

TOP LARGE EMPLOYERS

NuStar Energy LP

RANK: 1

CHIEF EXECUTIVE: CEO Curt Anastasio

GLOBAL REVENUE: \$3,850,000,000

S.A.-AREA EMPLOYEES: 457

TOTAL EMPLOYEES: 1,750

BENEFITS: Package has been rated the best in the industry by Hewitt Associates; it is valued at 47 percent of an employee's salary. Employees can choose from an extensive menu of benefits, including medical, dental and vision plans; life insurance; long-term care; survivor income; as well as the less common thrift and pension plans. Also offers a leave program providing up to 217 paid days off after one year of employment, on-site wellness center, complimentary wellness assessments, free fitness club memberships, health fairs, flu shots, chair massages, child care subsidy, on-site mother's room, adoption assistance program, family day, scholarship program for employees' children and a practically unlimited employee tuition reimbursement program.

INTERESTING FACTS: Since going public in 2001, NuStar has grown from a regional operator to a global player with world-class operations in eight different countries. Operations have grown from 3,600 miles of pipeline to 8,417 miles, from 11 terminal facilities to 82 terminals, and from 6.1 million barrels of storage capacity to 91 million barrels. Revenues have jumped from \$98 million to \$3.85 billion. NuStar's culture has produced a safety record that is the best in the industry and earns national awards; a community service program that translates into record United Way contributions and volunteerism; and a workplace environment that has been honored as one of the very best in the nation, in Texas and its communities. NuStar has been ranked #21 on Fortune's list of the 100 Best Companies to Work for and as the #1 Best Large Company to Work for by Texas Monthly for the last two years.

WEBSITE: www.nustarenergy.com

YEAR FOUNDED: 2001

HIRES IN PAST 12 MONTHS: not available

PLANNED HIRES: not available

San Antonio Marriott Global Reservation Sales & Customer Care

RANK: 2

CHIEF EXECUTIVE: Chairman/CEO J.W. Marriott Jr.

GLOBAL REVENUE: \$11,000,000,000

S.A.-AREA EMPLOYEES: 445

TOTAL EMPLOYEES: 137,000

BENEFITS: Competitive benefits including: Medical, dental and vision benefits; life, accident and disability insurance; retirement savings and profit sharing; health and family care spending accounts; savings bonds; tuition reimbursement; discounts on

hotel rooms, restaurants and gift shops; on-site dry-cleaning pickup and delivery; MyARL, a 24-hour help line and website that is staffed with master's level social workers available to assist employees and family members with a variety of life issues; MyCompany Store, a website that offers retail discounts to online and local vendors; Rosetta Stone language training courseware; and free notary public services

INTERESTING FACTS: In 2010, Amir Refoua, a Platinum Elite sales specialist, received the company's highest honor, the J. Willard Marriott Award of Excellence. Presented each year to a select few associates, this award honors associates for consistently exceeding expectations, leading by example and enhancing the lives of their co-workers, customers and neighbors with their commitment to service excellence. This past year, Refoua booked over \$4 million in revenue, making him one of the top reservation sales associates in the entire company. This is a major accomplishment, considering that Refoua is totally blind and relies on JAWS adaptive software to read aloud what he types while listening to the guest over the phone. In addition to selling, Refoua also finds time to train newly hired, visually impaired associates and give back to the community by supporting the center's United Way and Children's Miracle Network fundraising efforts.

WEBSITE: www.marriott.com

YEAR FOUNDED: 1999

HIRES IN PAST 12 MONTHS: 110

PLANNED HIRES: 135

Broadway Bancshares Inc.

RANK: 3

CHIEF EXECUTIVE: Chairman/CEO James D. Goudge

U.S. REVENUE: not available

S.A.-AREA EMPLOYEES: 527

TOTAL EMPLOYEES: 656

BENEFITS: Comprehensive benefits package that includes: Medical, dental, vision, life, short/long-term disability, EAP, time-off benefits, paid holidays, awards and recognition, and educational assistance. Also offers a profit-sharing plan with a 401(k) feature available for employees. Employees can elect to save from 2 percent of their salaries up to the annual IRS maximum on a pretax basis for retirement. Contributions to the 401(k) plan are always 100 percent vested with a 50 percent company match up to the first 6 percent.

INTERESTING FACTS: A few of the areas where Broadway bank was the first: First suburban bank; first San Antonio military bank; first San Antonio bank to extend banking hours; first on-site brokerage services; first to offer mobile banking through Eisenhower Bank, the military division of Broadway Bank. Founded in 1941 on the principals of honesty, integrity, quality customer service, commit-

ment to the community and teamwork. Broadway Bank operates a total of 38 banking centers, including Eisenhower Bank, which is located on every San Antonio military installation and in Killeen/Fort Hood and Goodfellow AFB in San Angelo.

WEBSITE: www.broadwaybank.com

YEAR FOUNDED: 1941

HIRES IN PAST 12 MONTHS: 59

PLANNED HIRES: 35

Rackspace Hosting Inc.

RANK: 4

CHIEF EXECUTIVE: President/CEO Lanham Napier

GLOBAL REVENUE: \$629,000,000

S.A.-AREA EMPLOYEES: 1,819

TOTAL EMPLOYEES: 2,900

BENEFITS: Offers programs focused on wellness and development along with medical and dental health packages. A Wellness Council, led by Rackers, promotes a variety of fitness groups: Cycling, soccer, softball and running. Rackers are rewarded for healthy activity through the Virgin Healthmiles program and discounts on health premiums. Therapeutic programs through Airrosti Rehabilitation and massage therapists are also available on-site.

INTERESTING FACTS: Founded by three Trinity University students in 1998. It has grown since then from a homegrown technology company to a global service company that provides computing as a service. Considers itself a service company first and foremost. Serves more than 70,000 customers, including more than 51,000 cloud computing customers.

WEBSITE: www.rackspace.com

YEAR FOUNDED: 1998

HIRES IN PAST 12 MONTHS: not available

PLANNED HIRES: not available

San Antonio Lighthouse for the Blind

RANK: 5

CHIEF EXECUTIVE: President/CEO Mike Gilliam

U.S. REVENUE: not available

S.A.-AREA EMPLOYEES: 449

TOTAL EMPLOYEES: not available

BENEFITS: Provides health, life, long-term care and long-term disability insurance, and offers dental, vision and additional life coverage. Also: 11 paid holidays, paid time off, company match of 6 percent for contributions made to the 403(b) program, \$4,000 annual higher education tuition reimbursement, legal assistance and a comprehensive EAP program offering five face-to-face counseling sessions per incident per employee.

INTERESTING FACTS: Since its beginnings in 1933 with five part-time workers making pillowcases at a North Presa Street sewing plant, it has served the community and the nation by manufacturing products during times



of war and peace. Named 2009 Employer of the Year by San Antonio Independent Living (SAILS) for its hiring practices. Named one of the top 50 companies in the country to work for people older than 50 by AARP. Named one of the top 85 places to work in Texas by the Best Companies Group in conjunction with Texas Monthly; it was the only nonprofit ever recognized. Recognized by the Boeing Co. for "Outstanding" Efforts. Operates 13 mission support stores on 11 military installations. Rehabilitation program provides support to more than 3,500 people every year. Trains blind individuals in the latest computer technology, offers vocational assessment, job placement, scholarships and independent living skills training and works with blind teens in the school-to-work program. **WEBSITE:** www.salighthouse.org
YEAR FOUNDED: 1933
HIRES IN PAST 12 MONTHS: 100
PLANNED HIRES: 50

Hill Country Bakery

RANK: 6
CHIEF EXECUTIVE: Managing partner Steve O'Donnell
U.S. REVENUE: not available
S.A.-AREA EMPLOYEES: 500
TOTAL EMPLOYEES: 500
BENEFITS: Health/dental/vision/life insurance, 401(k) with employer-matching, vacation, short- and long-term disability and supplemental products.
INTERESTING FACTS: Began in 1997 in San Antonio when food-industry veterans David Nolan and Steve O'Donnell met at a trade show. The company is built on the hard work and vision of its founders, who have taken the company-customer relationship and made it a partnership. Owns and operates three food-manufacturing facilities. Have received the American Institute of Baking's highest Superior Rating every year since 2001. Have the capacity to store 90 truckloads of finished product. **WEBSITE:** www.hillcountrybakery.com
YEAR FOUNDED: 1997
HIRES IN PAST 12 MONTHS: 200
PLANNED HIRES: 100

Red McCombs Automotive

RANK: 7
CHIEF EXECUTIVE: Owner/operator Marsha Shields
U.S. REVENUE: not available
S.A.-AREA EMPLOYEES: 495
TOTAL EMPLOYEES: not available
BENEFITS: not available

INTERESTING FACTS: Red McCombs began his career in 1950 and has since owned and represented almost every brand of vehicle. Each of his auto dealerships has earned national recognition awards for sales and service excellence. McCombs pioneered the used-car business model employed by most retail auto dealers in the U.S. The aftermarket products and customer service divisions he created are considered to be industry standards. **WEBSITE:** http://redmccombs.com
YEAR FOUNDED: 1958
HIRES IN PAST 12 MONTHS: not available
PLANNED HIRES: not available

Ancira Enterprises Inc.

RANK: 8
CHIEF EXECUTIVE: President/CEO Ernesto Ancira Jr.
U.S. REVENUE: \$450,000,000
S.A.-AREA EMPLOYEES: 553
TOTAL EMPLOYEES: not available
BENEFITS: not available
INTERESTING FACTS: Covers 13 brands of automobiles, 12 San Antonio-based dealerships and three RV stores. **WEBSITE:** http://ancira.com
YEAR FOUNDED: 1972
HIRES IN PAST 12 MONTHS: not available
PLANNED HIRES: not available

WellMed Medical Management

RANK: 9
CHIEF EXECUTIVE: Chairman/CEO George M. Rapier III, M.D.
U.S. REVENUE: \$702,900,000
S.A.-AREA EMPLOYEES: 1,406
TOTAL EMPLOYEES: 1,600
BENEFITS: Comprehensive medical/dental insurance including \$250 annual vision allowance, bariatric surgery, prescription and disease management benefits that may qualify participants for free prescriptions. Dependent and medical care flex spending accounts, life, long-term care and disability insurance, and mental health and legal services. 401(k) with enrollment at six months, matching at 100 percent for first 3 percent contributed and 50 percent for the next 2 percent. Immediate vesting at 100 percent of company contribution. Free ride home if employee is unable to drive home after evening out. Educational assistance of \$2,500 after one year of service; \$3,000 after three years of service. Continuing education up to \$1,000 per year. Weight Watchers en-

rollment fees. \$30 per month gym reimbursement. Exercise programs in some facilities. Premium reduction for wellness activities (employee and spouse). Annual biggest loser contest with \$500 cash prize.

INTERESTING FACTS: Serves more than one in five Medicare-eligible seniors in the Greater San Antonio area. Largest physician-owned medical group in South Texas, one of the largest primary care providers in South Texas and the largest primary care provider for seniors. Believed to be the only health care delivery provider in the nation headed by a geriatrician, Dr. George M. Rapier III, who started with \$1 million in capital from PacifiCare in 1990. Operates 21 clinics in the San Antonio area. Also owns Comfort Care Transportation. In August 2009, Inc. Magazine recognized WellMed as one of the nation's fastest-growing private companies (No. 2144 on the Inc. 5000 list). Has received national awards and grants for medical innovation. **WEBSITE:** www.wellmedmedicalgroup.com
YEAR FOUNDED: 1990
HIRES IN PAST 12 MONTHS: 464
PLANNED HIRES: 150

Harlandale Independent School District

RANK: 10
CHIEF EXECUTIVE: Superintendent Robert Jaklich
U.S. REVENUE: not available
S.A.-AREA EMPLOYEES: 2,079
BENEFITS: Health, dental and life insurance with supplemental insurance available. Cafeteria plan. Teacher retirement plan. Paid personal and sick days.
INTERESTING FACTS: District covers 13.73 square miles. Its total population is about 67,943 — about 87 percent is of Hispanic origin — with 21,558 families and 17,161 residential units. The district has two high schools, four middle schools, 13 elementary schools, a center for multi-handicapped students and two alternative educational centers. It employs 2,077 personnel, including 1,015 teachers, with a student enrollment of 7,168 elementary students and 6,928 secondary students — a total of 14,096 students. **WEBSITE:** www.harlandale.net
YEAR FOUNDED: 1884
HIRES IN PAST 12 MONTHS: not available
PLANNED HIRES: not available