t

BUSINESS FIRST SUPPLEMENT

P 2017 B E S T

The Greatest Companies on Earth!



Diamond Sponsor: University at Buffalo School of Management Executive MBA

....

Everyone gives 110% every day and truly

wants to be there and make us all successful.

clients, too.

hovernetworks.com

COO: Sara Quinlan

Founded: 2009

The survey says:

CEO: Darren Ascone

HR contact: Amanda DiGiore

Product: Cloud phone service

WNY employees (FTE): 12

tive, respectful, fun

bled ready to help.

ute on daily basis.

ivrtechgroup.com

CEO: Akash Desai

COO: Mark Rayburn

Founded: 1996

The survey says:

krgstaffing.com

Founded: 1996

empowering

events; PTO

The survey says:

amazing.

LE3 Inc.

le3-inc.ora

CEO: Ellie Poleon

HR contact: Brittany Mruczek

SProduct: IVR Solutions

WNY employees (FTE): 14

IVR Technology Group

Hover Networks Inc.

40 Gardenville Pkwy., Buffalo, NY 14224

Company culture: Teamwork, busy, produc-

Popular perks: Profit sharing, 401(k) match

· Every day presents itself with a new chal-

• Hover Networks breeds creativity. It's a

place where you feel free to get your

2350 N. Forest Road, Getzville, NY 14068

• Our workplace is full of diversity yet empty

• The company is run on great core values

that are talked about every day and they guide the culture here. Pretty cool to see.

of judgment or discrimination.

Key Resource Group LLC

CEO and owner: Carolyn Gala

COO and HR contact: Peggy Koch

Company culture: Family first, flexible,

Popular perks: Employee appreciation

• Key Resource Group goes the extra mile

strong relationships with their clients.

while providing an engaging, flexible

KRG is committed to doing fantastic work

workplace for employees. My family life

requires a lot of balls in the air and the

support I get from the whole team is

25 California Drive, Williamsville, NY 14221

to find qualified candidates and maintain

Product: Staffing services

WNY employees (FTE): 10

135 Delaware Ave., Buffalo, NY 14202

lenge. If we can solve it on our own, that's

great. If not, we have a great team assem-

entrepreneurial juices flowing and contrib-

I look forward to going to work every day.

My boss appreciates all his employees and

rewards us well. I love interacting with our

BEST PLACES TO WORK 2017

CATEGORY

2

Micro: Companies employing 10-24

19 Ideas

32C Essex St., Buffalo, NY 14213 19ideas.com

CEO: Katie Krawczyk

COO: Dan Gigante

HR contact: Holly Nowak

Product: Marketing and communications services, website development, graphic design, mobile application development, videography

WNY employees (FTE): 14 Founded: 2011

Company culture: Collaborative, coffee,

challenging, community, thoughtful **Popular perks:** Flexible work schedule allows employees to work hours that suit their personal lives and remotely from the office, including other countries. Annual office shutdown the last week of the year to allow employees a paid week off.

The survey says:

- 19 Ideas places strong emphasis on the types of projects we take on, ensuring that projects are worthwhile, exciting and have purpose.
- 19 Ideas is amazing. The office has a full kitchen, a dog, a ping-pong table and monthly family dinners where employees and families share a meal and build our relationships outside working hours.

Andreozzi Bluestein LLP

9145 Main St., Clarence, NY 14031 andreozzibluestein.com

Partners: Randall Andreozzi

and Gary Bluestein HR contact: Marian Edmiston Product: Tax legal services WNY employees (FTE): 20

Founded: 2004

- Company culture: Team-oriented, experienced, proactive, strategic, enthusiastic Popular perks: Great benefits and significant
- Popular perks: Great benefits and significan charitable involvement

The survey says:

- I find myself going the extra mile for my co-workers, because I know they would do the same for me.
- The free exchange of ideas and strategy is strongly encouraged We are not yes men or women here, but are treated with intelligence and respect.

Basil Volkswagen

6179 S. Transit Road, Lockport, NY 14094 basilvw.com

CEO: Mike Basil

COO: Adam Beck

HR contact: Steve Rumbold **Product:** Automotive retail and service

WNY employees (FTE): 18

Founded: 2014 Company culture: Integrity, opportunity,

family, dynamic, rewarding

- **Popular perks:** Monthly luncheons together celebrating employee(s) of the month and birthdays; flexible schedule
- The survey says:
- Mike Basil always goes above and beyond for his employees and their families.
- They treat you like family. Who wouldn't want to join a business like this?

Buffalo OB-GYN

4575 Main St., Amherst, NY 14226 buffalo-obgyn.com

Product: Comprehensive health care for women

Employees (FTE): 18

Founded: 2010

- **Company culture:** Compassion, enthusiasm **Popular perks:** Regular meetings allow us to encourage ideas and respond quickly and effectively to any problems.
- The survey says:
- I feel we give our patients the absolute best experience possible each and every day and I believe we are able to do that because the employees here are happy and feel purposeful.
- Women taking care of women I love that because we understand the needs of women. I truly enjoy my job, I wouldn't want to work anywhere else.

► Cannon Heyman & Weiss LLP

726 Exchange St., Buffalo, NY 14210 chwattys.com

Buffalo partner: Steven Weiss

COO: Steven Heyman and Geoffrey Cannon (founding partners in Albany) **HR contact:** Christine Saj

Product: Legal services WNY employees (FTE): 21 Founded: 2001

- Company culture: Camaraderie, collaborative, humble, positive, generous Popular perks: Annual firm retreat for
- employees and spouses, wellness items at work to encourage a healthy lifestyle (healthy snacks, lunches, chair massages)

The survey says:

- CHW is not your typical law firm. Rather, it is what a law firm wants to be when it grows up. I am not aware of another institution, in the legal industry or otherwise, that values its people more than CHW.
- It's hard to convey how strongly I feel about the firm. Examples are needed. Our firm provides healthy and nutritious snacks four days a week, Friday breakfast club and dress-down day, office chair massages and supports multiple charitable opportunities.

Drescher & Malecki LLP

3083 William St., Buffalo, NY 14227 dreschermalecki.com

CEO: Thomas Malecki

COO and HR contact: Matthew Malecki Product: Auditing and accounting WNY employees (FTE): 18

Founded: 2004

- **Company culture:** Inspiring, connected, potential, lively, enjoy-life
- **Popular perks:** Being compensated at time and a half, or paid time off for working overtime; since there is no true busy season or slow season, team members are not overworked or under-stimulated
- The survey says:I personally have recommended our office as a great place to work to multiple col-
- My employer has destroyed the negative connotations the term "work" generally brings to mind. It is hard to consider something "work" when it's one of the best

Emergence Tek Group Inc.

403 Main St., Buffalo, NY 14203 emergencetek.com

CEO: Brian Lehman

parts of my life.

COO: Bab Namugundu **HR contact:** Ryan Johnson

Product: Software development (mobile and Web-based), technical talent acquisition

WNY employees (FTE): 18

Founded: 2012 Company culture: Innovative, engaging, fun,

inclusive, honest **Popular perks:** Working remotely; modern, relaxed and fun working environment

The survey says:

- Everyone has a place in the company but the owners and managers know it's our company as much as theirs.
- This work environment is very supportive and conducive to personal and professional growth. I work with a group of very IT-savvy people who care about their work and their co-workers, clients and the community.

Erdman Anthony

8608 Main St., Buffalo, NY 14221 erdmananthony.com

CEO: Daniel Ziemianski

HR contact: Mary Lawhon Product: Engineering consulting services WNY employees (FTE): 11 Founded: 1993

Company culture: Professional, client-focused, family atmosphere, fun

Popular perks: Staff events, flexible hours **The survey says:**

- Family is equally as well respected as job performance and is proven through all the family benefits received.
- There is a family atmosphere with lots of fun activities, yet we get a lot of work done at the same time. A winning combination.

► Fifteen

737 Main St., Buffalo, NY 14203 agency15.com

CEO: Zack Schneider

COO: Greg Neundorfer

HR contact: Holly Nowak Product: Advertising and design

WNY employees (FTE): 18

Founded: 2009

- **Company culture:** Creative, casual, open, lively, dynamic
- Popular perks: Flexible work environment; downtown location

The survey says:

- Employees feel empowered to share ideas without feeling that their opinions don't matter in the grand scheme of things.
- I believe 15 has staying power, integrity and high-level thinking to be sustainable far into the future.

Georgetown Capital Group

5350 Main St., Williamsville, NY 14221 georgetowncapital.com

Company culture: Motivated, committed,

Popular perks: Flexibility, continued educa-

driven, team-oriented, philanthropic

CEO: Joseph Curatolo COO: Michael Curatolo

HR contact: Stacey Prowse

Product: Financial services

WNY employees (FTE): 14

Founded: 1987

The survey says:

tion

CATEGORY

Micro: Companies employing 10-24

COO: Greg Poleon

HR contact: Lauren Ministero Product: Before- and after-school academic programming

WNY employees (FTE): 18

Founded: 2015

- **Company culture:** Energetic, fast-paced, educational, inspiring, rewarding
- Popular perks: Flexible scheduling; opportunity to grow into new roles The survey says:
- Everyone works together quite well, and
- it is a team I am incredibly happy to be a part of.
- Ellie Poleon, the CEO, is passionate about providing quality programming and fun for all of the kids who come through the doors.

► Quinlan

385 N. French Road, Buffalo, NY 14228 guinlanco.com

CEO: Gary Miller

HR contact: Sean McIntyre Product: Advertising agency WNY employees (FTE): 19

Founded: 1987

- **Company culture:** Fun, collaborative, young, creative, flexible
- Popular perks: Paid week off between Christmas and New Year's; monthly catered luncheons

The survey says:

• I constantly recommend the company to many and I am so blessed to be an employee here.

 Management and co-workers respect my opinion, support my growth and are genu-

SURVEY METHODOLOGY

For the Best Places to Work program, employees are asked to complete the Quantum Workplace employee engagement survey, which was developed in 2003 by a panel of leaders in the field of employee engagement. The survey measures six key engagement categories focusing on communication, employee needs, manager effectiveness, personal engagement, team dynamic and trust in leadership. To gather statistically sound results, companies must reach a minimum level of employee participation, based on total number of employees, to be eligible to be a finalist.

Responses are compiled and evaluated. Companies are ranked according to their overall score, which is calculated by compiling raw data from the questions on a 1-6 scale (strongly disagree to strongly agree) to find an average score that is then indexed to a 100-point scale. The total number of survey responses is also factored into the overall score.

Winners are chosen 100 percent based on the results of the survey and in essence by the employees themselves.

Quantum Workplace, based in Omaha, Neb., collects survey data for 47 Best Places to Work programs.



inely kind. The work/life balance is a value I highly appreciate.

Russo & Toner LLP

12 Fountain Plaza, Buffalo, NY 14202 russotoner.com

CEO: Alan Russo

COO: Stephen Toner HR contact: Toni Taute Product: Legal services

WNY employees (FTE): 11 Founded: 1996

- Company culture: Open, friendly environ-
- ment where teamwork is No. 1 **Popular perks:** Medical benefits; 401(k) plan
- The survey says:This firm is outstanding. They provide employees with all the tools needed to succeed.
- I am encouraged to participate in continuing education opportunities that build both my tool box and skill set.

Sandhill Investment Management

360 Delaware Ave., Buffalo, NY 14202 sandhill-im.com

CEO: Edwin Johnston III

Product: Investment management WNY employees (FTE): 14 Founded: 2004

The survey says:

- Sandhill fosters a strong corporate culture that embraces hard work and a growth mentality while treating employees with
- respect and creating a unified team.Sandhill is a place of integrity, excellence and inspiration.

► SelectOne

760 Seneca St., Buffalo, NY 14210 selectonellc.com

CEO: Kevin Kerl

COO: Katie Whiting HR contact: Katie Whiting Product: Recruiting agency WNY employees (FTE): 17 Founded: 2010

- Company culture: Flexible, innovative, collaborative, empowerment, transparency Popular perks: Flexible work schedule;
- unlimited PTO The survey says:
- Everyone at SelectOne holds themselves accountable for producing high-quality work while building lasting relationships with clients, candidates and most importantly, each other.
- Our staff is amazing and will always go the extra mile for each other. I'm all in!

The Service Collaborative of WNY Inc.

173 Elm St., Buffalo, NY 14203 tscwny.org

CEO: Kate Sarata

COO: Michael Casciano

HR contact: Tina Dalka Product: National service and volunteerism WNY employees (FTE): 21

Founded: 2011 Company culture: Appreciative, passionate, community-driven, service-minded, fun

Popular perks: Flexibility in work locations

- (on/off-site), time off The survey says:
- This is an organization comprised of people who strive to make a difference in our community. That is important to me.

• I have had the opportunity to grow as a professional within the organization. I have learned so much and am inspired by the work we do and the services we provide to the community.

Shatter IT

350 Main St, Buffalo, NY 14202 shatterit.com

CEO: Peter Ronca

COO and HR contact: Suzanne Furlani Product: Data center/managed services WNY employees (FTE): 12 Founded: 2001

Company culture: Diverse, interesting, challenging, knowledgeable, spectacular Popular perks: Weekly lunches; company

outings The survey says:

- Work outings provide a good opportunity to spend time with co workers outside of the work environment
- This place is an amazing opportunity to start my career path. Second advantage – my boss purchases a 30-pack of Mountain Dew just for me. I think that personal level of care means the most to me.

Software Solutions Group

90 Bryant Woods South, Amherst, NY 14228 softsolgrp.com

CEO: Carol Polino

COO: Rocco Polino HR contact: Cheryl Bartolomei Product: Accounting/financial management/

CRM software WNY employees (FTE): 14

Founded: 1996

Company culture: Teamwork with dedication, integrity and diversity

Popular perks: Working from home; monthly birthday parties with cake

The survey says:

• We know the organization and leadership will stand behind their product 100 percent.

• I feel strongly that the leadership in this organization sincerely cares for her employees and clients. There is a diverse group here, but we all work well together. I love my job.

StraussGroup

701 Seneca St., Buffalo, NY 14210 straussgroup.com

CEO: Randy Strauss

COO: Matthew Doyle

HR contact: Megan Suda Product: Recruitment/executive search and

consulting WNY employees (FTE): 15

Founded: 2001

Company culture: Catalyst, trust, curious, empowering, inclusive

Popular perks: Unlimited paid personal time for sickness and family; six-month PTO for maternity leave; paid community service days for volunteering at nonprofit organizations in WNY

The survey says:

- It's truly a place where you can succeed if you have the desire to do so. The sky is the limit and that's hard to find in an organization.
- StraussGroup is made of hard-working individuals who respect our leader. We receive praise on a job well done and participate in weekly meetings and seminars to broaden our knowledge in the placement industry.

Trusted Nurse Staffing

3

591 Delaware Ave., Buffalo, NY 14202 trustednursestaffing.com

CEO: Martin Vidal

Founded: 2008

The survey says:

Division manager: William Thomas

HR contact: Michael O'Leyar Product: Health care staffing services

Company culture: Handle business and have

• Hands down, the best place I have ever had

the opportunity to join. My success adds

to the success of the company, which is

the highlight of my career. I have grown

both professionally and personally. The

CEO is the most dynamic, creative and

generous leaders I've ever had the plea-

2351 N. Forest Road, Getzville, NY 14068

Product: IT solutions and staffing company

week, payment for any individual athletic

• I rated TxMQ highly because of all the posi-

been valued the way it is here. When I make a suggestion, it is heard by manage-

ment. If my suggestion needs work, I'm

told why, which is really valuable to me

for growing and improving in my role at TxMQ.

TxMQ supports employee health and

628 Washington St., Buffalo, NY 14203

Company culture: Dedicated, hard-working,

• At my previous organization, I felt purpose-

not want me to succeed. Here at Via, my

supervisors and co-workers challenge me

who I work with and would never consider

fully held back, as if my supervisor did

• I love working here. I enjoy what I do and

collaborative, supportive, meaningful

Popular perks: Amount of paid time off;

bership and weekly yoga

Via Evaluation

CEO: Gary Ciurczak

HR contact: Komani Lundquist

Product: Program evaluation

work schedule flexibility

going somewhere else.

WNY employees (FTE): 11

viaevaluation.com

Founded: 1998

The survey says:

to improve.

well-being. I have taken advantage of

many great benefits including gym mem-

tions l've ever held, never has my opinion

events including marathons, monthly gym

Popular perks: Yoga in the office once a

My time at Trusted Nurse Staffing has been

Popular perks: Company profit sharing;

monthly happy-hour mixers

rewarded by our CEO.

sure of working with

CEO: Chuck Fried

membership

The survey says:

WNY employees (FTE): 14

► TxMO

txmq.com

WNY employees (FTE): 22

Premium Mortgage

CEO: Michael Donoghue

HR contact: Shannon Webb

WNY employees (FTE): 33

family, challenging, fun

Prudential Advisors

NY 14228 • prudential.com

CEO: Matthew Dauksza

HR contact: Casev Coram

Product: Financial services

WNY employees (FTE): 35

is an enjoyable experience.

Russell Bond & Co. Inc.

295 Main St., Buffalo, NY 14203

COO: Gary Hollederer

WNY employees (FTE): 44

knowledge, service

HR contact: Mark Palmisano

Product: Insurance wholesaler

COO: Steve Stanger

Founded: 1895

The survey says:

who I work for.

russellbond.com

Founded: 1950

bonus plan

The survey says:

this company.

sherex.com

CEO: Adam Pratt

COO: Rich Stauffer

HR contact: Tom Lis

Founded: 2004

teamwork

Friday BBQs

The survey says:

specialty fasteners

WNY employees (FTE): 35

Founded: 1999

balance

The survey says:

customers.

Product: Residential mortgages

Company culture: Fast-paced, rewarding,

Popular perks: There's always food: work/life

• The culture here is one of family and lead-

ing each person to do their best for the

• I recommend this place to anyone I know in

need of a home, because I know they will

attention from the people who work here.

be treated with the utmost respect and

One John James Audubon Pkwy., Amherst,

• I have been working here for a couple years

• It's a great company and the organizational

culture is second to none. We enjoy each

other's company. Going to work each day

Company culture: Integrity, professionalism,

Popular perks: Employee Stock Ownership

Plan; cafeteria benefit plan options; cash

• I am proof that with hard work, dedication

and a great attitude you can go far with

• It brings me great joy to work for Russell

Bond and represent Russell Bond as an

organization - a company made by the

people for the people and a wholesale

insurance broker unlike any other.

Sherex Fastening Solutions

400 Riverwalk Pkwy., Tonawanda, NY 14150

Product: Manufacturer of blind rivet nuts and

Company culture: Accountability, commu-

nication, problem-solving, leadership,

Popular perks: Company Christmas party;

now and absolutely love what I do and

good of all, both internal and external

premiummortgage.com

COO: Alexia Barbarossa

2150 Wehrle Drive, Amherst, NY 14221

CATEGORY:

4

Small: Companies employing 25-49

Brown Chiari LLP

2470 Walden Ave., Buffalo, NY 14225 brownchiari.com

Partners: Donald Chiari and James Brown

HR contact: Kim Kasperek

Product: Legal services WNY employees (FTE): 34

Founded: 1998

- Company culture: Caring, family, dedicated, respectful, teamwork
- Popular perks: Time/hours flexibility, complimentary Keurig/pot coffee, candy, cakes and many breakfasts and lunches
- The survey says:
- Brown Chiari provides an environment that facilitates success, independent thinking and self motivation. There is no shortage of appreciation or opportunity in this office.
- It's a pleasure to come to work every day (especially to our new beautiful offices). I am very thankful to work in a place where I spend 8-10 hours a day and feel comfortable with everyone to call them my extended family.

Buffalo Materials Handling

125 Taylor Drive, Depew, NY 14043 buffalomaterialshandling.com

CEO: Peter Tunkey

COO: Jennifer Lundin

HR contact: Laura Case

 Product: Sells and services of forklifts, industrial batteries, docks, pallet racking, Tennant scrubbers and scissor lifts.
 WNY employees (FTE): 26

Founded: 1955

- Company culture: Customer centric, pas-
- sionate, committed, professional, honest **Popular perks:** Company picnic, holiday bash with bonuses
- The survey says:
- Ever since the moment I walked in the door, I've been treated with respect, understanding and overall generosity.
- It's so great to work for a company that respects and understands the family and work-life balance. I have never had to worry about missing something with my family because of work.

Colucci & Gallaher P.C.

2000 Liberty Building, Buffalo, NY 14202 colucci-gallaher.com

CEO: Anthony Colucci III

HR contact: Nancy Krzyzanowski

Product: Legal services

WNY employees (FTE): 25 Founded: 1997

Company culture: Attaining a life-work

- balance
- Popular perks: Casual, comfortable dress; flexible work hours

The survey says:

- Every first Friday of the month the firm caters dinner and picks an employee of the month. Milestones in employees lives are celebrated. They throw wedding and baby showers.
- I believe that this organization as a whole has the best work product in the industry. They do this by keeping their employees happy in every way. People are proud to work here, which in turn shows in their work, every day.

Complete Payroll Processing Inc.

1400 Sweet Home Road, Amherst, NY 14228 completepayroll.com

CEO: Rick Fish Jr.

COO: Austin Fish

- HR contact: Liz White Product: Payroll processing, time and labor,
- human resources, ACA compliance WNY employees (FTE): 43

Founded: 1992

- **Company culture:** A place where you belong **Popular perks:** Employees of the month win gift certificates and other perks; Star
- program allows employees to nominate other employees for STAR awards that can be redeemed as PTO.

The survey says:

- Complete Payroll understands that if you treat your employees well, your employees will treat your customers well.
- Our leaders lead by example and demonstrate high levels of integrity. I know my company has my best interests in mind, and I am confident I will grow personally and professionally in the years to come.

Don Tanguay Inc.

99 Comet Ave., Buffalo, NY 14216 dtiplumbing.com

CEO: Donald Tanguay

COO and HR contact: Danielle Staniszewski Product: Construction and plumbing WNY employees (FTE): 32

Founded: 2001

- Company culture: Family, fun, respect, giving, engaged
- Popular perks: Open-ended vacation time, company activities include family day, company trips, holiday parties
- The survey says:
- Because Tanguay Inc. helps support growth in people, this job not only puts food on the table but also helps each person develop the drive to overcome anything.
- Don Tanguay Inc. goes out of their way for their employees, from company trips to 401(k) and health benefits. The owner really values his people and it shows time and time again.

Employer Services Corp.

20 Pineview Drive, Amherst, NY 14228 myesc.com

CEO: Greg Bauer

HR contact: Liz Warren Product: Human resources outsourcing

services WNY employees (FTE): 39

Founded: 1995

- Company culture: Engaging, empowering, teamwork, fun
- Popular perks: Company-sponsored activities and events; flexible work environment The survey says:
- We embrace customer loyalty and
 teamwork as our two most import
- teamwork as our two most important values and this makes for a great place to work. We are truly a family and care about each other as well as our clients.
- My manager truly cares about my professional and personal well-being and always pushes me to excel while always being supportive and able to make me laugh too.

► Haley Marketing Group

6028 Sheridan Drive, Williamsville, NY 14221 haleymarketing.com

CEO: David Searns

COO: Victoria Kenward HR contact: Lisa Bauer Product: Marketing and technology com-

pany WNY employees (FTE): 28

Founded: 1996

Company culture: Work hard and have fun

The survey says:

- I'm confident this group can change the face of our industry and I'm so excited to be a part of it.
- I don't wake up and think "I have to go to work." Instead, I think, "I get to go see my friends!" The work we do is meaningful, has an impact on the world around us, and makes my day-to-day life as exciting as it is driving me to improve and excel.

► Health Force

3409 Genesee St., Cheektowaga, NY 14225 healthforcewny.com

CEO: Pat Dwyer

COO: Sean Dwyer **HR contact:** Scott Hottois

Product: Licensed home-care services WNY employees (FTE): 38

Founded: 1985 Company culture: Community of caregivers

Popular perks: Outside work functions and celebratory lunches

- The survey says:
- Health Force goes out its way to make sure all employees from the field staff to the office staff feel appreciated. Pat Dwyer is one of the most humblest individuals I have ever come across.
- Top management is hands-on for every task and each individual is treated like a family member.

► I-Evolve Inc.

501 John James Audubon Pkwy., Amherst, NY 14228 • i-evolve.com

CEO: Paula Meller

COO: Joshua Randle

HR contact: Heidi Fischer

Product: Information technology

WNY employees (FTE): 28

Founded: 2001

The survey says:

efits

know.

Company culture: People-oriented, customer-centric, responsive, quality-driven, resourceful

Popular perks: Regular company-sponsored

• I am very happy working here and could

• I-Evolve gives me the opportunity to use

working for or with I-Evolve to anyone I

Imagine Staffing Technology

Product: Recruitment and talent acquisition,

Company culture: Innovative, dynamic,

• This company has helped many individ-

• I personally cannot see myself working

uals succeed on their career path and I

know they will be in great hands with any

for another organization and my hope is

that I'm fortunate enough to remain with

Imagine Staffing for the remainder of my

Popular perks: Flex time, free Fridays

team-oriented, accountable

recruitment process outsourcing, staffing

892 Main St., Buffalo, NY 14202

imaginestaffing.net

COO: Gia Manley

solutions

Founded: 2009

The survey says:

career.

Imagine employee.

CEO: Brian Manley

HR contact: Melissa Hiller

WNY employees (FTE): 28

existing skills and constantly develop new

skills on a daily basis. I would recommend

not see myself anywhere else.

team lunches; competitive employee ben-

CATEGORY:

Small: Companies employing 25-49

- For me, working at Sherex is more personal than just punching a clock. I am more than happy that I was offered a job here and ever more happier that they give me the opportunities that they do.
- From the top down, Sherex is an organization fueled by positive culture and teamwork.

Vanner Insurance Agency

11 Pinchot Court, Buffalo, NY 14221 vannerinsurance.com

CEO: Ralph Vanner

COO: Tom Vanner HR contact: Craig Scarupa Product: Insurance agency WNY employees (FTE): 39 Founded: 1957 Company culture: Collaborative, dedicated, family, creative, accountable

- Popular perks: Our empowering family atmosphere; our overall benefits package The survey says:
- · I feel blessed to work here. I enjoy coming here every day. Our leaders treat us like family and do everything in their power to let us know we are valuable.
- · I love working at an organization where everyone treats you like family. The owners of this organization treat us like we make a difference.

VoIP Supply

80 Pineview Drive, Amherst, NY 14228 voipsupply.com

CEO: Ben Sayers

COO: Paula Griffo HR contact: Karen Price Product: VoIP hardware and services WNY employees (FTE): 27

Founded: 2002

Company culture: Energetic, fun, family, happy, enjoyable

Popular perks: Work from home; great

health benefits The survey says:

- · Every day is a great challenge. The smiles, communication and caring I receive from my co-workers are motivations for my success
- The family atmosphere is fantastic. Everybody treats one another with respect and we all listen to one another, even if we don't necessarily agree. The organization's flexibility helps me personally strike a per-

Young + Wright Architectural

740 Seneca St., Buffalo, NY 14210 youngarch.com

CEO: Jerry Young

fect work/life balance.

COO: Shawn Wright

HR contact: Erin Galloway

Product: Architectural services

WNY employees (FTE): 25 Founded: 2003

Company culture: Fun, work hard, celebrate

succes Popular perks: Christmas shutdown; annual party in the Finger Lakes

5

The survey says:

CEO: Robert Basil

Founded: 2013

The survey says:

bloodline Basil

never have to.

ruppbaase.com

Founded: 2000

The survey says:

families

WNY employees (FTE): 68

family, dynamic, rewarding

days; unlimited coffee/tea daily

COO and HR contact: Stacey Siegel

Product: Automotive retail and service

Company culture: Integrity, opportunity,

Popular perks: Monthly luncheons celebrat-

ing employee(s) of the month and birth-

· I am proud to work for the Basil Family of

Dealerships, specifically Robert Basil. The

main reason why I filed an application to

work here is the family-like atmosphere,

where all the customers and employees

I love this place and the people in it. I don't

work at like this organization, and I hope I

think I could ever find another place to

Rupp Baase Pfalzgraf

424 Main St., Buffalo, NY 14202

Cunningham LLC

CEO: David Pfalzgraf Jr.

COO: R. Anthony Rupp III

HR contact: Tim Tutko

Product: Legal services

WNY employees (FTE): 61

Company culture: Driven, approachable,

innovative, inspired, unconventional

Popular perks: Breakfast provided every

I truly believe this firm goes out of its way

care about every employee, and their

respect, with words of encouragement,

and thanks. It makes you proud that you

belong to something great and that you

are greatly appreciated for your work. I

can't imagine there is anywhere better

than Rupp Baase to work.

• All associates are treated with utmost

to thank people for their dedication to its

success! I believe that the partners truly

Friday; early closing on Fridays

are treated with the same respect as a

- It is a great place to work and they focus on employee happiness over making more money.
- Having worked at various companies in the past, Young + Wright makes me feel valued as an employee and even more significantly valued as a person. I feel as though I'm part of a family where everyone cares about one another and puts their best foot forward to achieve success individually and as a company.

CATEGORY:

Medium: Companies employing 50–99

Bak USA

425 Michigan Ave., Buffalo, NY 14203 bakusa.com

CEO: J.P. Bak

COO: Ulla Bak

- HR contact: Eva Bak Product: A social enterprise that builds mobile computers in downtown Buffalo.
- WNY employees (FTE): 70 Founded: 2015
- Company culture: Empowering, inclusive, diverse, growing, transparent
- Popular perks: Optional New York state tax exemption; companywide potlucks

The survey says:

- If I were to win the lottery tonight, I would still come to work in the morning.
- · Every employee is treated with respect and care. Being part of an organization where different cultures of people collaborate makes working here a great thing.

Bank of Akron

46 Main St., Akron, NY 14001 bankofakron.com

CEO: E. Peter Forrestel II

COO: Anthony Delmonte Jr. HR contact: Kristine Starke **Product:** Financial services WNY employees (FTE): 66

Founded: 1900

- Company culture: Local, open, integrity, col-
- laborative, supportive Popular perks: Support and commitment for
- career/leadership development; generous holiday season

The survey says:

- Bank of Akron is truly a small bank that cares about their employees. I have worked at larger banks and have not been treated as nicely or as valued as I do working for Bank of Akron.
- Having worked in this field for many years with larger institutions, I can honestly attest to the fact that the culture at the Bank of Akron differentiates itself from its peers. Respect and integrity are the two integral factors behind every decision and interaction.

Elmwood Franklin School

104 New Amsterdam Ave., Buffalo, NY 14216 elmwoodfranklin.org

CEO: Andrew Deyell

COO: Rosemarie Beres

- HR contact: Laura Forster
- Product: Elementary education WNY employees (FTE): 56

Founded: 1895

Company culture: Caring, collaborative, supportive, passionate, positive

- Popular perks: Compensation for professional and personal development pursuits; faculty review/bonus program
- The survey says: • EFS feels like family. It's not a job, it's a part
- of who I am. There truly is a culture of acceptance,
- kindness, support and caring. I'm always excited to come to work and I know that administration will help me be the best teacher I can be

Erie and Niagara Insurance Association

8800 Sheridan Drive, Williamsville, NY 14221 enia.com

CEO: Norm Orlowski

COO: Maureen Mulcahy

HR contact: Blair Novotny

Product: Regional property and casualty policyholder-owned insurance company WNY employees (FTE): 61

Founded: 1875

Company culture: Professional, generous, sociable, supportive, proud

- Popular perks: Employee events throughout the year include annual bowling party where we celebrate our profit-sharing distribution; generous 401(k) matching program and funds a pension plan The survey says:
- Senior management makes a point to be

accessible to all employees and is truly interested in any suggestions or ideas that will make the company better.

The leadership is top notch, very ethical and employee and customer focused.

► FARM

6350 Transit Road, Depew, NY 14043 growwithfarm.com

CEO: Larry Robb

COO: Brvan LeFauve

HR contact: Brad Eddy Product: Advertising and marketing agency WNY employees (FTE): 52

Founded: 1986

Company culture: Passionate, supportive, innovative, progressive, fun

Popular perks: Bring your dog to work; worklife balance

The survey says:

- We are inspired to do the right thing and to be accountable for our actions. We are rewarded and we are respected. And the
- best part? We have fun while doing it. · I often tell new hires that they hit the jackpot when they got the job here.

Mike Basil Toyota

6157 S. Transit Road, Lockport, NY 14094 basiltovota.com

CEO: Mike Basil

COO: Shannon Wilsman HR contact: Heather Markowski Product: Retail automotive sales

WNY employees (FTE): 65 Founded: 2001

Company culture: Diversity, value, caring, open minded, honesty

dred dollar Tuesdays

praised for the work I do.

14127 • robertbasilcars.com

The survey says:

Popular perks: Saturday free lunches; hun-

· Basil Toyota has potential and a good mix

of talent to grow and earn well. At the

tributing to local community projects.

· Management is always giving new oppor-

tunities to grow within and I am always

Robert Basil GMC Buick Cadillac

3475 Southwestern Blvd., Orchard Park, NY

same time, we're developing a good sense

of community and the importance of con-

CATEGORY:

6

Medium: Companies employing 50-99

Say Yes Buffalo

712 Main St., Buffalo, NY 14202 sayyesbuffalo.org

CEO: David Rust

- COO and HR contact: Betsy Behrend Product: Increasing high school and college graduation rates for public school students
- in Buffalo. WNY employees (FTE): 85

Founded: 2012

- Company culture: Passionate, caring, dynamic, supportive, dedicated Popular perks: Three months paid maternity/
- paternity leave; professional development staff retreats and socials **The survey says:**
- Immediate and senior leadership are personable, professional, supportive, transparent and fair.
- The focus is on supporting the success of each team member who in turn is focused on the success of each student and their family members. A culture that is caring, supportive and challenging.

Seneca Arts & Learning Center

25 Center St., Salamanca, NY 14779 sni.org

President: Todd Gates

Treasurer: Maurice John Sr.

- HR contact: Terry Nephew
- **Product:** Tribal government and child care facility
- WNY employees (FTE): 60 (Child Care Department, only)
- Founded: Tribal government in 1848 Company culture: Caring, diverse, dedicat-
- ed, fun, family-oriented, teamwork **Popular perks:** Recognition for employees with incentives and great benefits package
- The survey says:
- I am able to comfortably and openly talk to my superior about any problems or issues that may arise and she is very understanding.

 I absolutely love working for Seneca Arts & Learning Center. It's a great work environment where our supervisors care about us and our success. I will continue to work here for as long as they'll have me.

United Way of Buffalo & Erie County

742 Delaware Ave., Buffalo, NY 14209 uwbec.org

CEO: Michael Weiner

COO: Karen Christie **HR contact:** Beth Sullivan

- Product: Charity WNY employees (FTE): 57
 - Founded: 1917
- **Company culture:** Dedicated, collaborative, creative, talented, community-minded
- Popular perks: Flex schedule; 742 Crewemployee activities

The survey says:

- Every day it seems I find a new reason to be grateful that I work here.
- I have honestly never worked in an organization that has such integrity, such honest and clear leadership and continually allows and encourages our staff to grow and learn.

Utilant

1738 Elmwood Ave., Buffalo, NY 14207 public.utilant.com

CEO: Patrick Davis

- COO: Rob Mikulec
- HR contact: Christa Ransbury
- **Product:** Global software company headquartered and growing in Buffalo creates software applications for the insurance and real estate industry.

WNY employees (FTE): 55

- Founded: 2006
- Company culture: Collaborative, inclusive, creative, energized, growing

· I treat this as my second home and love

Product: Distributor of safety supplies and

Company culture: Family, dedicated, com-

Popular perks: 25 Days of Christmas and

• A company like DiVal is not only committed

to our customers' safety, they are commit-

ted to ensuring that their employees retire

ated. The president of the company knows

• Hard work is rewarded. People are appreci-

(pretty much) every employee by name.

every minute of being here.

DiVal Safety Equipment

1721 Niagara St., Buffalo, NY 14207

divalsafety.com

equipment

Founded: 1977

Opportunity

The survey says:

from DiVal!

CEO: CJ Vallone

COO: Christopher Werner

HR contact: Eileen Brzezicki

WNY employees (FTE): 148

mitted, integrity, fun

Popular perks: Free-lunch Fridays, flexible hours

The survey says:

- I cannot even verbalize how Utilant has helped me develop personally and professionally.
- Since starting at Utilant, I have truly been able to see the qualities that make a place a "Best Place to Work." I enjoy my work every day. I come in motivated and feel like what I do has a direct impact on the growth of this company.

► Walsh Duffield Cos. Inc.

801 Main St., Buffalo, NY 14203 walshins.com

CEO: Edward Walsh Jr.

COO: Sean Keenan

HR contact: Patricia Diebel Product: Insurance

WNY employees (FTE): 80

Founded: 1860 Company culture: Wellness, innovation,

teamwork, integrity, performance **Popular perks:** Flex schedule; wellness pro-

grams The survey says:

- The survey say
- I hope to continue to be a part of this wonderful organization for years to come and believe they want me here for the long run, as well.
- Here's a great example: There was a handwritten thank you note on my desk with very kind words regarding my being an asset to the agency – "a breath of fresh air." It was very sweet but very typical. In words or in deeds, this company is outstanding.

► William S. Hein & Co. Inc.

2350 N. Forest Road, Getzville, NY 14068 heinonline.org

CEO: William Hein

Goldberg Segalla LLP

665 Main St., Buffalo, NY 14203

HR contact: Jennifer Majewski

Company culture: TEAM: Together everyone

Popular perks: Casual dress code: workday

· Goldberg Segalla is an avid supporter of

Goldberg Segalla is a pretty great place

to work. And, importantly, they let their

employees be adults and do their jobs

without micromanaging them.

promotions from within and identifying

what position will help a person to excel.

goldbergsegalla.com

CEO: Rick Cohen

Product: Legal services

WNY employees (FTE): 197

COO: Brad Emler

Founded: 2001

achieves more

The survey says:

social gatherings

COO: Kevin Marmion

HR contact: Kristin Bock

Product: Legal research database, law-related print publications

WNY employees (FTE): 55

Founded: 1961

- Company culture: Dedicated to excellence in service
- **Popular perks:** Company-subsidized on-site chef; generous profit-sharing

The survey says:

- The people at Hein are enthusiastic, close and engaged in their work. The culture is supported by Mr. Hein and his team by providing a gym, a quiet room equipped with massage chairs and iPads, a restaurant providing breakfast, lunch and takehome dinners for employees.
- Family-owned business that treats employees as a real part of their extended family in many ways. Retirement and medical benefits are second to none.

Zeigler Honda of Amherst

2277 Niagara Falls Blvd., Amherst, NY 14228 zeiglerhondaamherst.com

CEO: Aaron Zeigler

- COO: Dan Scheid
- HR contact: Allen Miller

Product: Automotive sales, parts and service WNY employees (FTE): 55 Founded: 1975

- **Company culture:** P.R.I.D.E Passion, respect, integrity, drive and execution (our company motto)
- **Popular perks:** A motorsports store and can use the professional tracks; on-site conference room open to employees for use at any time (one employee's band uses it for practice)

The survey says:

- Zeigler Honda gave me the opportunity I was looking for. Management thinks about my family when it comes to my schedule.
- Management displays a high degree of integrity and I believe truly cares for all employees and our customers. This is a great place to work.

Gross Polowy LLC

HR contact: Amy Lovullo

WNY employees (FTE): 178

responsive, client-driven

Product: Legal services

grosspolowy.com

Founded: 2012

10-hour days)

The survey says:

here.

Gross

1775 Wehrle Drive, Williamsville, NY 14221

Partners: Amy Polowy and Adam

Company culture: Involved, dedicated,

Popular perks: Casual dress code: ability to

participate in compressed workweek (4

Amy and Adam have gone out of their way

to make sure this firm is a good one not

only for our clients but for all the staff. I

Everyone is treated more like family than

amenities at work than I do at home.

have never been as happy at a job as I am

co-workers. They learn from mistakes and

always do the right thing. Plus, I have more

CATEGORY:

Large: Companies employing 100-249

► ABC-Amega Inc.

500 Seneca St., Buffalo, NY 14204 abc-amega.com

CEO: David Herer

COO: Paul Catalano

HR contact: Melinda Koop

Product: Services for third-party commercial debt collection, first-party accounts receivable outsourcing, industry credit group management and credit and A/R management training and education.

WNY employees (FTE): 130

Founded: 1929

- **Company culture:** Making people feel proud and trusted.
- **Popular perks:** Birthday recognition includes paid day off and candy delivery; anniversary recognition includes candy delivery and paid day off for employees after 10 years; flexible schedules (no evenings or weekends) to accommodate personal and family demands.

The survey says:

• The work environment is well designed. Job promotions happen within the company before hiring outside.

CATEGORY:

Large: Companies employing 100-249

► Hebeler LLC

2000 Military Road, Tonawanda, NY 14150 hebeler.com

CEO: Kenneth Snyder

COO: Ahmed Lahrache

- HR contact: Angela Nelson
- **Product:** Engineering, manufacturing and testing of electrical, piping and process

systems

WNY employees (FTE): 125

Founded: 1929

Company culture: Humble, friendly, trustworthy, creative, family Popular perks: Flexible hours; wellness offer-

ings

The survey says:

- After all the years I have been working at Hebeler, I still love going to work each day. How many other people can say that?
- I feel that upper management/owners actually do care significantly about their employees. The work here is extremely interesting and challenging. I enjoy what I do and plan on being here until I end my working career.

Hodgson Russ LLP

140 Pearl St., Buffalo, NY 14202 hodgsonruss.com

President: Rick Kennedy

COO: Paul Hartigan HR contact: Diane Scott Product: Legal services

WNY employees (FTE): 228

Founded: 1817 Company culture: Client-centered, community-focused, collaborative, collegial, integrity

Popular perks: Inclement-weather leave policy, dress-down days for staff-nominated charities

The survey says:

- All around, this is a great, prestigious place to work. Co-workers rally together to motivate each other.
- Hodgson Russ does a great deal to foster personal and professional development of all employees, both attorneys and staff. I am proud of the people who work here and the work we do.

Joe Basil Chevrolet

5111 Transit Road, Depew, NY 14043 joebasilchevrolet.com

CEO: Jim Basil

COO: Bob Speyer

- HR contact: Sue Przybyl
- **Product:** Automotive sales and service **WNY employees (FTE):** 150
- Founded: 1952
- **Company culture:** Integrity, family, respect, opportunity, fun

Popular perks: Employee appreciation lunches and parties, top-notch benefits packages

The survey says:

- Basil Chevrolet is always out on the edge trying to be the best we can. Our dealer principal is a great person and friend.
 I wouldn't want to do what I do for any other dealership. Period.
- I absolutely love Basil and everyone I work with. I have never been a part of a company that I so quickly considered to be my second family and also who support my goals and decisions at work and in my personal life.

LoVullo Associates Inc.

6450 Transit Road, Depew, NY 14043 lovullo.com

CEO: Len LoVullo

President: Dave Pietrowski Product: High-risk insurance

Employees (FTE): 105

- Founded: 1949 Company culture: People-oriented, passion-
- ate, engaging, professional **Popular perks:** Massage clinics, concerts and the holiday party

The survey says:

- Employees are rewarded for their commitment to the company. Bonuses, lunches, concerts, holiday party, tickets to various events are common in our office.
- LoVullo Associates treats their employees as their No. 1 resource. I feel very fortunate to work for LoVullo.

Mercy Flight Inc.

100 Amherst Villa Road, Buffalo, NY 14225 mercyflight.org

CEO: Douglas Baker

- COO: Margaret Ferrentino
- HR contact: James Wallace
- Product: Air and ground critical-care transport

WNY employees (FTE): 120

- Founded: 1981 Company culture: Caring, compassionate, safe, expert, ready
- Popular perks: Helping others when they need it most by improving and often saving lives, and doing it all as a patient-fo-

cused, independent, nonprofit organization. The survey says:

- I'm proud to work where I do, and Mercy Flight makes it clear that they are proud to have us represent them on the front lines. It's also clear that every employee takes that responsibility seriously, proudly and
- without hesitation.
 I love to tell people where I work. I am proud to be associated with the organization and the people who work here. I have never worked with a group so committed to being the best. We do good things every day.

Personal Computers Inc.

703 Washington St., Buffalo, NY 14203 pciconnected.com

CEO: Timothy McGrath

COO: Mark Gaulin **HR contact:** Wendy VogImayr

Product: IT services

WNY employees (FTE): 120

- Founded: 1981
- Company culture: Total focus on the individual, both internal and external The survey says:
- Ever since I was hired, this company has bent over backward for me by accommodating my tough schedule and by trusting me with various tougher problems and projects.
- I find myself equally, if not more so, motivated to do my work each day as when I first started. I cannot recall any past job where I have felt that way.

Phillips Lytle LLP

One Canalside, Buffalo, NY 14203 • phillipslytle.com

CEO: Kevin Hogan

COO: Brian Eckert **HR contact:** Donna Cooper Gordon

Product: Legal services

WNY employees (FTE): 184 Founded: 1834

- Company culture: Collaborative, loyal, innovative, philanthropic, dynamic
- **Popular perks:** Spontaneous acts of kindness such as raffles for concerts and sports tickets; PL Be Well Wellness Program, a yearlong incentive and education program with rewards and recognition levels

The survey says

- Management is a hard-working group of individuals who aspire to meet obligations in a timely manner and with great esteem for clients' requirements/needs. I am proud to be an employee here.
- I have enjoyed working for Phillips Lytle for many years and have nothing but praise for their leadership, integrity and genuine care for our clients and their well being. This is a high-class law firm that insists on putting out an excellent work product prepared by top-notch employees.

Supplemental Health Care

95 John Muir Drive, Amherst, NY 14228 supplementalhealthcare.com

CEO: Linda McDonnell

COO: Chris Long

HR contact: Leslie Marsing Product: Health care staffing

WNY employees (FTE): 215 Founded: 1984

Company culture: Production-based, culture-driven ecosystem Popular perks: Achievement and recognition awards; flex time

7

- The survey says:
 From Day 1, I was welcomed very warmly with open arms to this company. People have gone out of their way to train and
- mold me into the employee I am today. • I enjoy coming to work on a daily basis
- because I love the people I work with. I love the energy that this company puts into being the best company it can be.

Villa Maria College

240 Pine Ridge Road, Buffalo, NY 14225 villa.edu

President: Sister Marcella Marie Garus

Vice president for academic affairs: Matthew Giordano

Company culture: Collaborative, communi-

cative, ambitious, transparent, involved

Popular perks: Generous paid time off: pro-

• Regardless of your position, faculty, admin-

istration and staff interact well with each

other. When an issue or problem arises,

we work as a "common one" to resolve

it. Opinions are heard and weighed and

It's not unusual for my colleagues to pop

doing good work, even if the day has been

into my office and remind me that I'm

375 Essjay Road, Williamsville, NY 14221

Product: Architecture, engineering, plan-

Company culture: Collaborative, friendly,

Popular perks: Flexible work schedules/

core hours; ownership opportunities/profit

· With all my years in the work force, which is

20+ years, I've never worked for a compa-

ny that is more dedicated to their employ-

Flex hours and work/personal life are major

ing with it comes to those factors.

benefits. Management is very understand-

ning, energy efficiency, construction man-

particularly challenging.

wendelcompanies.com

CEO: Stewart Haney

HR contact: Sandra Budmark

WNY employees (FTE): 175

supportive, fun, professional

COO: Timothy Walck

agement

Founded: 1940

sharing

The survey says:

ees and clients.

fessional development budget

- HR contact: Jo-Ann Formoso
- Product: Higher education

WNY employees (FTE): 104 Founded: 1961

The survey says:

respected.

Wendel

Best job ever and the greatest sense of

my name and story.

14127 • westherr.com

CEO: Scott Bieler

HR contact: Cheryl Byrne

WNY employees (FTE): 1,270

COO: Jed Hunter

Founded: 1950

The survey says:

one of his employees.

family among co-workers and leaders,

Best place I have ever worked, a family

West Herr Automotive Group

Product: Automotive sales and service

Company culture: Integrity, excellence,

es and service anniversary gifts

urgency, empathy, respect, teamwork

Popular perks: Annual employee-apprecia-

tion event with a car giveway and national

headliner entertainment; Christmas bonus-

• As a whole, the company does great things

for the community and we have a great

• At the top of my list is the way we are treat-

ed. The leadership makes it easy to follow

for them. I have not been able to say that

for any companies that I have worked for.

them. I want to succeed for myself, but also

leader who truly cares about every single

3552 Southwestern Blvd, Orchard Park, NY

who do their best to help people.

ever. The president of the company knows

atmosphere with caring and loving people

CATEGORY:

8

X-Large: Companies employing 250+

Baker Victory Services

790 Ridge Road, Lackawanna, NY 14218 bakervictoryservices.org

CEO: Terese Scofidio

HR contact: Patricia Randle Product: Residential programs for adoles-

cents, educational programming, services for individuals with developmental disabilities, foster care services and other therapy/care programs

WNY employees (FTE): 717 Founded: 1850s

- Company culture: Adaptability, accountability, integrity, respect, teamwork Popular perks: Benefits and work environ-
- ment

The survey says:

- · Baker Victory is like a family. Everyone looks out for each other and supports one another at all times.
- · When I am in the community doing advocacy work or the work for the client families, I am proud of the recognition and respect this agency has in its field.

BlueCross BlueShield of Western New York

257 W. Genesee St., Buffalo, NY 14204 bcbswny.com

CEO: David Anderson

HR contact: Patricia Nardone Product: Health insurance WNY employees (FTE): 1,500 Founded: 1936

Company culture: Strategic, engaged, inclusive, community-based, innovative

- Popular perks: BlueCross BlueShield health plan, on-site fitness center
- The survey says:
- BCBSWNY is an awesome place to work. The pay is great, the benefits are great and the people are amazing.
- · As a long-term employee of the company, I am very happy to be working here and will continue to do so. I feel the company cares about its employees and the community. I am honored to work here.

Buffalo Hearing & Speech Center

50 E. North St., Buffalo, NY 14203 askbhsc.org

CEO: Joseph Cozzo

COO: Joseph Sonnenberg

HR contact: Kara Murphy

Product: Programs for children and adults with speech, hearing, communication and specialized education/learning needs.

WNY employees (FTE): 350 Founded: 1953

Company culture: Teamwork, respect, integ-

rity, accountability, adaptability Popular perks: Time-off benefit, flexible

- schedules The survey says:
- Building upon what we know works and staff are what make this such a great place to work.
- BHSC is a wonderful place to work filled with caring and friendly professionals. I am excited to come into work each and every day.

► Campus Dining & Shops -**University at Buffalo**

146 Fargo Quad, Buffalo, NY 14261 myubcard.com

CEO: Jeff Brady

- COO: Anthony Demola HR contact: Lauren Brantley
- Product: Food service, retail, catering, ID card services

WNY employees (FTE): 325

Founded: 1962 Company culture: Fun, dynamic, service-ori-

ent environment

Popular perks: Set schedule for work-life balance, excellent benefits including free meals

The survey says:

· Since UB is such an integral part of the area, it's a privilege to be afforded the opportunity to impact the daily lives of so many people over so many generations.

• I work in a great unit where we all work together to achieve the same goals. My boss is very understanding and knows what it takes to keep us together working as a team.

Charter Communications

355 Chicago St., Buffalo, NY 14204 charter.com

CEO: Tom Rutledge

COO: John Bickham

- WNY HR contact: Roni Howell Product: Cable. internet and voice company for residential and business customers.
- WNY employees (FTE): 1,297
- Founded: 1993 (2016 in WNY)
- Company culture: Excellence, integrity, teamwork, respect, growth
- Popular perks: Employee courtesy accounts; robust benefit package includes medical/ dental/vision, company-paid life insurance, 401(k)

The survey says:

- In all my years of working for large and small corps, this one is the only one that truly wants me to succeed.
- I love the way my managers take the time to make sure I'm great and have the tools to do my job.

Evans Bank

One Grimsby Drive, Hamburg, NY 14075 evansbank.com

CEO: David Nasca

- COO: John Eagleton
- HR contact: Kim Brostko
- Product: Full-service financial institution; banking insurance and investments WNY employees (FTE): 265
- Founded: 1920
- Company culture: Better together, making an impact
- Popular perks: Paid volunteer time, discounted employee stock purchase plan
- The survey says: • We receive guidance, career growth oppor-
- tunities and an ability to give back to nonprofit causes that we personally support.
- Evans Bank is one of the best places I have ever worked. We have an outstanding team who goes the extra mile for our clients and co-workers. Everyone is truly valued and your opinion matters. David Nasca is the best!

Evergreen Health

206 S. Elmwood Ave., Buffalo, NY 14201 evergreenhs.org

CEO: Ray Ganoe

HR contact: Shelia Marcheson Product: Medical, supportive and behavioral services WNY employees (FTE): 320

Founded: 1983

Company culture: We welcome everyone and celebrate diversity; we are authentic and down-to-earth; we collaborate with our clients; we use a harm-reduction model; celebrate all successes; we respect everyone's life experiences and don't judge.

The survey says:

- Evergreen has honestly changed my life for the better. Working for this wonderful company has opened my eyes and mind to things I did not know about. This company has been doing wonderful work and given support to many in need for many years. I foresee the continuation of greatness for many more years to come.
- Evergreen Health offers unique opportunities for employees to grow and develop as the organization grows and develops at a rapid pace. You can't beat working at **Evergreen Health**

Ingram Micro

1759 Wehrle Drive, Williamsville, NY 14221 ingrammicro.com

WNY CEO: Susan O'Sullivan

HR contact: Jeff Streb Product: Technology distribution and supply chain services

WNY employees (FTE): 1,637 Founded: 1979

- Company culture: Innovation, accountability, integrity, teamwork, respect.
- Popular perks: Work hard, play hard environment; significant development and advancement opportunities

The survey says:

- After 15 years at Ingram Micro, I can't imagine wanting to look for a job at a different company. The company motto "It's the people" is not just a cliche, it's the truth.
- I feel very invested in the business and have a desire to continue to grow with the changes in the company for the future.

Medaille College

18 Agassiz Circle, Buffalo, NY 14214 medaille.edu

CEO: Kenneth Macur

COO: Lori Quigley HR contact: Bobbie Bilotta Product: Higher education

WNY employees (FTE): 486 Founded: 1875

Company culture: Curiosity, integrity, community, collaborative, excellence

• Co-workers are supportive and team players. The flexibility in the job allows me to

· Management never fails to reward good

205 Park Club Lane, Williamsville, NY 14221

Company culture: Nurturing, empowering, welcoming, compassionate, family-oriented

Popular perks: Paid time off to volunteer in

sonal health and wellness goals.

the community, voluntary health screen-

ings with follow-up programs to meet per-

Popular perks: Health insurance; tuition waiver

balance work and family.

Univera Healthcare

works of employees.

univerahealthcare.com

CEO: Art Wingerter

COO: Pamela Pawenski

HR contact: Chad Clark

Founded: 1976

The survey says:

Product: Health insurance

WNY employees (FTE): 456

The survey says: