

BEST FIRM

SSR Inc. – Integrity in all they do

While firm has grown in size, its commitment to employees remains the same.

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In 1968, Tom Seckman, Andy Reid, Lester Smith and Bobby Smith gathered in a house in Nashville, Tenn., to draft their *magna carta* for a new company. It was then that the foundation was set for success and **Smith, Seckman, Reid, Inc.**, was born.

And, in the 40-plus years since their start, while almost everything, including the tools that they use to get their jobs done, has changed, their core values have not. With a diversified focus to provide consulting services to some of the country's most prestigious healthcare, infrastructure, sports and entertainment, education, commercial and industrial projects, the SSR team is thriving. The founders wanted to create a firm where they could share knowledge, experience, rewarding work and rewards; they succeeded. Now with offices in eight states and 508 employees, this large firm creates trust within a family environment. SSR is the No. 3 Best Multidiscipline A/E Services Firm to Work For in 2011 and the No. 1 Best Large Firm To Work For.

FROM THE TOP DOWN. Sometimes when things get too big, everything turns to numbers and bottom lines. This is not the case at SSR. Richard Morris, executive vice president for its Southwestern division says, "I have been here since 1990 and what first attracted me to the firm were the leadership and the people. The energy in the office was positive and there was a strong sense of inclusion and connection from leadership and peers, which created a compelling reason to join the firm."

Morris shares what he feel makes SSR a top place to work for. "It's the spirit

of collaboration and entrepreneurial energy that shouts, 'We can accomplish great things as a team!' Additionally, it's the sense of family and security that is evidenced from the top down, and exemplified by the many perks staff enjoys as a part of the SSR environment," he says. "Some of the notable perks include flexible hours, excellent benefits and current technology, but the most important perk is transparency, allowing staff to know what is going on in the firm."

SSR'S MOST VALUABLE TOOLS – PEOPLE. In any business today, tools are of utmost importance. Communications systems, computers, software, high-tech gadgets, you name it... To be competitive, you've got to have it. But, without the people to run a business, you're lost, no matter how great the tools in your box. Terry Compton, vice president and team leader at SSR, has almost 28 years of tenure. "SSR's greatest resource is its employees," she says. "SSR is successful and provides the best place to work as a result of the employees that make up SSR."

PLANNED RETENTION. When hiring and building a team, retention of team members is an important variable in the formula of a company's success. Finding the right people to fill the right job is not easy, no less keeping them in place. Jessica Nyce, senior human resources partner, has been with SSR for four and a half years and illustrates how the firm accomplishes this challenging task.

"SSR's turnover rate is significantly lower than the industry average and is declining overall. With 508 employees and only a 10 percent overall turnover (which is well below industry standard), we have done extremely well in keeping our staff," she says. "Our retention efforts can be described as 'fo-



SSR AT A GLANCE

What do they do? Across the country, facility builders and owners turn to SSR for high-quality engineering design and facility consulting services. The work the firm does is as diverse as its clients and projects, but one thing remains the same: Its close-to-the-client approach results in responsive, lasting relationships and effective, appropriate solutions.

Why SSR? It's a dynamic firm that has maintained a caring and family workplace. It boasts good people, strong values, satisfied clients, innovative projects, disciplined growth and involved employees. It offers opportunities to its employees to make an impact at work and in their community. And, it is employee-owned, which means that employees can benefit directly from their own hard work.

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cused retention' or 'planned retention.' We hire many new college graduates and expect them to look around at some point in their careers. However, each year we have many highly qualified employees who return to work for us after having left. It's not about keeping every employee, it's about keeping those employees who are productive and bring value to SSR. In the event that an employee is not the right match for our culture, our goal is to transition that person to a place where he or she can be more successful. Each of the SSR perks is intended to create a positive workplace environment and a sense of belonging to a caring firm – this creates a desire to stay." ▲▲