

Small employers

(up to 99 U.S. employees)



Rank	2019 Rank	Name	Headquarters	Industry	Total U.S. employees	Total Virginia employees	% Male	% Female	Number of paid holidays	Bonus or incentive programs	Employee retirement plan	Employer matching of employee contributions to retirement plan	Flexible spending accounts	Formal diversity training	Paid community service leave	Telecommuting options	Free daily snacks or beverages	Fun activities to relieve stress
1	3	Patriot Group International Inc.	Warrenton	Defense	83	44	92	8	10	●	●	●	●	●	●	●	●	●
2	N/A	Harrity & Harrity LLP	Fairfax	Legal	50	50	56	44	9	●	●	●	●	●	●	●	●	●
3	2	ThunderCat Technology	Reston	Technology	85	85	76	24	10	●	●	●	●	●	●	●	●	●
4	17	Indaco Risk Advisors	Charlottesville	Insurance	16	16	62	38	11	●	●	●	●	●	●	●	●	●
5	1	Cassaday & Co. Inc.	McLean	Financial Services	58	58	60	40	10	●	●	●	●	●	●	●	●	●
6	8	Striven Technologies LLC	Ashburn	Staffing	30	30	85	15	10	●	●	●	●	●	●	●	●	●
7	43	Leaseweb USA Inc.	Manassas	Technology	69	51	75	25	8	●	●	●	●	●	●	●	●	●
8	25	Vaco Richmond LLC	Richmond	Staffing	28	28	43	57	6	●	●	●	●	●	●	●	●	●
9	14	Marathon Consulting LLC	Virginia Beach	Technology	93	93	73	27	6	●	●	●	●	●	●	●	●	●
10	24	Four Inc.	Herndon	Technology	38	37	61	39	10	●	●	●	●	●	●	●	●	●
11	23	Intelligent Shift LLC	Ashburn	Consulting	59	59	67	33	39	●	●	●	●	●	●	●	●	●
12	37	PagnatoKarp	Reston	Financial Services	29	29	52	48	9	●	●	●	●	●	●	●	●	●
13	5	Qualtrax Inc.	Blacksburg	Technology	39	25	64	36	9	●	●	●	●	●	●	●	●	●
14	10	Independent Container Line	Glen Allen	Transportation	72	54	57	43	8	●	●	●	●	●	●	●	●	●
15	7	TechAnax	Woodbridge	Government	23	23	58	42	10	●	●	●	●	●	●	●	●	●
16	N/A	B&A	McLean	Technology	94	51	70	30	10	●	●	●	●	●	●	●	●	●
17	32	Troika Solutions LLC	Reston	Defense	21	21	66	33	10	●	●	●	●	●	●	●	●	●
18	44	Wall, Einhorn & Chernitzer PC	Norfolk	Accounting	65	65	35	65	9	●	●	●	●	●	●	●	●	●
19	28	Warren Whitney	Richmond	Consulting	21	21	45	55	8	●	●	●	●	●	●	●	●	●
20	N/A	Enquizit Inc.	McLean	Technology	33	33	76	24	10	●	●	●	●	●	●	●	●	●
21	39	Govplace	Reston	Technology	68	68	61	39	10	●	●	●	●	●	●	●	●	●
22	N/A	Sullivan, Bruyette, Speros & Blayne LLC	McLean	Financial Services	61	61	55	45	10	●	●	●	●	●	●	●	●	●
23	52	Syntasa	Herndon	Technology	38	38	74	26	8	●	●	●	●	●	●	●	●	●
24	12	Veris Consulting Inc.	Reston	Consulting	23	19	37	63	10	●	●	●	●	●	●	●	●	●
25	26	Discover Technologies LLC	Herndon	Technology	67	67	77	23	9	●	●	●	●	●	●	●	●	●
26	56	RiverFront Investment Group	Richmond	Financial Services	49	49	63	37	10	●	●	●	●	●	●	●	●	●
27	N/A	The Frontier Project	Richmond	Consulting	15	15	13	87	12	●	●	●	●	●	●	●	●	●
28	19	WebStrategies Inc.	Midlothian	Advertising/PR/Marketing	22	22	45	55	8	●	●	●	●	●	●	●	●	●
29	N/A	Worldwide Speakers Group	Alexandria	Other	16	16	31	69	11	●	●	●	●	●	●	●	●	●
30	N/A	MSA PC	Virginia Beach	Engineering	45	45	71	29	7	●	●	●	●	●	●	●	●	●
31	27	Prosper Insurance	Virginia Beach	Insurance	64	64	47	53	10	●	●	●	●	●	●	●	●	●
32	N/A	ISI Professional Services	Fairfax	Consulting	46	46	33	67	10	●	●	●	●	●	●	●	●	●
33	30	DJG Inc.	Williamsburg	Architecture	23	23	60	40	7	●	●	●	●	●	●	●	●	●
34	N/A	Austin Brockenbrough & Associates LLP	Richmond	Engineering	45	45	70	30	9	●	●	●	●	●	●	●	●	●
35	6	WellsColeman	Richmond	Accounting	34	34	38	62	11	●	●	●	●	●	●	●	●	●
36	51	Summit Information Solutions Inc.	Glen Allen	Technology	43	31	67	33	10	●	●	●	●	●	●	●	●	●
37	15	Qlarion Inc.	Reston	Consulting	20	20	85	15	10	●	●	●	●	●	●	●	●	●
38	49	ARG Inc	McLean	Consulting	65	65	50	50	10	●	●	●	●	●	●	●	●	●
39	N/A	VxL Enterprises	Alexandria	Defense	21	20	66	34	10	●	●	●	●	●	●	●	●	●
40	42	Nacha	Herndon	Nonprofit	72	72	29	71	10	●	●	●	●	●	●	●	●	●
41	N/A	FinFit	Virginia Beach	Financial services	53	53	36	64	7	●	●	●	●	●	●	●	●	●
42	34	Solvaria	Glen Allen	Technology	40	40	75	25	20	●	●	●	●	●	●	●	●	●
43	N/A	Syncon	Chesapeake	Construction	37	37	79	21	6	●	●	●	●	●	●	●	●	●
44	48	Endurance IT Services	Virginia Beach	Technology	38	38	80	20	0	●	●	●	●	●	●	●	●	●
45	29	Health Quality Innovators	Richmond	Healthcare consulting	68	68	17	83	7	●	●	●	●	●	●	●	●	●
46	N/A	GuernseyTingle	Williamsburg	Architecture	25	25	52	48	0	●	●	●	●	●	●	●	●	●
47	38	Emerald Construction Co. Inc.	Richmond	Construction	27	27	81	19	8	●	●	●	●	●	●	●	●	●
48	53	xScion Solutions	McLean	Consulting	47	25	64	35	11	●	●	●	●	●	●	●	●	●
49	N/A	Wisler Plumbing and Air Inc.	Rocky Mount	Services	53	53	78	22	6	●	●	●	●	●	●	●	●	●
50	N/A	Layer 9	Portsmouth	Technology	25	25	80	20	6	●	●	●	●	●	●	●	●	●
51	31	Wells + Associates	Tysons	Consulting	49	43	72	28	9	●	●	●	●	●	●	●	●	●
52	N/A	Bean Kinney and Korman PC	Arlington	Legal	72	72	53	47	9	●	●	●	●	●	●	●	●	●
53	33	Fahrenheit Advisors	Richmond	Consulting	54	50	58	42	6	●	●	●	●	●	●	●	●	●
54	N/A	COLAB	Richmond	Technology	25	25	60	40	8	●	●	●	●	●	●	●	●	●
55	N/A	Counterpoint Consulting Inc.	Vienna	Technology	52	52	70	30	9	●	●	●	●	●	●	●	●	●