

Finance Factors



FOR OVER 70 YEARS, Finance Factors has helped generations of Hawai'i's people realize their financial goals and achieve homeownership. Today, Finance Factors is the state's largest locally-owned depository financial services loan company, specializing in residential and commercial real estate lending and operating 13 branches across four islands and a mortgage center in Guam. This is the seventh time Finance Factors has been honored as a Best Place to Work.

Finance Factors knows that supporting its 113 employees' physical, emotional, and financial health is essential to building a great workplace and helping employees thrive. The company has many long-time employees, some with 15+ years of service, attributing its high retention rate to its flexibility, culture and benefits.

Finance Factors offers onsite, remote and hybrid work models for eligible positions, 100% paid Kaiser medical insurance, transportation and gym membership subsidies,

onsite immunizations, stress management sessions and health walks. Employees can also participate in one-on-one retirement planning sessions, financial seminars and 401(k) matching. Finance Factors' "Mahalogram" employee recognition program reinforces a culture of appreciation throughout the company.

Ihilani Carter, a customer service representative, shared her experience working for Finance Factors. "As a frontline representative, being able to make connections with our customers is very rewarding, especially with those who have been with the company from the beginning," Carter said. "The 'ohana culture extended to staff and customers gives me the confidence and motivation to be a successful employee."

Finance Factors encourages employees to be active in the community through non-profit gift matching and corporate volunteer events. Last year, the Finance Factors Foundation and Finance Factors Family of Company employees participated in various community service initiatives and

fundraisers, supporting 40 Hawai'i nonprofits and donating \$127,000.

Rob Nelson, president of Finance Factors, explains that the people, culture and mission set the company apart. "I'm energized by our smart, driven and compassionate colleagues who know Hawai'i's unique market and do good every day for our neighbors and community," he stated. "Our employees are the reason for our company's success, so we work to create connections, engagement, and a tight-knit work environment."

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