



Small employers

(up to 99 U.S. employees)

Rank	2020 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	6	Striven Technologies LLC	Ashburn	Technology	81	27	85	15	15	●	●	●	●	●	●	●	●	●
2	3	ThunderCat Technology LLC	Reston	Technology	94	94	73	27	10	●	●	●	●	●	●	●	●	●
3	N/A	VerticalApps	Arlington	Technology	24	24	68	32	12	●	●	●	●	●	●	●	●	●
4	N/A	SmartEdge IT LLC	Herndon	Technology	33	18	78	22	15	●	●	●	●	●	●	●	●	●
5	N/A	The Hodges Partnership	Richmond	Advertising/PR/Marketing	15	15	40	60	8	●	●	●	●	●	●	●	●	●
6	7	Leaseweb USA Inc.	Manassas	Technology	73	53	80	20	8	●	●	●	●	●	●	●	●	●
7	5	Cassaday & Co. Inc.	McLean	Financial services	65	65	64	38	10	●	●	●	●	●	●	●	●	●
8	N/A	Black Cape Inc.	Arlington	Technology	41	37	73	27	10	●	●	●	●	●	●	●	●	●
9	15	TechAnax	Woodbridge	Technology	24	22	66	33	10	●	●	●	●	●	●	●	●	●
10	8	Vaco Richmond	Richmond	Staffing	21	21	48	52	7	●	●	●	●	●	●	●	●	●
11	22	SBSB Financial Advisors	McLean	Financial services	68	68	51	49	10	●	●	●	●	●	●	●	●	●
12	26	RiverFront Investment Group	Richmond	Financial services	47	47	60	40	10	●	●	●	●	●	●	●	●	●
13	10	Four Inc.	Herndon	Technology	37	37	62	38	12	●	●	●	●	●	●	●	●	●
14	35	WellsColeman	Richmond	Accounting	38	38	37	63	11	●	●	●	●	●	●	●	●	●
15	37	Qlarion Inc.	Reston	Consulting	27	27	85	15	9	●	●	●	●	●	●	●	●	●
16	24	Veris Consulting Inc.	Reston	Consulting	21	17	41	59	10	●	●	●	●	●	●	●	●	●
17	N/A	Virginia Realtors	Glen Allen	Trade association	34	34	21	79	12	●	●	●	●	●	●	●	●	●
18	4	Indaco Risk Advisors	Charlottesville	Insurance	20	20	65	35	11	●	●	●	●	●	●	●	●	●
19	N/A	LitCon Group LLC	Alexandria	Consulting	41	31	68	32	10	●	●	●	●	●	●	●	●	●
20	N/A	Firefli	Roanoke	Advertising/PR/Marketing	15	15	53	47	15	●	●	●	●	●	●	●	●	●
21	N/A	McLean Asset Management Corp.	Tysons	Financial services	26	19	53	47	10	●	●	●	●	●	●	●	●	●
22	N/A	MetaPhase Consulting	Reston	Government	68	26	60	40	10	●	●	●	●	●	●	●	●	●
23	14	Independent Container Line Ltd. (ICL)	Glen Allen	Transportation	69	54	57	43	8	●	●	●	●	●	●	●	●	●
24	31	Prosper Insurance	Virginia Beach	Insurance	74	74	45	55	7	●	●	●	●	●	●	●	●	●
25	N/A	David T. Scott & Associates LLC (DTS & Associates)	Arlington	Consulting	22	22	45	55	10	●	●	●	●	●	●	●	●	●
26	N/A	Vantage Point Consulting Inc.	Reston	Consulting	26	20	60	40	10	●	●	●	●	●	●	●	●	●
27	9	Marathon Consulting LLC	Virginia Beach	Technology	92	92	72	28	6	●	●	●	●	●	●	●	●	●
28	N/A	SPEC Innovations	Manassas	Engineering	24	24	58	42	10	●	●	●	●	●	●	●	●	●
29	17	Troika Solutions LLC	Reston	Consulting	15	15	73	27	10	●	●	●	●	●	●	●	●	●
30	N/A	SolutionWorx Inc.	Chantilly	Technology	16	16	87	13	7	●	●	●	●	●	●	●	●	●
31	20	Enquizit Inc.	McLean	Technology	55	55	80	20	10	●	●	●	●	●	●	●	●	●
32	N/A	Holcomb Law	Yorktown	Legal	17	17	39	61	14	●	●	●	●	●	●	●	●	●
33	42	Solvaria	Glen Allen	Technology	43	43	79	21	20	●	●	●	●	●	●	●	●	●
34	11	Intelligent Shift	Fairfax	Consulting	79	79	63	37	39	●	●	●	●	●	●	●	●	●
35	N/A	Capital Square	Glen Allen	Real estate	55	55	42	58	7	●	●	●	●	●	●	●	●	●
36	28	Web Strategies Inc.	Midlothian	Advertising/PR/Marketing	22	22	45	55	7	●	●	●	●	●	●	●	●	●
37	N/A	Ford Richardson PC	Richmond	Legal	32	32	33	67	10	●	●	●	●	●	●	●	●	●
38	50	Layer 9 Inc.	Portsmouth	Technology	26	26	73	27	6	●	●	●	●	●	●	●	●	●
39	43	Syncon LLC	Chesapeake	Construction	41	41	79	21	6	●	●	●	●	●	●	●	●	●
40	N/A	Richmond Window Corp. Renewal by Andersen of Central Virginia	Richmond	Construction	63	63	74	26	8	●	●	●	●	●	●	●	●	●
41	13	Qualtrax Inc.	Blacksburg	Technology	38	38	60	40	14	●	●	●	●	●	●	●	●	●
42	38	Association Resource Group Inc. (ARG)	Manassas	Consulting	75	75	52	48	10	●	●	●	●	●	●	●	●	●
43	N/A	SteelMaster Buildings	Virginia Beach	Prefabricated buildings	50	50	64	36	6	●	●	●	●	●	●	●	●	●
44	47	Emerald Construction Co. Inc.	Richmond	Construction	31	30	84	16	8	●	●	●	●	●	●	●	●	●
45	N/A	The Geller Law Group	Fairfax	Legal	20	20	0	100	12	●	●	●	●	●	●	●	●	●
46	N/A	Workshop Digital	Richmond	Advertising/PR/Marketing	24	24	42	58	9	●	●	●	●	●	●	●	●	●
47	N/A	Benchmark Systems (formerly AntWorks)	Lynchburg	Health care – insurance	45	45	44	56	10	●	●	●	●	●	●	●	●	●
48	N/A	Reinventing Geospatial Inc. (RGI)	Fairfax	Technology	42	37	78	22	9	●	●	●	●	●	●	●	●	●
49	N/A	Cynet Systems Inc.	Sterling	Staffing	21	21	38	62	8	●	●	●	●	●	●	●	●	●
50	N/A	Sun Design Remodeling Specialist Inc.	Burke	Construction	57	57	62	38	8	●	●	●	●	●	●	●	●	●
51	N/A	Healthcare Distribution Alliance	Arlington	Nonprofit	35	35	23	77	15	●	●	●	●	●	●	●	●	●
52	21	Govplace Inc.	Reston	Technology	63	59	61	39	10	●	●	●	●	●	●	●	●	●
53	N/A	KWC Certified Public Accountants	Alexandria	Accounting	88	88	32	68	10	●	●	●	●	●	●	●	●	●
54	16	B&A	McLean	Technology	97	49	68	32	10	●	●	●	●	●	●	●	●	●
55	N/A	Malvin, Riggins & Co. PC	Newport News	Accounting	35	25	25	75	7	●	●	●	●	●	●	●	●	●
56	44	Endurance IT Services	Virginia Beach	Technology	42	42	71	29	0	●	●	●	●	●	●	●	●	●
57	18	Wall, Einhorn & Chernitzer PC	Norfolk	Accounting	57	57	39	61	9	●	●	●	●	●	●	●	●	●
58	N/A	UDig	Henrico	Consulting	41	41	80	20	8	●	●	●	●	●	●	●	●	●
59	54	Colab	Richmond	Technology	23	23	48	52	8	●	●	●	●	●	●	●	●	●
60	N/A	Brandito LLC	Henrico	Advertising/PR/Marketing	26	26	44	56	10	●	●	●	●	●	●	●	●	●
61	25	Discover Technologies LLC	Herndon	Technology	84	82	75	25	9	●	●	●	●	●	●	●	●	●
62	40	Nacha	Herndon	Nonprofit	69	69	28	72	10	●	●	●	●	●	●	●	●	●
63	N/A	Vanderpool, Frostick & Nishanian PC	Manassas	Legal	24	24	42	58	10	●	●	●	●	●	●	●	●	●