



**CARE
AWARDS**

CARE 2025 BEST PRACTICES DOCUMENT



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The CARE Awards celebrate exemplary companies in the DC Metro Region that excel in fostering outstanding workplace culture and employee engagement, creating the region's best places to work.

This document highlights best practices from the 2025 CARE Award winners, offering insight into how these companies cultivate supportive, inclusive, and engaging environments where both employees and businesses can thrive.

WORKPLACE & CULTURE

Positive workplace cultures attract talent, drive engagement, and boost productivity. A healthy work environment strengthens employee dedication to the company's mission; builds collaboration around expectations, goals, and ethics; and unites teams in ways that foster success and innovation.



Apple Federal Credit Union's Culture and Connections Committee fosters belonging, promotes education, and helps shape inclusive policies. The committee includes leaders of Employee Resource Groups (ERGs) for various communities and will add two new ERGs in 2025.



BBG offers an online company store for team members to buy branded clothes and accessories. Employees often receive store credit, with new hires receiving a \$75 credit to feel included right away.



Comstock creates an inclusive environment by recruiting from underserved communities, maintaining continuity during transitions, and valuing diverse voices across the organization.



Evans Inc. activates their alumni community by connecting former employees as guest speakers and advisors. Alumni lead webinars and provide guidance on resumes, networking, and job market navigation. This fosters a sense of belonging and maintains personal connections.



Fors Marsh promotes cross-team engagement by hosting Coffee with Colleagues series, held twice a month to strengthen relationships across the organization.



FranConnect conducts daily stand-up syncs to ensure everyone stays informed, engaged, and connected.



NRECA's leadership programs identify emerging leaders and unite employees from different divisions to improve understanding, teamwork, and overall results.



From celebrating personal and career milestones to delivering surprise summer treats and holiday gifts directly to their doorsteps, **USTA** makes it a priority to show appreciation for its team's contributions.

INNOVATION

CARE Award winners embrace innovation not only to remain competitive but also to empower employees to think creatively and shape the organization's future.



Dev Technology's DevLab is an online platform that helps teams turn new ideas into production. Last year, technical leaders hosted presentations on various topics like Agile, AI, and Cloud Native.



ENSCO is adopting AI to improve services and operations. They provide an enterprise AI account for employees and have an AI working group to share best practices. Their approach prioritizes enhancing employee work rather than replacing it.

EMPLOYEE EMPOWERMENT & TALENT DEVELOPMENT

Creating an environment where employees feel heard and see a path for growth is critical to success. This encourages employees to bring the best versions of themselves to work, increasing engagement, performance, and overall company effectiveness.



ACI Solutions pairs each employee with a Resource Manager who supports onboarding, provides daily check-ins, and supports contract transitions – an approach that has driven high engagement and retention.



B&A offers ongoing professional development through Skills Up webinars, certification bootcamps, employee-requested training, and tuition reimbursement. They promote a growth mindset with annual resume updates and CV workshops, aiming to enhance employees' skills – whether for advancement within the company or for future opportunities elsewhere.



Comstock enhances employee experience through its Manager Foundations Program, focusing on topics such as employment law, performance management, employee relations, team effectiveness, and leave management.



Eleccion provides up to \$1,000 in discretionary learning reimbursement annually and up to \$10,000 for professional training along with regular events that foster mental stimulation.



FMP hosted a workshop on the importance of understanding and supporting neurodivergent minds to create more inclusive and productive work environments.

EMPLOYEE WELLNESS

Investing in employee wellbeing encourages employees to be the best versions of themselves.



ACI Solutions' HR team regularly checks in with employees, creating a feedback loop that helps them adapt to individual needs while reinforcing its care for the whole person.



Apple Federal Credit Union's Wellness Committee hosts creative challenges that get employees moving – such as a Run Club that meets twice a month.



B&A's Cares Program encompasses all areas of wellbeing and is led by a licensed mental health counselor who conducts check-in meetings, gathers employee feedback, shares resources, and hosts events that engage employees in both mental and physical wellness.



CTA offers a comprehensive financial wellness package including generous 401(k) matches, student loan and mortgage assistance, education and adoption reimbursements, fertility and broadband subsidies, a 529 plan, and public transit support.



Evans Inc.'s Healthy Vibes Hub is an opt-in Teams channel that fosters a friendly, peer-to-peer space for employees to share wellness tips, resources, and encouragement, keeping health conversations active and approachable at work.



Fors Marsh's Workplace Supported Recovery Program provides a flexible, non-punitive framework to support employees facing substance use challenges—offering tailored recovery options, coaching, and a discrimination-free environment to help them maintain employment while prioritizing their health.



FranConnect has a designated wellness room that provides privacy to nursing mothers or anyone needing a quiet, restorative space, complete with over-the-counter medicines and supplies.



NetImpact hosts at least one wellness or financial event per month, ranging from mindfulness challenges and team fitness goals to retirement planning webinars.



NRUCFC cut their 401(k) employer match waiting period by 87% for new hires, allowing them to receive the employer match after just one month of service.

CORPORATE SOCIAL RESPONSIBILITY & ENVIRONMENTAL SUSTAINABILITY

Investing in the community not only strengthens local impact but also deepens employee connection and purpose.



BBG gathers staff input to select and feature a variety of charitable organizations—especially those aiding children in need—through monthly initiatives planned by its philanthropy committee.



CTA supports community engagement through paid volunteer hours, charitable sponsorships, and food donation drives for local shelters and food banks.



Dev Technology's Dev Gives Back program engages employees in year-round charitable giving and volunteerism. Through paid volunteer time, a Week of Service, and holiday giving campaigns, employees contributed 482 volunteer hours across 31 events supporting 26 Washington-metro area organizations last year.



ENSCO partners with youth-focused organizations to inspire the next generation of STEM leaders, with employees sharing insights from their own career journeys.



NRUCFC's headquarters reflects its commitment to sustainability with geothermal wells, reclaimed water systems, abundant natural lighting, and a solar photovoltaic array—all situated within a wildlife-friendly landscape.



USTA offers scholarships for young tennis players, grants for building and refurbishing courts, and programs that help youth develop leadership skills in their communities.

NAVIGATING CHANGE

In a constantly evolving work environment, CARE companies prioritize empathy, transparency, and flexibility to sustain morale and trust.



Eleccion revisits its 5-year goals regularly, incorporating employee feedback to ensure shared ownership of the company's direction.



Evans Inc. practices human-centered communication through weekly live updates that keep employees informed on business conditions, client developments, and organizational decisions. This steady cadence of transparent, value-based communication has preserved trust during times when silence might have felt easier.



FMP reduced the minimum weekly hours to qualify for medical benefits to 20 hours a week, ensuring more employees maintain health coverage despite scheduling changes.



NetImpact implemented an external hiring freeze alongside internal resume matching, demonstrating compassion and commitment to its existing workforce during challenging times.

Collectively, these best practices illustrate how
CARE Awards winners
lead with purpose, innovation, and humanity. By fostering connection, empowering employees, and investing in community and sustainability, they set the standard for what it means to be one of the DC region's best places to work.





Since 1992, Northern Virginia Family Service (NVFS) has recognized “Companies As Responsive Employers” (CARE) at the annual CARE Awards. Businesses strengthen families when they adopt policies that support family life and help employees balance the demands of work and home. We applaud CARE companies, as they transform and inspire us with strategies and initiatives that put people and community first.

Winners



Thank you

Thank you to our CARE Awards Committees for their dedication to uplifting family-friendly and employee-centered practices and employers. We are grateful for your commitment to the CARE Awards and our community.

To learn more about the CARE Awards and sign up for our newsletter, please visit **www.NVFS.org**.

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Ways to Get Involved *with NVFS*

Corporate citizenship is more than a value — it's a shared responsibility to build a stronger, more compassionate community. By partnering with NVFS, your company and employees can help families across Northern Virginia achieve stability, resilience, and opportunity.



Giftng for Families

Support local families during the holidays by providing new, unwrapped toys or \$25 gift cards.

Email Lacy at lhurst@nvfs.org.



Celebration of Service

Attend or sponsor our annual event recognizing the collective impact of service in our community.

Email Sarah at scrosley@nvfs.org and join us on May 1, 2026.



Ongoing Volunteer Opportunities

Organize team volunteer days or share your expertise to make a tangible difference.

Email volunteer@nvfs.org to match your interests with a current need.



CASA Volunteer Program

Advocate for a child in foster care and ensure their voice is heard through our Court Appointed Special Advocate program.

Email Alba at amanning@nvfs.org.



Interested in getting started?

Reach out to *Sara at skreitzer@nvfs.org* to discuss ways your company can partner with NVFS.



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