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Henger Rast creates fun workplace in tough times

Sixth place winner: 1-50 employees category

Birmingham Business Journal

Henger Rast Mortgage Corp. isn't necessarily a company that has a detailed corporate mission statement that dictates every facet of being a great place to work.

It's just part of the fabric of the mortgage firm, and Vice President of Production and Business Development Lee Townsend said that's not something the company's leaders plan on changing any time soon.

"The one thing we do is protect our culture," Townsend said. "Everybody that we have hired and comes through the door is motivated and willing to go above and beyond to get the job done."

Townsend said the firm's culture has resulted in a family atmosphere where employees do the little things to help create a great workplace.

It's not about policy, he said.

It's about the pats on the back. It's about pulling together for a tough project.

Lately, Townsend said it's about creating a fun environment in a challenging time for the industry.

"It's pretty obvious that the mortgage industry is unstable, but we have a core group that has pulled together, rolled up their sleeves and fought."

And while the team works very hard, he said they also know when to unwind together.

With the last week of the month often hectic for mortgage companies, Townsend said Henger Rast usually hosts a parking lot barbecue to help alleviate the stress.

Although Town—send said the firm's atmosphere has helped lead to the success of the organization, he said the culture at Henger Rast is more important than the bottom line.

"The fact that the group of people here enjoy this place and enjoy coming to work every day, it's much bigger than profit," he said.

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