TAMPA BAY BUSINESS JOURNAL

B P t W

SMALL (10-24 EMPLOYEES)

1. CARNAHAN GROUP

Since 2002, Carnahan Group has traditionally been known as the nation's trusted fair market valuation experts in health care, having consulted with the largest health care systems in the nation. Throughout its years of consulting and providing strategic guidance to health care organizations, the company recognized the necessity for faster, better, cheaper compliance solutions to restore health care's mission of giving back to the healers and the community they serve. As of 2017, Carnahan Group made a shift in the company's focus and evolved into a health care technology firm that uses game-changing technology to drive compliance and cost reductions for some of the world's largest health care organizations. Its goal is to reduce the cost of compliance by creating innovative technology solutions that don't require the time and expenses associated with the traditional way of consulting. Aside from the fair market valuation spectrum of services, Carnahan Group also has a strategic department where it conducts community needs assessments, community health needs assessments and strategic planning for health systems.

What's a common question you ask in the job interview process? "How do you value an apple tree?" We like to see how individuals react when thrown into a nontraditional situation or question. How people answer really speaks to how their work process is.

Name an occasion when your team pulled together to overcome an obstacle. Like many small companies, Carnahan Group has not been without its difficult or trying times. One particular incident occurred a few years back when we lost a long-time, key client to a much bigger competitor. In true Carnahan Group fashion, though, we turned what could have been a very negative situation into a learning experience. We used feedback from the loss to better our relationships with our existing clients across the board. More importantly, the situation gave us the motivation that we needed to really push our internal technology platform, FMVMD, into a client-facing realization. All employees pulled together to ensure that we were creating the platform, getting our clients excited about it, and delivering on the promise

COURTESY OF CARNAHAN GROUP

of a better way to do valuations.

What are some popular perks of your workplace? Carnahan Group's biggest perk is the camaraderie we have among the group. Our culture is certainly one of work hard, play hard. You can see this when you walk into our office with the fully-stocked kitchen, exercise room, or ping-pong table. Traveling is a definite perk of working at Carnahan Group as we participate in multiple conferences throughout the nation, present in front of C-Suite roundtables at hospital systems, and develop business skills at a significantly faster rate than most companies. We have been spoiled by our president's love for planes in having a corporate plane to get around in. It is not uncommon for the group to travel to fun client events as well, such as galas or clay-shooting events. On a social level, Carnahan Group participates in local team-building events, such as SportsFest and monthly volunteer opportunities. We have monthly get-togethers with the team, planned by each employee on a rotation basis; past events include pedal pubbing, Howl-O-Scream, dinners, and more. The perks of Carnahan Group are far-reaching. A lot of resources are devoted to professional development – from new certifications for employees to leadership programs focusing on the entrepreneurial attitude. Employees have a rich benefit package with 401(k) matching; health, dental, and vision insurance; work from home flexibility; and a generous paid time off policy.

    –*Erica Hammond, sales and marketing manager*

WE'RE HIRING

QUANTUM SCORE

99.9537

Location: Tampa

Company hashtag: #restoringhealthcaresmission

Employee count: 13

FROM THE SURVEY

"Carnahan Group is a great place to work and I love all of the employees here. We push each other to be great on a daily basis."