

Nomination: 8816

Akraya

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Akraya ████████████████████ ████████████████
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Akraya
Category A01 - A31 Employer of the Year > A31 - Employer of the Year - Other Industries
Employer of the Year Submission Format Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Founded in 2001, Akraya has evolved into a leading IT consulting and staffing solutions provider, specializing in Managed Services for User Experience & Insights (UXI) and Supply Chain Management (SCM) for prominent technology companies across the U.S. Over its 24-year history, Akraya has built a reputation for its unwavering commitment to trust, excellence, and innovation.

In recent performance, while US turnover remained steady at approximately \$57 million in 2024, Akraya strategically increased its US headcount by 23.61%, growing to 356 employees, positioning the company for future growth. Notably, Akraya's Statement of Work (SOW) business experienced significant year-over-year growth of 51%. This strategic shift has also contributed to a healthy 6.60% year-over-year growth in Profit Before Tax.

Akraya's dedication to its employees is reflected in its industry-leading eNPS score and recognition as one of SIA's "Best Staffing Firms to Work For" in 2025, along with other prestigious workplace awards. The company's long-standing Women Back to Work (WBW) program, celebrating its 10th anniversary, exemplifies its commitment to social impact and inclusive talent.

b. Outline the organization's employee-relations achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Since the beginning of 2023, Akraya has significantly focused on enhancing employee relations through several key initiatives. We've maintained an industry-leading employee Net Promoter Score (eNPS) of >8.5, demonstrating high levels of employee engagement and satisfaction.

This dedication is reflected in the many accolades we've received:

- #1 Best Places to Work in Silicon Valley (2023) by San Francisco Business Times and #2 in 2024,
- Inc.'s Best Workplaces in 2024
- SIA's Best Staffing Firms to Work For in 2025
- Glassdoor Best Places to Work for 3 consecutive years (2021, 2022, & 2023)

Our commitment to Employee Development stems from our Purpose Statement – “To inspire AKRAYANS to realize their potential.” Additionally, our Core Values reinforce this commitment, one of which is #LEARN and another is #GIVE BACK.

Akraya Academy, our comprehensive Learning platform, facilitates continuous skills growth covering job-specific, technical, and leadership development tracks. As part of the Core Value of #GIVEBACK, managers are required to develop their people. We are proud that 70% of our management team has been promoted from within, showcasing our investment in employee growth and career progression.

Despite being a fully remote organization, we've prioritized connection and collaboration through regular virtual and in-person offsite meetups, fostering strong team bonds. Our "3XKarma" purpose statement, particularly the pillar of "Inspire Akrayans to realize their potential," guides our employee-centric approach. We actively solicit and incorporate employee feedback, and our HR-led monthly activities and quarterly engagement themes promote well-being and a positive work environment.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

The employee relations achievements highlighted are significant due to their consistent positive trajectory and their outperformance against industry benchmarks in several key areas. Our sustained eNPS greater than 8.5 significantly exceeds the staffing industry average. This demonstrates a deeply engaged and satisfied workforce, a crucial differentiator in a talent-driven industry.

Our internal promotion rate of over 70% for management roles showcases a strong commitment to employee growth and retention, contrasting with companies that heavily rely on external hires for leadership positions. This "grow-from-within" approach fosters a strong sense of loyalty and institutional knowledge.

Furthermore, maintaining a cohesive and collaborative culture in a 100% remote environment is a unique achievement. While many companies struggle with remote engagement, our proactive initiatives, including regular meetups and virtual engagement activities, have fostered strong team bonds and a positive employee experience, as evidenced by our low attrition rates.

Our consistent recognition as a top workplace by multiple prestigious organizations like SIA, Inc., and Glassdoor further validates the effectiveness of our employee-centric culture and practices, placing us among the leading companies in the staffing sector for employee satisfaction and engagement. These achievements collectively demonstrate Akraya's exceptional focus on its people, setting us apart in a competitive landscape.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

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