

BEST EMPLOYERS IN OHIO 2016

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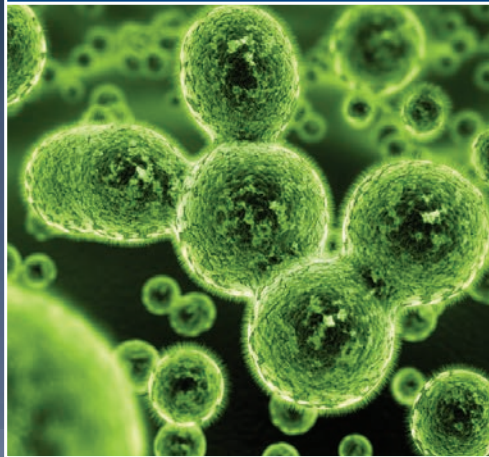
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Congratulations...

to the 2016 Best Employers in Ohio!

At a time when the competitive nature of the business environment makes it more important than ever to attract and retain talent, the companies selected as this year's Best Employers in Ohio are doing all the right things to ensure they are going above and beyond other organizations. They made a strategic decision to ensure they have a workplace that is attractive to their employees. That goes beyond just having competitive wages and benefits — it ensures that the leadership of the organization is listening to employees; that there are growth opportunities available; that employees are engaged; and that supervisors act as coaches and mentors. These employers have recognized that every company has a culture — leaders can either let it develop itself or they can influence and shape it.

The Ohio Society of Human Resource Management (SHRM) State Council is proud to again 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

Promoting best practices in these areas is consistent with the values of SHRM and the Ohio SHRM State Council. The vision of the State Council is "to be a leader connecting, influencing and engaging human resources in Ohio." Our partnership with Best Employers in Ohio helps us to achieve that vision.

If you are an HR professional but not a SHRM member, I hope you will consider exploring membership opportunities. If you are a SHRM member but not a local chapter member, I urge you to consider getting involved locally as well. Becoming involved as a volunteer leader with a local SHRM chapter can only enhance your ability to support your organization's commitment to the best practices mentioned above.

Congratulations again to the 2016 Best Employers in Ohio. You should be proud of your achievements and the employees who helped you gain this recognition.



Craig L. Kwasniewski
Director, Ohio SHRM State Council

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 Multimedia to recognize the 2016 Best Employers in Ohio.

WWW.BESTEMPLOYERSOH.COM

Best Companies Group▶▶▶



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Table of Contents

How the Best Companies Were Selected 4

Best Large Employers in Ohio List 17

Best Small/Medium Employers in Ohio List 18

Best Large Employers

RANK	PAGE
1	Edward Jones 5
2	Blue & Co., LLC 5
3	Cohen & Company/Cohen Fund Audit Services..... 5
4	SRC Inc. 6
5	National Cooperative Bank, N.A. 6
6	Ryan, LLC 6
7	Hilliard Lyons 6
8	Crowe Horwath LLP 7
9	HBK CPAs & Consultants 7
10	Total Quality Logistics 7
11	Mike's Carwash..... 7
12	Sheetz, Inc. 8
13	Civista Bank 8
14	PotashCorp..... 8
15	OCLC 8
16	gyro 9
17	Great Lakes Caring 9
18	American Structurepoint, Inc. 10
19	Trilogy Health Services, LLC..... 10
20	Inteva Products LLC..... 10
21	Fusion Alliance 10
22	CSA Group..... 11
23	Allied Mineral Products, Inc. 11
24	First Merchants Bank..... 11

Best Small / Medium Employers

RANK	PAGE
1	Improving 13
2	Group Management Services..... 13
3	Excelas, LLC 13
4	BMI Federal Credit Union 14
5	Sea-Land Chemical Company..... 14
6	FRCH Design Worldwide..... 14
7	Realeflow 14
8	Casto Management Services, Inc..... 15
9	Plumblin Consulting LLC 15
10	EWI 15
11	Fremont Federal Credit Union..... 15
12	CPI-HR 16
13	Software Answers, Inc..... 16
14	Westerville Public Library..... 16
15	Tuttle Services, Inc. 16

How the Best Employers Were Selected

Ohio is a great place to live, work and play — qualities that are fueled by a high-quality workforce 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) consists of an employer survey that collects 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) consists of a confidential employee survey used to evaluate the employees' workplace experience.

The two assessments provide information that is used in an in-depth analysis of the strengths of each company and the opportunities to build a better workplace.

Each company that participates in the program receives an Employee Feedback Report that summarizes 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 complete the entire assessment process are then eligible for a slot on the list of the Best Employers in Ohio. The list is

broken down into two categories: 24 large companies with 250 or more employees and 15 small/medium companies with 15 to 249 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 that these companies are able to help their employees — and their businesses — succeed.



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#1 LARGE EMPLOYER



Edward Jones

Germantown, Montgomery County

www.edwardjones.com

The staff of Edward Jones embraces the importance of building long-term, face-to-face relationships with clients, helping them to understand and make sense of the investment options available today.

The company not only acknowledges that it needs to help staff members feel vested and connected but Edward Jones also makes it a priority. Any associate in good standing with three years of service can be offered a partnership. As of last year, half of all Edward Jones associates were owners. Financial advisers run their own businesses as entrepreneurs, with extensive firm support. They work in partnership with branch office administrators to achieve goals they set together and even determine office hours.

When associates face personal or professional difficulties, Edward Jones stands by them. This may mean quick assistance in a natural disaster, paid leave or medical exceptions, cards and emails, or even associates accompanying each other to a funeral.

Travel is a fun part of working at Edward Jones. Every year, thousands of the firm's financial advisers earn all-expenses-paid Edward Jones Travel Award trips to exotic destinations across the globe. In 2014, 60 percent of all financial advisers earned

at least one of two trips by serving their clients well. In addition, yearly, two Super Bowl packages featuring tickets and luxurious accommodations are awarded to a financial adviser and a branch office administrator in the host city area, based on their firm contributions.

Edward Jones employees get to know each other through activities such as the Trimester Challenge, a fun, client-related contest launched every four months and open to any branch office administrator. Financial advisers earn trimester bonuses based on branch profitability. Branch office administrators may earn a firm-profitability bonus and typically share in eligible advisers' bonuses with a firm match. Bonuses paid out over the past two years hit record levels.

Edward Jones
INVESTMENTS

LARGE EMPLOYER

#2

Blue & Co., LLC

Columbus, Franklin County
www.blueandco.com



Blue & Co., LLC, is a regional public accounting firm that provides consulting and certified public accounting services to businesses and individuals. The ongoing growth of Blue & Co. is fueled by the growth and development of its employees and future leaders.

Its Building Leaders program was recognized as the top leadership development program in the mid-size company category of the Leadership 500 Excellence Awards.

Blue & Co. is committed to the continual development of its employees' technical, managerial and leadership skills. This unique program is for managers and above who must apply for the 18-month program where

participants learn about presentation, business development, coaching and management. It also helps prepare employees for promotion to partners or owners of the firm.

As part of their performance evaluation and coaching process, all employees are required to create annual development plans to identify specific opportunities for training and education and skills to be developed.

CPAs / ADVISORS

blue

LARGE EMPLOYER

#3

Cohen & Company/ Cohen Fund Audit Services

Cleveland, Cuyahoga County
www.cohencpa.com



Cohen & Company/Cohen Fund Audit Services, which offers a full range of accounting and tax services, also has a special focus on making sure employees are rewarded for excellence and performance.

The firm's account share program gives all employees a monetary award if their actions or involvement contributed to bringing on new clients. Employees also receive 10 percent of the fees collected by the firm. Monetary bonuses are paid to employees for referring new employees, and all current employees are eligible for these bonuses, whose amounts are dependent upon the classification of the referred employees.

To reward employees for extraordinary efforts, the firm distributes discretionary bonuses at the end of each fiscal year. Additionally, professional staff members are eligible for bonuses upon completion of certifications. Longevity is also rewarded — for each five-year anniversary, employees receive a thank you card, small gift and monetary bonus that increases as their tenure increases.

Cohen & Company
Certified Public Accountants
Never miss an opportunity.

LARGE EMPLOYER

#4

SRC Inc.

Fairborn, Greene County
www.srcinc.com



Employees at SRC Inc. are encouraged to be creative by “redefining possible” through freedom and flexibility. The technology firm unlocks employees’ potential to find innovative solutions through the collaborative environment at its state-of-the-art facilities, coupled with an ongoing emphasis on professional development.

Employee appreciation is an ongoing effort at SRC. Frequent social events — from Flapjack Fridays to holiday parties and surprise hot chocolate days — keep the office environment fun. Through the SRC Thx! program, the company plans social events, “surprise” treat days and cre-

ates opportunities for employees to get together and relax.

SRC regularly hosts celebrations and events, such as an annual chili cook off. These events reinforce the sense of family and community, and they help employees feel connected on a personal and professional level. Events such as picnics, holiday parties and workplace celebrations even include employees’ family members.



LARGE EMPLOYER

#5

National Cooperative Bank, N.A.

Hillsboro, Highland County
www.ncb.coop



At National Cooperative Bank, N.A., benefits are extensive. The financial services firm provides comprehensive banking services to cooperatives and other member-owned organizations throughout the country, but its internal goal is to provide a staff benefit plan that is beyond comprehensive.

To meet the needs of employees and their families, full medical, dental and vision benefits are offered. The retirement plan is at 6 percent, and the short- and long-term disability benefit is completely paid by the organization. Other various discounted benefits include payroll deductions for pet insurance, long-term care insurance, AFLAC, supplemental life

insurance and legal services.

Employees enjoy full memberships to various organizations, including Sam’s Club and AAA. The company also offers paternity and maternity leave, retirement insurance and education assistance benefits. Plus, an adoption assistance benefit helps with the reimbursement of agency and travel fees, legal assistance and paid time off before or after adoption.



LARGE EMPLOYER

#6

Ryan, LLC

Cleveland, Cuyahoga County
www.ryan.com



Ryan, LLC, is an award-winning global tax services firm that provides a comprehensive range of state, local, federal and international tax advisory and consulting services.

Employees are empowered by the dynamic myRyan work environment, which is widely recognized as the most innovative in the tax services industry. The firm’s flexible, results-orientated workplace program encourages employees to balance their work and personal lives. All employees are measured on results and not “face time” in the office.

Ryan’s core values and culture resonate with employees. Entrepreneurial spirit is recognized and respected,

and employees love Ryan’s commitment to professional and personal success for every staff member.

The broad range of benefits that Ryan offers include a gym membership and wellness programs, maternity leave, tuition reimbursement and community outreach. Many of the Ohio employees actively participated in Ryan’s new RyanPRIDE system, a peer recognition program that awards points that can be exchanged for gifts.



LARGE EMPLOYER

#7

Hilliard Lyons

Dublin, Franklin County
www.hilliard.com



Founded in 1854 and operating over 70 offices in 12 Midwestern and South-eastern states, Hilliard Lyons focuses on creating, preserving and distributing its clients’ wealth. But the company also knows that staff members are the most integral part of its longevity.

Today, the firm has implemented a number of policies to continually improve its workforce. A key initiative is increasing diversity and prioritizing representation and inclusion within the firm and the financial services industry. Through community involvement, recruiting and talent management programs, Hilliard Lyons seeks out venues to ensure the disabled community has access to

all job openings. It also works with current employees on any requests for accommodation.

The Hilliard Lyons workforce is comprised of four generations, and many employees have over 40 years of service. Even with 160 employees being of retirement age or older, the company fully supports their growth and development, and continues to offer all eligible benefits to this group.



LARGE EMPLOYER

#8

Crowe Horwath LLP

Columbus, Franklin County
www.crowehorwath.com



Crowe Horwath LLP is one of the largest public accounting, consulting and technology firms in the United States. At the firm, staff members enjoy generous paid time off and flexible work opportunities.

The “where to work” policy offers people the perk of working from a home office or a remote location, pending client needs. Frequent travelers enjoy special “road warrior” benefits and overnight travel rewards, including reimbursement for airline club memberships, GPS systems and dry cleaning. Another popular policy is called “dress for your day” — employees get to wear casual attire, including jeans, to the office as long as

they are not meeting with clients.

Unique to the Cleveland office is a catered, after-hours bowling event to introduce new recruits to other employees. The event helps new employees feel comfortable on their first day.

Personnel are also allowed up to eight hours a month of paid time off to attend to board meetings and/or other nonprofit leadership duties.



LARGE EMPLOYER

#9

HBK CPAs & Consultants

Canfield, Mahoning County
www.hbkcpa.com



HBK CPAs & Consultants is a top 100 regional accounting firm that has been in business for more than 66 years. The firm actively recruits and participates in career fairs and job expos at more than 15 different colleges and universities in Ohio and beyond. Anyone can attend these events and submit resumes for consideration. In addition to conducting on-campus interviews, the firm actively recruits on Careerbuilder.com, Indeed.com, ZipRecruiter and LinkedIn.

Rewarding team members for bringing in new business or new employees is part of the company culture. Team members receive 5 percent of gross revenue generated by a

new client for the first three years and 5 percent of gross revenue for the closure. Team members who meet other requirements in a given year are entered into a drawing for a cash bonus of \$1,000. The recruiting referral bonus gives team members between \$1,000 and \$5,000 for recruiting new employees.



LARGE EMPLOYER

#10

Total Quality Logistics

Cincinnati, Hamilton County
www.tql.com



Employees of Total Quality Logistics (TQL) love working for an active company that generously gives back to the staff. The company is a fast-paced, energetic sales organization within the transportation industry, arranging truckload delivery and pickup for business-to-business freight movements across North America.

Employees regularly tell leaders they enjoy the chance for uncapped commission with rapid advancement opportunities. And more than 90 percent of the sales leaders were promoted from within.

Beyond the financial freedom the company offers, it has a dedicated perks team that finds and implements

an array of conveniences for employees, ranging from on-site auto detailing and oil changes to dry cleaning pickup and delivery.

Because customers and carriers come from a diverse spectrum, TQL believes the company can only be relatable if it also draws from a diverse spectrum. Every employee has unique strengths, perspectives and experiences that positively impact the business — diversity is essential.



LARGE EMPLOYER

#11

Mike's Carwash

Loveland, Hamilton County
www.mikescarwash.com



Not only is Mike's Carwash one of the largest exterior-only car wash chains in the nation, it also stands out from the competition by hiring good people who are capable of delivering a clean, fast and friendly experience to every customer, every time.

The company provides employees with events such as annual associate and management banquets, Manager Appreciation Day at Kings Island amusement park and a company golf outing. It also recognizes employees with the Associate of the Year Award, which goes to a team member at every location who achieved outstanding performance and provided excellent customer service.

To help team members succeed, Mike's Carwash provides in-depth training and several classroom-based workshops on building customer service techniques and other skills. Other career advancement opportunities include a manager-in-training program designed to teach leadership skills, giving new hires the opportunity to become assistant managers in less than a year.



LARGE EMPLOYER

#12

Sheetz, Inc.Cuyahoga Falls, Summit County
www.sheetz.com

Bob Sheetz founded Sheetz, Inc., in 1952, when he purchased one of his father's five dairy stores located in Altoona, Pa. Since then, Sheetz has grown from that small dairy and deli into one of America's fastest-growing, family-owned and -operated convenience store chains.

One of the best benefits of working at Sheetz is the access to employee-provided health care. Built in 2012, the Sheetz Center for Health & Wellness (Shwellness) provides employees and families with acute urgent care, preventive screenings, health coaching, prescription medications, and on-site education and nutritional counseling — all for free. Sheetz offers

group fitness classes, such as yoga, Zumba and boot camps throughout the workweek at the Shwellness Center and corporate campus locations.

Every spring, employees who enjoy getting their hands dirty are encouraged to claim a garden plot at the Shwellness Center to experience the relaxation and satisfaction that comes from growing their own flowers and vegetables.



LARGE EMPLOYER

#13

Civista BankSandusky, Erie County
www.civistabank.com

Civista Bank has transformed itself from a community bank to a full-service regional financial services company that is capable of meeting the needs of consumer, business, mortgage and wealth management customers. Civista Bank has 26 full-services branches as well as two loan production offices in Ohio.

To keep employees focused on a healthy lifestyle, the bank offers incentives to get moving. The employee walking challenge, called Walk to the Ball Park, rewards staff members who walk the most miles with gift cards. All participants receive points toward the internal wellness plan offered by the bank. By taking advantage of

things such as Civista Bank's on-site wellness clinics, employees can generate points that add up to discounts on health insurance premiums. The biggest discounts on health insurance premiums go to the biggest losers, but all participants in the popular employee weight-loss challenge receive a T-shirt.



LARGE EMPLOYER

#14

PotashCorpLima, Allen County
www.potashcorp.com

As the world's largest fertilizer company, PotashCorp knows it takes the right mixture of ingredients to be successful. That's why the company offers employees a blend of benefits that can meet the needs of its growing workforce.

PotashCorp actively promotes on-the-job training to grow each employee's skill set. The company utilizes hands-on training as well as outside training to enhance skills and knowledge. All of its hourly positions have defined development criteria for advancement, with specific training and development identified and offered.

PotashCorp strives to include people from various backgrounds. Job

openings are posted with the local unemployment office, utilizing them for applicants and services during the hiring process. The company also continually looks for ways to be more involved in the community — through donations of time and money — that will help bring additional awareness about PotashCorp to the community.



LARGE EMPLOYER

#15

OCLCDublin, Franklin County
www.oclc.org

OCLC employees are deeply connected to the company mission and vision. As a nonprofit global library cooperative that provides shared technology services, original research and community programs, OCLC offers the technological infrastructure that makes it possible for libraries to work together and share resources on a global scale.

Employees enjoy free, 24/7 access to an on-site, state-of-the-art fitness center with weights, Cybex machines, basketball and racquetball courts, saunas, steam rooms and fully equipped locker rooms. When employees are looking to take a fitness class, they can visit an on-site aero-

bics or weight resistance class taught by certified fitness professionals or get some sunshine outside at the sand volleyball court.

The OCLC wellness program offers health assessments and health coaching through an online health portal. Employees can complete a 12-week weight-management and nutrition program with weekly on-site meetings for an extra dose of encouragement.



LARGE EMPLOYER

#16

gyro

Cincinnati, Hamilton County
www.gyro.com



Gyro Cincinnati is part of the largest independent agency network dedicated to excellence in business-to-business marketing.

Inspiration sessions are a popular part of employee culture at gyro. Employees take turns designing a fun activity for the office once a month. These activities have included everything from soccer golf to cooking classes and talent shows. Staff members have also taken trips to a corn maze and to baseball games — and they have gone canoeing. Activities are designed to promote creativity and gyro values.

On Breakfast Mondays, employees take turns bringing in breakfast treats

for the office every Monday morning. Other frequent celebrations, to commemorate the holidays or a good quarter, are an exciting part of office life, as are impromptu happy hours and toasts to recognize company accomplishments.

The open atmosphere and creative team-building is enhanced by the office layout. At gyro, there are no offices — everyone works out in the open.

gyro:

LARGE EMPLOYER

#17

Great Lakes Caring

Mentor, Lake County
www.GreatLakesCaring.com



Great Lakes Caring's phenomenal employees strive every day to exceed the expectations of those they serve. As providers of a continuum of care, consisting of home health and hospice care, as well as home medical equipment, the leaders of Great Lakes Caring understand how important it is to keep employees connected.

Home Health & Hospice E-News, from the company vice president, is sent to all employees monthly. This informative newsletter provides updates on hospice specialty programs, organizational goals and challenges. This message is sent directly from the vice president to allow employees to respond right back.

Openness with employees is a valued trait. The executive team's minutes are sent to and reviewed with all employees by their managers after each executive team meeting in order to share updates company-wide. Every employee has a company email directory that contains the email addresses of all staff members as well as the CEO's cell phone number.



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Today &
Tomorrow**



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LARGE EMPLOYER

#18

American Structurepoint, Inc.

Columbus, Franklin County
www.structurepoint.com



American Structurepoint, Inc., is a full-service engineering and architecture consulting firm that utilizes various recruiting agencies and sources to increase the flow of applicants to all qualified employment opportunities. The firm often allows employees who are retiring to reduce their hours for a phased retirement. This is a win-win for everyone, as often those staff members are able to share their institutional knowledge with new staff members. This option also makes it easier for retiring employees as they transition from work to retirement.

Employees at the firm enjoy making extra money for doing their job well.

Cash bonuses are awarded annually based on employee performance during the year. These bonuses are typically awarded every December, but additional bonuses may be awarded “on the spot” for employees who have earned it throughout the year. Performance bonuses may be awarded to any staff member, not just full-time employees.



LARGE EMPLOYER

#19

Trilogy Health Services, LLC

Fremont, Sandusky County
www.trilogyhs.com



At Trilogy Health Services, its motto of being compassionately committed to excellence in customer service is evident in everything it does. Trilogy believes that the company culture, values and superior service standards are what define “The Trilogy Difference.” Not only does the company provide excellence in service to every resident, but it is also committed to serving its community and employees.

Company culture is built upon the Trilogy Service Standard, which provides exceptional service experiences, whether you are a Trilogy resident, family member, employee or community member. Trilogy understands that the right employees make the differ-

ence and it is committed to building a team with only the best.

Trilogy believes in providing employees with the best training possible so they can improve service for its customers. After all, the company knows that exceeding a customer’s expectations starts with exceptional training, the confidence to deliver and the ability to solve problems quickly.



LARGE EMPLOYER

#20

Inteva Products LLC

Vandalia, Montgomery County
www.intevaproducts.com



As a leading global automotive supplier, Inteva Products LLC understands that it has to stay competitive in the worldwide market. The company actively works with diverse student organizations at various universities to recruit and develop young talent. Inteva also has long-lasting, beneficial relationships with several diversity organizations to help recruit talent. These organizations include the Society of Women Engineers, the Society of Hispanic Professional Engineers, the American Indian Science and Engineering Society, the Society of Asian Scientists and Engineers and the National Society of Black Engineers.

Inteva offers employees health,

dental, vision, long-term disability and pet insurance. One popular benefit is the free biometric health screenings that are conducted by an employee’s physician. This promotes dialogue between the patient and physician and to facilitate followup on health issues that may be identified. More than 80 percent of staff members and spouses have participated, which reflects employees’ positive attitudes toward managing their health.



LARGE EMPLOYER

#21

Fusion Alliance

Cincinnati, Hamilton County
www.fusionalliance.com



At Fusion Alliance, being green comes naturally. The company — which is a unique blend of digital agency, technology consulting firm and data and mobile solutions provider — operates as green as possible. It strives toward a “paper-lite” environment, printing as little as possible and recycling as much as possible. Staff members at Fusion Alliance don’t use paper or plastic cups, plates or flatware. To reduce the amount sent to landfills every year, employees use real dishes and wash them every day.

As part of Fusion’s commitment to children and education, the Cincinnati office staff actively supports

Upspring, an organization that provides educational services to homeless children. Fusion Alliance is also a longtime supporter of the United Way. Employees give generously in support, exceeding the campaign goal every year. Employees also offer support by volunteering with United Way agencies, and many of them also sit on agency boards.



LARGE EMPLOYER

#22

CSA Group

Independence, Cuyahoga County
www.csagroup.org



CSA Group is dedicated to safety, sustainability and social good. As a global provider of standards development, training, testing and certification, and product evaluation services, CSA Group wants its employees to be active and vibrant.

The company provides employees with an annual stipend of up to \$300 for health club memberships or fitness equipment. The golf league meets weekly in the spring through the fall, and the bowling league meets during the winter months. Throughout the summer, a team of employees meet weekly to train in the ancient sport of dragon boating — a human-powered watercraft requiring

teamwork, communication and precise timing to ensure paddlers are synchronized — and then compete.

Employees have also participated in the Cleveland Corporate Challenge during the summer months. Teams of employees trained and competed against other corporate teams in several events, such as softball, mini golf, tug of war, flag football and kickball.



LARGE EMPLOYER

#23

Allied Mineral Products, Inc.

Columbus, Franklin County
www.alliedmineral.com



Having fun is business as usual at Allied Mineral Products, Inc. As such, this global manufacturer of monolithic refractories and precast refractory shapes encourages all its employees to live it up at company-sponsored events. Past events have included Oktoberfest, football challenges, a beach party and even a “Fear Factor”-themed contest.

Once a year, all staff members, along with their families, head to a local sports park or the Columbus Zoo for a fun day of kid-friendly events, prizes and food. To promote a healthy work-life balance, employees enjoy summer hours — from May to September, they have off every Friday

afternoon. There is also a pool, foosball and pingpong tables, and basketball hoops for use during lunch and before and after work.

Allied Mineral Products believes in the importance of a college education. That’s why the company has given out 17 \$5,000 scholarships to employees’ children every year for the past three years.



LARGE EMPLOYER

#24

First Merchants Bank

Columbus, Franklin County
www.firstmerchants.com



Realizing that business begins and ends with people, First Merchants Bank offers personal banking, business banking, mortgage lending, cash management services and wealth management in an environment where customers can bank with their neighbors.

Employees are granted one community day a year to participate in a company-organized outreach program, such as Mid-Ohio Foodbank, Dentistry from the Heart or Central Ohio Diabetes Association. The bank also proudly supports the Salvation Army by allotting time, talent and treasure to the organization. The bank has begun a partnership with

Cristo Rey High School, a private college preparatory school, through a work-study program. In addition to education, the partnership provides students with real work experience.

A very special part of giving back to the community includes the annual race and walk honoring colleague Pam Miller’s son, Kyle, who passed away in a kayaking accident in 2013. The First Merchants family comes together annually to volunteer at the event.





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The 2016 Ohio HR Conference

September 21-23, 2016 · Kalahari Resort

Are you ready to play like an HR Champion?

We're pleased to announce that
Lou Holtz - legendary coach,
football player, author, and analyst

will join us as a keynote
speaker in 2016, and

Jim Tressel - president of
Youngstown State University
will be our closing Keynote!

For more information or to register – visit our website:
www.OhioSHRMHRC.org

#1 SMALL / MEDIUM EMPLOYER



Improving

Columbus, Franklin County

www.improving.com

Improving's innovative solutions and processes have helped hundreds of clients across the globe realize their tactical and strategic business objectives. As a result, the company's 300 employees have accumulated extensive technology and management experience in several industries, including financial services, energy, travel, retail, government and several others. Company culture encourages both the inspiration and motivation to achieve amazing things. Employees constantly strive to live out values of excellence, dedication and involvement through the foundation of trust.

Improving is committed to creating a great place to work by cultivating an environment that fosters lifelong personal and professional relationships. A positive approach toward open communication, personal growth and shared rewards has resulted in sustainable success. At Improving, camaraderie is part of company culture. The staff members of this complete information technology services firm enjoy many in-office perks while they work — such as kegs of beer in the break rooms and monthly employee events and game nights. The annual companywide retreat in Las Vegas is designed to include several team-building activities, appreciation and recognition events, and games. Every third Thursday, you'll find em-

ployees at a monthly, company-paid happy hour. The quality time encourages everyone to get together and build relationships.

For staff betterment, Improving offers IBP. This 12-week training and mentoring course is offered twice a year, and it is designed to develop business skills for employees that are interested in being promoted to the corporate side. ImprovingU is an internal "university" comprising several courses that build professional as well as personal skills. Courses include public speaking, CPR, financial advisement and a personality assessment.

Improving supports the community by giving back to important causes. The company offers both monetary donations and employee time to Wounded Warriors, financially supports the Special Olympics and participates in Movember.



SMALL / MEDIUM EMPLOYER

#2

Group Management Services

Richfield, Summit County
www.groupmgmt.com



Group Management Services (GMS) offers human resource services to small- and medium-size businesses, enabling those business leaders to focus on why they opened their businesses in the first place.

Since HR is the company's specialty, GMS knows what benefits are great for employees. When it comes to health, employees get top-of-the-line assistance. For certain wellness activities that an employee completes, GMS will contribute up to \$3,600 annually into the employee's health savings account. Deposits are made quarterly and the amount of employer contribution depends on the plan the employee is enrolled in and the number

of activities they complete per quarter. Gym memberships are reimbursed up to \$30 a month for employees to help them meet their goals.

The company wellness coordinator continually educates employees and puts together programs that everyone can participate in throughout the year. Topics include stress management, eating well and new ways to work out.



SMALL / MEDIUM EMPLOYER

#3

Excelas, LLC

Cleveland, Cuyahoga County
www.excelas1.com



Excelas is a national provider of medical record review and analysis with a focus on meeting employee needs. The new WOOW challenge (Walk out of Work) was a recent wellness initiative that encouraged staff members to track steps. When they successfully completed the required 10,000 steps a day for three months, employees earned 24 hours of paid time off and a donation to a charity of their choice.

When it comes to health insurance, Excelas contributes \$100 per month to the health savings account of each employee who has elected coverage under a high-deductible health plan. The company also implemented a

preventive care compliance premium discount program for employees who have elected coverage. This program provides enrolled employees with the opportunity to save on their portion of the monthly premium cost by simply visiting their primary care physician for an annual physical and reviewing the results of their preventive blood screen.



SMALL / MEDIUM EMPLOYER

#4

BMI Federal Credit Union

Dublin, Franklin County
www.bmifcu.org



At BMI Federal Credit Union, the leadership knows how important it is for employees to enjoy their jobs and receive regular recognition. The credit union started the Apple Program in 2012 as a way for managers to recognize employees for a job well done. Managers write a note of appreciation and recognition on an "apple" pad and give it to the employee.

BMI recognizes the efforts and longevity of employees with annual service awards and employees receive a cumulative monetary bonus for each year of service, plus a thank you congratulatory letter signed by the president and CEO. The management team cooks lunch for employ-

ees regularly and delivers the food themselves.

Staff members enjoy getting to wear jeans and tennis shoes to work on Fridays and Saturdays, and they can play Wii games during downtime. Outside the office, employees enjoy free movie passes and admission to local festivals and theme parks.



SMALL / MEDIUM EMPLOYER

#5

Sea-Land Chemical Company

Westlake, Cuyahoga County
www.sealandchem.com



Sea-Land Chemical Company is 100 percent employee-owned, contributing to the longevity of its staff. The company has one of the highest retention rates in the chemical industry, with senior executives serving an average of over 20 years. Most of the mid-level employees have been with the firm for 10 years or more.

As the 35th largest chemical distributor in the country, Sea-Land Chemical Company specializes in being an expert. To ensure the company is gaining employees who have expertise and important knowledge of the field, it has recruited individuals who have many years of experience.

Every employee is eligible to re-

ceive the annual bonus, which on average is 8 percent of employees' base pay. The company offers awards for years of service with varied incentives depending on the length of time an employee has been there. A holiday bonus valued at one week's pay is offered at the beginning of December and every employee is eligible.



SMALL / MEDIUM EMPLOYER

#6

FRCH Design Worldwide

Cincinnati, Hamilton County
www.frch.com



Strategic innovation is part of the FRCH Design Worldwide company way. The firm provides comprehensive services in architecture, interior design, graphic design and brand strategy with partners in many of the leaders in restaurants, retail centers, mixed-use and urban development, hospitality, and leisure and entertainment.

The people-centered firm closes the office for a week during the holiday season to give staff members time to recharge and spend time with family. FRCH Design Worldwide doesn't just talk about work-life balance — it provides benefits such as real estate agents, home repairs and the ability

to buy and lease cars. Assistance with counseling for grief and loss, marriage, family and personal issues is also available.

FRCH Design Worldwide offers financial resources from budgeting to savings and investing, credit, taxes and retirement planning. The firm also offers legal support for living wills, estates, beneficiary assistance and other legal issues.

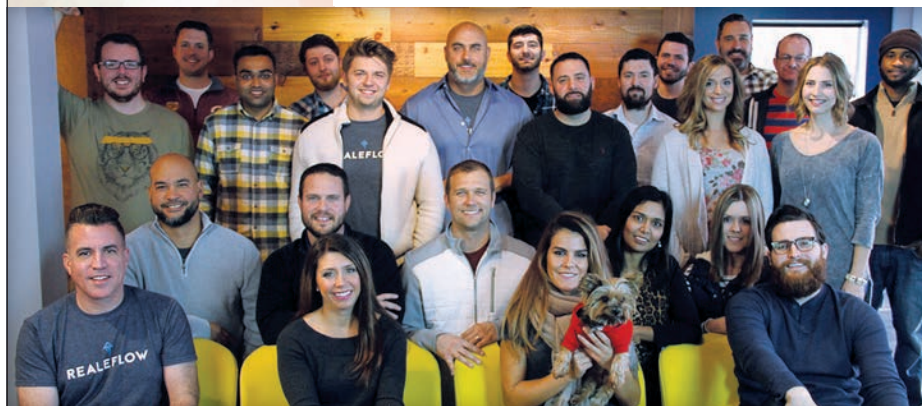


SMALL / MEDIUM EMPLOYER

#7

Realeflow

Parma Heights, Cuyahoga County
www.realeflow.com



Realeflow is the most widely recognized and largest software as a service company in the real estate investing niche. At Realeflow, staying connected makes business operations flow better, so the firm has implemented a number of different ways to keep all staff members in the loop.

Monday companywide meetings include all members of upper management and the owner. Each team reports victories, goals and problems, and they have an open forum discussion. The daily and weekly team meetings give a chance for team members to discuss projects, goals and issues, and to answer outstanding questions. These meetings encourage all team

members to contribute, ask questions and interact with management. They are also designed to build team cohesiveness. Yearly meetings outside the office discuss the previous year's goals and successes, as well as the current year's goals, and give team members a chance to be recognized for exceptional work and dedication while enjoying a fun activity together.



SMALL / MEDIUM EMPLOYER

#8

Casto Management Service, Inc.

Columbus, Franklin County
www.castoinfo.com



In the real estate industry, Casto Management Services, Inc., is more than just a development company. It is a privately held, fully integrated real estate services firm dedicated to maintaining the highest standards of client service.

When it comes to employees, Casto cares about the well-being of associates by promoting year-round wellness events and competitions, offering free flu shots, hosting on-site health fairs and coordinating massage days.

To promote a healthy lifestyle, Casto has an on-site workout facility, complete with locker rooms and showers. This facility is free for associates and families to use and is

accessible 24/7. Throughout the year, Casto also hosts free, on-site group fitness classes.

Each of the company's residential apartment communities has an on-site fitness center, which is free for associates to use at any time. These communities are located all around central Ohio, so it's convenient no matter which side of town an associate lives.



SMALL / MEDIUM EMPLOYER

#9

Plumblin Consulting LLC

Findlay, Hancock County
www.plumblinconsulting.com



Plumblin Consulting LLC, a technology consulting firm, is the premier resource for Microsoft Partners needing just-in-time services. From help desk services to software development and implementation support, the firm offers partner services to help its clients meet the needs of their clients. To do this, employees stay ahead of the industry by constantly learning.

In addition to a college tuition reimbursement program and business education workshops and conferences, Plumblin offers many ways to boost employees' knowledge. A library of online learning is available, and it covers a wide range of topics. Employees can hone their skills

through refresher training and learn new skills from their workstation or from the comfort of their own home.

Staff members are encouraged to learn new technologies and grow their skill sets. Training classes and webinars can be requested and approved to help employees receive the skills needed that will help them in their current role or in preparing for a new role.



SMALL / MEDIUM EMPLOYER

#10

EWI

Columbus, Franklin County
www.ewi.org



EWI believes that employees should be rewarded for hard work. More than 30 years ago, the not-for-profit, membership-based engineering consulting firm was established through a joint initiative of the state of Ohio, Battelle and The Ohio State University to serve the needs of manufacturers.

All associates are eligible for the lucrative incentive bonus program. Funding for the bonus pool is triggered when EWI achieves at least 70 percent of its net income and revenue targets. A technical excellence award is given in recognition of any associate who has demonstrated exceptional technical achievement. And a peer-nominated award comes with a

\$1,000 cash prize and \$10,000 internal research budget and recognition on the company wall of fame.

The firm also offers an intellectual property sharing program, giving \$1,000 bonuses to any inventor whose name appears on an issued patent that EWI owns. The inventor and commercializer also receive 15 percent of the royalty revenue upon commercialization.



SMALL / MEDIUM EMPLOYER

#11

Fremont Federal Credit Union

Fremont, Sandusky County
www.fremontfcu.com



Simply put, Fremont Federal Credit Union is a fun place to work. The nonprofit financial institution offers fair and competitive financial products and services to its members — and it also shares perks with employees.

The credit union promotes a work hard, play hard environment to help ensure that every employee has a positive attitude. Outside the office, the annual Cedar Point Day gives all employees and immediate family members free admission to the park. The summer picnic is always a great opportunity for staff members and their families to come out for games and activities at a summer barbecue.

To celebrate employee birthdays, the CEO sends a signed card with a gift to each staff member.

The staff members of Fremont Federal Credit Union also give back to their community — they've held fundraisers for the American Cancer Society Relay for Life, United Way and Habitat for Humanity.



SMALL / MEDIUM EMPLOYER

#12

CPI-HR

Solon, Cuyahoga County
www.cpihr.com



CPI-HR is a human capital management firm that specializes in enhancing every client's people and profits with human resources solutions, benefits brokerage, ACA consulting and other HR services.

The founding member and smart partner of Benefit Advisors Network offers quarterly lunch-and-learn programs to staff members. Every quarter, employees are invited to participate in an on-site educational lunch program given by a nurse practitioner about various wellness topics.

When it comes to giving back to the community, the firm is city minded. To encourage community outreach, employees are allowed to donate four

hours per quarter during work hours to volunteer for City Mission.

CPI-HR also participates in the annual "running with a mission" at the Cleveland Metropark Zoo. At Thanksgiving and Christmas, CPI-HR employees "adopt" local families in need, and employees also donate food items to local families via the Twinsburg Food Bank.



SMALL / MEDIUM EMPLOYER

#13

Software Answers, Inc.

Brecksville, Cuyahoga County
www.software-answers.com



Software Answers, Inc., wants to understand employees so it can provide the best options for benefits. This leading K-12 administrative software provider and developer of Progress-Book (a suite of applications that support student/classroom management and academic achievement) surveys employees annually to find out which benefits are most helpful and to evaluate current benefit carriers.

Receiving feedback from employees allows Software Answers to build a benefit program that best meets their needs. The company provides a comprehensive package for both employees and dependents so that health care needs for prevention and illness

do not bring undue stress on employees and their families. The three-tier option for medical plans and two-tier option for dental plans give each employee the choice to determine what is best for their situation.

Another benefit gives employees \$500 if a referral is hired and an additional \$1,000 if the referral remains employed for at least three months.



SMALL / MEDIUM EMPLOYER

#14

Westerville Public Library

Westerville, Franklin County
www.westervillelibrary.org



For more than 80 years, the Westerville Public Library has represented the belief that the best service is a reflection of its customer's wishes. The library is an important part of the past, an integral part of the present and an essential part of Westerville's future, so it aims to stay ahead of the game when it comes to keeping employees engaged.

Full-time employees involved in approved degree programs are allowed up to three hours per week of paid time off to study or participate in coursework. The library pays for staff members to participate in formal leadership training and supports them in leadership roles within pro-

fessional groups, including paid time off to work on projects and activities.

The health plan includes a Wellness Academy with incentive programs, free gym memberships and on-site health coaches that visit twice a month. Part-time employees are even eligible for benefits, and the company pays 50 percent of employee premiums.



SMALL / MEDIUM EMPLOYER

#15

Tuttle Services, Inc.

Lima, Allen County
www.tuttlenet.com



Tuttle Services, Inc., is the parent organization to the two companies — Tuttle Construction and Touchstone CPM — that provide general contractor and construction management services.

The American Heart Association's annual "Heartchase" event is supported by fundraising activities at Tuttle Services throughout August and September. The final fundraiser was to "Pie a President," and due to the good humor of the CEO, Paul Crow, he was willing to get "pied" for a good cause. One of the Tuttle staff members was selected from a drawing to deliver the pie to Paul.

Another memorable event — the

"Build a Tower" competition — featured area vocational school students competing to build the tallest tower using a variety of unusual materials (toothpicks and gumdrops, marshmallows and spaghetti, balloons and tape, etc.). The event brought students together with local employers who have a need for skilled trade workers.



Best Employers in Ohio 2016

Large Employers (250 or more employees) – Ranked by quality of workplace

Rank	2015 Rank	Company Address Website	Top Executive Title No. of U.S./Ohio Employees	Company Contact Title Phone Email	Industry
1	2	Edward Jones 3 N. Main St. Germantown, OH 45327 www.edwardjones.com	Jim Weddle Managing Partner 37,880/1,027	Edward DeVault Financial Advisor & Regional Leader 937-855-0116 edward.devault@edwardjones.com	Financial Services
2	5	Blue & Co., LLC 8800 Lyra Drive, Suite 450 Columbus, OH 43240 www.blueandco.com	Brad Shaw Managing Director 344/61	Brad Shaw Managing Director 614-885-2583 bshaw@blueandco.com	Accounting
3	4	Cohen & Company/ Cohen Fund Audit Services 1350 Euclid Ave., Suite 800 Cleveland, OH 44115 www.cohencpa.com	Randall S. Myeroff CEO 296/271	Christine Bowers Marketing Communications Specialist 216-774-1139 cbowers@cohencpa.com	Accounting
4	1	SRC Inc. 2900 Presidential Drive, Suite 230 Fairborn, OH 45324 www.srcinc.com	Paul Tremont President & CEO 983/84	Steve Duning Assistant Vice President, Electronic Warfare 937-320-7421 sduning@srcinc.com	Technology
5	NA	National Cooperative Bank, N.A. 139 S. High St. Hillsboro, OH 45133 www.ncb.coop	Chuck Snyder President & CEO 324/128	Michelle Ward HR Manager 937-840-6017 mward@ncb.coop	Banking
6	19	Ryan, LLC 127 Public Square, Suite 2800 Cleveland, OH 44114 www.ryan.com	G. Brint Ryan President & CEO 1,595/33	Richard Turner Principal, State Income/Franchise Tax Consulting 216-685-9448 richard.turner@ryan.com	Accounting
7	14	Hilliard Lyons 6099 Riverside Drive, Suite 205 Dublin, OH 43017 www.hilliard.com	James R. Allen CEO & President 1,055/37	Randy Burns Senior Vice President, Regional Manager 800-285-9667 rburns@hilliard.com	Financial Services
8	6	Crowe Horwath LLP 10 W. Broad St., Suite 1700 Columbus, OH 43215 www.crowehorwath.com	Jim Powers CEO 3,103/178	Julie Davis Communications 614-365-2217 julie.davis@crowehorwath.com	Accounting
9	10	HBK CPAs & Consultants 6603 Summit Drive Canfield, OH 44406 www.hbkcpa.com	Christopher Allegretti Managing Principal & CEO 391/108	Linda Evans Director of Human Resources 330-729-3363 levans@hbkcpa.com	Accounting
10	9	Total Quality Logistics 4289 Ivy Pointe Blvd. Cincinnati, OH 45245 www.tql.com	Ken Oaks CEO 3,735/1,697	Colleen Berliner Marketing Assistant 800-580-3101 cberliner@tql.com	Transportation
11	23	Mike's Carwash 100 Northeast Drive Loveland, OH 45140 www.mikescarwash.com	Mike Dahm President 306/166	Caleb Sellman Recruiter 513-677-4661 csellman@mikescarwash.com	Retail
12	16	Sheetz, Inc. 1062 McShane Drive Cuyahoga Falls, OH 44221 www.sheetz.com	Joe Sheetz President & CEO 15,363/817	Amanda Redman District Manager 330-604-4642 aredman@sheetz.com	Retail
13	20	Civista Bank P.O. Box 5016 Sandusky, OH 44870 www.civistabank.com	James Miller Chairman & CEO 334/334	Joyce McCloskey Human Resources Generalist 419-627-4558 jamccloskey@civistabank.com	Banking
14	24	PotashCorp 2200 Fort Amanda Road Lima, OH 45804 www.potashcorp.com	Jochen Tilk President & CEO 2,059/147	Jennifer Niese HR Manager 419-879-8982 jennifer.niese@potashcorp.com	Manufacturing
15	15	OCLC 6565 Kilgour Place Dublin, OH 43107 www.oclc.org	Skip Prichard President & CEO 841/733	Karen Worthington Human Resources Director 614-764-6398 karen_worthington@oclc.org	Nonprofit
16	8	gyro 7755 Montgomery Road, Suite 300 Cincinnati, OH 45236 www.gyro.com	Christoph Becker CEO & CCO 310/104	Sophie Turcotte Senior Engagement Account Executive 513-346-3534 sophie.turcotte@gyro.com	Advertising, PR & Marketing
17	13	Great Lakes Caring 5966 Heisley Road, Suite 100 Mentor, OH 44060 www.greatlakescaring.com	William Deary CEO 1,583/132	Charlotte Kister Branch Director 440-409-9854 ckister@greatlakescaring.com	Health Care Provider
18	NA	American Structurepoint, Inc. 2550 Corporate Exchange Drive, Suite 300 Columbus, OH 43231 www.structurepoint.com	Willis R. Conner President & COO 360/47	Bob Kuederle Vice President 614-901-2235 bkuederle@structurepoint.com	Architecture & Engineering
19	21	Trilogy Health Services, LLC 825 June St. Fremont, OH 43420 www.trilogyhs.com	Randall Bufford President & CEO 9,388/1,934	Rey Nevarez Division Vice President 216-403-6246 rey.nevarez@trilogyhs.com	Health Care Provider
20	NA	Inteva Products LLC 707 Crossroads Court Vandalia, OH 45377 www.intevaproducts.com	Lon Offenbacher President & CEO 1,739/149	Sandy Swanson Senior HR Representative 937-280-8505 sswanson@intevaproducts.com	Manufacturing

Best Employers in Ohio 2016 [Large Companies](#) (continued)

Rank	2015 Rank	Company Address Website	Top Executive Title No. of U.S./Ohio Employees	Company Contact Title Phone Email	Industry
21	11	Fusion Alliance 4445 Lake Forest Drive, Suite 440 Cincinnati, OH 45242 www.fusionalliance.com	Doug Brown CEO 729/196	Stacey Bigner Administrative Assistant 513-563-2270 sbigner@fusionalliance.com	Consulting
22	NA	CSA Group 8501 E. Pleasant Valley Road Independence, OH 44131 www.csagroup.org	David Weinstein President & CEO 328/169	Martine Scheuermann Director, HR, U.S. & Mexico Region 216-524-4990 martine.scheuermann@csagroup.org	Nonprofit
23	NA	Allied Mineral Products, Inc. 2700 Scioto Parkway Columbus, OH 43221 www.alliedmineral.com	Jon R. Tabor President & CEO 344/293	Andy Ritter Vice President, Human Resources 614-921-4217 andy.ritter@alliedmin.com	Manufacturing
24	NA	First Merchants Bank 3650 Olentangy River Road Columbus, OH 43214 www.firstmerchants.com	Michael Rechin President & CEO 1,583/127	Jennifer Griffith Regional President 614-583-2050 jgriffith@firstmerchants.com	Banking

Best Employers in Ohio 2016

Small/Medium Employers (15-249 employees) – Ranked by quality of workplace

Rank	2015 Rank	Company Address Website	Top Executive Title No. of U.S./Ohio Employees	Company Contact Title Phone Email	Industry
1	2	Improving 1 Easton Oval, Suite 175 Columbus, OH 43219 www.improving.com	Curtis Hite CEO 194/26	Mark Kovacevich President 614-408-3401 mark.kovacevich@improving.com	Technology
2	NA	Group Management Services 3296 Columbia Road Richfield, OH 44286 www.groupmgmt.com	Michael Kahoe President 151/136	Denise O'Dear HR Manager 330-659-0121 dodear@groupmgmt.com	Human Resources
3	6	Excelas, LLC 387 Golf View Lane, Suite 200 Cleveland, OH 44143 www.excelas1.com	Jean Bourgeois President 43/41	Sharon Ezzone Manager, Human Resources 440-442-7310 sve@excelas1.com	Consulting
4	5	BMI Federal Credit Union 6165 Emerald Parkway Dublin, OH 43016 www.bmifcu.org	William P. Allender President & CEO 93	Stacy Toki Director of Human Resources 614-707-4060 s_toki@bmifcu.org	Banking
5	NA	Sea-Land Chemical Company 821 Westpoint Parkway Westlake, OH 44145 www.sealandchem.com	Joseph Clayton President 55	Jennifer Altstadt Director of Marketing and Strategic Planning 440-871-7887 jennifer.altstadt@sealandchem.com	Distribution
6	7	FRCH Design Worldwide 311 Elm St. Cincinnati, OH 45202 www.frch.com	James R. Tippmann CEO 206/193	Donna Szarwark Senior Vice President, Human Resources/Principal 513-362-3372 dszarwark@frch.com	Architecture
7	NA	Realeflow 6659 Pearl Road, Suite 300 Parma Heights, OH 44130 www.realeflow.com	Greg Clement Owner & CEO 26/24	Tracey Tobias Content Manager 855-545-2095 ttobias@realeflow.com	Technology
8	NA	Casto Management Services, Inc. 250 Civic Center Drive, Suite 500 Columbus, OH 43215 www.castoinfo.com	Don M. Casto III & Frank S. Benson III Partner 235/196	Lindsey VanMeter Director, Human Resources 614-744-2064 lvanmeter@castoinfo.com	Real Estate
9	NA	Plumblin Consulting LLC 1219 W. Main Cross St., Suite 103 Findlay, OH 45840 www.plumblinconsulting.com	Joseph Longo President 35	Taylor Fox Executive Assistant 419-807-8136 tfox@plumblinconsulting.com	Technology
10	8	EWI 1250 Arthur E. Adams Drive Columbus, OH 43221 www.ewi.org	Dr. Henry Cialone President & CEO 156/142	Mark Matson Vice President, HR 614-688-5203 mmatson@ewi.org	Engineering
11	NA	Fremont Federal Credit Union 315 Croghan St. Fremont, OH 43420 www.fremontfcu.com	Anthony Camilleri President & CEO 71	Angie Chlosta Vice President, Human Resources 419-333-2931 achlosta@fremontfcu.com	Banking
12	NA	CPI-HR 6830 Cochran Road Solon, OH 44139 www.cpihr.com	James Hopkins CEO 41	Diana Gaking Office Manager 440-542-7800 support@cpihr.com	Health Care Insurance/Services
13	9	Software Answers, Inc. 6770 W. Snowville Road, Suite 200 Brecksville, OH 44141 www.software-answers.com	Paul Chaffee CEO 59	Cindy Chaffee Manager of HR & Finance 440-526-0095 x-3002 chaffeec@progressbook.com	Technology
14	NA	Westerville Public Library 126 S. State St. Westerville, OH 43081 www.westervillelibrary.org	Don Barlow Executive Director 105	Katrina Plourde Human Resources Manager 614-259-5022 kplourde@westervillelibrary.org	Nonprofit
15	NA	Tuttle Services, Inc. 880 Shawnee Road Lima, OH 45805 www.tuttlenet.com	Paul Crow CEO 38	Nate Neuenschwander President, Touchstone CPM (subsidiary of Tuttle Services, Inc.) 419-998-4877 naten@touchstonecpm.com	Construction

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to all the Best Employers in Ohio!

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Collections
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Morocco
Tunisia
United Kingdom Accounting
United Kingdom Broadcast
United Kingdom Financial Adviser
United Kingdom Insurance Brokers
United Kingdom Legal Week
United Kingdom Plastics
United Kingdom Property

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