

3 Frontier Financial Services

Professional Services



FOUNDED

2000

EMPLOYEES

40

MALE/FEMALE RATIO

52% • 48%

**BERMUDIAN/
NON-BERMUDIAN RATIO**

33% • 67%

STAFF TURNOVER (2018)

29%

Frontier Financial Services produced a strong third-place showing to follow up a perfect debut last year when the firm topped the Top Ten Employers rankings at the first time of asking.

The professional-services firm, based in offices in Wessex House, at 45 Reid Street, has expanded its staff from 35 to 40 over the past year.

Not a company to sit on its laurels, Frontier said: “The exposure from participating in the Top Ten Employers for the first time last year has helped us attract top talent, but completing the survey also helped us identify and address areas we felt we could improve upon.”

For a top employer, Frontier has a relatively high turnover rate of 29 per cent. But this appears to be more to do with the excellence of the firm’s service than the desire of employees to leave, as nine of the 11 staff who departed were consultants hired directly by Frontier’s clients.

Frontier offers expertise in a range of areas including recruitment, accounting, immigration requirements and compliance. It offers many financial incentives for staff to excel. Managers can earn a cash bonus based upon individual and company performance, while recruiters can earn a performance-based bonus. All employees are eligible for staff referral bonuses, while secondment staff can earn extra for exceeding billable hours targets.

The firm purchased all staff health-monitoring FitBit devices to encourage commitment to staying healthy and also staged a health and wellness seminar with BF&M, its health insurance provider.

Frontier added: “We strive to be viewed as a fair and honest company to work for and do business with and our reputation is very important to us. We provide fair and competitive compensation and benefits to all employees, along with career advancement potential.”

WHAT THE
**EMPLOYEES
HAD TO SAY**

“Company culture is huge -- I would say engagement at Frontier is second to none.”

“Great place to work. Management stands behind their staff. Great benefits. Management looks out for you.”

“Company is run by a great group of guys, who are passionate about finding employees the best suited secondment.”