

Online Celebration July 20, 2021

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THE CRITERIA AND AWARD SELECTION PROCESS

The Best and Brightest Companies To Work For® program provides the business community with the opportunity to gain recognition, showcase their best practices and demonstrate why each of them would be an ideal place for employees to work. This process is designed and audited by the Illinois Institute of Technology's market research division and surveys are scored by Inquisium – a market research firm out of Virginia. The criteria is determined annually based on market conditions and trends and applied throughout the country. To ensure that the selection of winners is pure and unbiased, our judges have no interaction with the administration of the event.

The process is three-fold:

- 1. Companies are nominated. Those identified as potentials are contacted and asked to complete a Company Survey.
- 2. Employee rosters are requested.
- 3. Employer survey data and employee surveys are then scored, weighted and ranked. After-which, the top 15% of scored companies are scrutinized further to determine the overall elite winners.

After being deemed a winner, winning companies become apart of a powerful community of the nation's elite leaders who share ideas, practices, and have proven they are employers of choice. The Best and Brightest holds employers to a certain standard of excellence, expectations of sharing of knowledge and engaging leaders in a community of excellence. The focus is not about an award itself, but the path to excellence in becoming a Best and Brightest.





CONGRATULATIONS

TO ALL OF WEST MICHIGAN'S BEST & BRIGHTEST!



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DEFINED ROLES OF THE ADVISORY BOARD

The Best & Brightest Advisory Board gives advice on all marketing, education and production that occur during the planning of the program. The Advisory Board has a dual role: an internal role to assist in and advise on the developments of the program, and an external role to liaise their respective organizations and the community. This group is not involved in the selection process.

WEST MICHIGAN'S BEST & BRIGHTEST ADVISORY BOARD



Amanda Alexander Senior Vice President of Sales **iHeartMedia**



Sara Parmeter HR Director Advanced Cardiac and Vascular



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Mike Novakoski President & CEO. **EV Construction**



For over 81 years, Blue Cross Blue Shield of Michigan has provided communities across Michigan the support they need to lead healthy lives. From free resources that make it easier to make good diet and exercise decisions to programs that address health and health care disparities impacting vulnerable populations, we're here for the health and wellness of everyone in Michigan.

Learn more at HereForItAll.com

THE CRITERIA FOR SELECTION OF THE BEST & BRIGHTEST COMPANIES TO WORK FOR® IN WEST MICHIGAN ARE AS FOLLOWS:

Communication and Shared Vision

The effective exchange of information form senior leaders to employee and extent to which employees are given a platform to communicate opinions, ideas, issues and concerns.

Community Initiatives

Extent to which the organization is committed to improving the local community, while providing encouragement and time for employees to participate in a meaningful way.

Compensation, Benefits and Employee Solutions

The competitiveness of compensation and benefits relative to comparable organizations as well as the ability to provide unique, creative and customize solutions to employees.

Diversity and Inclusion

Extent to which an organization is open and inclusive to people of different human qualities, promotes a tolerant work environment, and considers multiculturalism to be a competitive advantage.

Employee Achievement and Recognition

Extent to which an organization recognizes and rewards individual employee achievement and outstanding performance by individuals, teams and as an organization.

Employee Education and Development

Extent to which an organization encourages, supports and creates a learning environment with the focus on career development.

Employee Enrichment, Engagement and Retention

Extent to which an organization enhances employee engagement initiatives to significantly affect employee retention, productivity and loyalty.

Recruitment, Selection and Orientation

Extent to which employees are recruited using multiple methods and systematic process to select best fit for culture and performance while ensuring a quality onboarding orientation experience.

Strategic Company Performance

The extent to which the human resources team collaborates to drive company performance with c-suite executives in a proactive and meaningful way.

Work-Life Balance

Extent to which the organization and it's management recognizes the need to personal balance as an employee by implementing programs to accommodate such needs.

The Best of the Best Small Business

The Best of the Best Medium Business

The Best of the Best Large Business



The Employers' Association supports the HR Department for smaller organizations by working with a business owner or an internal administrator to help resolve HR challenges as they arise. We provide value to larger members by helping their busy HR professionals accomplish time-sensitive projects that require intense developmental implementation efforts. Our core services include:

Research & Information

- HR Helpline (Practical Solutions & Advice)
- Wage/Salary Surveys
- Policy/Practice Information
- Healthcare Cost Data
- Trends Analysis and Projections
- Legislative Updates (Website)

Organization Development

- Compensation Administration
- Performance Management
- Handbook Development/Review
- HR Audits
- Affirmative Action Plans
- Inclusion & Diversity Strategy
- Employee Engagement Surveys
- Onboarding Strategy

Learning & Development

- Management, HR and Leadership
- Effective Communication
- Legislative/Safety Compliance
- Coaching/Mentoring Services
- Teambuilding

Talent Management

- Talent Identification and Selection
- Outplacement
- Skills/Aptitude Testing
- Personality Profiling

Networking

- HR Round Tables
 (In-Person & Virtual Community)
- HRG (SHRM Chapter) Meetings

The Employers' Association - Michigan's proven Business Solutions Partner as you return your employees to work.



More details at www.teagr.org

Or call **616.698.1167**



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BRIGHTEST
COMPANIES

Without their support, this event would not be possible.

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THRIVE, INSPIRE & CONNECT. FROM ANYWHERE.

The talent management tool to help you engage, perform & position with your people.

performance management • personalized development & training plans • team engagement • succession planning

Visit myumap.com to learn more.



How and where we work may be changing but your award-winning culture and commitment to providing a positive experiece remains evident.

We are proud to be part of the West Michigan community. Please know that Marsh & McLennan Agency is here to provide support and guidance in the moments that matter.

For resources and guidance to help you navigate the effects of the current pandemic and to prepare you to return to the workplace, mma.marshmma.com/coronavirus or contact our team.



COVID-19 Employer Resources

Updated regularly, MMA and MMC resources including recent webcasts and publications addressing health & wellbeing and business insurance needs.



MMA Michigan Newsletters

Timely publications examining regulatory and compliance issues related to employer-provided benefits, COVID-19, and other key issues.



Employer Updates

MMA's Compliance Center of Excellence regularly summarizes recent actions taken by federal and state governments, including a summary of FFCRA...

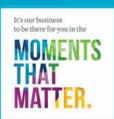


Contact Us

For tools to address wellbeing, shortterm disability and other rapidly changing topics. We're here to help. Call Ron Erway at (616)710-2199 or Tyrone Jordan at (248)822-6281



Kudos to West Michigan's Best & **Brightest!**



2021 Winners' Groupings for Awards Presentation

Group 1

Adamy Valuation Behler-Young Company CHOP Tree Service Crystal Mountain

Forest Area Credit Union

Gerald R. Ford International Airport

Hutcherson Construction Industrial Magnetics Kids' Food Basket

Group 2

Lachman Stuart

Lighthouse an Alera Group Company

Ritsema Associates Seber Tans PLC Seelye Auto Group TANDEM365 TGG Solutions

Think Chromatic

Vanderwall Brothers Concrete Products

Wolverine Building Group

Group 3

Emmanuel Hospice

Epitec

Family Promise of Grand Rapids

Fettig

Foresight Management Ghafari Associates, LLC

Gun Lake Casino

Kevin Toler & Associates

RENK America LLC

LaFleur Marketing

Lakeshore Advantage

New Holland Brewing Co.

Shefit Operating Company LLC

Sherpack

SpendMend

Star Truck Rentals, Inc. Town & Country Group

West Michigan Whitecaps

Group 4

AEBetancourt

Allied Electric Inc.

AmeriFirst Home Mortgage

Armstrong International

CasterDepot

Choice Schools Associates

Davenport University

DeWys Manufacturing, Inc.

Eckert Wordell

Feyen Zylstra

Grand River Aseptic Manufacturing

GT Independence ITC Incorporated

ITPartners+

Knight Watch Inc.

Michigan Software Labs

PADNOS

Pella Windows & Doors by Home

West Michigan Transport

Group 5

Brink, Key, & Chludzinski

CTS Telecom

Garrison Dental

GMB Architecture + Engineering

Heritage Community of Kalamazoo

Legacy Trust Northpointe Bank

Nugent Builders Inc.

Nulty Insurance

St. Ann's Home

The Wiser Financial Group

Twisthink

UFP Technologies, Inc.

Windemuller Electric

Group 6

4Front Credit Union

Air Lift Company

Arbor Financial Credit Union

Charter Capital Partners

EQI, Ltd.

Flow-Rite Controls

Grand Rapids Metrology

Harbor Industries, Inc.

InsITe Business Solutions, Inc.

Koops Inc.

Legal Copy Services

Metro Health University of Michigan Health

Michigan First Credit Union OptiMed Health Partners

. OsborneKlein

Revel

Sun Title Agency

Terryberry

The C2 Group

Total Quality Logistics

Group 7

Adventure Credit Union

BHS Insurance

BizStream

Greenleaf Hospitality Group

ITS Partners, LLC

Mel Trotter Ministries

Suburban Inns

WSI

Bell's Brewery Inc.

Butterball Farms, Inc.

Comfort Research

Dominion Systems Inc.

GNS Holland, Inc. Paragon D&E

Service Professor

Service Froiesso

Group 8

Buist Electric

Kalamazoo Community Foundation

Lakewood Construction

Sunset Retirement Communities & Services

Allied Business Services

Flexfab

TowerPinkster

Barnes & Thornburg LLP

DFCU Financial KSS ENTERPRISES

MSU Federal Credit Union

Soils & Structures, Inc.

United Bank of Michigan

Worksighted

Group 9

Fleis & VandenBrink Engineering, Inc.

Hastings Mutual Insurance Company

Honigman LLP

Macatawa Bank

SecurAlarm Systems, Inc.

SpartanNash

a.j. Veneklasen, Inc.

OMNI Community Credit Union

Highpoint Community Bank

OST

Baudville Brands

Lake Michigan Credit Union

Schupan & Sons, Inc.

Group 10

ABD Engineering & Design, Inc.

Baker Holtz, CPAs and Advisors

Blue Cross Blue Shield of Michigan

Clark Retirement Community Easter Seals – Michigan, Inc.

Hungerford Nichols CPAs + Advisors

Zeigler Auto Group

Hope College

Plante Moran

Progressive AE

The Kendall Group Trillium Staffing Solutions

Group 11

BDO USA, LLP

Life EMS Ambulance

Mercantile Bank of Michigan

Yeo & Yeo CPAs & Business Consultants

TI CO G

Flexco

Robroy Enclosures Service Express, Inc.

Triangle Associates, Inc.

Group 12

Andy J. Egan Co.

Consumers Credit Union

EV Construction

Express Employment Professionals

Greenleaf Trust

Humanex Ventures

Southwest Michigan First Mill Steel Company

Beene Garter LLP

Holland Hospital Rehmann

Rockford Construction

Seaman's Mechanical

UMRC & Porter Hills



DIGITAL CONFERENCE AGENDA

Monday,

On Demand Education July 19, 2021 and Resource Portal

Tuesday, July 20, 2021 10:00 am EDT

West Michigan's Best and Brightest Companies To Work For® Awards

Emcee:

Steve Kelly, Morning Show Host WOOD Radio 1300 an iHeart Media Station

3:00 pm EDT

Keynote Address

The Employee Value Proposition: Development and Evolution Alongside **New Values and Priorities**



Speaker: Andrea Goodkin **Executive Vice President Human Resources Consulting HUB** International

Wednesday, July 21, 2021 1:00 pm EDT

Best and Brightest Companies To Work For® Interactive Round Table

The Best and Brightest Interactive Round Table is a place where a group of prestigious employers will share ideas, discuss challenges and find solutions. Being a part of the Interactive Round Table will provide participants with actionable strategies to help companies excel and be inspired.

Group A: The Great Talent Exchange

Group B: Hybrid Work Model: How to Make it Work



Moderator Therese Marie Smith **Director of Education** and Programs **Best & Brightest**

Moderator Lisa Pinion President, Founder & **Chief Strategist Pinion Solutions**

3:00 pm EDT

Educational Webinar: Hybrid Hiring Redesign of Special Needs Talent Presenters:



Carla Dean Vocational Service Manager STEP



Terrie Hylton Competitive Integrated **Employment** Manager, STEP

Thursday, July 22, 2021 3:00 pm EDT

Educational Webinar: Navigating Burnout: Overcoming the Fatigue of the Work-Life Blur



Presenter: Duncan So Co-Founder & Executive Director The Burnout Clinic

It's time to get Financially Fit

Financial fitness is critical to overall employee wellness and job satisfaction. Consumers @ Work brings complimentary financial services and education right to your employees, either in-person or virtually.

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- In-person and virtual financial presentations.
- Confidential financial conversations with experts on paying bills and managing debt, loans and financing your dreams!

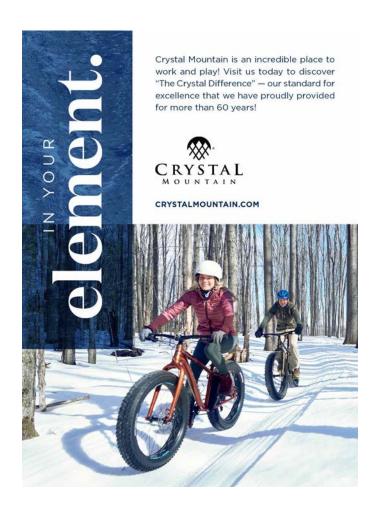


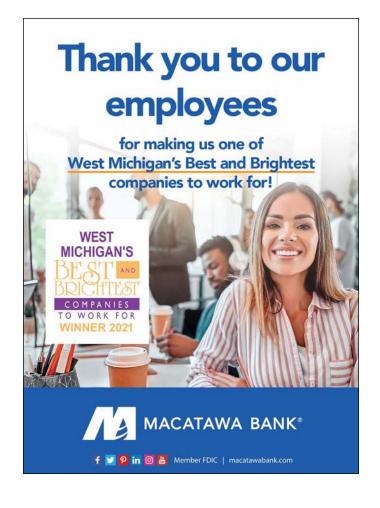
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BACKING BUSINESSES

needed to thrive.

DTE is committed to supporting Michigan businesses - and protecting the jobs they provide - while ensuring they have the safe, reliable energy