

# What Makes Your Organization a Best Place to Work?

*EDITOR'S NOTE: Answers, edited for length, provided by companies on employer questionnaire as part of the Best Places evaluation process.*



**Alerding CPA Group** has a great sense of camaraderie, which promotes strong working relationships among our staff. Everyone celebrates in each other's successes and life milestones. Work areas are routinely decorated for staff engagements, marriages, the arrival of new babies or even friendly collegiate sparring supporting alma maters or favorite sports teams. We believe that sharing successes builds trust and expands everyone's support network. Alerding CPA Group is so proud of its commitment to its staff that we also promote it externally. Our marketing tagline "Invested in Your Success" speaks to both our staff and our clients. When either one of them succeeds, Alerding CPA Group succeeds as well.

The **Buckingham Companies** team takes immense pride in every neighborhood, city and state that we build in, creating communities that will last generations – and every team member has an opportunity to impact lives for decades. Buckingham balances a challenging and inspiring work environment with focus on personal success and work-life blend. Additionally, the affiliated Buckingham Foundation annually supports more than 50 non-profit and civic organizations through philanthropic outreach in the areas of affordable housing, community and economic development, and arts and culture. The Buckingham Foundation has become a pillar of our business, and is in the DNA of everything our team members believe in. The entrepreneurial and giving spirit of Buckingham is alive and well, and deeply part of our company culture.

**Centerfirst** has two primary cultural drivers: 1. A focus on our values: Every Contact Matters, Collaboration and Humble Expertise. Our values are part of how we interact with each other on a day-to-day basis, how we interact with our clients and how we interact with our client's partners. It is rare to find a company that really believes in their values at every level of the organization, and they are truly central to how the Centerfirst business is run, how employees treat each other and clients, and how decisions are made. 2. Our vision: Improve the Patient Experience. Nearly all of our employees come from the health care field and are driven by and have a passion for helping others.

At **Invesque**, while we're always looking for the next investment opportunity, at the end of the day, the most important investment we will ever make is the one we make in our team. We are champions of collaboration – problem-solvers who discover our greatest ideas in the most complex of situations. We know how to work hard! However,

we also believe it's important to enjoy every moment and every aspect of life. We encourage each other to give back to charities and our communities, to appreciate and to value family, and to focus on an appropriate equilibrium in life. Many organizations say that the culture defines them, but we like to say that WE have defined our culture.



At **IU Credit Union**, we are fortunate to have a talented and loyal workforce with an average tenure of 11 years. Of our 212 employees, 43 have more than 20 years of service. Our work is centered on improving the lives of our members and community. We've created a culture of communication and listen to our employees to understand what is important to them. We care about the employee experience and conduct regular touchpoint surveys throughout the employee lifecycle (introductory, transfer and exit) to ensure that we never take our fingers off the pulse of the employee experience. We embrace and act upon feedback as received.

**Peepers** has a very positive culture – it's relaxed, fun and inviting. The organization focuses heavily on culture; it's a major factor in everything that we do. We strongly believe that having good relationships amongst employees makes for a happy work environment. Team bonding is very important here. We have quarterly paid lunch dates and quarterly off-site after work events that allow employees to connect with other employees not in their departments. Our team experienced a lot of growth this year and it's been nice that the company provides opportunities to make sure everyone gets to know each other.

