2018

BEST
EMPLOYERS
IN OHIO
Congratulations... TO THE 2018 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 their 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 2018 Best Employers in Ohio. You should be proud of your achievements and the employees who helped you gain this recognition.

Karen Sating
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 BridgeTower Media to recognize the 2018 Best Employers in Ohio. www.besteemployeesoh.com

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How the Best Employers Were Selected

Best Large Employers in Ohio List
Best Small / Medium Employers in Ohio List
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 9 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.

Visit www.BestEmployersOH.com or call Best Companies Group toll-free at 877-455-2159 for more information.
Edward Jones is the United States’ largest financial services firm, with nearly 13,000 U.S. locations. Every aspect of the business, from investment types to branch locations, is designed to cater to its nearly 7 million clients in communities where employees live and work. The typical Edward Jones branch has one financial adviser and one branch office administrator serving clients in the local neighborhood. The company pays expenses, installs technology and provides all the training and support needed to succeed.

Something that is relatively unique to Edward Jones is that every associate has an opportunity to own part of the firm. Partnership is a unique reward that few companies offer. Any associate in good standing with three years of service can be offered partnership, and a new partnership offering occurs this year. Nearly 40 percent of associates are owners. Financial advisers eventually transition to commission earnings supplemented by profitability bonuses and profit sharing—and even the possibility of limited partnership.

As an associate-owned firm, Edward Jones offers long-term career and leadership opportunities. When associates face personal or professional difficulties, the firm stands by them. This might mean quick assistance in a natural disaster, paid leave or medical exceptions, cards and emails, or dozens of associates showing up at a funeral. Benefits include paid parental leave for births or adoptions—16 weeks for primary caregivers and two weeks for secondary caregivers. Edward Jones promotes flexible, family-friendly workplaces by helping clients in neighborhoods where they live and work. Community involvement is encouraged and associates embrace causes such as the Walk to End Alzheimer’s—a firm-wide cause. Volunteerism is also important to Edward Jones’ culture, with associates always incentivized to volunteer. Home-office associates get one paid Day of Caring annually, and in Edward Jones branches, volunteerism during the workday is common and expected.

Improving is an IT services firm that offers technology training, consulting, recruiting, project services and outsourcing and is dedicated to maintaining a culture that prioritizes teamwork, excellence and fun.

With its free internal training university, ImprovingU, featuring courses that include public speaking, CPR, financial advisement and personality assessment, employees can keep personal and professional development in focus. A company-wide incentive program that rewards lead generation, networking, speaking engagements and more yields quarterly bonuses, and each year, all profit above 9 percent is shared with all employees. Overstuffed chairs and couches have replaced traditional furniture at the company, which also maintains a casual dress code.

Many social events are held to promote a convivial atmosphere where lasting relationships can grow. The annual companywide retreat to Las Vegas is a popular teambuilding event, and the company also has a break room with a ping-pong table, board games, free snacks and craft beer.

SRC, Inc., a nonprofit research and development company that supports a wide range of government organizations, is a nationally-recognized leader in the design, development and manufacturing of advanced radar, electronic warfare and communications systems for land, sea, air and space applications. The mission-driven company supports its employees’ success with flexible schedules that include telecommuting, half-day Fridays in the summer and more. Employees start their time at the company with four weeks of paid time off. SRC makes a 10 percent contribution to employees’ retirement, and for those employees going to school, the company pays tuition directly to the educational institution, 100 percent.

SRC also promotes wellness and health for employees with programs including gym memberships and stress-relief training. The company maintains a strong focus on volunteer and philanthropic efforts within the community and provides employees with volunteer opportunities to get everyone at SRC to support causes they believe in.
National Cooperative Bank, N.A., provides comprehensive banking services to cooperatives and other member-owned organizations throughout the country. NCB's mission is to support America's cooperatives and their members, especially in low-income communities, by providing innovative financial services.

NCB actively promotes an inclusive environment where all employees have the opportunity to achieve professional and personal success and contribute to the organization and the community. The bank is committed to attracting, recruiting and retaining top, diverse talent in each of its offices. For NCB it is important to foster an environment where all employees feel welcomed and where diversity and inclusion are part of the bank’s managerial competencies.

Employees appreciate the comprehensive benefits package and incentive bonuses as well as the generous vacation and personal days offered by the bank. Off-site employee engagement activities, lunch-and-learns, as well as events like a health fair and craft bazaar, make NCB a fun place to work.

WestPoint Financial Group is dedicated to educating clients to help them fulfill their financial goals by offering relevant experience, personalized attention and outstanding resources. The financial services company prioritizes the well-being of its employees and provides them with opportunities to have fun throughout the work day. Whether by celebrating National Pizza Day in the office or inviting all employees to attend a black-tie gala, WestPoint make sure to include everyone in the fun throughout the year.

WPFG also offers flexibility within the work day so that employees can maintain a work-life balance. The company demonstrates its values with events that involve the whole family, including baseball games, in-office trick-or-treating and the celebration of new additions to employees’ families. Access is provided to a personal fitness trainer, free of charge. Employees are recognized through several reward programs that keep the achievements of everyone, from new agents to longtime leaders, in focus.

It’s never too late to bring your dreams to life. As a financial services professional at WestPoint Financial Group, a general agency of MassMutual, you’ll have the power to help people in need – and make a real and lasting difference in their lives.

To learn more, contact us today. No cape required.

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Ryan, LLC is an award-winning global tax services and software provider and the largest firm in the world dedicated exclusively to business taxes. Ryan supports employees as they balance work and family responsibilities, making the firm a leader in the area of workplace flexibility. Employees are able to establish their boundaries so they can successfully navigate both personal and professional challenges and opportunities and are free to work where and when they choose. The focus is on results. Employees appreciate the many training and development opportunities offered to further themselves professionally, as well as a generous tuition reimbursement program. The broad range of benefits include — but are not limited to — maternity leave, gym membership and community outreach opportunities. Volunteering is also huge at Ryan, where employees are encouraged to take advantage of paid-time off program to give back to local communities, such as local food banks, during RyanSHARES Day.

HBK CPAs & Consultants was founded in 1949 and today among Inside Public Accounting magazine’s Top 100 firms. HBK recognizes that employees perform at their best and most productive when they enjoy a balance between work and their personal lives. Through the HBK work-life commitment, the firm’s leaders empower its professionals to achieve success while celebrating and respecting their right to rich, rewarding personal lives. HBK offers flexible work schedules in addition to an atmosphere of mutual respect and open communication. The firm believes that connecting to the community is important for a healthy workplace culture and offers paid time off for employees to participate in community events. HBK knows that success is only as important and meaningful as the satisfaction and ability of growing. Creating opportunity for HBK’s team members is what makes the company successful, as it demonstrates with its motto: “Working Together Sets Us Apart.”

Crowe Horwath LLP is one of the largest public accounting, consulting and technology firms in the United States, with offices around the world. The firm creates every relationship with the intention of delivering exceptional client service while upholding its core values and strong professional standards, and its standards for how its employees are treated are just as high. Through its well-being portal, Crowe Horwath earn points by participating in a variety of health-focused challenges, which earn them rewards including discounts on their medical benefit premiums. Crowe Horwath offers a relaxed dress code to work remotely in the service of employees’ greatest productivity. Achievements are recognized with monetary rewards for excellent service, shout-outs in newsletters and a Hawaiian-themed employee appreciation day. Crowe Horwath promotes employee engagement with the community by providing a grants for employees who volunteer with nonprofits and serve on nonprofit boards.

Blue & Co., LLC is a regional public accounting firm with thirteen offices in Ohio and other states. Blue & Co. provides business consulting and certified public accounting services to businesses and their leadership teams. The ongoing growth of the firm is driven by the personal and professional development of its employees through live on-site courses, webinars, conferences and on-demand classes. Cash bonuses are paid to employees for passing the CPA exam. The firm also pays for the exam prep class and sitting fees and provides time to study. Blue & Co.’s investment in employees’ long-term success also takes the form of fun events like Chili cook-offs, ugly holiday sweater contests, escape room adventures, days off at the baseball park and burger-eating competitions. Lunch and breakfast is frequently provided as a gesture of appreciation for employees’ dedication, and a flexible environment helps employees maintain a work-life balance.
Since 1884, Civista Bank has provided financial solutions to generations of Ohio businesses, families and individuals. The $1.5 billion organization commits its financial resources to remaining its community’s trusted financial adviser. The bank also commits to its employees through training and leadership development opportunities, wellness incentives, health club reimbursements, family picnics and more. Civista also supports the communities in which employees live and work both financially and by promoting community involvement and active leadership. The bank proudly support a variety of economic, educational, cultural, and health and human service initiatives within the communities the bank serves. Civista provides employees with an annual volunteer day to engage in projects for local causes. Through an internal pledge to local United Way agencies, the bank matches employees’ donations at 100 percent. And for making qualifying United Way pledges, the bank offers employees the opportunity to earn a day off with pay.

Ohioans Home Healthcare is a locally owned and operated, CHAP-accredited, managed-care, Medicare- and Medicaid-certified agency that dedicates itself to being a highly-skilled, comprehensive health care partner in the community. Ohioans aims at providing a fun and productive work environment for its employees with ergonomic, sit-to-stand desks, a large break room for office staff to gather as a group and “mobile offices” of company provided vehicles for field staff. Employees can take advantage of on-site personal development and stress management workshops, seminars and classes. Special days are celebrated with fun treats, such as a cookout for National Hot Dog Day. For Summer Fun Day, Ohioans employees have taken trips to the Toledo Zoo, a Toledo Mud Hens baseball game with a picnic lunch, and enjoyed corn mazes and hayrides. Employees are also able to attend and participate in Ohioans-sponsored philanthropic efforts including GoRed for Women Luncheons, dragon boat races and Alzheimer’s walks.

OCLC is a global library cooperative that supports thousands of libraries in making information more accessible and more useful to people around the world. Together, member institutions, individual librarians, partners and staff believe in that mission to share knowledge. OCLC is a great place to work with an unparalleled mission of serving libraries and great institutions. Equity, diversity and inclusion are among OCLC’s values, which make for a work environment where everyone can contribute and succeed.

With an on-site game room, free coffee and great collaborative space — along with 24/7 access to an on-site fitness center — OCLC provides a place for employees to thrive. Health is kept in focus with on-site meditation and yoga classes while hard work is celebrated through several recognition programs. The organization sponsors programs that enable employees to volunteer within their community. Participation in charitable events like the YMCA Corporate Challenge promotes teamwork.

American Structurepoint, Inc., is a consulting firm that aims to improve the quality of life for its communities and employees. While American Structurepoint takes a work hard/play hard approach to corporate culture, the company also prioritizes giving back to staff for their work and dedication. Training is important, and employees get the opportunity to attend seminars and conferences for career development and job advancement. The company pays for travel and accommodations.

American Structurepoint prides itself on how each employee is assigned a mentor on their first day. The job of the mentor is to guide the new employee through the orientation period and beyond, serving as a continual resource to the staff member through the employee’s career. Cash bonuses are offered annually based on performance, and a wellness initiative includes perks such as weekly fresh-fruit delivery. Half of employees’ volunteer time per month is matched by the company.
Casto Management Services, Inc., has been a family-owned business since 1926. With over 90 years of successful development and management of commercial, industrial and residential real estate, Casto continues to expand, maintain excellence and maximize using its core strengths.

When associates at Casto are asked what they love about the organization, they answer with “The people!” Each associate is encouraged to own their space within the organization. Flexibility is important at the company, which offers flexibility in work hours and generous paid time off to allow associates to meet their personal and family needs outside of work. Gift cards, contests and other perks are disseminated throughout the year, contributing to a fun and positive work environment.

The community impact committee provides volunteer and fundraising opportunities for associates who want to give back. Casto also partners with Cristo Rey high school to employ four students through their work study program.

Midwest Mobility Solutions aims to be the No. 1 authorized AT&T retailer in the country. Promoting growth, providing opportunities to advance and keeping an ear open to feedback sets MMS apart from the competition.

The company’s pay scale, benefits, communication portals, commission, training and more is all subject to changes according to employee feedback.

The company is willing to give any employee looking to advance their shot. The top 20 employees are rewarded with an all-expenses paid vacation to a tropical location to celebrate their achievements. MMS incentivizes growth with $500 unlimited employee referral bonuses. The Assistant Manager of the Month program, based off of employees’ sales numbers, rewards honorees with a gift card as well as shout outs on leadership calls and the company intranet.

Employees enjoy having the TV on at work, where they can watch movies and sports games, as well as occasional pizza parties.

Nutrien is the world’s largest provider of crop inputs and services, playing a critical role in helping growers increase food production in a sustainable manner. The company’s goal is to have a positive influence where employees live and work in the communities that surround facilities.

Employees have the opportunity to set professional development goals within their own independent development plan. Progress is recognized at employee appreciation dinners and lunches. A well-equipped fitness center is free for employees and open 24/7. Potlucks are held throughout the year, and Pi Day is observed by the engineering department, which brings a variety of local pies to work.

Nutrien supports local organizations through financial support, they also encourage employees to volunteer, allowing up to two days per year for individual volunteerism in addition to any company-sponsored volunteer events/days. Dollar for dollar, Nutrien matches donations that employees make to charitable organizations.

Inteva Products, LLC, is a leading global automotive supplier providing automakers with innovative, reliable and environmentally friendly products that enhance vehicle quality, safety and performance.

Inteva’s Vandalia technical center is a family-friendly environment, with employees who are committed to volunteering in the local community and schools — and beyond. The center recently partnered with Inteva’s Puebla operations in Mexico to raise money to help those in need who were affected by an earthquake.

Employees at Inteva enjoy flexible work schedules to maintain a work-life balance. At the center, Inteva holds weight loss challenges and other healthy activities. Summer picnics and holiday lunches give employees a chance to socialize and recharge.

At Inteva, employees are anonymously surveyed once every quarter. This is when they have the opportunity to express questions, concerns, ideas and whatever else is on their minds. The company also holds monthly town hall meetings with the vice president.
BEST EMPLOYERS in Ohio 2018

Humanetics Innovative Solutions, Inc.
Huron, Ohio
www.humaneticsatd.com

Humanetics ADT is a global leader of safety test and measurement equipment as well as devices for the development of highly engineered products. Ultimately, the company is in the business of saving lives.

Having a highly skilled workforce is important to Humanetics. The company recognizes and celebrates its success in contributing to public safety by providing luncheons, pizza parties, catered meals, chili contests, a taco bar, ice cream socials, cookouts and more for its hardworking employees. The comfortable work environment hosts numerous company events that keeps employees engaged and provides them with generous time off, too.

Humanetics is committed to attracting key talent and offers employees a referral bonus up to $1,000 per hire to bring in and retain great workers. The company has a robust benefit package, with lower-than-average employee contribution. Medical, dental and vision coverage as well as a 401(k) with an employer match are included.

LARGE EMPLOYER #18

Great Lakes Caring Home Health and Hospice
Toledo, Ohio
www.greatlakescaring.com

Great Lakes Caring Home Health and Hospice is one of the nation’s leading providers of in home health care. The company dedicates its resources to providing value-based, high quality care wherever its patients call home.

Great Lakes Caring is committed to being a great place to work by creating a collaborative and team-oriented culture that enhances the quality of life for every employee there. The company provides employees with monthly entertainment ticket giveaways and exclusive discounts. Fitness center memberships are reimbursed, and tuition reimbursement is available for full-time employees to advance their careers and succeed.

Annual picnics, breakfasts and other events recognize employees’ efforts. Holidays are occasions for dress-up parties, and all are invited to participate in a March Madness bracket competition and compete on individual and branch levels for prizes. Great Lakes Caring’s referral program, Send Us An Angel, pays full-time and part-time employees for referrals that are hired.

LARGE EMPLOYER #20

AssuredPartners
Cincinnati, Ohio
www.assuredpartners.com

AssuredPartners acquires and invests in insurance brokerage businesses in property and casualty, employee benefits, surety and MGU’s across the U.S. and in London. From its founding in March of 2011, AssuredPartners has grown to become one of the fastest-growing insurance brokerage firms in the nation.

AssuredPartners is focused on creating a positive and supportive culture in all of offices. The company wants its employees to feel valued for the hard work they do and encourage managers to make sure employees enjoy a healthy and balanced work-life culture in all AssuredPartners offices. Offices are encouraged to host fun events such as birthday parties, annual field days and opportunities to get involved with local charities. One way AssuredPartners prioritizes health is with a free weekly yoga class taught by a yoga instructor. The company prides itself on having a strong rewards programs and wellness programs that benefit employees and their families.

LARGE EMPLOYER #19

Mike’s Carwash
Loveland, Ohio
www.mikescarwash.com

Mike’s Carwash is one of the largest exterior-only car wash chains in the nation. The company separates itself from the rest by hiring good people who are capable of delivering a clean, fast and friendly experience to each customer, every time they visit.

Mike’s fosters a positive work environment by providing in-depth training and supporting team members with tuition reimbursement, a unique benefits and wellness program, and annual recognition programs and banquets.

Mike’s provides team members the opportunity to receive health benefit discounts based upon their commitment to a healthy lifestyle, including an annual wellness visit. Mike’s team members earn points through physical activities, regular health monitoring and wellness visits, that can be exchanged for prizes and even extra paid time off. Mike’s is dedicated to giving back to the community. The company hosts annual fundraisers for Big Brothers Big Sisters in addition to participating in other community activities.

LARGE EMPLOYER #21
First Merchants Bank provides customers with a broad range of financial services delivered locally by bankers who are known and trusted in their communities. The bank is focused on building deep, lifelong client relationships and providing maximum shareholder value.

Working at First Merchants is more than a job. It is a community bank with local roots where customers and employees connect with one another. First Merchants’s focus is on building individual career development plans and providing robust learning programs. One aspect of the team dynamic are attending frequent sporting events and social get-togethers as a team to build closeness and camaraderie. All employees can participate in monetary incentive programs and enjoy Halloween costume contests and holiday celebrations. An on-site wellness coach is available to employees. Employees are given a community day each year to participate in an event that benefits the community where they live, such as Habitat for Humanity.

First Merchants Bank
Cincinnati, Ohio
www.gyro.com

gyro
Cincinnati, Ohio
www.gyro.com

The first full-service, global creative B2B powerhouse, gyro has influence all over the world, with national and global clients in the industrial innovations, high tech and food products practice areas gyro’s mission is to create ideas that are humanly relevant.

The office at gyro has complete cross-discipline capabilities under one roof, drawing top talent in creative, strategic, technology, media, PR, social, search, content, analytics and user-experience service to the banks of the Ohio River. It also has been consistently voted among the best places to work in the area. Employees at gyro can initiate celebrations for the office to observe. The workday on Fridays is shortened from Memorial Day to Labor Day. One of the crucial aspects of gyro’s workplace culture are the inspiration sessions, which are monthly sessions used to help employees get away from work for a few hours to relax and get inspired.

CSA Group is one of the largest standards-development organizations in North America, conducting research and developing standards for a broad range of technologies and functional areas.

New policies enable employees to take advantage of flexible work hours and work from home options. To support our focus on health and wellness, CSA Group provides access to desk treadmills and bicycles to all safety-trained employees. CSA Group also holds internal social events during work hours, including a holiday fundraiser bake sale and craft fair, ice cream social, holiday potluck lunch and food truck lunches in the parking lot. The company hosts several team building and external social events throughout the year, including outings to sporting events and a holiday dinner dance.

Through CSA Group, employees can contribute social good to their community with full leadership support. Employees received four paid workday hours this past fall to volunteer at various local nonprofits.

CSA Group
Independence, Ohio
www.csagroup.org

LARGE EMPLOYER #24

LARGE EMPLOYER #23

LARGE EMPLOYER #22

LARGE EMPLOYER #22

LARGE EMPLOYER #22
InfoTrust LLC
Blue Ash, Ohio
www.infotrust.com

InfoTrust LLC is a digital analytics consulting and technology company that helps brands build measurement architectures to track what their visitors do online. InfoTrust values treating employees like adults, giving them the freedom to make their own decisions. As a result, employees enjoy a flexible work schedule and unlimited paid time off. Flexible work schedules can be utilized by employees who need to work from home, too, which is nice for those who are more “in the zone” at home or need to be home with a sick child. The company offers 100 percent paid health insurance for the whole family, with premiums covering spouses and dependents.

One of the ways that InfoTrust tries to demonstrate its positive work culture is by rewarding employees with all sorts of various activities and programs. One of those programs is “Fun Fridays,” where the InfoTrust office closes for a few Fridays throughout the summer. Managing stress and giving employees room to relax is very important to InfoTrust. In that spirit, InfoTrust has a variety of ways to help employees gather themselves or take breaks with ping-pong tables, a basketball shoot and score game, and video games in the office. There are also toys all over the office — everything from stuffed animals to ribbons for dancing. InfoTrust prioritizes making it easy for employees to relieve workday stress at the office and even has a zen room to provide a quiet place for employees to take a break (even a nap, if needed) and recharge during the workday.

InfoTrust also gives back to its community and encourages employees to take time off to volunteer, even giving employees the benefit of paid time off to do so. InfoTrust also works closely with a children’s hospital and the Hamilton County Developmental Disabilities office.

BMI Federal Credit Union
Dublin, Ohio
www.bmifcu.org

BMI Federal Credit Union is a nonprofit banking service and third largest credit union in central Ohio. The credit union supports employees with their professional development goals by providing tuition reimbursement and an internal university degree program, with bonuses paid upon completion.

BMI prioritizes the well-being of its employees by offering nearly full coverage for medical and dental and even 100 percent coverage for employees and their children. The credit union’s emphasis on employee health does not stop there. BMI provides on-site visits from a health coach, opportunities to participate in wellness activities, fresh fruit deliveries, chair massages, lactation facilities for breastfeeding parents and more. Adoption assistance is also available. BMI is also provides employees with numerous opportunities to become more connected to the community and engage with their fellow employees. Employees are not only encouraged to go to various events and breakfasts, but are also compensated for their participation.

Saatchi & Saatchi X partners with clients to create work rooted in shopper psychology. In order for the marketing company’s team of behavior change experts to set clients up for success, the company sets its team up for success. In order to support a team dedicated to delivering work with humanity, curiosity, fearlessness, foresight, hustle and mutuality, Saatchi has created a diversity and inclusion initiative called Xpand. It encourages employees to share their personal stories to bring awareness to the different perspectives that informs the team’s work. In addition to providing employees more than a month of paid time off per year, the company provides six weeks of paid leave for new parents, as well as financial assistance for adoption.

Saatchi also advocates for its employees to participate in community service. Through the Dave Thomas Foundation for Adoption, the company recently raised over $400 for holiday gift packages.
Navistone, Inc.’s mission is to significantly change the way direct mail audiences are built and content is delivered, thereby dramatically increasing the value of its clients’ website traffic. As a commitment to the development of each employee and the team’s ability to communicate and work together regardless of personal differences, every Navistone employee is trained to recognize their own and others’ personality types and how to leverage their respective, varying strengths. Navistone prioritizes giving employees the freedom to work with convenience and gives uncapped paid time off, allowing employees to strike the necessary balance between home and work. At work, employees’ favorite snacks are always kept in stock. Employees also enjoy lunches and monthly game nights where employees play new and unusual board games that can be finished in under an hour — no electronics allowed. The company also hosts a volunteer day at a local food bank.

Plumbline Consulting LLC provides software development, application support, technology and business process consulting with a focus on delivering excellence and building lasting relationships for clients. At Plumbline, team members are not just a number. Each month, a team member is recognized for living Plumbline’s values and deemed a “value champion.” Each quarter, the company provides a catered break — fast or lunch to demonstrate appreciation for team members and enable them to socialize with each other. A fitness incentive encourages team members to take advantage of reimbursements to a fitness center, weight loss programs and even toward approved fitness equipment. During the summer, Plumbline’s social committee organizes a barbecue for the team to enjoy on the patio, and other parties and pot-lucks are held throughout the year. The company has worked with its community to participate in a block party in which Plumbline provides the DJ and prepares food for local attendees.

FRCH Design Worldwide started with a single goal: to bring innovation to everything the strategic design and architectural firm does. Founded in 1968, intense passion for all aspects of exceptional design has been the catalyst for the firm. The firm excels at creating agile and adaptive environments and applies that to its workplace, where leaders aim to inspire employees to deliver innovative, creative work by building a culture that people love. Employees enjoy happy hours, surprise days off and an on-site massage therapist. The firm regularly holds creative events in order to support community service-based programs. Through FRCH’s wellness incentive program, employees earn monthly premium discounts as well as win prizes. Continuous learning and development is encouraged personally and professionally through the FRCH University program. Years of service awards recognize employees’ commitment to the firm, and promotion recognition is celebrated at an annual breakfast “state of the union” meeting.

Danis is a third-generation family-owned company that offers expertise in construction management, general construction and design/build construction. In the Danis culture, building value for clients is of the utmost priority. Employees appreciate an environment where they can make a contribution, have a sense of belonging and help solve challenging problems. Assuring that employees’ contributions are seen, heard, appreciated and adopted is paramount. Danis provides workout facilities to employees to promote stress relief and wellness. Each month, birthday celebrations are held, and there are annual holiday parties to look forward to, including a costume contest at Halloween, a dinner party during the holiday season and more. In the office, healthy snacks and drinks are accessible. Employees can take advantage of flexible hours to accommodate life events and help maintain a work-life balance that enables them to continue to be the foundation of Danis’s superior service to clients.
CME Federal Credit Union is a full-service financial institution, the mission of which is to serve and enhance members’ financial lives. CME’s three-stakeholder model holds its member-owners, credit union and associates in equal esteem. With competitive pay, an excellent benefits package, several options for paid time off, free financial counseling, strong community outreach and involvement, a healthy work-life balance, and more, CME is an organization that takes care of its associates.

CME associates are honored for their contributions through several programs. Managers present associates with gift cards when they see great service delivered, and the efforts of the entire team are recognized in monthly newsletters. On a monthly basis, the CEO takes a group of associates to lunch. CME matches up to $50 per pay on HSA contributions. If an associate takes advantage of the full match, that is an extra $1,300 per year. Human resources plans surprises each quarter, and an annual Halloween costume contest draws 100-percent participation.

Software Answers, Inc. is a leading K-12 administrative software provider whose primary focus is providing exceptional employee offerings and creating a fun, casual work environment that promotes personal and professional development.

Making sure employees feel happy and valued is key to its success, and that begins by encouraging them to participate. Software Answers values professional development opportunities in the way of seminars, conferences and retreats, and the company loves hearing from employees about what they learned and how they plan to apply new concepts to their work. Software Answers knows that it is important to connect with the heads of the company and often holds lunches with the chiefs, where employees meet annually with founders. Employees enjoy team activities like game nights, cook-offs and activities like escape rooms. Employees are provided yoga and calming teas during “stress-relief month.” There is a company picnic to look forward to each summer.
## Best Employers in Ohio 2018

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

<table>
<thead>
<tr>
<th>Rank</th>
<th>2017 Rank</th>
<th>Company</th>
<th>Address</th>
<th>Website</th>
<th>Top Executive</th>
<th>Title</th>
<th>Industry</th>
<th>No. of US Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>15</td>
<td>Edward Jones</td>
<td>3 N. Main St. Germantown, OH 45327</td>
<td><a href="http://www.edwardjones.com">www.edwardjones.com</a></td>
<td>Jim Weddle</td>
<td>Managing Partner</td>
<td>Financial Services – Other</td>
<td>41,350</td>
</tr>
<tr>
<td>2</td>
<td>1 (small-med list)</td>
<td>Improving</td>
<td>1 Easton Oval, Suite 175 Columbus, OH 43219</td>
<td><a href="http://www.improving.com">www.improving.com</a></td>
<td>Curtis Hite</td>
<td>CEO</td>
<td>Technology</td>
<td>323</td>
</tr>
<tr>
<td>3</td>
<td>10</td>
<td>SRC, Inc.</td>
<td>2900 Presidential Drive, Suite 230 Fairborn, OH 45324</td>
<td><a href="http://www.srcinc.com">www.srcinc.com</a></td>
<td>Paul G. Tremont</td>
<td>President &amp; CEO</td>
<td>Technology</td>
<td>1,207</td>
</tr>
<tr>
<td>4</td>
<td>20</td>
<td>NCB</td>
<td>139 S. High St. Hillsboro, OH 45133</td>
<td><a href="http://www.ncb.coop">www.ncb.coop</a></td>
<td>Chuck Snyder</td>
<td>President</td>
<td>Financial Services – Other</td>
<td>317</td>
</tr>
<tr>
<td>5</td>
<td>N/A</td>
<td>WestPoint Financial Group</td>
<td>7755 Montgomery Road, Suite 150 Cincinnati, OH 45236</td>
<td><a href="http://www.westpointfinancialgroup.com">www.westpointfinancialgroup.com</a></td>
<td>Gregory McRoberts</td>
<td>Managing Partner</td>
<td>Financial Services – Other</td>
<td>267</td>
</tr>
<tr>
<td>6</td>
<td>7</td>
<td>HBK CPAs &amp; Consultants</td>
<td>6603 Summit Drive Canfield, OH 44406</td>
<td><a href="http://www.hbkcpa.com">www.hbkcpa.com</a></td>
<td>Christopher M. Allegritti</td>
<td>Managing Principal &amp; CEO</td>
<td>Accounting</td>
<td>467</td>
</tr>
<tr>
<td>7</td>
<td>9</td>
<td>Crowe Horwath LLP</td>
<td>155 W. Nationwide Blvd., Suite 500 Columbus, OH 43215</td>
<td><a href="http://www.crowehorwath.com">www.crowehorwath.com</a></td>
<td>Jim Powers</td>
<td>CEO</td>
<td>Accounting, Business Consulting &amp; Technology</td>
<td>3,928</td>
</tr>
<tr>
<td>8</td>
<td>12</td>
<td>Ryan, LLC</td>
<td>Key Tower, 127 Public Square, Suite 2800 Cleveland, OH 44114</td>
<td><a href="http://www.ryan.com">www.ryan.com</a></td>
<td>G. Brint Ryan</td>
<td>Chairman &amp; CEO</td>
<td>Corporate Tax Advisory Services</td>
<td>1,546</td>
</tr>
<tr>
<td>9</td>
<td>1</td>
<td>Blue &amp; Co., LLC</td>
<td>8800 Lyra Drive, Suite 450 Columbus, OH 43240</td>
<td><a href="http://www.blueandco.com">www.blueandco.com</a></td>
<td>Brad Shaw</td>
<td>Managing Director</td>
<td>Accounting</td>
<td>404</td>
</tr>
<tr>
<td>10</td>
<td>4</td>
<td>Civista Bank</td>
<td>P.O. Box 5016 Sandusky, OH 44871</td>
<td><a href="http://www.civista.bank">www.civista.bank</a></td>
<td>Dennis G. Shaffer</td>
<td>President &amp; CEO</td>
<td>Financial Services – Other</td>
<td>347</td>
</tr>
<tr>
<td>11</td>
<td>5</td>
<td>OCLC</td>
<td>6565 Kilgour Place Dublin, OH 43017</td>
<td><a href="http://www.oclc.org">www.oclc.org</a></td>
<td>Skip Prichard</td>
<td>President &amp; CEO</td>
<td>Nonprofit - Other</td>
<td>856</td>
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<tr>
<td>12</td>
<td>N/A</td>
<td>Ohioans Home Healthcare</td>
<td>28315 Kensington Lane Perrysburg, OH 43551</td>
<td><a href="http://www.ohioanshc.com">www.ohioanshc.com</a></td>
<td>Josh Adams</td>
<td>CEO</td>
<td>Health Care – Provider</td>
<td>339</td>
</tr>
<tr>
<td>13</td>
<td>11</td>
<td>American Structurepoint, Inc.</td>
<td>2550 Corporate Exchange Drive, Suite 300 Columbus, OH 43231</td>
<td><a href="http://www.structurepoint.com">www.structurepoint.com</a></td>
<td>Willis (Rick) Conner</td>
<td>President &amp; COO</td>
<td>Engineer &amp; Architecture Design/Consulting</td>
<td>411</td>
</tr>
<tr>
<td>14</td>
<td>N/A</td>
<td>Casto Management Services, Inc.</td>
<td>250 Civic Center Drive, Suite 500 Columbus, OH 43215</td>
<td><a href="http://www.castroinfo.com">www.castroinfo.com</a></td>
<td>Don M. Castro III &amp; Frank S. Benson III</td>
<td>Partners</td>
<td>Real Estate</td>
<td>259</td>
</tr>
<tr>
<td>15</td>
<td>8 (as Potash Corp.)</td>
<td>Nutrien</td>
<td>2200 Fort Amanda Road Lima, OH 45804</td>
<td><a href="http://www.nutrien.com">www.nutrien.com</a></td>
<td>Jochen Tilk</td>
<td>CEO</td>
<td>Manufacturing</td>
<td>2,608</td>
</tr>
<tr>
<td>16</td>
<td>N/A</td>
<td>Midwest Mobility Solutions</td>
<td>1301 Hill Road N., Suite 100 Pickerington, OH 43147</td>
<td><a href="http://www.mmsmobile.com">www.mmsmobile.com</a></td>
<td>Matthew Sharrak</td>
<td>President</td>
<td>Retail</td>
<td>360</td>
</tr>
<tr>
<td>17</td>
<td>18</td>
<td>Inteva Products, LLC</td>
<td>707 Crossroads Court Vandalia, OH 45377</td>
<td><a href="http://www.intevaproducst.com">www.intevaproducst.com</a></td>
<td>Lon Offenbacher</td>
<td>President &amp; CEO</td>
<td>Manufacturing</td>
<td>1,889</td>
</tr>
</tbody>
</table>
### Best Employers in Ohio 2018 (Large Companies)

<table>
<thead>
<tr>
<th>Rank</th>
<th>2017 Rank</th>
<th>Company</th>
<th>Address/Website</th>
<th>Top Executive</th>
<th>Title</th>
<th>Industry</th>
<th>No. of US Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td>N/A</td>
<td>Humanetics Innovative Solutions, Inc.</td>
<td>900 Denton Drive Huron, OH 44439 <a href="http://www.humaneticscadl.com">www.humaneticscadl.com</a></td>
<td>Chris O’Connor</td>
<td>CEO</td>
<td>Manufacturing</td>
<td>351</td>
</tr>
<tr>
<td>19</td>
<td>N/A</td>
<td>AssuredPartners</td>
<td>5905 E. Galbraith Road, Suite 5000 Cincinnati, OH 45236 <a href="http://www.assuredptrnl.com">www.assuredptrnl.com</a></td>
<td>Todd Stockdale</td>
<td>Midwest Regional President</td>
<td>Insurance (non-health care)</td>
<td>886</td>
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<tr>
<td>20</td>
<td>22</td>
<td>Great Lakes Caring Home Health and Hospice</td>
<td>3425 Executive Parkway, Suite 206 Toledo, OH 43606 <a href="http://www.greatlakescaring.com">www.greatlakescaring.com</a></td>
<td>Adam Nielsen</td>
<td>CEO</td>
<td>Health Care – Provider</td>
<td>2,234</td>
</tr>
<tr>
<td>21</td>
<td>6</td>
<td>Mike’s Carwash</td>
<td>100 Northeast Drive Loveland, OH 45140 <a href="http://www.mikescarwash.com">www.mikescarwash.com</a></td>
<td>Mike Dahm</td>
<td>President</td>
<td>Retail</td>
<td>448</td>
</tr>
<tr>
<td>22</td>
<td>3</td>
<td>First Merchants Bank</td>
<td>3650 Olentangy River Road Columbus, OH 43214 <a href="http://www.firstmerchants.com">www.firstmerchants.com</a></td>
<td>Michael C. Rechin</td>
<td>President &amp; CEO</td>
<td>Banking</td>
<td>1,723</td>
</tr>
<tr>
<td>23</td>
<td>2</td>
<td>CSA Group</td>
<td>8501 E. Pleasant Valley Road Independence, OH 44131 <a href="http://www.csagroup.org">www.csagroup.org</a></td>
<td>David Weinstein</td>
<td>President &amp; CEO</td>
<td>Standards Development/ Certification &amp; Testing Laboratory</td>
<td>361</td>
</tr>
<tr>
<td>24</td>
<td>14</td>
<td>gyro</td>
<td>7755 Montgomery Road, Suite 300 Cincinnati, OH 45236 <a href="http://www.gyro.com">www.gyro.com</a></td>
<td>Angie Fischer</td>
<td>President</td>
<td>Advertising/PR/Marketing</td>
<td>310</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rank</th>
<th>2017 Rank</th>
<th>Company</th>
<th>Address/Website</th>
<th>Top Executive</th>
<th>Title</th>
<th>Industry</th>
<th>No. of US Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3</td>
<td>InfoTrust LLC</td>
<td>4340 Glendale Milford Road Blue Ash, OH 45242 <a href="http://www.infotrust.com">www.infotrust.com</a></td>
<td>Alex Yastrebenetsky</td>
<td>CEO &amp; Co-founder</td>
<td>Technology</td>
<td>22</td>
</tr>
<tr>
<td>2</td>
<td>4</td>
<td>BMI Federal Credit Union</td>
<td>6165 Emerald Parkway Dublin, OH 43016 <a href="http://www.bmifcu.org">www.bmifcu.org</a></td>
<td>William P. Allender</td>
<td>President &amp; CEO</td>
<td>Banking</td>
<td>89</td>
</tr>
<tr>
<td>3</td>
<td>N/A</td>
<td>Saatchi &amp; Saatchi X</td>
<td>10260 Alliance Road, Suite 300 Cincinnati, OH 45242 <a href="http://www.saatchix.net">www.saatchix.net</a></td>
<td>Jessica Hendrix</td>
<td>CEO</td>
<td>Advertising/PR/Marketing</td>
<td>144</td>
</tr>
<tr>
<td>4</td>
<td>N/A</td>
<td>Navistone, Inc.</td>
<td>1308 Race St. Cincinnati, OH 45202 <a href="http://www.navistone.com">www.navistone.com</a></td>
<td>Larry D. Kavanagh</td>
<td>CEO</td>
<td>Technology</td>
<td>27</td>
</tr>
<tr>
<td>5</td>
<td>6</td>
<td>FRCH Design Worldwide</td>
<td>311 Elm St. Cincinnati, OH 45202 <a href="http://www.frch.com">www.frch.com</a></td>
<td>Jim Tippmann</td>
<td>CEO</td>
<td>Architecture</td>
<td>176</td>
</tr>
<tr>
<td>6</td>
<td>5</td>
<td>Plumbline Consulting LLC</td>
<td>1219 W. Main Cross St., Suite 103 Findlay, OH 45840 <a href="http://www.plumblineconsulting.com">www.plumblineconsulting.com</a></td>
<td>Joseph Longo</td>
<td>President</td>
<td>Technology</td>
<td>45</td>
</tr>
<tr>
<td>7</td>
<td>N/A</td>
<td>Danis</td>
<td>3233 Newmark Drive Miamisburg, OH 45342 <a href="http://www.danis.com">www.danis.com</a></td>
<td>John Danis</td>
<td>COO</td>
<td>Construction</td>
<td>235</td>
</tr>
<tr>
<td>8</td>
<td>2</td>
<td>CME Federal Credit Union</td>
<td>365 S. Fourth St. Columbus, OH 43215 <a href="http://www.cmefcu.org">www.cmefcu.org</a></td>
<td>Jeff Carpenter</td>
<td>CEO</td>
<td>Banking</td>
<td>73</td>
</tr>
<tr>
<td>9</td>
<td>10</td>
<td>Software Answers, Inc.</td>
<td>6770 W. Snowville Road, Suite 200 Brecksville, OH 44141 <a href="http://www.progressbook.com">www.progressbook.com</a></td>
<td>Paul Chaffee</td>
<td>CEO</td>
<td>Technology</td>
<td>63</td>
</tr>
</tbody>
</table>
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➤ 4 or more weeks of paid time off
➤ 100% tuition support

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