



CHICAGO'S  
**BEST AND  
BRIGHTEST**  
COMPANIES  
TO WORK FOR

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July 27, 2018  
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# **FONA thanks our employees for making us among the 101 Best & Brightest Companies to Work For.**

*We are proud of our industry leading culture of engaged experts working everyday to wow our customers, our community, and our industry partners.*

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## THE CRITERIA AND AWARD SELECTION PROCESS

The Best and Brightest Companies To Work For® awards competition 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 20% of scored companies are scrutinized further to determine the overall elite winners.



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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.

## CHICAGO'S BEST & BRIGHTEST ADVISORY BOARD



**Jennifer Kluge**  
National Association  
for  
Business Resources



**Tonya Hubbartt**  
FONA International



**Teresa Olvera**  
Milhouse Engineering &  
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**Denise Barreto**  
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**Marc Klemencic**  
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**Lisa Pinion**  
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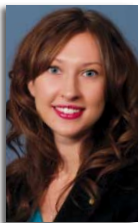
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**Tom Gimbel**  
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**Meg Montague**  
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## **AWARDS ANNOUNCER**

### **Judy Hsu, News Co-Ancor, ABC 7 Chicago News**

Judy Hsu is the co-anchor of ABC 7 News This Morning, the #1 rated morning news in Chicago. She joined ABC 7 in April 2001. In addition to her anchor responsibilities, she reports for ABC 7's daily newscasts and hosts a parenting segment on the morning show called "Connect with Kids." Before joining ABC 7, Hsu anchored the 4 p.m. weekday newscast at KFMB-TV in San Diego, Calif. She held this position from 1996-2001 and also anchored afternoon news updates for KFMB-AM Radio. Previously, she served as KFMB-TV's weekend anchor (1995-96) and general assignment reporter (1994-95). Hsu began her broadcasting career at WPGU-FM Radio and WCIA-TV in Champaign-Urbana, Ill. (1993-94). She received her B.A. in Broadcast Journalism from the University of Illinois, Champaign-Urbana in 1992, where she was also active in theater, dance, and the performing arts.



## **AWARDS ANNOUNCER**

### **Pat Cassidy, News Anchor, WBBM News Radio 780**

Pat Cassidy has been using that famous phrase from the National Anthem as his sign-on slogan for his more than 35 years of morning drive radio in Chicago. The veteran journalist and broadcaster has been co-anchoring mornings on WBBM Newsradio 780 since the summer of 2000, with a brief side trip to WLS Radio as a talk show host. "Talk radio was lots of fun, but my heart is reporting the news and that's what I'll be doing until I ride off in the sunset." Prior to joining WBBM, you heard Pat every morning for 25 years at WMAQ (now WSCR). Pat was also heard on WBMX and WEXI in the Chicago suburbs starting in 1970, after attending Northern Illinois and Northwestern Universities and Glenbrook North High School in Northbrook.

Pat has won dozens of major news awards including The Robert F. Kennedy Journalism award, National Headline Club, Peter Lisagor, National Press Club and many Associated Press and United Press awards for best newscast, best investigative report, best feature and best sports reporting.

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

## **Communication and Shared Vision**

The effective exchange of information from senior leaders to employees and the 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 the 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 customized solutions to employees.

## **Diversity and Inclusion**

Extent to which an organization is open and inclusive to people of differing 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 achievements 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 employees are meaningfully and personally connected to their work and their company that drives retention. As well as the extent to which a company understands and adapts to the individual needs of their employees by looking at the employee as a whole, not just the work environment.

## **Recruitment, Selection and Orientation**

The extent to which employees are recruited using multiple methods and systematic process to select the best fit for culture and performance while ensuring a quality on-boarding 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 its management recognize the need for 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**

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**Adage Technologies** - 7 year winner

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**American Academy of Pediatrics**

14 year winner • [www.aap.org](http://www.aap.org)

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2 year winner • [www.asahq.org](http://www.asahq.org)

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**Flexco** - 11 year winner

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[www.gentechol.com](http://www.gentechol.com)

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**GoHealth** - 2 year winner

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[www.kellyservices.us](http://www.kellyservices.us)

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[www.kenwayconsulting.com](http://www.kenwayconsulting.com)

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### **Kutchins, Robbins & Diamond, Ltd.** - 7 year winner

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### **Lakeshore Recycling Systems** - 3 year winner

[www.lrsrecycles.com](http://www.lrsrecycles.com)

### **LaSalle Network** - 7 year winner

[www.thelasallenetwork.com](http://www.thelasallenetwork.com)

### **Loberg Construction** - 1st year winner

[lobergconstruction.com](http://lobergconstruction.com)

### **Lyons Consulting Group** - 4 year winner

[www.lyonscg.com](http://www.lyonscg.com)

### **Magnet360** - 2 year winner

[www.magnet360.com](http://www.magnet360.com)

### **Manifest** - 1st year winner

[manifest.com](http://manifest.com)

### **Maven Wave** - 6 year winner

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### **Medix** - 2 year winner

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### **Meeting Tomorrow** - 1st year winner

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### **Patten CAT** - 3 year winner

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### **Perficient** - 1st year winner

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### **Phaidon International** - 2 year winner

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### **Plexus Corp.** - 11 year winner

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**Resolution Media** - 4 year winner  
resolutionmedia.com

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www.retrofitme.com

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www.revenuemwell.com

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**Shop Smart LLC** - 6 year winner  
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www.signaturebank.bank

**Signature Consultants LLC** - 1st year winner  
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**YJT Solutions** - 2 year winner  
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**York Solutions, LLC** - 2 year winner  
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We help all event organizers in the USA who desire a **WOW** factor, engaging experience to unite their people as **ONE** so that they are better together!

Thank you for the fabulous event you and your team did for us at Google yesterday. Googlers can be a pretty challenging audience, and you absolutely blew everyone away. You exceeded my expectations by far - and the environment/energy you created was critical for us as an organization. Because of your involvement, we are going to be able to move forward in a more focused, unified, and joyous way. You were a highlight of the year at Google - and that's a hard thing to do! You were also the highlight for me personally - so thanks!

- Trudi Mcanna (Google)

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# CONFERENCE AGENDA

**8:00 a.m. Registration and Networking**

**8:30 a.m. Interactive Activity – Drum Café Experience  
Welcome and Morning Kickoff**

*Jennifer Kluge, President & CEO,  
National Association for Business Resources*



**9:00 a.m. Rapid Fire Case Studies on Best Practices ROI**

*Presenters: Nicole Martin, HRBoost LLC – Moderator  
Tonya Hubbartt, FONA International  
Beth Cabrera, Burwood Group  
Tracy Hagen, Turner Construction*



**9:25 a.m. Community Project: Aspire Chicago**

All of the guests at the event are to participate in a community activity.



**9:45 a.m. Networking Break**

**10:00 a.m. Economic Growth, Diversity and Technology: A CEO's Vision**

*Presenters: Tom Gimbel, LaSalle Network – Moderator  
Justin Odenbach, Slalom Consulting  
Mary Pigatti, Retrofit  
David Starr, Edlong Dairy Technologies  
Jeff Tovar, Tovar Snow Professionals*



**11:00 a.m. Leveraging the Power of Personality in the Workplace**



**Merrick Rosenberg, CEO, Take Flight Learning**

Using his reimagined version of the classic DISC styles, Merrick will demonstrate how people can tap into the power of their personality, get insight into their team members' personalities and use DISC as a tool for driving performance. By linking the four styles to four birds (Eagles, Parrots, Doves and Owls), participants will laugh and learn as they see the impact personality has played when building a team.

**11:30 a.m. Networking Break – Memory Wall of Shining Moments**

**12:00 p.m. Luncheon**

**12:30 p.m. Best and Brightest Companies to Work For® Awards Celebration**



**Judy Hsu, ABC 7 Chicago News and  
Pat Cassidy, WBBM AM News Radio**

**2:00 p.m. Conclusion**

# CONFERENCE SPEAKERS

## Rapid Fire Case Studies on Best Practices ROI

### Moderator



**Nicole Martin**  
**CEO and Founder, HRBoost**

Nicole Martin is the CEO and Founder of HRBoost™, a full-service human resources consultancy. HRBoost is partnered with the Best and Brightest Companies to Work For™, a non-profit that promotes best practices in human resource management. After gaining nearly 20 years of human resource experience in everything from small start-ups to enterprise size corporations, Nicole Martin struck out on her own and founded HRBoost in 2010. Her vision was to provide a dedicated resource, offering the best advisement to businesses that didn't have an internal human resources department. Today, HRBoost offers over 170 services and a team of professionals who provide clients with proven, measurable results.

### Presenters



**Tonya Hubbartt**  
**HR Director, FONA International**

Tonya has 20+ years of HR experience specializing in talent planning, development and leadership with a strong emphasis on employee engagement, coaching and retention programs. She has a personal passion for fostering an inclusive company culture where employees are empowered to bring their whole selves to work and to thrive in all they do. Tonya received her Bachelors and Masters of Science in Family and Consumer Services from Eastern Illinois University. She has served as an advisory board member for the National Association of Business Resources for the past nine years.



**Beth Cabrera**  
**Director of Human Resources, Burwood Group**

Beth is the Director of Human Resources at Burwood Group, an IT consulting firm with over 200 employees and seven U.S. offices across the country. Beth provides leadership over all HR functions including talent acquisition, learning & development, compensation & benefits, HR compliance, employee relations and organizational design. Beth has a Bachelor's degree in Business Management with an emphasis in Human Resources. She holds a Senior Professional in Human Resource certification from the HR Certificate Institute and a SHRM-Senior Certified Professional from the Society of Human Resource Management. Beth is an active member of SHRM and DuPage Society of Human Resource Management.



**Tracy Hagen**  
**HR Director, Great Lakes Region, Turner Construction**

Tracy has over 25 years of combined industry experience and has managed multiple facets of human resources. Tracy partners with senior management to manage, communicate and administer various human resources policies, procedures, laws, standards and government regulations. Tracy establishes and maintains ongoing connections with all business unit staff within profit center or region, providing feedback to senior management on issues and concerns with a focus on employee satisfaction and retention. Additionally, she identifies training needs within the business unit, facilitates training to the workforce, including management training, provides guidance on developing career paths and career development opportunities for employees and manages the performance management process, provides constructive guidance and advises senior management on issues of consistency and equity in the process and decision making.

## Economic Growth, Diversity and Technology: A CEO's Vision

### Moderator



#### **Tom Gimbel, Founder and CEO of LaSalle Network**

At 26 years old, Gimbel left his employer to create the first Chicago firm to offer employment solutions to the accounting and finance world. Today, LaSalle Network has six offices and business units including accounting & finance, administrative, call center, healthcare revenue cycle, human resources, management resources, marketing, sales, supply chain, technology and executive search. Gimbel was honored on Crain's Chicago Business 40 Under 40 in 2009 and was inducted in the Chicago Area Entrepreneurship Hall of Fame in 2010. Gimbel is an expert on organizational development, career management, company culture and hiring and retaining top talent. Tom holds a BA from the University of Colorado.

### Presenters



#### **Justin Odenbach, General Manager, Slalom Consulting**

Justin Odenbach is the General Manager of Slalom Chicago, a consulting firm that helps companies solve business problems and build for the future, with solutions spanning business advisory, customer experience, technology, and analytics. With more than 20 years of diverse industry experience, Justin has helped a broad range of clients achieve their strategic, operational, and technological visions. He holds a degree in Economics from Middlebury College, and a MBA in Finance from the University of Notre Dame's Mendoza College.



#### **Mary Pigatti, CEO, Retrofit (subsidiary of Livongo Health)**

Pigatti is the Senior Vice President for Livongo, which recently acquired Retrofit where she formerly served as CEO. Pigatti has more than 25 years of experience in helping grow early-stage health and technology companies into organizations with the highest levels of customer loyalty and business growth. Pigatti's number one priority is employee and client happiness, and she empowers her team to build innovation into everything they do to delight customers. She holds a bachelor's degree from Marquette University and a Master of Social Work from Loyola University Chicago.



#### **David Starr, Chief Financial Officer, Edlong Dairy Technologies**

David is responsible for all of the accounting and financial aspects at Edlong Dairy. His background includes managing the finance and accounting departments of both private and publicly traded companies. David serves on the board of the Chicagoland Food and Beverage Network as its Treasurer, and is also on the board of Chicago Spirit Foundation of NAWBO. David was a 2016 Ernst and Young Entrepreneur of the Year Midwest finalist, and is also a regular speaker at several food and beverage conferences. David has an MBA from Northwestern's Kellogg Graduate School of Business and a BS in Accounting from

Indiana University, Bloomington.



#### **Jeff Tovar, CEO, Tovar Snow Professionals**

For the past 28 years, Jeff Tovar has built Tovar Snow Professionals from a handful of lawnmowers to the largest minority owned snow-only company in the United States. He has accomplished this through fearlessly embracing continuous improvement, innovation and heroic customer service with like-minded heroes (employees). Entrepreneurial as a child, Tovar began the business during his high school years. He is a graduate of Colorado State University and then proceeded to earn his MBA at Lake Forest Graduate School of Management. Having an "attitude of servitude", Tovar has created "Tovar Cares" in which

himself and his employees volunteer for and donate to many charitable organizations such as American Cancer Society, Relay for Life, Goodwill Industries, Life Source, United Way and Little Angels to name a few.

## Leveraging the Power of Personality in the Workplace

### Speaker



#### **Merrick Rosenberg** CEO, Take Flight Learning

Merrick Rosenberg is a keynote speaker and thought leader on personality styles and team development. He co-founded Team Builders Plus in 1991 and Take Flight Learning in 2012. He is the author of *The Chameleon* and co-author of *Taking Flight!*

Merrick has led DISC training programs for more than 30,000 people and spoken to tens of thousands more on how to incorporate the personality styles in their work and lives. The DISC training program that Merrick designed, Taking Flight with DISC was recognized as the Best Personality Styles Training Program in the United States by Corporate Vision Magazine.

Merrick specializes in team building and helping people utilize the DISC personality styles to build better relationships and create engaging work environments.

He has worked with people at all levels, from line staff to senior managers at more than half of the Fortune 100 companies in the US and around the world as well as with government agencies.

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### **Group 1**

Grand Prairie Services  
Mortenson Construction  
Prince Castle  
Skender Construction  
Mutual Trust Life  
Insurance Company  
American Society of  
Anesthesiologists  
Flexco  
Wespath Benefits  
and Investments

### **Group 2**

Turner Construction Company  
Ikonix USA LLC  
Wheels, Inc.  
Emkay Inc.  
Kelly Services  
Honigman Miller  
Schwartz & Cohn LLP  
Bosch Rexroth Corp.  
Edlong Dairy Technologies

### **Group 3**

Aspire  
Videojet Technologies Inc.  
Assurance  
Kforce Professional Staffing  
Comcast  
NOW Health Group, Inc.  
Wi-Tronix LLC  
Signature Bank – Chicago

### **Group 4**

Topsteptrader LLC  
CoSourcing Partners  
Retrofit  
MotherG  
Red Caffeine Marketing +  
Technology  
The Pepper Group  
Arlington Resources

### **Group 5**

Trilogy Behavioral Healthcare  
Loberg Construction  
PBD Worldwide  
KemperLesnik  
North American Polymer Co.  
Plexus Corp  
Neighborhoods.com  
KDM Engineering

### **Group 6**

Brilliant Financial Services  
Smart Deck Solutions Inc.  
Shure  
Lake Forest Graduate  
School of Management  
BDO USA LLP  
Ace Hardware Corporation  
Patten CAT  
Omron Automation

### **Group 7**

Digitas  
Automated Business Designs  
COTG – A Xerox Company  
Ghafari Associates, LLC  
National Futures Association  
Blue Plate Catering  
Capsim Management Simulations  
Daugherty Business Solutions

### **Group 8**

The Marketing Store  
CBIZ  
FONA International Inc.  
The Steely Group  
Above and Beyond Family  
Recovery Center  
DragonSpears  
Parasol Alliance  
HydraForce Inc.

### **Group 9**

Tovar Snow Professionals, Inc.  
Genesis Technologies  
NVIDIA LLC  
Stout Risius Ross, LLC  
Fusion92  
ThoughtWorks Inc.  
Great Lakes Caring  
Manifest LLC

### **Group 10**

Smart Resources  
Burwood Group  
Paylocity Corp  
Signature Consultants LLC  
Total Quality Logistics  
Geneca LLC  
LaSalle Network  
Lakeshore Recycling Systems LLC

### **Group 11**

Starcom USA  
Acliviti  
Adage Technologies  
Milhouse Engineering  
and Construction Inc.  
Slalom  
Solstice LLC  
Switchfast Technologies  
Phaidon International

### **Group 12**

Verizon Wireless  
WOW! Internet Cable and Phone  
Protiviti  
ARCO/Murray National  
Construction  
Celergo LLC  
Lyons Consulting Group  
Resolution Media  
Magnet 360

## 2017 CHICAGO NATIONAL WINNERS

<b>3Red Trading</b>	<b>FONA International, Inc.</b>	<b>Origami Risk</b>
<b>ALDI</b>	<b>Framework Communications</b>	<b>Patten CAT</b>
<b>alligatortek</b>	<b>Gallant Construction Company, Inc.</b>	<b>Paylocity</b>
<b>American Academy of Pediatrics</b>	<b>Glotel</b>	<b>PHMG</b>
<b>American Society of Anesthesiologists</b>	<b>GoHealth</b>	<b>Prince Castle</b>
<b>Arlington Resources, Inc.</b>	<b>HARIBO of America, Inc.</b>	<b>Prominence Advisors</b>
<b>ArrowStream, Inc.</b>	<b>HealthScape Advisors LLC</b>	<b>Rabine Group</b>
<b>Aspire</b>	<b>Horizon Pharma</b>	<b>Radio Flyer</b>
<b>Assurance</b>	<b>ImagIT Solutions</b>	<b>Resolution Media</b>
<b>Automated Business Designs</b>	<b>Impact Networking, LLC</b>	<b>Retrofit</b>
<b>AVANT Communications</b>	<b>Instant Alliance</b>	<b>Reyes Beverage Group</b>
<b>Blue Plate Catering</b>	<b>Kenway Consulting</b>	<b>Rise Interactive</b>
<b>Brad's Deals</b>	<b>Kirkwood</b>	<b>Shure Incorporated</b>
<b>Brilliant™</b>	<b>Lakeshore Recycling Systems</b>	<b>Sikich LLP</b>
<b>Bswift</b>	<b>LaSalle Network</b>	<b>Slalom</b>
<b>Burwood Group</b>	<b>Maven Wave</b>	<b>Solid Digital, LLC</b>
<b>CapGrow Partners</b>	<b>Mavens</b>	<b>Sonoma Partners, LLC</b>
<b>Celergo LLC</b>	<b>Milhouse Engineering &amp; Construction</b>	<b>Starcom USA</b>
<b>CoSourcing Partners, LLC</b>	<b>Mortenson Construction</b>	<b>Stout Risius Ross, Inc.</b>
<b>DialogTech</b>	<b>Mutual Trust Life Insurance Company</b>	<b>StratEx</b>
<b>Digital Third Coast Internet Marketing</b>	<b>National Futures Association</b>	<b>Strive Consulting</b>
<b>DigitasLBI</b>	<b>Navigate Research</b>	<b>SWC Technology Partners</b>
<b>Donlen</b>	<b>Navint Partners, LLC</b>	<b>Swoon Technology Resources</b>
<b>Echo Global Logistics</b>	<b>Next College Student Athlete</b>	<b>The SMB Help Desk, Inc.</b>
<b>Edlong Dairy Technologies</b>	<b>NOW Health Group, Inc.</b>	<b>The WFC Group</b>
<b>EMKAY Inc.</b>	<b>NVISIA</b>	<b>Tovar Snow Professionals, Inc.</b>
<b>Enablon</b>	<b>Omron Automation America</b>	<b>Verizon Wireless</b>
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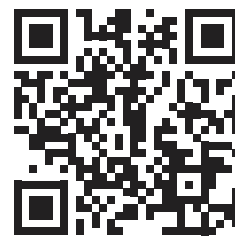
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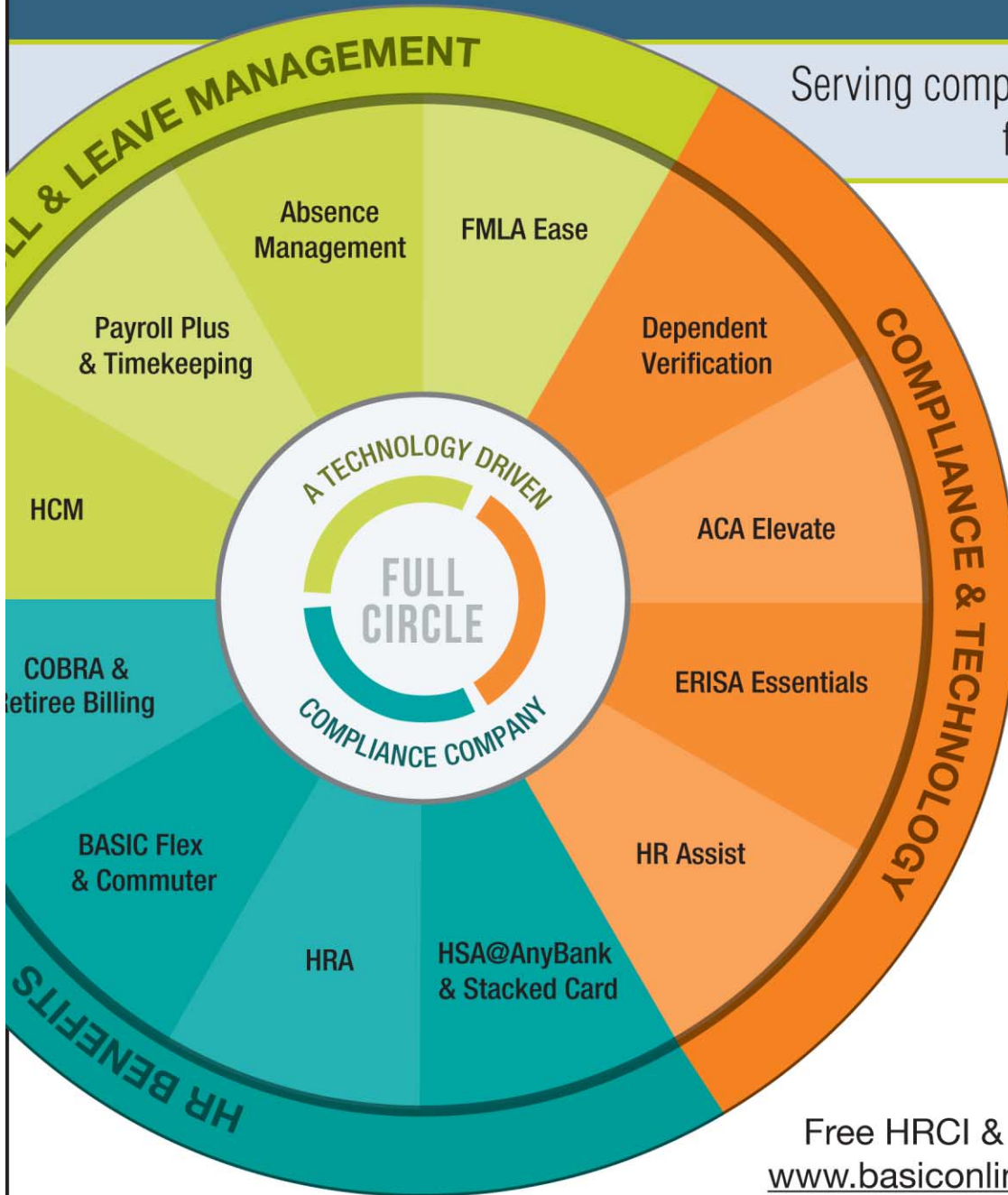
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