

**BEST**

**EMPLOYERS**

**IN**



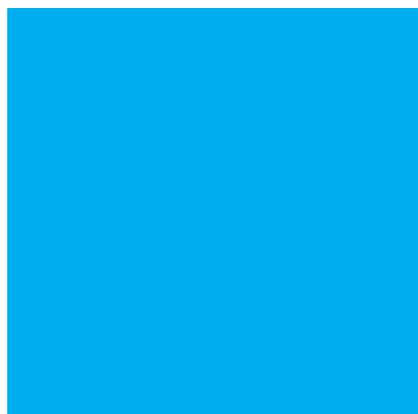
**OHIO**



A PROGRAM OF:



**'10**





# Ohio SHRM State Council

# Congratulations!

to the organizations named as Best Employers in Ohio 2010!

## 2010 Winners!

### Large Company Category (250 or more employees)

Southern Ohio Medical Center

Edward Jones

Deloitte LLP

Sheetz, Inc.

Northeastern Ohio Universities Colleges of Medicine and Pharmacy

SS&G Financial Services, Inc.

EMP Management Group, Ltd.

OCLC

Westfield Insurance

Buckeye CableSystem

### SMALL/MEDIUM COMPANY CATEGORY (15-249 employees)

Fusion Alliance, Inc.

Stress Engineering Services, Inc

SRC (formerly Syracuse Research Corporation)

Alternate Solutions HomeCare

McNees Wallace & Nurick LLC

South Dayton Acute Care Consultants, Inc.

Hilliard Lyons

Southern Ohio Behavioral Health

Cohen & Company

BMI Federal Credit Union

Rhein Chemie Corporation

The Quandel Group, Inc.

Crowe Horwath LLP

Packer Thomas

OEConnection LLC

## About Ohio SHRM State Council

The Ohio SHRM State Council, along with 27 local affiliated SHRM Chapters, plays a vital role in providing the more than 12,000 HR professionals in the state with leadership, education and inspiration for HR excellence through:

- Local chapter meetings with outstanding speakers and excellent networking opportunities
- Guidance and leadership in areas of government affairs, workforce readiness, human resources certification, college relations and diversity
- Forums for HR best practice sharing across the state
- An annual Legislative Conference and the opportunity to lobby state and local legislators
- HR Certification Institute recertification opportunities
- An annual Ohio HR Conference with great speakers and networking opportunities
- National certification exam preparation for HR college students through our annual Ohio HR Games

**To learn more about the Ohio SHRM State Council or how you can join any of our 27 local chapters, visit our website at**

**[www.ohioshrm.org](http://www.ohioshrm.org)**

Best Employers in Ohio is a program of:



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## Congratulations

**TO THE 2010 BEST EMPLOYERS IN OHIO! YOU HAVE SUCCESSFULLY CREATED AND MAINTAINED AN ENVIRONMENT WHERE PEOPLE LOVE TO COME TO WORK.**

The Ohio Society for Human Resource Management (SHRM) State Council is proud to partner with the Best Employers in Ohio program to recognize your accomplishments in the following areas:

- Leadership and planning
- Corporate culture and communications
- Role satisfaction
- Work environment
- Relationship with supervisor
- Pay and benefits
- Overall engagement

As the Ohio SHRM State Council works to provide direction, growth and development opportunities for SHRM chapters, volunteer leaders and human resource professionals in Ohio, we can reflect on the Best Employers' winning techniques.

Congratulations again to the Best Employers in Ohio for 2010!



**Andrea Gurcsik, SPHR**  
Director, Ohio SHRM State Council

## Best Companies Group▶▶▶

Best Employers in Ohio is a program of Best Companies Group in conjunction with the Ohio Society for Human Resource Management (SHRM) State Council. This publication was created by Journal Publications Inc. to recognize the 2010 Best Employers in Ohio.

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# How It Works



**Ohio is a great place** to live, work and play – qualities that are fueled by a high-quality work force and top-notch businesses. The Best Employers in Ohio program is an incentive for companies to improve their workplace practices, which in turn helps them attract and retain the best employees. This cycle ensures continued business success.

Best Employers in Ohio is a celebration of the state's elite employers, who have proven that they know what it takes to create an environment where people love to come to work. Identifying and recognizing these employers of choice is a joint effort of the Ohio Society for Human Resource Management (SHRM) State Council and Best Companies Group.

The Best Employers in Ohio program is open to all publicly or privately held organizations, either for-profit or not-for-profit. To be eligible for consideration, companies must have at least 15 employees in Ohio and must have been in business a minimum of one year.

The survey process was managed by Best Companies Group. A two-part survey process collected information about each company. That information was then evaluated and used to determine the final rankings.

Part one of the assessment (one-quarter of each company's score) consisted of an employer survey that collected information about each company's benefits, policies, practices and other

general data. Part two of the assessment (three-quarters of each company's total score) consisted of a confidential employee survey used to evaluate the employees' workplace experience. The two assessments provided information used in an in-depth analysis of the strengths of each company and the opportunities to build a better workplace.

Each company that participated in the program received an Employee Feedback Report that summarized the employee data collected. This report is each company's report card. Not only is it rich with information about how employees are feeling, it also includes averaged benchmarking data from companies that made the list. The goal of the Employee Feedback Report is to help each company understand its workforce better and equip it with tools to make its workplace even better.

Companies who completed the entire assessment process were then eligible for a slot on the list of the Best Employers in Ohio. The list is broken down into two categories: 15 small/medium-sized companies with 15 to 249 employees and 10 large companies with 250 or more employees.

The companies presented in the following pages are indeed innovators and the ones other companies use as benchmarks. As you read their profiles, you'll see the often unique ways in which these companies are able to help their employees, and their businesses, succeed. Visit [www.bestemployersoh.com](http://www.bestemployersoh.com) for more information or call Best Companies Group toll free at 877-455-2159.

## Best Employers in Ohio 2010

Large Company Category (250 employees or more) ranked by quality of workplace

Rank	Prev. Rank	Company Address Website	Top Local Executive Title Employees	Company Contact Phone E-mail	Industry
1	2	Southern Ohio Medical Center 1805 27th St. Portsmouth, OH 45662 <a href="http://www.somc.org">www.somc.org</a>	Randal M. Arnett President & CEO 2,272	Shawn Jordan 740-356-2716 <a href="mailto:jordans@somc.org">jordans@somc.org</a>	Healthcare - Provider
2	3	Edward Jones 130 W. Chestnut St. Lancaster, OH 43130 <a href="http://www.edwardjones.com">www.edwardjones.com</a>	Jim Weddle Managing Partner 909	Joe Barrows 740-653-6987	Financial Services
3	NR	Deloitte LLP 127 Public Square, Suite 3300 Cleveland, OH 44114 <a href="http://www.deloitte.com">www.deloitte.com</a>	Barry Slazberg CEO 1,356	James Davis 216-589-1386 <a href="mailto:jamdavis@deloitte.com">jamdavis@deloitte.com</a>	Professional Services Firm
4	4	Sheetz, Inc. 5850 Northampton Drive Medina, OH 44256 <a href="http://www.sheetz.com">www.sheetz.com</a>	Stan Sheetz President/CEO 832	Patrick Murphy	Convenience Store
5	9	Northeastern Ohio Universities Colleges of Medicine and Pharmacy 4209 State Route 44, P.O. Box 95 Rootstown, OH 44272 <a href="http://www.neoucom.edu">www.neoucom.edu</a>	Jay Alan Gershen, D.D.S., Ph.D. President 322	Cristine Boyd 330-325-6673 <a href="mailto:cboyd@neoucom.edu">cboyd@neoucom.edu</a>	Education

## Large Company Category (250 employees or more) cont.

<b>6</b>	8	SS&G Financial Services, Inc. 32125 Solon Road Cleveland, OH 44139 www.SSandG.com	Gary S. Shamis, CPA, M. Acc. Managing Partner 378	Melissa White 614-573-7791 MWhite@SSandG.com	Accounting
<b>7</b>	NR	EMP Management Group, Ltd. 4535 Dressler Road NW Canton, OH 44718 www.emp.com	Dominic J. Bagnoli Jr. M.D., FACEP, FAAEM CEO 375	Bill Fallon 330-493-4443, ext. 1435 wfallon@emp.com	Management Services - Healthcare
<b>8</b>	5	OCLC 6565 Kilgour Place Dublin, OH 43017 www.oclc.org	Jay Jordan President & CEO 790	Leslie A. Smith 614-761-5279 smithL@oclc.org	Library Service and Research
<b>9</b>	NR	Westfield Insurance 1 Park Circle, P.O. Box 5001 Westfield Center, OH 44251 www.westfieldinsurance.com	Robert J. Joyce CEO 1,610	Debbie Vorndran 330-887-6537 debbievorndran@westfieldgrp.com	Insurance (Non-Healthcare)
<b>10</b>	NR	Buckeye CableSystem 5555 Airport Highway, Suite 110 Toledo, OH 43615 www.buckeyecablesystem.com	W. H. Carstensen President & General Manager 618	Charine Mourad 419-724-9802, ext. 7714 cmourad@cablesystem.com	Telecommunications

## Small/Medium Company Category (15-249 employees) ranked by quality of workplace

Rank	Prev. Rank	Company Address Website	Top Local Executive Title Employees	Company Contact Phone E-mail	Industry
<b>1</b>	1	Fusion Alliance, Inc. 4555 Lake Forest Drive, Suite 325 Cincinnati, OH 45242 www.fusionalliance.com	Doug Brown CEO 24	Julie Kimmel 513-563-8444	Technology
<b>2</b>	NR	Stress Engineering Services, Inc. 5380 Courseview Drive Mason, OH 45040 www.stress.com	Joe Fowler President 46	Kate Harvey 513-336-6701 kate.harvey@stress.com	Consulting
<b>3</b>	NR	SRC (formerly Syracuse Research Corporation) 2900 Presidential Drive, Suite 230 Fairborn, OH 45324 www.srcinc.com	Robert U. Roberts President & CEO 46	Steve Duning 937-320-7421	Technology
<b>4</b>	4	Alternate Solutions HomeCare 1251 E. Dorothy Lane Kettering, OH 45419 www.ashomecare.com	David Ganzsarto CEO 384	Judy Hayes 937-395-3041 judyh@ashomecare.com	Healthcare - Provider
<b>5</b>	NR	McNees Wallace & Nurick LLC Fifth Third Center, 17th Floor Columbus, OH 43215-4228 www.mwn.com	Samuel C. Randazzo Member-In-Charge, Columbus 20	Samuel C. Randazzo 614-719-2840 srandazzo@mwn.com	Legal
<b>6</b>	6	South Dayton Acute Care Consultants, Inc. 33 W. Rahn Road Dayton, OH 45429 www.sdacc.com	Robert Barker President 42	Rebecca Kronauge 937-433-8990 rkronauge@sdacc.com	Healthcare - Provider
<b>7</b>	NR	Hilliard Lyons 500 W. Jefferson St. Louisville, KY 40202 www.hilliard.com	James R. Allen CEO 37	Chambers Moore 502-588-8416 cmoore@hilliard.com	Financial Services
<b>8</b>	NR	Southern Ohio Behavioral Health 2113 S. Seventh St. Ironton, OH 45638 www.sobh45638.com	W. Michael Dowdy, Ph.D. Executive Director 58	Dr. Michael Dowdy 740-533-0055 sobh45638@yahoo.com	Behavioral Health - Outpatient
<b>9</b>	NR	Cohen & Company 1350 Euclid Ave., Suite 800 Cleveland, OH 44115 www.cohencpa.com	Randall S. Myeroff President & CEO 184	Megan Bublik 216-774-1145 mbublik@cohencpa.com	Accounting
<b>10</b>	NR	BMI Federal Credit Union 6165 Emerald Parkway, P.O. Box 3670 Dublin, OH 43016 www.bmficu.org	Sharon Custer CEO/President 98	Jen Erb 614-707-4060 j_erb@bmficu.org	Banking
<b>11</b>	NR	Rhein Chemie Corporation 145 Parker Court Chardon, OH 44024 www.rheinchemie.com	Hector Diaz-Stringel President/CEO 86	Erin Trimble 412-809-2206 erin.trimble@lanxess.com	Manufacturing - Specialty Chemicals
<b>12</b>	2	The Quandel Group, Inc. 8181 Worthington Road Westerville, OH 43082 www.quandel.com	Noble C. "Bud" Quandel President & CEO 89	Angie Booth-Peters 614-581-9673 abooth@quandel-ohio.com	Construction
<b>13</b>	5	Crowe Horwath LLP 10 W. Broad St., Suite 1700 Columbus, OH 43215 www.crowehorwath.com	Mark Baer & Greg McClure Top Local Partners 176	Becky Pratt 614-365-2226 becky.pratt@crowehorwath.com	Public Accounting & Consulting
<b>14</b>	3	Packer Thomas Chase Tower, 6 Federal Plaza Central, Suite 1000 Youngstown, OH 44503-1513 www.packerthomas.com	Gregory L. Gett President 41	Meribeth Noble 330-744-4277 mnoble@packerthomas.com	Accounting
<b>15</b>	9	OEConnection LLC 4205 Highlander Parkway Richfield, OH 44286 www.oconnection.com	Charles E. Rotuno President & CEO 150	Becky Littlejohn 330-523-1605 rebecca.littlejohn@oconnection.com	Technology

1

LARGE COMPANY CATEGORY

# Southern Ohio Medical Center

As president and CEO of Southern Ohio Medical Center (SOMC), one of the things Randy Arnett looks forward to each year is the company's annual Christmas Buffet, where he and other hospital leaders serve dinner to staff members. In addition to receiving the royal treatment, employees are also treated to several great food choices, along with a traditional selection of "killer desserts."

This holiday event is one of the many examples of how SOMC shows employees that they are more than just workers — they are part of a family. This family-centric philosophy permeates through every employee benefit program the center has developed for its employees.

Perhaps the best example of this is SOMC's employee development program, which goes by the motto "We Grow Our Own." Based in a rural area with limited resources for recruiting, the center believes strongly in training and developing its own staff, as well as medical students and interns, for future leadership positions. This is accomplished through leadership development, tuition reimbursement



and online education opportunities.

In fact, just last year, SOMC provided 62,931 hours of free education to employees through SOMC University. But employees aren't the only ones to benefit from the center's commitment to developing future leaders. Thanks to SOMC's Scholar Program, which is currently listed as a best practice by the Ohio Hospital Association, dependents and spouses of employees also receive educational assistance.

Located in Portsmouth, SOMC along with its 2,272 employees, 145 physicians, and more than 750 volunteers provides medical, surgical



and emergency services in a 421-bed acute-care hospital. Services include lab, imaging, cardiac and cancer treatment, dialysis, home care, hospice, inpatient/outpatient therapy, rehab, urgent care, several community physician offices and three wellness centers.

## Southern Ohio Medical Center

*Very Good things are happening here*

2

LARGE COMPANY CATEGORY

# Edward Jones

Employees at Edward Jones agree that what makes the firm a great place to work is its teamlike culture. Associates support one another and share in everyone's successes, which is not only great for morale, but also great for business. This is most commonly seen through the firm's mentor training program, a volunteer-based effort where a veteran financial advisor is assigned a new financial advisor to help them along their career path. In addition, the firm's partnership structure provides employees with the opportunity to become part owners, which allows them to see how they personally have an impact on the firm's success. The firm also strives for a family-focused environment by offering flexible schedules and the option to work from home. With a branch in Lancaster, Edward Jones offers financial services and investment products through a network of more than 10,200 locations nationwide.



**Edward Jones**  
MAKING SENSE OF INVESTING®

3

LARGE COMPANY CATEGORY

# Deloitte LLP

From professional development and career planning to ownership and internal mobility, Deloitte LLP fully supports the development interests of its staff. One example is the Deloitte Parenting Network, a group of working parents, expectant parents and family-involved individuals across the firm who work together to provide support, communicate available resources, and share tips with coworkers in similar situations. In addition, the firm's Business Resource Groups, which are designed to develop, retain and recruit a culturally diverse work force, focus on professional development, networking and building community relationships. As an extra incentive to encourage employees to further their education, Deloitte will reimburse up to \$10,000 annually for the cost of a master's degree or MBA program. With more than 1,300 employees in its Cleveland office, Deloitte offers clients a broad range of services in areas that include accounting, assurance and advisory, tax and management, financial and human capital consulting.



**Deloitte.**

4

LARGE COMPANY CATEGORY

## Sheetz, Inc.

Like most companies, Sheetz, Inc. is continually looking for new and effective wellness benefits to offer its employees. But with hundreds of locations spread across six states, finding programs that can be implemented for every employee can be challenging.

Recently, however, the company established "Get Shwell with Sheetz," a 10-week contest that offers every employee the opportunity to participate, have fun, get healthy, and maybe even have a few laughs along the way. Prior to beginning the contest, each employee received a perforated log to record their fitness activities for each week and their success with one or more health challenges. At the end of every two-week period, participants sent their completed log sheets to the corporate office to be entered in a biweekly drawing to win Z-Cards ranging from \$50 to \$100. Headquartered in Altoona, Pa., the family-owned convenience store chain has nearly 13,000 employees working in more than 365 locations across six states, including Ohio.



5

LARGE COMPANY CATEGORY

## Northeastern Ohio Universities Colleges of Medicine and Pharmacy

When it comes to recognizing its employees for all their hard work, Northeastern Ohio Universities Colleges of Medicine and Pharmacy (NEOUCOM) believes the bigger the recognition, the better. The higher education institution has dedicated an entire week to recognizing and celebrating its more than 300 staff members. Throughout Employee Recognition Week, employees are treated to everything from coffee breaks to themed luncheons, and awards are distributed for milestone anniversaries, community service and Employee of the Year. Thanks to NEOUCOM's commitment to giving back to the community, service awards are plentiful, recognizing team members for participating in various charitable events. Located in Rootstown, NEOUCOM is a community-based public institution offering both a doctor of medicine and a doctor of pharmacy degree.



Northeastern Ohio Universities  
COLLEGES OF MEDICINE & PHARMACY

6

LARGE COMPANY CATEGORY

## SS&G Financial Services, Inc.

SS&G Financial Services, Inc. realizes that tax season can be a stressful time for its employees. To create and maintain a high level of morale even during this busy time, the firm coordinates regular "Stressbusters" to break up the extended workdays, encouraging everyone to get up from their desks for a brief time to participate in competitive games and social events. In the past, associates have enjoyed ice cream socials, lemonade stands, free meals and snacks, and massages. The firm has established a "Summer Bonus Hours" program that awards employees additional hours of paid time off to be used during the summer, based on the amount of hours they work throughout tax season and the rest of the year. Headquartered in Cleveland, SS&G is a certified public accounting, business advisory and management consulting firm encompassing assurance, tax, employee benefits and restaurant financial services.



**SS&G**  
Certified Public Accountants and Advisers  
[www.SSandG.com](http://www.SSandG.com)

7

LARGE COMPANY CATEGORY

## EMP Management Group, Ltd.

While employees at EMP Management Group, Ltd. are highly trained and prepared to manage patients' clinical needs, managing a peer group is quite a different challenge. As a result, the company incorporated the EMP Scholars Program for directorship training. The 12-month program includes daily interaction with the physician executives and company managers in the organization's management and billing companies. Scholars are taught the business from the ground up, learning about financial statements, corporate risk management, contract negotiation, project management, effective communication, public speaking and media relations. Clinicians are given an opportunity to participate on various committees that make important business recommendations to the board of directors. Dedicated to delivering the best in emergency medicine, Canton-based EMP provides residency trained and board-certified emergency physicians to staff and manage hospital emergency departments.



**EMP**  
Emergency Medicine Physicians

8

LARGE COMPANY CATEGORY

## OCLC

Employees at OCLC are pretty much surrounded by opportunities to be healthy. Thanks to Wellzone, the company's on-site fitness center, employees and their families have 24-hour access to state-of-the-art fitness equipment, basketball and racquetball courts, saunas, steam rooms and locker rooms. A number of aerobics, weight-resistance and yoga classes are taught by certified fitness professionals throughout the week, and running and walking paths have been mapped out for employees on the company's intranet. Along with providing an on-site blood pressure unit, OCLC conducts regular wellness programs, including American Red Cross blood drives, flu shots and reflexology appointments. Employees at regional locations are reimbursed up to \$500 to join a closer fitness facility. Headquartered in Dublin, OCLC is a nonprofit library service and research organization that provides computer-based cataloging, reference, resource sharing, eContent, preservation, library management and Web services to 71,000 libraries in 112 countries and territories.



9

LARGE COMPANY CATEGORY

## Westfield Insurance

Westfield Insurance gives new meaning to the term family-friendly benefits. In addition to its flexible work arrangement programs, meals to go and on-site market, and dry cleaning services, the company hosts numerous family-friendly events, such as Bring Your Child to Work Day and Jingle & Mingle with Santa, and employees can invite their families to join them any time for lunch in the dining facilities. Right before school starts, Westfield hosts a Back to School week with kid-friendly menu items. Other perks employees and their families enjoy include Mother's Day and Easter brunches, an employee 5K run and a craft fair where employees and retirees can sell their handmade craft items. Employees also have access to many discounts to local and national retailers, daycare facilities, and tire and car dealerships. The bank often offers specials to employees, such as \$50 for opening a new account and waived application fees for new mortgages. Westfield is an insurance, banking and related financial services group of businesses based in Westfield Center.



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LARGE COMPANY CATEGORY

## Buckeye CableSystem

For employees at Buckeye CableSystem, it pays to have a good idea — literally — thanks to the company's new Idea Power Program. Designed to engage employees in submitting their ideas for the company's success, the program distributes monetary awards to employees whose suggestions on operational improvements, such as improving safety, improving quality of services and saving money, end up being implemented. Employees also receive merit awards, which could be in the form of a check or a pay increase, for work on special projects or increases in job responsibilities. To engage employees in learning about company safety practices, policies, health benefits and online training options, Buckeye holds employee contests with prizes such as gas cards, restaurant certificates and dress-down coupons. Headquartered in Toledo with more than 600 employees, Buckeye CableSystem has been providing video, Internet and phone service to the community for more than 40 years.



Your #1



**Emergency Medicine Physicians is honored** to be named one of the Best Places to Work in Ohio. Thank you to our employees who earned us this prestigious honor. You make delivering the best in emergency medicine your number one priority every day—and that makes you number one in our book. Thank you to our hospital partners, employees, physicians and business partners in helping us achieve this honor.

**EMP**  
Emergency Medicine Physicians

EMP.com   
Opportunities across the USA.

# 1

## SMALL/MEDIUM COMPANY CATEGORY

# Fusion Alliance, Inc.

Fusion Alliance, Inc. operates under the philosophy that healthy and happy employees make for a successful company. As a result, helping employees achieve a balance between work and personal life is among the organization's top priorities.

Much of this is accomplished by Fusion's Activities Committee, which focuses on planning events for employees and their families. These events have included a family cook-out, complete with children's games and prizes, and a casino night to celebrate and reward employee successes.

In addition, flexible work schedules allow for employees to participate in family activities, such as coaching sports teams, attending school meetings or becoming troop leaders.

As far as keeping employees healthy, the company hosted a health fair, featuring lunch, as well as cardiovascular screening and blood pressure, cholesterol and glucose testing. The company's Lifestyle Enhancement Committee also provides a monthly health topic in the employee bulletin, and a wellness website provides a health risk assessment as well as tools and resources that



employees can use to live a healthier lifestyle.

Due to the major changes in the economy last year, Fusion implemented "Fireside Chats." Designed to eliminate and lessen employees' concerns and fears during these uncertain times, the company's CEO holds regular conference calls with employees to provide a business update.

The company also decided to make financial planning sessions available to its staff and their families in order to provide them with the expertise and resources to better manage through the down economy. Topics have included saving for college, wills and estates, planning for

tax time and strategies to reduce debt.

Based in Indianapolis, Ind., with an office in Cincinnati, Fusion Alliance, Inc. specializes in the art of technology consulting, helping clients realize their business goals through the integration and implementation of technology-based solutions.



## Fusion Alliance

### Connecting libraries



*Proud to be one of the best places to work in Ohio.*



Over the last 40 years OCLC has partnered with organizations from across the globe to become the largest research and library services enterprise in the world.



# www.oclc.org

2

SMALL/MEDIUM COMPANY CATEGORY

## Stress Engineering Services, Inc.

Despite the fact that Stress Engineering Services, Inc. is a growing company with locations in three states, the Mason office takes great pride in maintaining a distinct sense of camaraderie among its employees.

To accomplish this, the firm plans numerous social events throughout the year, including the most anticipated annual holiday "Pig Out." During this potluck event, which spans three days, everyone brings in their favorite appetizer, entrée or dessert to share at lunch time. In addition to being a fun break from work, the event has also evolved into a great way to learn a little bit about everyone's home traditions and native cultures. Staff members also enjoy impromptu gatherings, such as summer family-friendly cookouts and quarterly birthday celebrations, complete with snacks, cake and ice cream. The engineering consulting firm utilizes design, testing and analysis techniques, as well as state-of-the-art technology, to serve clients from all over the world.



3

SMALL/MEDIUM COMPANY CATEGORY

## SRC (formerly Syracuse Research Corporation)

Recognizing employees for a "job well done" is the motivation behind SRC's continually expanding employee recognition program, which includes awards for everything from job performance to staying healthy. The "Fit as a Fiddle" award, for example, recognizes employees who made it through an entire year without taking any sick leave. And just last year, the company awarded 282 Star Awards and 205 Excellence Awards to employees who have contributed at levels above and beyond their normal duties. In addition to rewarding its employees for their contributions to the company, SRC also recognizes associates who go above and beyond to volunteer in their community. New this year is the President's Volunteer of the Year Award, which selects an employee to receive \$2,500 for that person's charity of choice. With a branch office in Fairborn, SRC is a nonprofit research and development company with more than 50 years of experience in defense, environment and intelligence.



4

SMALL/MEDIUM COMPANY CATEGORY

## Alternate Solutions HomeCare

Along with providing employees with the necessary tools and resources to do their jobs, Alternate Solutions HomeCare (ASH) is equally committed to making sure they have fun at work. At least once a month, teams of employees shop for groceries and cook lunch for the rest of the staff. On snow days, when getting to work is difficult, ASH foots the bill for pizzas, and on hot, summer days, ASH is known to hire an ice cream truck to stop in the parking lot and dish out all the ice cream employees can eat. The company also created an Events Committee made up of employees from different departments who work together to plan social events, such as the annual holiday party, complete with dinner, music, door prizes and dance contests. Headquartered in Kettering, ASH provides multidisciplinary home health care services to the elderly throughout the greater Dayton, Cincinnati and Columbus areas.



5

SMALL/MEDIUM COMPANY CATEGORY

## McNees, Wallace & Nurick LLC

At McNees, Wallace & Nurick LLC, employees aren't just part of a law firm — they're part of a family. Whether a coworker is celebrating the birth of a child or struggling with health challenges, the entire staff reaches out to share not only flowers and cards, but also monetary collections and donated time off. This outreach extends into the community, with many staff members volunteering for numerous nonprofit organizations. Several attorneys have graduated from community leadership organizations, were acknowledged as YWCA TWIN Award winners, and recognized by the United Way and Habitat for Humanity. And realizing that its associates have a number of obligations in their lives, the firm offers flexible scheduling for most positions. Established in 1935, McNees, Wallace & Nurick LLC is a full-service law firm representing corporations, associations, institutions and individuals from six offices, including one in Columbus.



6

SMALL/MEDIUM COMPANY CATEGORY

# South Dayton Acute Care Consultants, Inc.

As a Dayton-based, multi-specialty group of physicians offering services in critical care, infectious diseases and hospitalist medicine, South Dayton Acute Care Consultants, Inc. values its staff's professional development.

To encourage further education, the firm offers tuition reimbursement and flexible scheduling. Employees are also encouraged to go to seminars and conferences and to hold board positions for local and national organizations. Helping team members live a healthy lifestyle is equally important. In addition to providing a treadmill, weights and other exercise equipment, the physicians group recently started a Wellness Series featuring speakers discussing nutrition, stress and conflict management, and more. Employees have also participated in team races, and whether winning a race or earning a degree, the firm takes great pride in acknowledging employees' achievements with intranet articles, appreciation luncheons, service awards and gift certificates.



7

SMALL/MEDIUM COMPANY CATEGORY

# Hilliard Lyons

With clients and employees spread across dozens of cities throughout the United States, Hilliard Lyons (HL) is continually enhancing its communication processes. Last year, the firm launched a quarterly internal e-newsletter including new business initiatives, inspirational messages from the CEO and articles that connect employees and celebrate their achievements. Intranet forums, webinars and conference calls are also regularly used in order for employees to connect with one another or with clients at key moments. When it comes to performance reviews, open communication is equally important. In fact, performance review forms are individualized by managers working together with employees to establish a list of core competencies and measurable goals. Thanks to Learn.com, a learning management system the firm recently invested in, employees can build and track their development plans directly. Formed in 1965, Hilliard Lyons provides comprehensive financial planning services and customized advice from 70 offices, including a branch in Dublin.



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SMALL/MEDIUM COMPANY CATEGORY

## Southern Ohio Behavioral Health

A weeklong vacation at the beach is just one example of the many prizes Southern Ohio Behavioral Health (SBH) awards its employees for exceptional work. Other prizes include merit raises, cash incentives and special time off. To create a little friendly competition among team members, the company created an employee contest that distributes cash awards quarterly, based on job performance. Not only does SBH provide employees with plenty of incentives to succeed, it also gives them the tools they need to achieve it. For example, the company supplies employees with a small library of publications on leadership and staff development, as well as the opportunity to attend leadership training. The company also promotes team members' personal development by encouraging them to engage in volunteer work that will directly benefit the community. Based in Ironton, SBH provides services to children, teens and adults, including diagnostic assessment, psychiatric services and consultations.



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SMALL/MEDIUM COMPANY CATEGORY

## Cohen & Company

In order for employees to be successful at their jobs, Cohen & Company strongly believes that they must also be successful in their personal lives. As a result, the firm has adopted innovative approaches to technology in order to accommodate telecommuting situations for employees. For example, each employee is supplied with a laptop, as well as the necessary programs to make working remotely just as productive as being at the office. The company also promotes the importance of living a healthy lifestyle through its wellness program, "Living in Balance." The program includes ongoing physical and behavior modification programs, such as healthy meals during tax season, an on-site health coach to guide employees to a healthier lifestyle, and many company-sponsored sports teams. In addition to a full range of accounting and tax services, Cleveland-based Cohen & Company specializes in a number of advisory services, including strategic planning, business valuations, mergers and acquisitions, financing, estate planning and wealth management.



**Cohen & Company**  
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SMALL/MEDIUM COMPANY CATEGORY

## BMI Federal Credit Union

BMI Federal Credit Union values the feedback of its staff, so much so that it has implemented numerous opportunities for employees to voice their opinions. Despite the fact that the credit union has grown to more than 100 employees in eight branches in Central Ohio, BMI continues to have a weekly all-staff meeting for general communication, training, benefit education, and wellness and work-life balance presentations. To further enhance its open-door policy, the CEO recently met with each of the department staffs without their manager present. As a result, valuable ideas and concerns were voiced that employees were too shy to share in front of their managers. Thanks to this feedback, BMI enhanced its intranet to include several blogs where employees can post work-related questions, comment on projects, and submit ideas. Founded in 1936 and based in Dublin, BMI Federal Credit Union provides financial products and services, such as savings and loan products, to more than 25,000 members.



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SMALL/MEDIUM COMPANY CATEGORY

## Rhein Chemie Corporation

Committed to promoting the overall health and productivity of its employees at its Chardon headquarters and beyond, Rhein Chemie Corporation (RCC) has a comprehensive wellness program. For example, to help employees achieve work-life balance the company provides telecommuting and compressed workweek options. Another facet includes subsidies for gym memberships, on-site preventive care immunizations and physicals, health fairs, weight-loss programs and contests, and seminars on a variety of health and fitness topics. Boosting employee morale is also a goal of the wellness program. As a result, RCC recognizes the outstanding service and efforts of employees through various measures, including individual recognition awards, employment tenure awards and dinners, monetary bonuses and gift cards. In addition, a variety of employee events are held throughout the year, such as holiday luncheons and summer picnics. As a supplier to a wide range of industries, RCC offers approximately 4,000 tailor-made ingredients and special chemicals for the rubber, lubricant, polymer and polyurethane sectors.



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SMALL/MEDIUM COMPANY

## The Quandel Group, Inc.

Family comes first at The Quandel Group, Inc. A great example of this philosophy is the company's flexibility on employees bringing their children into the office when necessary. In fact, one day last year when schools were closed due to snow, Quandel not only allowed team members to bring in their children, they were also set up in the office conference room with movies and pizza. In addition, employees are allowed to work from home for numerous scenarios, such as a home obligation, caring for a sick child, or school closings. Free gym memberships, health screenings, flu shots and an employee assistance program are available for both employees and their family members. With nearly 180 employees at its Westerville office, The Quandel Group, Inc. provides construction management, general construction and design/build services for private, commercial and government clients on a bid or best-value basis.



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SMALL/MEDIUM COMPANY

## Crowe Horwath LLP

Supporting the communities in which its employees live and work is a top priority for Crowe Horwath LLP. This is most evident through its involvement with local organizations such as Junior Achievement, Communities in School, Salvation Army Food Pantry and the United Way.



Last summer, associates took part in firmwide drives that collected more than 1,400 suits and professional attire items for disadvantaged women and more than 3,500 books, toys and shoes for children across local communities. The firm also supports environmentally conscious practices, such as recycling office paper, using green cleaning products, and encouraging everyone to conserve energy by turning off lights and unused equipment. An accounting and consulting firm with offices across the United States, including Cleveland and Columbus, Crowe Horwath LLP provides public and private company clients worldwide with audit, tax, risk and consulting services.



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SMALL/MEDIUM COMPANY CATEGORY

# Packer Thomas

Potato Chip Day, Wear Your Slippers to Work Day and Ice Cream Hour — these are just a few of the ways in which Packer Thomas creates a fun work environment. In addition, the firm celebrates the end of tax season every year by closing early and treating staff members to an evening of bowling, pool and other games. Employees' families benefit from fun perks, too. For example, this year at the annual holiday party, Packer Thomas hired a professional photographer to take a picture of each employee and their guest, and they later got to take the photo home. Other fun, family-friendly events include the firm's annual "Bring Your Child to Work Day," which provides treats and certificates to all who attend, as well as YSU tailgating parties, Relay for Life and the American Diabetes Walk. Founded in 1923, Packer Thomas is a regional, professional services firm with an office in Youngstown, and offers accounting, audit, tax, information technology and management advisory services.



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SMALL/MEDIUM COMPANY CATEGORY

# OEConnection LLC

It's OEConnection LLC's investment in ongoing leadership-development programs that provides employees with many opportunities for growth. Championed and driven by the company's chief information officer, the OEC Women's Forum brings women together from all levels of the organization to participate in lunch-time seminars, discussions and after-work social gatherings. Annually, the executive team, directors and managers participate in an off-site retreat to share and develop leadership best practices and engage in team-building activities. Recently, the company partnered with a local college to introduce its Emerging Leaders program, which includes lectures, discussions, personal assessment instruments and experiential learning. And thanks to the company's rich tuition assistance program, five managers and associates were enrolled in an MBA program last year. Based in Richfield with more than 150 employees, OEConnection LLC provides business-to-business online parts procurement, marketing and analysis tools to the auto industry.



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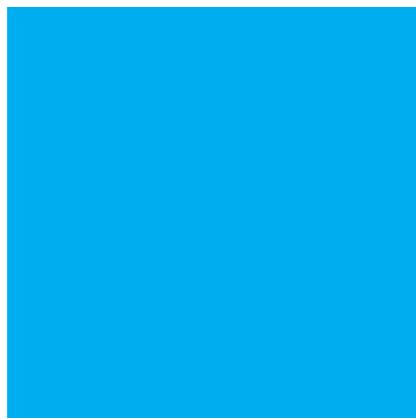
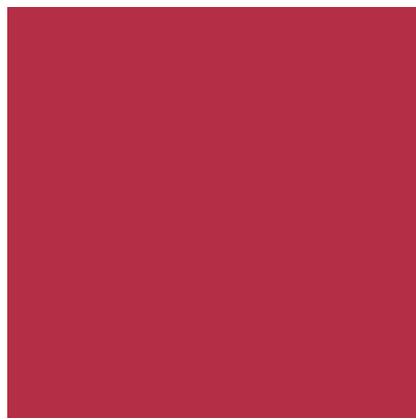
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