leadership:** Employees have confidence in the company's leadership.
- **Cross-Team Cooperation:** the company maintains good interdepartmental cooperation and meeting efficiency.
- **Employee Appreciation:** employees feel genuinely appreciated.
- **Innovation:** the company encourages new and innovative ideas.

- **Leaders In-The-Know:** the company's leaders are well-informed.
- **Meaningful Work:** employees feel like they are part of something meaningful.
- **Open Minded:** the company promotes diverse points of view.
- **Strong Values:** the company operates with strong values and encourages inclusivity.
- **Supportive Managers:** Employees feel their manager cares about their concerns and offers professional development that helps staff learn, grow, and succeed.
- **Work-Life Balance:** Employees are given the flexibility they need to balance their work and personal life.

"Earning a Top Workplaces award is a badge of honor for companies, especially because it comes authentically from their employees," said Eric Rubino, Energage CEO. "That's something to be proud of. In today's market, leaders must ensure they're allowing employees to have a voice and be heard. That's paramount. Top Workplaces do this, and it pays dividends."

"Flexibility and work-life balance are foundational to our culture," states Bookmind CEO, Jessica Minkus. "With an optimal blend of supported autonomy and managerial support, our staff feel appreciated and treated as the professionals they are. They value working in an environment where work-life balance is the rule, not the exception!"

[Check out the Post-Gazette's interactive Top Workplace guide.](#)



Pictured Left to Right: Pittsburgh Business Development Manager, [Melanie Rutan](#); Director of Training & Development, **Maria Holtz**; Client Relations Manager, [Anne Marie Wiegmann](#); Director of Operations [Mary Susan Anderson](#); Bookminders Founder, [Thomas Joseph](#); Chief Executive Officer, [Jessica Minkus](#); Senior Accountant **Jeanine Finn**; Office Manager, **Jenna Kelly**; Director of Technology & Communications, **Jennifer Whitmore**; Senior Accountant & Project Manager, **Jennifer Krebs**.