



THE MANY MOVING PARTS OF A GREAT PLACE TO WORK

Building a Culture of Excellence

From day one, the founders of Pegasus Optimization Managers, a natural gas contract compression and solutions provider, set out to differentiate their company with a technically advanced fleet, supported by superior service. That takes the right people—and the right culture. So, Pegasus hand picks the industry's top talent, empowers them with knowledge and decision-making authority, and removes barriers so they are free to do their jobs.

The strategy is working, and it has earned the company a spot on the *Inc.* Best Workplaces list. This is especially impressive because Pegasus operates across eight states. Chief Legal Officer Jeremy Osborne is proud of the culture, as well as the decision to launch Pegasus from College Station, Texas, as opposed to a larger city. Here, the company makes a measurable impact on the community, and the team enjoys a high quality of life that aligns with company values.

Teach your people well

Pegasus installs, operates, and maintains compressors along gas gathering and processing lines. Technicians are the face of the company. They are hard-working, invested, and possess a sense of urgency. This is important because Pegasus offers customers runtime guarantees that hold it financially accountable if equipment isn't operational. If a compressor goes down in the middle of the night, a Pegasus technician must wake up and bring it back online. Pegasus purposely cultivated a culture in which this type of commitment is expected and rewarded.

Pegasus invests in education beyond skills training. The company provides comprehensive corporate financial training to everyone and teaches department heads to map out their own budgets. Then, they trust them to make the decisions they need to reach their goals. Pegasus also hosts regular seminars on topics ranging from negotiation to public speaking. Osborne and his partners have decades of industry experience. None of them knows of a competitor that offers as many educational opportunities as they do. Such comprehensive em-



Pegasus knows what's good for the team is also good for business.

ployee development helps Pegasus promote from within as the company grows. And it is growing. Pegasus has doubled its workforce every year since its start in 2015.

Show employees you care

Employees can't excel if they are worried about their financial well-being. Osborne wants to make home life as peaceful and prosperous as possible for employees. So, the company offers competitive compensation and benefits packages. It pays health care premiums in full, offers a 6 percent match on 401(k) plans, and provides consultations with a financial adviser as a benefit.

To create a welcoming, friendly atmosphere, Pegasus sends out a quarterly company newsletter that includes updates on employees' families, such as births and graduations, and contests for kids. It also invites families to stay overnight at a resort for its annual holiday party and provides free child care. To be sure it never loses sight of employees' needs, Pegasus assembled an Innovation Team consisting of people across locations and departments. This group imagines and solicits ways to make the employee experience even better. Past ideas that have been implemented include paid time off to volunteer and a scholarship program for employees' children.

In all of these ways, Pegasus intentionally creates a culture that encourages and rewards excellence. Its success proves that you can grow an organization with a happy workforce—no matter where you operate.

Created by *Inc.* Studio and commissioned by



