



Patterson-Schwartz: family in a large company

Written By Jeff Mordock, *The News Journal – Top Workplaces August 28, 2016*

Despite being part of a workforce totaling over 400 across the state, employees of Patterson-Schwartz & Associates Inc. say they still think of themselves as a tight-knit family.

"We are actually very close," said Donna Greenspan, senior vice president of business development and director of corporate strategy for the real estate firm.

"We are all local, and each office will host events and get-togethers so people can become familiar with one another," she continued. "We create an environment that makes it easy to know your go co-workers."

That has resulted in Hockessin-based Patterson-Schwartz being named among *The News Journal's* top workplaces for seven consecutive years.

The 451-employee company's family atmosphere launched a home-grown success story in Delaware. Started in 1961, Patterson-Schwartz has spread to nine locations throughout the state, including opening a Bethany Beach office this summer. It is the New Castle County market leader for sales and listings.

Among the events hosted by the company are an annual holiday party, building a home with Habitat for Humanity, and picking up trash along Valley Road in Hockessin. Greenspan said Patterson-Schwartz tries to target local charities for their giving. It also listens to employee suggestions for causes to support.

"We prioritize locally in terms of what we contribute to," she said. "Our goal is to make the local community a better place to live and work and a majority of contributions go back to the local community."

As part of that effort, the firm has created the Patterson-Schwartz Foundation. Since its inception in 2001, more than \$1 million has been donated to local organizations. Through the Foundation, Patterson-Schwartz donates proceeds from every real estate transaction. Those funds have supported social services, health care research, youth programs and garden clubs.

Habitat for Humanity, New Castle Public Library, March of Dimes, Children and Families First, Delaware Nature Society, Multiple Sclerosis Society, American Cancer Society and more have benefited from the foundation.

The family atmosphere has bred employee loyalty, with some workers having been with the company for all 55 years. Joe Pluscht, president and chief executive office of Patterson-Schwartz, has been with the company for more than 30 years; Sal Sedita, who leads a team of 85 brokers in Hockessin, has spent 20 years; and Greenspan herself has logged more than a decade.

In fact, the firm's nine-person leadership team has a combined 215 years of knowledge and experience in the Delaware market.

"We have an incredibly strong retention rate and our employees love the support they get," Greenspan said.

The company provides its agents with ongoing education, career development opportunities and assistance in generating new leads and marketing materials.