

# Merit's President & CEO Named Top Midsize Leader in 2023 for the Second Time.



"We care about them [our employees] as individuals, we care about their families, and we care about providing a rewarding career. It is important for each of us to remember that you can't just say you care, but your actions have to show that you care each and every day."

**Terry Gottberg**  
President & CEO



At Merit, we are honored to have been selected for Top 100 Places to Work in DFW by the Dallas Morning News for a 12th consecutive year.

This is a particularly special honor as the results are derived entirely from Merit employee feedback. We work hard to create an environment and culture that enhances the lives of our Merit team and their families, while encouraging employees to continually focus on generating returns for our Partners and their causes.

"Understanding the Big Picture" as captioned in Dallas Morning News Top Workplaces article for 2023, certainly applies to Terry Gottberg's leadership style. Terry has been at the helm since 2009 and this marks the second time he has won the Top Midsize Company Leader.

In his own words from the article, "I have high expectations of myself and everyone at Merit, and I believe that it is my job to provide people the tools and support they need to accomplish their jobs."

Since inception in 1989, "respect" and "responsibility" have defined Merit leadership style and expectations and have created a culture where employees have long careers, not simply jobs. Terry explained in the article, "There are many ways to solve problems and achieve goals, and while people may choose to attack a situation differently than I would, it certainly doesn't make their way wrong."

As continued in the DMN article, "I believe that when you have great people working with you, it allows you to be very hands off, which shouldn't be confused with being disinterested," he said. "Allow your people to make their own decisions."

Merit is fortunate to have a leader with nearly three decades of tenure who continues to lead with quiet confidence, putting his people first.

[Read full article on dallasnews.com](https://dallasnews.com)

## Our employees say:

"There are plenty of opportunities for individual contributions, but at the end of the day, we're one big team working toward common goals."

"I know I have the opportunity to learn, advance, and have a positive impact on the people around me."

[Read full article on dallasnews.com](https://dallasnews.com)



MERIT ENERGY COMPANY

**HOW THE COMPETITION WORKS** Each spring, The Dallas Morning News solicits nominations for the Top 100 Places to Work competition. A third-party research partner, Energage LLC, distributes a survey to participating employers. The worker statements from Energage's survey are used to determine the Top Workplaces winners. Each survey contains 24 statements that employees rank on a 7 point scale. In addition, companies can earn special awards if they beat the entire field in a broad category like training or work-life balance for example. The mid-size company category is for employers with 150 to 499 workers.