



AMERICA'S  
**BEST**  
 INDEPENDENT AGENCIES TO  
**WORK**  
**FOR**

## The Winners

**Overall Best Agency to Work For**  
 Rogers & Gray Insurance,  
 South Dennis, Mass.

### East

**GOLD:**  
 WT Phelan & Co., Belmont, Mass.  
**SILVER:**  
 Hanson & Ryan Inc., Totowa, N.J.  
**BRONZE:**  
 Novick Group Inc., Rockville, Md.

### Midwest

**GOLD:**  
 The Starr Group, Greenfield, Wis.  
**SILVER:**  
 Powers Insurance & Benefits,  
 Clayton, Mo.  
**BRONZE:**  
 DSP Insurance Services,  
 Schaumburg, Ill.

### South Central

**GOLD:**  
 Hotchkiss Insurance Agency,  
 Carrollton, Texas  
**SILVER:**  
 Rich & Cartmill Inc., Tulsa, Okla.  
**BRONZE:**  
 DFB Insurance Group,  
 Pampa, Texas

### Southeast

**GOLD:**  
 Wallace Welch & Willingham,  
 St. Petersburg, Fla.  
**SILVER:**  
 Peel & Holland, Benton, Ky.  
**BRONZE:**  
 Celedinas Insurance Group,  
 Palm Beach Gardens, Fla.

### West

**GOLD**  
 MOC Insurance Services,  
 San Francisco, Calif.  
**SILVER**  
 SES Insurance Brokerage Services Inc.,  
 Santa Ana, Calif.  
**BRONZE**  
 Der Manouel Insurance Group,  
 Fresno, Calif.

The votes were tallied and the results are in for the 2015 Best Independent Insurance Agency to Work For survey by *Insurance Journal*.

Employees of the winning agencies say that happiness in the workplace has a lot to do with people, relationships and culture. They cite high personal job satisfaction; rate their relationships with their immediate boss or supervisor as positive; and express a high opinion of their agency's owner or principals.

Many employees are grateful the best agency owners support local communities through charitable efforts and community outreach. Employees take pride in working for agencies that are respected in their communities and hold strong ethics. Employees also appreciate the generosity of their agency owners in sharing revenues in the form of bonuses and trips.

The best agencies also provide ways to help their employees grow — by giving them the tools and technology they need, and supporting them with education, training, annual performance reviews and, in some cases, mentors.

As expected, the winning agencies score high for overall employee benefits including wellness programs and for working conditions.

The best agencies to work for also provide employees with a strong sense of work-life balance, and deliver a workplace environment where employees feel supported wholeheartedly by management and their peers. Many of the employees say they feel like family in their agencies.

*Insurance Journal* wishes to thank the many customer service representatives, account executives, producers, managers and other agency staff who took the time to nominate their independent insurance agency in this year's survey.