

PHOENIX BUSINESS JOURNAL

PBJ Suites: Zion & Zion's Tempe office designed by and for employees (Video)

Office has nine rooms set aside for meetings of all sizes

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A look inside the offices of Zion & Zion in Tempe.
JIM POULIN | PHOENIX BUSINESS JOURNAL

 By Corina Vanek – Reporter, Phoenix Business Journal
an hour ago

COMPANIES IN THIS ARTICLE

Zion & Zion
Tempe, AZ
Broadcast Media
43
Employees
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When Zion & Zion's executives planned the design of the advertising and public relations agency's downtown Tempe office, including voices from team members was so important the company sent some employees to Chicago to pick out fabrics and to Stanford University for a "design thinking" course.

The office features bold messages written on walls, as well as a 16-foot-wide "media wall" that displays work done by the company or other messages to showcase the services offered.

"We built all the spaces thinking of every person in the company," said [Aric Zion](#), CEO of Zion & Zion. The firm moved into the space in 2013.

The office has an "open door for dogs" policy. On most days, there are a few dogs in the office, including the Zions' dog, Jabbar.

"We've had as many as nine dogs in the office," Zion said.

PBJ Suites: Zion & Zion

A look inside at the offices of Zion & Zion in Tempe, Arizona.



The firm provides snacks and drinks, including cold brew coffee on tap in its brightly colored kitchen. The building features floor-to-ceiling windows with a view of Arizona State University's "A" Mountain and Mill Avenue.

The office has nine meeting spaces, which can set the tone for different gatherings from an informal brainstorming session to a formal client meeting.

One room, which Zion calls the "sanctuary," has an interior curtain that can be closed by the person inside. The company has brought in a massage therapist for its employees to set up in that room, which also can accommodate breastfeeding mothers.

Zion said the firm is especially proud of its advancement opportunities for employees, which includes each person attending national conferences in their field every year. Employees are rewarded each year with an annual holiday party and retreat at a luxury resort over a weekend.



Zion & Zion's office at a glance

Size: 14,000 square feet

Location: Downtown Tempe on Farmer Avenue

Architect: Architekton

Amenities: Dog-friendly office, snacks, cold brew coffee on tap, employee input on design

Employees: 40

For more: [Take an exclusive tour inside the Zion & Zion owners' luxury home in Arcadia.](#)