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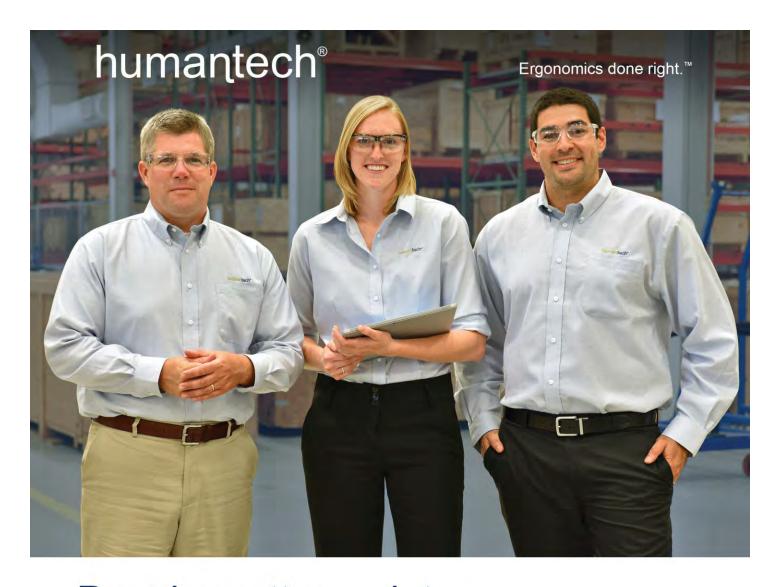
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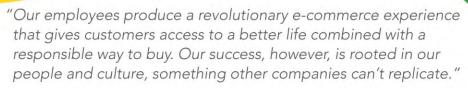
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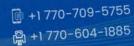






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Trail Blazers Marketing, Inc. - 2 year winner www.trailblazersmarketinginc.com ☑ @TrailBlzrsMktg

Triangle Associates, Inc. - 2 year winner www.triangle-inc.com

Trillium Staffing - 2 year winner www.trilliumstaffing.com

Trion Solutions Inc. - 2 year winner trionworks.com

Troika Solutions - 1st year winner www.troikasol.com ☑ @TroikaSol

True Partners Consulting LLC - 2 year winner www.tpctax.com

UCHealth - 1st year winner www.uchealth.org ☑ @uchealth

United Shore Financial Services - 4 year winner www.unitedshore.com **☑** @UnitedShore

Vaddo, Inc. - 1st year winner www.vaddoinc.com

Verity Credit Union - 2 year winner www.veritycu.com

Verizon Wireless - 1st year winner www.verizonwireless.com

Vigon International, Inc. - 1st year winner www.vigon.com

Virtue Group LLC - 1st year winner www.virtuegroup.com

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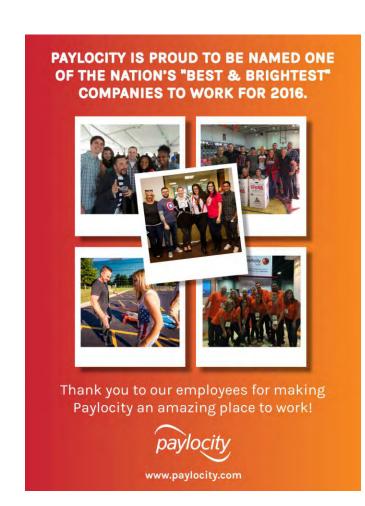
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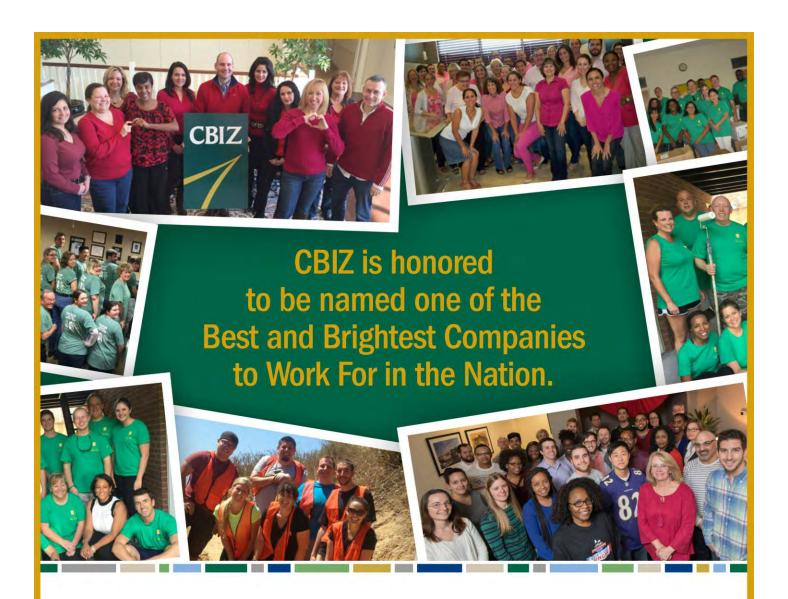
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Best Practices



LEARN FROM THE BEST

Inspira Marketing prides itself on supporting its clients. As an agency that represents several beer, wine and spirits clients, the agency has installed a new bar at its Norwalk office. The bar is stocked with DIAGEO spirits, Constellation Brands wines, and Guinness on tap. To help employees out of their afternoon slump, they have also added a beverage cart to the office. At 4pm on Thursday afternoons, the cart travels around the office offering team members a handcrafted cocktail and assortment of snacks. These programs help contribute to their fun, positive work environment and Inspira culture.

N2 Publishing is headquartered in Wilmington, NC – a coastal city with a small-town feel. With long summer months and very mild winters, this location has allowed N2 to easily recruit the "best and brightest" professionals from across the nation. The casual lifestyle of beach-town living carries over into their workplace. It's not uncommon to see team members and C-Suite executives discussing strategy over a game of ping pong, sporting a pair of board shorts and flip flops.

Mammoth created a Wellness Punch Card for all employees. This card has eight manageable wellness activities on it such as drinking 8 glasses of water, walking with a friend at lunch, or writing down something to be grateful for that day. Once employees complete all of the activities on the card, they can submit it and be entered into a drawing at the end of the challenge period. Employees can submit as many punch cards as they can fill out. Making wellness inclusive to all employees and holistic to their physical and emotional health encourages employees from all different fitness, wellness, and organizational levels to participate. Mammoth has created both awareness and positive attitude around healthy habits for employees and a fun way to engage at work.

At **AVANT**, employees set goals for themselves and each other that go far beyond their job functions. For example, they support employees in their efforts to continue to grow with additional schooling/education in areas in which they wish to attain degrees or certifications. AVANT will reimburse them for all costs associated with this effort. AVANT also offers internal sales training several times a month which allows people to get better at their role and essentially grow within the company. Twice a year, AVANT sets a quota for its sellers and rewards all who achieve their goal with an incentive trip to places like Punta Mita, Mexico; Grand Cayman Islands; Jamaica; etc.

Phaidon International encourages team building within and outside the office to support employees both personally and professionally. They hold many different types of initiatives to increase the engagement of their workforce across all offices, such as lunch and learn sessions, team building off-site activities, happy hours every week for those who meet their weekly targets, top performer vacations, charity days, pub quizzes, team nights outs, opportunity to work out of a different global office for a short period of time, international relocations, and even lateral moves.

Best Practices



Obsidian Learning's office is designed as a house, with a full kitchen, bathrooms with showers, "nap" areas, and workout room. They understand that family life is critical to the well being of their employees, so they provide a flexible working environment, including flexible work hours, working remotely, and comp time. Obsidian organizes company events several times each year, and encourages the expression of creativity during work – making puzzles, baking cookies, gardening, etc.

Hard Rock Hotel Las Vegas is dedicated to the idea that if they let their Team Members bring the best version of themselves to work every day, they will love coming to work and they will give "one-of-a-kind" guest service in return. Hard Rock was the first hotel in Las Vegas to have a laidback, rock and roll vibe. Hard Rock not only allows – they embrace - Team Members' need to express themselves and be who they truly are. The company doesn't script Team Members, or expect them to fit in a box. They want them to be themselves. Hard Rock embraces the opportunity to let Team Members have wild hair colors, visible tattoos, and piercings. They don't believe that just because a Team Member has a visible tattoo that this renders them incapable of giving great guest service. In fact, they find the opposite to be true: when a Team Member feels accepted and comfortable in their workplace, they are more willing to provide great service. Hard Rock encourages Team Members to interpret their guest service standards in their own way and to have those original and one of a kind interactions with their guests. Bringing the best version of themselves to work, as a team they will help their guests create their own adventures.

Dial800 has quarterly events, mixers, and provides breakfast in the morning. The company provides food and events within the office that include dress up days (e.g., Halloween, Super Hero Day, Look-A-Like Day, etc.) to spark company participation. They have spa days to reward the team with massages and manicures. They share time together during work and afternoons to foster teamwork through charity work and events, such as attending the Dodgers and L.A. Galaxy games. Dial800's annual holiday party usually revolves around a theme (White Party) and spouses and partners are invited, as well.

For more Best and Brightest Best Practices, please view the Best and Brightest Resource Guide link below:

bit.ly/22JYukO

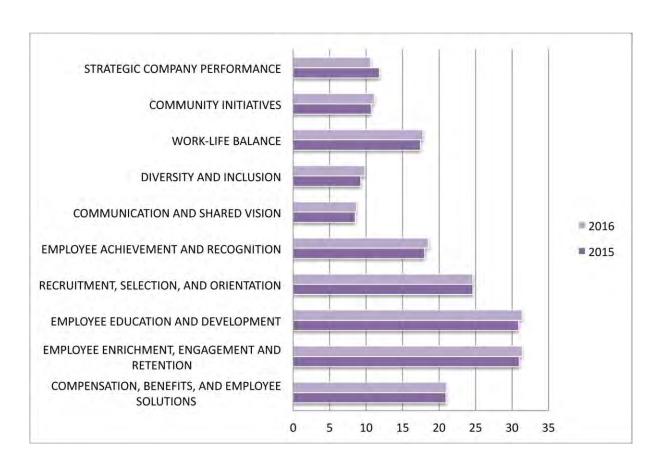


NATIONAL FACTS AND FIGURES

The Best and Brightest team looked at the 2016 national winners' statistical scores and compared them to the national average scores from 2015, which included all applicants from across the United States.

The Best and Brightest national winners raised the bar and scored above the benchmark this year in the following categories:

- Compensation, benefits, and employee solutions
- Employee enrichment, engagement, and retention
- Employee education and development
- Recruitment, selection, and orientation
- Employee achievement and recognition
- Communication and shared vision
- Diversity and inclusion
- Work-life balance
- Community initiatives



Social Media Contest



SHOW US YOUR SHINE!

Congratulations to all 2016 Best and Brightest Companies to Work For in the Nation! You've been recognized as one of the Best & Brightest. Now it's time to show your shine! Does your company have an outstanding company culture? Are your team members recognized for a job well done? Do your employees love coming into the office everyday? Show us what makes your company culture stand out! Bragging rights and broader recognition are on the line!

How to Participate:

Step 1: Create a video to show us what makes your culture shine!

- Create a one-minute video. Your video can be a CEO interview, HR advertisement, employee testimonials, an office tour, an outline of your core values, etc. We are looking for what makes your company a Best & Brightest Company to Work For!
- Videos should be one-minute or less. Entries over one-minute will be disqualified.

Step 2: Submit your entry!

Share your entry on Twitter and Facebook using the hashtag "#101BB." Caption your post "National #101BB Contest." All Facebook entries must include the hashtag and also tag the Best & Brightest Companies To Work For Facebook account to be valid. *We are accepting submissions until March 6th, 2017.*

Voting and Winner Selection:

We are leaving it up to our Best & Brightest team to vote on the contest entries that are submitted. The Video Contest Winner will be announced and celebrated!

Winners Prize Package Includes:

- Recognition on Best & Brightest website and social media.
- One Complimentary Ticket to a 2017 Best and Brightest Regional Event of your choice
- Discounted Analysis Fee for the 2017 National Program
- Leaderboard Digital Ad (728px X 90px) on Corp!'s Human Resource Website Section for 1 Month
- Native Digital Ad (180px X 150px) in Corp!'s March ePublication
- Rotating Digital Ad (180px X 150px) on Corp!'s Home Page Website for 1 Month

Runner-Up Prize Package Includes:

- Recognition on Best & Brightest website and social media.
- One Complimentary Ticket to a 2017 Best and Brightest Regional Event of your choice
- Discounted Analysis Fee for the 2017 National Program
- Rotating Digital Ad (180px X 150px) on Corp!'s Home Page Website for 3 Months



BEST OF THE BEST OVERALL WINNER LARGE BUSINESS



Prometheus Real Estate Group - San Francisco, California

Prometheus Real Estate Group pride themselves on rewarding the hard work of employees. At this winning company, the employer pays 100 percent of healthcare premiums for every employee and their family. To ensure their employees get the paid time off for their health and to have fun, this employer offers separate sick time and vacation time banks, as well as paid birthday and wild card days. They offer unique Playbook Coach Bonuses for those who are certified to teach new hires. The Coaches receive the Playbook Coach Bonus after they submit a completed 90 Day Success Plan for the new hire at the end of the training period. Prometheus formed several committees like the Brand Momentum Team (BMT) that looks for creative and innovative ways to distinguish themselves from others. Their PORCH Committee runs their volunteer and social responsibility program, which selects the charitable organizations or causes that they will rally around each year. Their P.E.P. Squad focuses on fun and has a robust budget to do so! In 2016, they are spending \$2.3 million on learning and development. Their annual Masters Conference is an inspiring escape for employee to focus on leadership development. For example, for the breakout sessions at their 2014 wine-themed Masters event in Napa Valley, they set up 30 round tables in a big banquet room, which they dubbed "The Tasting Room," and the conversation at each table addressed different topics ranging from communication skills, stress management, and performance management models to sustainability best practices. This year they hosted their Masters Conference at Disneyland, with an exciting leadership program presented by the Disney Institute.

BEST OF THE BEST OVERALL WINNER MEDIUM BUSINESS



Consumers Credit Union – Kalamazoo, Michigan

Consumers Credit Union's benefits program is more than competitive; it exceeds most benefit programs offered in the market. Their 401k plan matches employee 401K contributions 100% on the dollar, up to the employees 10% contribution. Their Stakeholder Bonus Program, a lucrative yearend incentive based on performance, takes its name from their philosophy of treating employees like owners, so that they will think and act like owners. In 2015, employees received incentives ranging from 6 – 12% of their salary as a cash bonus. Some other unique benefits they offer are discounts on mortgages, a 20% loan rate discount for non-real estate loans, free checks, free safety deposit boxes, a \$1000 limit MasterCard Reward Credit Card, free turkeys at Christmas, plus a \$100 Christmas gift to all employees. This company also shines in employee engagement and enrichment by providing programs such as Mentoring, Career Pathing, Cross-Training, and a Leadership Achievement Program. This Elite Winner hosts a Professional Development Day for all of their employees, an Annual Networking Party, an annual holiday party and even an annual Western Michigan University tailgate for all of their employees and families. During the holidays, Consumers Credit Union rents out a local inflatable indoor playground for employees and their children during their annual Kids Holiday Party, where even Santa is present! On the third Friday of every month, employees enjoy a themed fun day, such as SouperBowl, Ugly Sweater, or Support Your Favorite College Team during a potluck party.



BEST OF THE BEST OVERALL WINNER SMALL BUSINESS



Spring Strategies - Charleston, West Virginia

Spring Strategies' number one investment is their employees, so they definitely ensure they are treated right! Spring Strategies offers paid weekend trips, free lunches, and material items, such as-tailored made suits and Michael Kors watches, when employees reach personal or work goals! Spring Strategies has a diverse work environment and everyone is treated the same, without consideration for age, race, culture, physical ability, appearance, education or religious beliefs. Spring Strategies has flexible work schedules and implements formal policies to help with a solid balance between work & life. Employees can work from home and the company encourages the use of vacation and sick leave time. This Elite Winner also offers paid childbirth or adoption leave, which gives all employees the flexibility to keep their jobs while attending to a new addition to their families. Employees never take work home to complete. Work stays at the office! Spring Strategies hosts fun functions, such as Bring Your Kids and Dog To Work Day or sponsoring family oriented activities. The Spring Strategies team also gives back to the community. They have worked with United States troops, matched employees' donations for Operation Smile and, so far, raised over \$8,000 dollars. The company attends local and national charity events to support the community.



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HRPro/BenePro would like to congratulate all of the Best and Brightest Winners for 2016

Winner Logo & Photo Release



POLICY FOR USE OF WINNER LOGO

- 1. The winning company is eligible to use the winning year's event logo from the date of winner acknowledgement.
- 2. The logo is not to be altered in any way and must include the winning year.
- 3. The logo must appear in original colors, Pantone 2597 (purple) and Pantone 150 (gold), CMYK, RGB, black or white only.
- 4. When presenting your company as a "Best and Brightest Companies to Work For® In The Nation" winner, the Best and Brightest staff must be notified of publications or articles in which the information will appear. A list or copy may be sent to the Best and Brightest team by fax to 800.971.8803 or by email to ana@101bestandbrightest.com.
- 5. Only the Best and Brightest Companies to Work For® approved winners and their marketing and advertising representatives may use this logo.
- 6. Logo use on marketing pieces must be tasteful and non-demeaning.
- 7. Violation of this policy may mean disqualification as a Best and Brightest company and could lead to litigation.

If you have questions, please contact the Best and Brightest team at 866.321.1822.

Click the link below to access the 2016 Best and Brightest In The Nation Winners Logos

bit.ly/2hRBimm

PHOTO RELEASE

The Best and Brightest Companies to Work For in the Nation Winners will have the opportunity to show off their win on our online virtual celebration photo gallery. Companies are encouraged to send up to two celebratory photos of your team's win for the website. Please send these photos via e-mail to ana@101bestandbrightest.com.

Upon sending company photos, you hereby agree to give permission to Best and Brightest Companies To Work For® to use images of employees for public viewing on the 101bestandbrightest.com website. It is also agreed that the company has been granted permission by the employees in the photos to use the photos in this manner. The photos may also be used in publications that may act as marketing materials for future events of the Best and Brightest Companies To Work For® and the National Association for Business Resources. In some instances, the photos may not contain a caption identifying any individuals or companies. No monetary compensation will be given for use of the photos.









WHAT EMPLOYEES ARE SAYING ABOUT THE BEST - BRIGHTEST

"I like that we are all down to earth people and don't act like a big corporation. We are a family; we are at work more than at home." – **Amerisource Industrial Supply**

"Best job I've ever had." - Aspirent

"We treat each other like family and are always there for one another."

- One Digital Health and Benefits

"I enjoy the appreciation they show towards their employees. They have done an excellent job of making me feel welcome and a part of the team, from the CEO on down."

- GreenStone Farm Credit Services

"The culture. Work hard, play hard." - Horizontal Integration

"They truly are a diverse company and want to bring out the different cultures and help people to be proud of their heritage." – **Blinds.com**

"The perks like snacks, drinks, laid back culture and dogs really make me want to come to work every day." – **Springbox**

"ServerCentral treats every single employee just like family; they go above and beyond for all their employees." – **ServerCentral**

"Free entry." - Six Flags Entertainment Corporation

"The company respects the employee's hard work and gives back through work out classes, massages, and happy hours" – **The CSI Companies**

"Everybody has a voice. No matter what position they are in, everyone has the chance to speak up." – **Verity Credit Union**

"The people. This is a 'no blame' culture – when problems arise, figure out why it happened, and what can we do to prevent it in the future." – **Riverbed Technology**

"I love the company culture; we have 'team nights' as well as 'office nights,' which allows us to meet with the CEO over drinks and get to know each other on a personal level. I don't only work with colleagues, I work with a family." – **Richard Allen Inc.**



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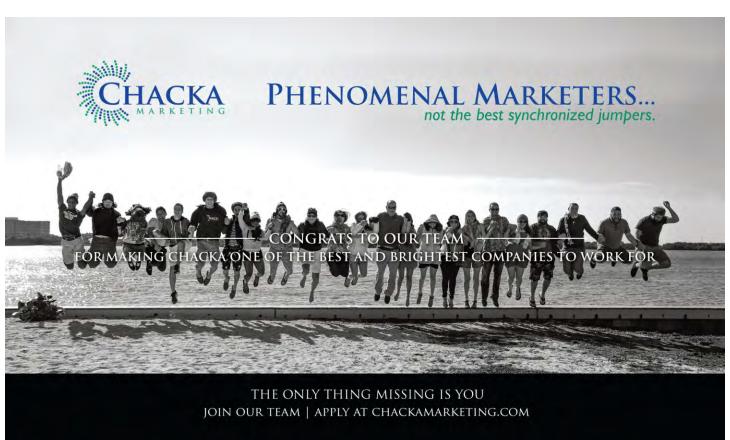
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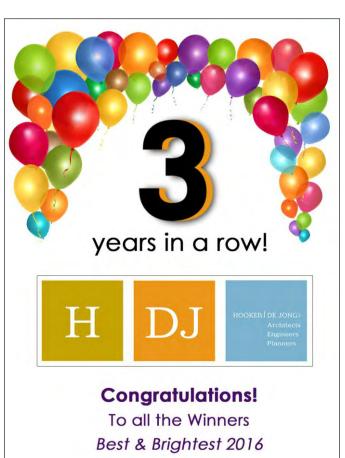


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