



THE UNMISSABLE UPDATE
FOR HR PROFESSIONALS

THE BEST OF ISSUE

Including the best HR blogs, HR Awards winners,
& recap from the 2016 NorthCoast 99 Awards.

SUPERVISORY TRAINING PREVIEW

OCTOBER 14 | 11:30 AM–1:00 PM

You are invited to join the ERC Training team and other learning & development professionals from Northeast Ohio for a lunch on the patio at ERC.

After lunch, we will provide an overview of our Supervisory Training with an experiential simulation.

Register to Save Your Seat:

yourERC.com | training@yourERC.com | 440-947-1300



ERC OVERVIEW | OCTOBER 20

Learn how ERC can save your organization money and how to use the great services we have to offer including HR research, compensation & benefits surveys, the HR Help Desk and much more!

This program is ideal for new, existing or prospective ERC members. Even if you think you know us, you'll be surprised at what we have to offer. Perfect addition to your onboarding process for HR new hires!

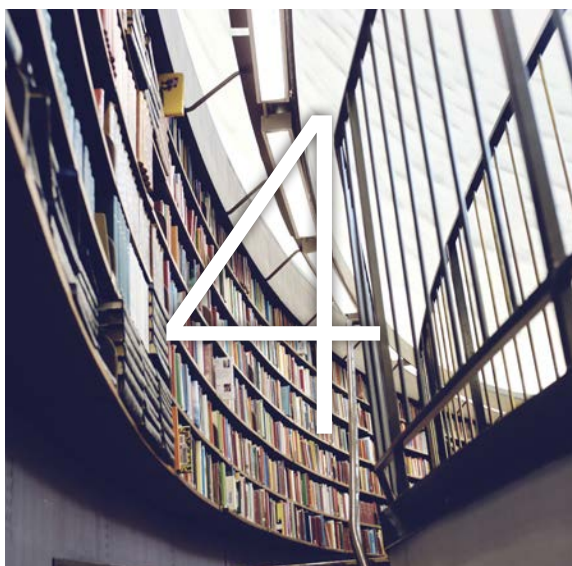
SAVE YOUR SEAT



ASK THE EXPERT | NOVEMBER 3

What keeps CEOs up at night? Most data continue to show it's finding the top talent they need within their organizations. To meet this challenge, it's critical for organizations to have a proactive recruitment strategy which includes innovative processes, marketing and branding, as well as working with proactive external resources. Join ERC and our partner, Staffing Solutions for a presentation and roundtable discussion on best practices and innovative ideas on recruitment outsourcing options and cost containment strategies.

SAVE YOUR SEAT



The Best of the Best

The best of HR blogs, HR book, and office basics has been compiled for the HR professional always in search of the best and always striving to be their best. These “best-ofs” are aimed to please any HR professional looking to spruce up their HR knowledge or their desk.



The HR Awards

Advice and thoughts from the 2016 HR Awards winners who have proven to be industry leaders. These winners have been nominated by their peers for demonstrating excellence in the field of human resource management. We were able to get the inside scoop for some insights from HR leaders in Northeast Ohio.



NorthCoast 99 Recap

NorthCoast 99 Winners were recognized and honored in the company of 800+ attendees at this year’s event. Attendees left with excitement and inspiration as they connected with 99 great workplaces for top talent in Northeast Ohio.





The Best

OF THE BEST

BLOGS. BOOKS. AND BASICS.

Compiled for the HR professional always in search
of the best and always striving to be their best.

The Best HR Blogs

When it comes to HR blogs, there is no shortage of information available to readers. Whether you want the latest in recruitment, leadership and management, employment law, or you just want to learn about trends shaping the HR industry, there seems to be a blog for everything.

We picked some of our favorite HR blogs to follow based on posting consistency, content, followers and readership.



TLNT

TLNT serves HR executives and directors who want to stay informed about the latest HR news—such as talent management, legal trends in the workforce, high performance workforce, compensation, benefits, organizational development, and training.

TLNT features multiple posts per day from professionals in the above areas.

TalentCulture

Since its launch in 2010, TalentCulture has been growing its network for professionals who want to understand and shape the “human” side of business. Content on this blog includes workplace culture and innovation, leadership and talent management. Articles are posted multiple times a week.

Ohio Employer's Law Blog

This blog, run by Jon Hyman, Partner of Meyers, Roman, Friedberg and Lewis, posts daily about employment law. Here you can find breaking news, updates about employment law with FMLA or ADA as well as trends within Employment Law.

Hyman has been featured on radio stations such as NPR and even has a few books under his belt, such as *The Employer Bill of Rights: A Manager's Guide to Workplace Law*, designed to help business owners and managers navigate the ever-changing maze of labor and employment laws, rules, and regulations.

HR Bartender

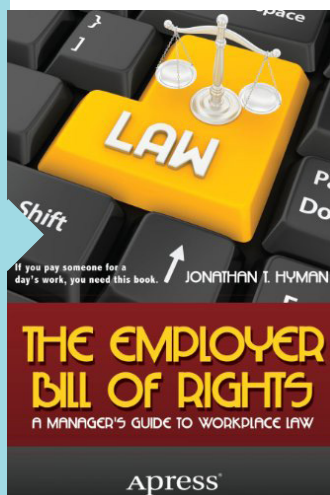
The HR Bartender is run by Sharlyn Lauby, an HR pro turned consultant. However, guest posters do share additional content.

This blog focuses on everything from common problems in the workplace to career advancement, leadership and management, and office politics. Posts on the blog are usually updated 3-4 times a week.

Lauby also frequently answers reader's questions about professional and career development.

The HR Capitalist

This blog, run by HR pro Kris Dunn, has a strong focus on recruiting and performance management. However, Dunn really keeps his blog broad with topics covering anything from 401(k) to employee relations to HR technology, legal affairs, employee retention and management. Dunn posts 4-5 times a week.



Human Resource Executive Online (HRE)

HRE is an HR strategy focused publication established in 1987. With contributors from all over, HRE covers topics on benefits, employment law, HR leadership, HR technology, and talent management.

In addition to keeping their audience up-to-date on HR-related news, HRE hosts multiple conferences every year and even has a print magazine subscription option.

HR Morning

This blog provides up-to-date HR news, advice and awareness for HR managers and executives. Currently, it provides content on employment law, healthcare reform, management, hiring trends and retention and turnover. It is also geared toward small to medium sized businesses.

Evil HR Lady

Evil HR Lady, also known as Suzanne Lucas, started her blog in 2006. She spent 10 years in the corporate human resources world and continues to dive deep into HR topics. She has a great Twitter following and frequently contributes to other publications such as Inc.

ERC Blog

Of course we had to include our own HR Blog! On ERC's blog, you will find weekly posts on everything from HR updates, employment law, local and national survey data and supervisor training—just to name a few!

ERC's blog is unique in that it has contributors from its Partners, Trainers and HR pros.

SHRM

The Society for Human Resource Management (SHRM) is the world's largest professional association devoted to human resource management. Its blog, run by the society, provides helpful resources for the Human Resources community.

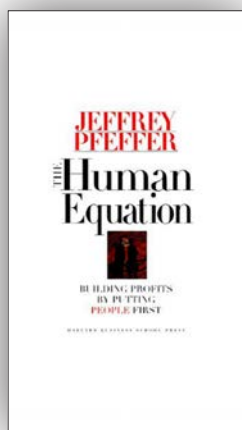
BLR

This blog is great for HR professionals looking for resources within HR. It has a variety of helpful compliance tools, including a salary center to determine pay, training, an HR calculator, state laws and job descriptions just to name a few.

BLR's attorneys and editors are constantly researching federal and state legislation, best practices, industry trends, and impending developments that can affect an organization to get professionals the most up to date information.

The Best Books

We asked HR professionals just like you for their HR book recommendations. Some are old, some are new, but ALL of them are designed to help you be the best professional you can be.



The Human Equation: Building Profits by Putting People First *by Jeffrey Pfeffer*

Jeffrey Pfeffer examines why much of the current conventional wisdom is wrong and asks us to re-think the way managers link people with organizational performance. Pfeffer masterfully builds a powerful business case for managing people effectively—not just because it makes for good corporate policy, but because it results in outstanding performance and profits.

Filled with information and ideas, The Human Equation provides much-needed guidance for managing people more wisely and more profitably.



Re-Shape Re-Define Re-Imagine *by Pat Perry*

Re-Shape Re-Define Re-Imagine is a combination of common sense and creative thinking to encourage and enable readers to challenge the status quo in their careers and life outside of work. 61 short stories and ideas that can be referred to at any time, making this a quick read and a handy reference guide for individuals, corporate leaders, management teams and those focused on being more successful.

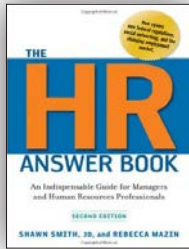


PAT PERRY, KEYNOTE SPEAKER

Pat Perry provides keynote presentations, full and half day leadership programs, & coaches mid to upper level managers. He is known for engaging audiences with a captivating, high-energy style, incorporating humor and story-telling.

BOOK PAT PERRY



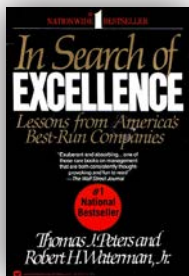


The HR Answer Book: An Indispensable Guide for Managers and Human Resources Professionals

by Shawn Smith & Rebecca Mazin

With changes in the economy, the job market, technology, and the law, human resources professionals and department managers alike are facing new challenges. Luckily, the second edition of The HR

Answer Book covers these developments and addresses more than 200 questions that every employer needs to deal with, from recruiting and hiring to discipline and downsizing, compensation and benefits to training and employee relations.

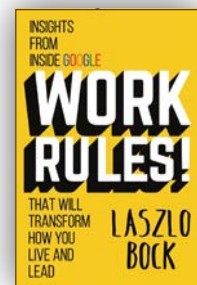


In Search of Excellence

by Tom Peters & Robert H. Waterman Jr.

The "Greatest Business Book of All Time" (Bloomsbury UK), In Search of Excellence has long been a must-have for the boardroom, business school, and bedside table.

Based on a study of forty-three of America's best-run companies from a diverse array of business sectors, In Search of Excellence describes eight basic principles of management – action-stimulating, people-oriented, profit-maximizing practices – that made these organizations successful.

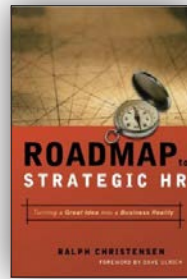


Work Rules!: Insights From Inside Google That Will Transform How You Live And Lead

by Laszlo Bock

From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work-and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed.

"We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, head of People Operations at the company that transformed how the world interacts with knowledge.

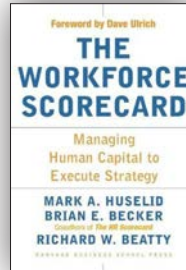


Roadmap to Strategic HR

by Ralph Christensen

HR must transform itself from an administrative function into a strategic business partner. The work of HR is changing, and more and more professionals realize that to succeed in the future they must be part of the team that makes important business decisions.

Roadmap to Strategic HR is a sorely needed prescription for achieving strategic focus in complex organizations. Drawn from the author's more than 25 years of experience and insights as an HR practitioner at Hallmark and other companies, the book outlines a 10-step, results-oriented plan for making the transition. It helps you integrate top-quality tactical work with innovative internal systems -- talent systems, training systems, reward systems, or work processes -- that will meet the strategic business demands of your organization.



The Workforce Scorecard: Managing Human Capital To Execute Strategy

by Mark Huselid, Brian E. Becker, and Richard W. Beatty

The Workforce Scorecard argues that current management and human resources practices hinder employees' ability to contribute to strategic goals. To maximize the power of their workforce,

organizations must meet three challenges: view their workforce in terms of contribution rather than cost; replace benchmarking metrics with measures that differentiate levels of strategic impact; and make line managers and HR professionals jointly responsible for executing workforce initiatives. This book shows how to create a Workforce Scorecard that identifies and measures the behaviors, competencies, mind-set, and culture required for workforce success and reveals how each dimension impacts the bottom line.

*all of the descriptions are pulled from Amazon



The Best Office Basics

Some of the best things in life are free.
And some of them make your desk more
organized and pleasant for under \$100.

The Best Under \$15

Day of the Week Clips

These clever Day of the Week Clips provide a simple way to organize papers and tasks for each day of the week. Each stylish clip features its own bright color with boldly printed text, making it easy to recognize your schedule for the day. They're an affordable way to see exactly what you need to do!

[World Market](#), \$5



Desk Cable Clips

Adhere it to any desk edge or table edge which thickness up to 2 inch. This silicone desktop cable holder slots are tough enough to secure your cables in place and soft enough to remove your cable easily. With its upgraded design, you can click it anywhere with edge and change the position whenever you want without leaving any marks.

[Amazon](#), \$8

Mint Softie Grip Grass

Give your pens, postcards, and desktop doodads the patch of grass they've longed for. This Softie Grip Grass transforms your workspace into a garden of grab-ables faster than you can say "Hold everything!" Slide Grip Grass into Poppin's perfect-fit Medium Accessory Tray to turn your desk into a field of dreams--and you never have to mow it.

[Poppin](#), \$12



Jotblock

Thanks to the three convenient compartments in the jOTBLOCK™ notepad + supply caddy, your most-used office supplies are never far. Grab a pen from the large compartment to jot a note, make a quick calculation, doodle while chatting... the large pad provides ample room and fresh pages when needed. Included gold paper clips and binder clips add sparkle to this ultimate desk companion. Designed by Gwen Weinberg.

[Three by Three](#), \$15

The **Best** Under \$30



Desk Storage Shelf with Bin

Keep notebooks and craft supplies on-hand in the office or study with this essential organizer, perfect on a writing desk or console.

[AllModern](#), \$27

The Bubble Wrap® Calendar

The Bubble Wrap® Calendar is a wall calendar you can't stop popping! Each day is covered with a bubble that you can pop throughout the day. Made with Real Bubble Wrap® for a bigger POP! People love this calendar for the satisfaction they get every time they pop a bubble.

[Bubble Calendar](#), \$27



Onyx Desktop Corner Organizer

This clever desk Onyx organizer can be used two ways to organize your small items alongside your files. When used vertically the unit fits perfectly in a 90-degree corner and features 4 shelves with a vertical file section on either side.

[Amazon](#), \$28

Mesh Desk Organizer

Reduce the clutter in your office with this Seville Classics Desk Wall Organizer constructed of steel mesh in an elegant champagne platinum finish. This 6-tray organizer is ideal for organizing and storing files, important documents, folders, and bills. This sturdy and durable organizer can work as a standalone desktop unit or can be wall or cubicle wall mounted. With 6 open slots, conveniently store and quickly access regular letter size papers and folders.

[Seville Classics](#), \$30



Cycle Book Ends

The Woodland Imports Cycle Book Ends are fun and well designed where a cycle is divided into two parts and each is mounted on a flat base to form a set of bookends. It is a detailed carving and it can also be a great gift for that fitness enthusiast who also happens to love books.

[AllModern](#), \$36



The
Best
Under
\$100

**Nesting Desktop Display**

These curved displays hold magazines, cards, photos, or anything you want to feature in your workspace.

[UncommonGoods](#), \$50

Free Form Bulletin Board

With clean lines and moveable parts, this magnetic wooden bulletin board is ideal for the modern home or office. This minimalist beech wood frame is stylishly simplified to alleviate clutter and stoke inspiration. Straightforward and effective, this multipurpose tool can be used organizationally or as an unconventional display.

[Uncommon Goods](#), \$75

**Standing Desktop Desk**

The Standing Desktop Desk will transform your workstation into a stand up desk. The Standing Desktop Desk is an affordable alternative to a traditional standing desk and is designed to sit on top of your existing desktop or modular workstation.

[Amazon](#), \$95



THE HR AWARDS

Advice and thoughts from the 2016 HR Awards winners - HR professionals who have demonstrated excellence in the HR Field.





AWARD FOR COMPENSATION AND BENEFITS

Aimee Lorig

BevCorp **HR Manager**

How did you get started in HR?

Growing up, I was always at the center of organizing and planning events; I loved filling out paperwork and keeping lists for my parents. My report cards all spoke of my people skills as I was the “social butterfly” of every class. Immaturely, and as many still do, I thought that’s what HR is all about. I got started in HR because

I convinced the HR Manager at my prior company to let me try my hand as her Assistant. She did and I fell in love with the field. It was so much more than just planning parties and keeping track of employees. I learned about insurance, compensation, benefits, the law, analytics, and data – these topics still keep me excited to come to work every day.



AWARD FOR EMERGING LEADER

Lindsay Latessa

Hyland Software **Manager, Talent Acquisition**

What is the most important lesson you've gained from working in HR?

It's important to think about each individual and the impact that you could potentially have on their life. The way you interact with each person shapes their view of your company. You truly are a part of the brand of your employer.



AWARD FOR BUSINESS
LEADERSHIP

Michelle Leighton

Medical Services Company

**VP, Organizational
Development**

What is the best part of your job?

In my role, I get to develop, coach and provide consult to at every level within the organization. To watch a co-worker learn and grow in their role, that is success.



AWARD FOR EMPLOYEE RELATIONS

Stephanie Boledovic

Lubrizol

HR Manager

Tell us a story or a mantra that has inspired you to stay in HR over the years.

I have not always stayed in HR. As I was approaching my 10 year anniversary with MedQuist I looked back over my career and came to the realization that I was not where I wanted to be and that where I wanted to be was in HR. I knew it would be a challenge to get back into HR after being away for that long, but I have always been one for a challenge.



AWARD FOR ORGANIZATIONAL & EMPLOYEE DEVELOPMENT

Maria Gaeta

Mar-Bal, Inc. **Corporate Director of Human Resources**

What is the most important lesson you've gained from working in HR?

Keep an open mind! At times, we seek information that confirms our deeply held beliefs. (4 Agreements: Don't make assumptions!) We need to continue to listen as we may believe something to be true when in fact it may turn out differently than we thought! It is important to keep an open mind as there are many options, many possibilities, many paths, many outcomes. Ask questions and challenge the status quo!



AWARD FOR TALENT MANAGEMENT

Gary Szelagowski

Federal Reserve Bank of Cleveland **AVP, Talent Management**

What advice would you give to your peers in HR?

Never forget that what you do impacts lives, and lives way beyond employees in many instances: their families, your firm's customers, the community in which you do business. The "human" in HR is a pretty big audience.



AWARD FOR HR PARTNER

Linda Langman

Hylant

Client Service Executive

Tell us a story or a mantra that has inspired you to stay in HR over the years.

"A job worth doing, is worth doing right" – We had a poster with this saying in our home when my children were young. Although my husband hung it to inspire our daughters improve their performance on chores – feeding the dog can get messy – it's often served as a reminder for me to slow down and focus on doing the best I can with each and every task, every project, and every relationship.



AWARD FOR DIVERSITY

Vicky DePiore

United Technologies Aerospace Systems

HR Manager & Diversity Focal

What is the most important lesson you've gained from working in HR?

Understanding that there is no “cookie-cutter” approach to any problem when it involves people. There are so many nuances, personalities, motives, etc., that they must all be taken into careful consideration.



AWARD FOR HR INTERN

Paige Barkume

Jergens, Inc.

HR Intern

What do you hope to accomplish in a HR career?

I hope to become an HR manager in which I am able to implement organizational change, enhance value for both my employer and employees, and take on challenging projects with a team.



Honoring HR Excellence in Northeast Ohio

Thursday, November 10th
Executive Caterers at Landerhaven

[Learn More Here](#)

ERChealth™

**Ohio's insurance of choice for
middle market organizations**

Ask us about our new rate offers including
extended rate and **renewal guarantees**.

Get a Quote: _____

ERCHealth.com | quote@ERCHealth.com | 866-220-5682

Underwritten by Anthem Blue Cross Blue Shield of Ohio

WHAT'S IN THE NEWS

Household Median Income Increases

Last week, the Census Bureau released a report that said household median income increased 5.2 percent in 2015—the largest one-year percentage increase recorded in 49 years and the first, after inflation, since the Great Recession. In 2015, the Median household income in the United States was \$56,516 .

Businesses Push for Minimum Wage

A group of businesses in the “natural products” industry recently signed the Business for a Fair Minimum Wage statement calling for a federal minimum wage of at least \$12 by 2020. Currently, the federal minimum wage is set at \$7.25 an hour. Companies that support the campaign include Alter Eco, Badger Balm, Earth Friendly Products/makers of ECOS, Guayaki, Maggie’s Organics, Maine Root, Organic India USA, Organic Valley, Stonyfield, Seventh Generation, Topricin, Cambridge Naturals, MOM’s Organic Market

EEOC Issues Final Guidance on Investigating Retaliation Claims:

The EEOC issued its Final Enforcement Guidance on Retaliation and Related Issues, which are guidelines for EEOC investigators to use in investigating retaliation claims. This is the first time in nearly two decades that the Commission has updated these guidelines.

59% of Americans Did Not Take Summer Break in 2016:

2,000 full-time working adults were surveyed, and it turns out, 20% of them took no summer vacation. 59% of the group surveyed took off some time, but did some form of work while on break.

Drug Positivity in U.S. Workforce Rises to Highest Level in a Decade:

The percentage of employees in the U.S. workforce testing positive for drugs has steadily increased and is at a 10-year high. Quest Diagnostics, the world's leading provider of diagnostic information services, analyzed nearly 11 million workforce drug test results and recently released their findings. Annual Drug Testing Index reveals fifth straight year of increases in detection rate of amphetamine and heroin; marijuana positivity increases 47 percent since 2013 in oral fluid testing.

Workers Pay More for Health Care as Companies Shift Burden, Survey Finds

An analysis by the Kaiser Family Foundation shows that the share of employers offering coverage remained steady this year, and that the cost of premiums for health plans remained largely unchanged. Significant findings from the report include that annual family premiums rose an average of 3 percent and employee deductibles are increasing.

Massachusetts Law to Eliminate Gender Wage Gap:

Massachusetts is the first state to enact a law that prohibits employers from asking job applicants about wage history. The logic behind this law is that by relying on prior wage history, employers perpetuate the existing wage gap between men and women in the workforce. The goal of the bill is to “get employers to think about what an equitable salary is for the job based on the value of the job, not what someone made in the past”. New York and California are considering similar laws.



LEAVING A LEGACY

A RECAP OF THE 2016 NORTHCOAST 99 AWARDS

Pat Perry, President of ERC, kicked off the Awards by describing the true essence of this year's NorthCoast 99 Awards, "this evening is about forward momentum. About leaving something better than how you found it." To leave a legacy means to have made an impact. To have made an impact means to believe in something bigger than yourself. And that's what was celebrated at the 18th Annual NorthCoast 99 event on September 22, 2016.

ERC had the privilege of hosting an event honoring 99 organizations throughout Northeast Ohio that aim to make their workplace great and leave a legacy of their own, each and every day. As these organizations strive for excellence, they inspire excellence in others. The energy in the room was awe-inspiring with over 800 people representing their organizations.

After dinner, the night began with a performance by two Northeast Ohio natives, Megan Zurkey and Adam Orin. They encompassed what leaving a legacy is all about with a cover of Phillip Phillips' "Home" paired with a video montage featuring photos of NorthCoast 99 Winners' employees making a difference in their organization and in their communities. It was electric to see everyone beaming with pride as they watched their organizations on the screens.

Perry noted that the highlighted accomplishments of these NorthCoast 99 organizations don't happen without a tremendous amount of hard work and dedication to becoming a great workplace, where top performers want

to be. These organizations, just like the 2016 Lithograph, are made up of many different parts coming together toward a common goal, plowing ahead with great strength.

It was a very special night, recognizing all of the Winners, the first time Winners, the Legacy 10-time Winners, the Special Category Winners, and the Top Score Winners. All of these organizations have made an impact, have left things better than how they found them, and continue to move forward with strength and contagious energy.

This same concept of legacies was then translated by Best-Selling Author Brad Meltzer. Meltzer had the unique experience of reading his own obituary, which made him realize what it truly means to leave a legacy. He referenced many of his life experiences to note the 4 types of legacies you leave behind, family, friends, coworkers, and community. Meltzer also noted that it isn't what you do for yourself that leaves a legacy, "your legacy is what you do for other people."

It was clear that the people sitting in the ballroom at Landerhaven were making an impact towards their organization's legacy. These organizations are also all part of each other's legacy as NorthCoast 99 Winners, making Northeast Ohio a forward-moving region of great employers filled with top talent.

Meltzer concluded the evening by encouraging attendees to ask themselves, "what do you want to be forever?"

PRESENTED BY ERC

NorthCoast 99 is sponsored by: Anthem Blue Cross & Blue Shield, CareerCurve, Cleveland Magazine, ERC Health, Frantz Ward LLP, Gino's Awards, Oswald Companies, Staffing Solutions Enterprises, and Ultimate Software





2016 WINNERS

1-YEAR WINNERS

Advantage Home Health Services
BuyerQuest
Corrigan Krause
CrossCountry Mortgage
Everstream
John Carroll University
MarshBerry
Team Wendy
The Step2 Co.
Total Quality Logistics
Unity Health Network

2-YEAR WINNERS

1 EDI Source
A. Raymond Tinnerman
Donley's
FIT Technologies
Great Lakes Brewing Co.
Hartville Pet Insurance Group
Koinonia
PolyOne
The Anderson-DuBose Co.
Turner Construction Co.
Willory

3-YEAR WINNERS

Akron-Canton Regional Foodbank
Louis Stokes Cleveland VA Medical Center
The Village at Marymount
Western Reserve Hospital

4-YEAR WINNERS

Alexander Mann Solutions
Bialosky Cleveland
Constant Aviation
Equity Trust Co.
Fifth Third Bank
GPD Group
JBC Technologies Inc.
Panther Premium Logistics
Plante Moran
SD Myers

5-YEAR WINNERS

Centric Consulting
Direct Recruiters, Inc.
Earnest Machine
FrontLine Service
ThenDesign Architecture

6-YEAR WINNERS

CASNET
CBIZ Inc.
Clark-Reliance Corp.
Cleveland Indians
Embrace Pet Insurance
Excelas, LLC
National Interstate Insurance Co.
ShurTech Brands
Wayne Homes

7-YEAR WINNERS

Hattie Larlham
Mercy Regional Medical Center
Park Place Technologies
State Industrial Products
The Center for Health Affairs
Time Warner Cable

8-YEAR WINNERS

Cohen & Company
Findaway
Gardiner
National Association of College Stores
MCPc Inc.
Noble-Davis Consulting Inc.
Pease & Associates Inc.
SecureState

9-YEAR WINNERS

Apple Growth Partners
Ciuni & Panichi Inc.
PRC Medical

10-YEAR WINNERS

Akron Children's Hospital
Cleveland Metroparks
Cuyahoga Community College
Main Street Gourmet
Majestic Steel USA Inc.
MRI Software LLC

11-YEAR WINNERS

Cleveland Clinic
Lorain County Community College
Pomerene Hospital
Skoda Minotti

12-YEAR WINNERS

Sikich (formerly BCG & Co.)
KPMG
Vocon

13-YEAR WINNERS

Flexjet
Foundation Software Inc.
HW&Co.
Kingston of Vermilion
OEC
Southwest General Health Center
Summa Health
The MetroHealth System
TSG Resources Inc.

14-YEAR WINNERS

Benesch
Human Arc
The Cleveland Foundation
The Reserves Network

15-YEAR WINNERS

FedEx Custom Critical
Lake Health
The Lubrizol Corporation

16-YEAR WINNERS

Applied Industrial Technologies
Avery Dennison

17-YEAR WINNERS

Federal Reserve Bank of Cleveland
The Garland Company Inc.

READ THEIR STORIES IN CLEVELAND MAGAZINE

The NorthCoast 99 insert features interviews with legacy winners, top scorer award winners, and special category winners.

[VIEW THE FEATURE](#)

CHECK OUT THE WINNERS REPORT

The annual NorthCoast 99 Winners Report, a comprehensive summary based on data provided by the NorthCoast 99 Winners.

[LEARN WHAT WINNERS DO](#)



Helping you attract & retain top talent.

**SUPERVISORY TRAINING | HR HELP DESK | HEALTH INSURANCE | WAGE & SALARY DATA
COMPLIANCE TRAINING | ENGAGEMENT SURVEYS | COMPENSATION CONSULTING**

ERC

yourERC.com | 440-684-9700