

## BEST PLACES TO WORK

# Hixson puts associates' needs above clients' demands

**WINNER:** First-time winner  
100 to 249 employees

## HIXSON ARCHITECTURE, ENGINEERING, INTERIORS

**Description:** Architecture, engineering and interior design firm

**Top local executive:** J. Wickliffe Ach

**Year founded:** 1948

**Local employees:** 125

**Website:** www.hixson-inc.com

**Describe your company culture in five words.** To be employer of choice.



Ach

**Tell us three specific ways you ensure all of your employees know they are valued.**

1. Continuous employment commitment. 2. Placing our associates' needs and wants above our clients' needs/wants. 3. Having a physical great place to come to work every day.

**What concrete steps do your senior leaders take to create a great work environment for all employees?**

Individual meetings with all Hixson associates with a member of the board

of directors every year. Also, everyone is treated the exact same way, no difference as to the level they are within Hixson.

**Give us some specific examples of how your company creates opportunities for individual development and career growth at all levels of the company.**

1. We spend 5 percent of our gross receipts each year developing our people. 2. We have a full-time person on staff dedicated to developing associates' technical and interpersonal skills. 3. We also have an unusually fine group of clients throughout North America, who treat our associates as extensions of their staff.

**How would you describe your company in 30 seconds to someone you meet at a cocktail party?**

Hixson is an architecture, engineering and interior design firm that specializes in projects for corporate clients throughout North America. We are considered by the majority of our clients as the best in our business in what we deliver.

**What are the most popular perks you offer to employees?**

1. One week every year, all associates can choose their development desires and their time



COURTESY OF HIXSON ARCHITECTURE ENGINEERING AND INTERIORS

*Hixson employees work together on a project as part of the volunteer corps for People Working Cooperatively.*

and expense is paid by Hixson. 2. We have a fully staffed fitness center. 3. Great tickets for all associates for the Cincinnati Reds, Cincinnati Bengals and the Western and Southern Tennis Tournament in Mason.

**How does being a Best Place to Work affect your bottom line?** Quality people have a long-term desire to be a part of

our organization. Our turnover rate is the lowest in the industry, and it results in our ability to deliver outstanding people to work with and quality results for our clients.