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PRESS RELEASE

For Immediate Release December, 2020

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THE BALTIMORE SUN MEDIA GROUP NAMES THE WARNER COMPANIES A WINNER OF THE BALTIMORE METRO AREA 2020 TOP WORKPLACES AWARD FOR THE THIRD YEAR IN A ROW

Timonium, Maryland – The Warner Companies has been awarded a 2020 Top Workplaces honor by The Baltimore Sun Media Group for the third year in a row. The Warner Companies was awarded this honor in 2018 and 2019 as well. The list is based solely on employee feedback gathered through a third-party survey administered by employee engagement technology partner Energage, LLC. The anonymous survey uniquely measures 15 drivers of engaged cultures that are critical to the success of any organization: including alignment, execution, and connection, just to name a few.

"In times of great change, it is more important than ever to maintain a connection among employees," said Eric Rubino, Energage CEO. "When you give your employees a voice, you come together to navigate challenges and shape your path forward based on real-time insights into what works best for your organization. The Top Workplaces program can be that positive outcome your company can rally around in the coming months to celebrate leadership and the importance of maintaining an employee-focused culture, even during challenging times."

Chairman and CEO, Lee W. Warner, stated "being selected as a Baltimore Sun Top Workplaces is great for the company. Our people are what make the difference. We are happy to have the team that we do!"

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About The Warner Companies

<u>The Warner Companies</u> is one of the nation's leading independent, full-service financial and benefit consulting firms serving corporations and individual clients of substantial net worth throughout the United States. Founded in 1992, the firm advises clients in every aspect of financial planning and benefits services. Services involve wealth strategies, and include comprehensive financial, estate, retirement, and investment planning; sports management; executive benefit planning; core employee benefit planning; and, voluntary benefit planning. Securities offered through M Holdings Securities. The Warner Companies is independently owned and operated.

About Energage, LLC

Energage offers a fully unified SaaS platform, plus support and professional services, to help organizations recruit and retain the right talent. As a B-Corporation founding member, Energage has committed itself to the purpose of making the world a better place to work together. Based on 14 years of culture research, the engine behind 51 Top Workplaces programs across the country, and data gathered from over 20 million employees at 60,000 organizations, Energage has isolated the 15 drivers of engaged cultures that are critical to the success of any business, and developed the tools and expertise to help organizations measure, shape and showcase their unique culture to achieve a sustainable competitive advantage. For more information, please visit energage.com. Follow us on Twitter @teamenergage and Facebook and LinkedIn @energage.