



2022
BEST
WORKPLACES in
NKY
BY THE EDITORS

Northern Kentucky is as full of successful and diverse workplaces as it is brimming with vibrant, unique communities. For our third annual Best Workplaces of Northern Kentucky, *NKY Magazine* has selected 19 businesses and organizations, large and small, that demonstrate what makes the region a great place to work. From generous benefits and, dare we say, fun offices to serious commitment to the betterment of employees and the communities these workplaces reside in, the Best Workplace of Northern Kentucky each demonstrate a lot of wonderful qualities to current and potential future employees.

NOMINATION PROCESS

For the 2022 Best Workplaces in NKY, a link to a nomination form was emailed to businesses and people throughout the region, inviting them to self-nominate. A form was also posted online so that other businesses could participate. For-profit, nonprofit and government institutions were able to self-nominate. Nominees were asked to provide details about their workplace, benefits and interactions with the community. The winners were then selected by committee. If you are interested in nominating your company next year, subscribe to *NKY Magazine* and its newsletter (both of which are complimentary) at BestofNKY.com.

Arlinghaus Plumbing Heating & Air Conditioning

Plumbing, heating & air contractor

Location Erlanger
Type Private
Founded 2008
Emp 97

HUFF Realty

Full-service real estate firm

Location Ft. Mitchell
Type Private
Founded 1975
Emp 50

Rudler, PSC

Public accounting service provider and business adviser

Location Ft. Wright
Type Private
Founded 1969
Emp 31

TMX Logitran

Transportation and brokerage

Location Erlanger
Type Private
Founded 2016
Emp 7

Chambers & Grubbs

Funeral Homes

Death care & funeral service provider

Location Independence
Type Private
Founded 1906
Emp 6

Last Call Trivia

Event company specializing in trivia, private parties & team-building activities

Location Ft. Thomas
Type Private
Founded 2007
Emp 15

Shearer Family & Cosmetic

Dentistry

Cosmetic dentistry

Location Florence
Type Private
Founded 2006
Emp 21

Venice Nail Spa

Nail salon

Location Crescent Springs
Type Private
Founded 2021
Emp 6

Disabled American Veterans

Veteran service organization

Location Erlanger
Type Nonprofit
Founded 1920
Emp 190

One Holland

Restaurant group

Location Taylor Mill
Type Private
Founded 2000
Emp 650

Spider Logistics

Freight brokerage

Location Ft. Thomas
Type Private
Founded 2018
Emp 5

Villa Madonna Academy

Co-ed, private Catholic K-12 school

Location Villa Hills
Type Nonprofit
Founded 1904
Emp 65

Emerald Trace

Skilled nursing facility, senior care & rehabilitation

Location Elsmere
Type Nonprofit
Founded 2017
Emp 70

Perfetti Van Melle USA

Candy manufacturer

Location Erlanger
Type Private
Founded Van Melle 1970; Perfetti Van Melle 2001
Emp 358

St. Charles Community

Senior living community

Location Covington
Type Nonprofit
Founded 1961
Emp 40

Zoe Grace Salon & Medical

Aesthetics

Salon and medical spa

Location Ft. Mitchell
Type Private
Founded 2018
Emp 13

Furlong Building

General contractor specializing in construction and renovations

Location Erlanger
Type Private
Founded 2010
Emp 16

Redwood

Provider of services to children and adults with severe and multiple disabilities

Location Ft. Mitchell
Type Nonprofit
Founded 1953
Emp 89

ZOE GRACE SALON & MEDICAL AESTHETICS FT. MITCHELL

ZOEGRACESALON.com



Owner Ella King started Zoe Grace Salon & Medical Aesthetics to give clients a first-class experience in an upscale atmosphere. “We are in the business of transforming lives,” she says. “Our mission is to make our guests feel beautiful in who they truly are. We believe everyone is created with a purposeful inner beauty and their look should be personalized so it can reflect that inner beauty.” The salon’s services include hair-cuts, color, hair smoothing, hair extensions, hair removal, Botox, permanent makeup and more.

Q: WHAT MAKES YOUR COMPANY A BEST WORKPLACE?

A: Ella King, Owner: For our team we provide a positive, fun and supportive salon and med spa culture. Culture is what I value most. We want our employees involved and inspired in all aspects of our business. We provide in-house career growth opportunities and have the same goal of going above and beyond for our guests as we do for each other as a team.

We invest in our employees to receive the best training and education in our industry. We want to provide them with purpose, confidence and pride in what they do, to have the opportunity to be part of the “go to” team for the latest trends and techniques. We want our team members to feel valued, heard, appreciated and challenged to grow. With setting an uplifting, supportive, “go-getter” team culture, we also strive to encourage a work-life balance for our team members and their families.

Q: WHAT PROGRAM OR BENEFIT ARE YOU MOST PROUD OF?

A: King: Our education department is second to none. We invest over \$100,000 in the first year of employment for our team members. We invest in them as they invest in themselves because it sets them up for long term success for their entire careers. We coach them on how to grow no matter where they are in their career journey. We coach them monthly on how to reach their personal and professional goals as well as their income goals. This is also why we have some of the highest paid service providers in our area, even beyond the self-employed service providers.





Last Call Trivia is a small company with big reach. Though it only has 15 full-time employees in Northern Kentucky, it hosts live weekly shows at hundreds of bars and restaurants around the country. “We aim to make trivia accessible to anyone, anywhere. With that mission in mind, we also offer several other flexible products and services, including private events, virtual games and the Last Call Trivia podcast,” says Brianna LeCompte, director of Business Development.

Q: WHAT MAKES YOUR COMPANY A BEST WORKPLACE?

A: Brianna LeCompte, Director of Business Development: As a small team, each member of the Last Call Trivia team—or the “Flock” as we’ve named it—plays an essential role in the company. Having the opportunity to make meaningful contributions to the company’s goals in our day-to-day work makes for an exciting and empowering environment.

New ideas and innovation are encouraged. Members of the Flock are often given the chance to implement their passion projects, which is how the newly released Last Call Trivia podcast came to life. Flockers are also encouraged to pursue their personal goals and have the flexibility to maintain a healthy work-life balance.

Q: WHAT PROGRAM OR BENEFIT ARE YOU MOST PROUD OF?

A: LeCompte: Over the past year, we’ve closely evaluated ways that we can best fulfill our mission of providing “trivia for all.” This project has included addressing a number of potential barriers that could have kept people from experiencing our Trivia Nights in the past.

We have several exciting new developments in the works that will make our trivia games even more accessible and inclusive that I’m extremely proud of. For example, the latest version of our gameplay app will allow teams to see the trivia questions on their phone in addition to the host announcing them at the live shows.



PERFETTI VAN MELLE USA ERLANGER

PERFETTIVANMELLEUS.com

One of the world's largest confectionery companies is based right here in NKY. Perfetti Van Melle USA operates throughout the world, but its base of operations is located in Erlanger. The company creates many beloved candies, including Airheads, Mentos, Fruit-tella and Chupa Chups brands.

Q: WHAT MAKES YOUR COMPANY A BEST WORKPLACE?

A: Sylvia Buxton, President & CEO, North America: We simply and truly care about our employees, which is one of our six core company values. This can be seen in our fun “candy-like” culture that embraces a diverse team, best-in-class pay, benefits and perks, and our obsession with protecting employee health and safety. Also, our year-round support of our community makes Perfetti Van Melle a great place to work. We donate a large amount of product to nonprofit causes, schools and first responders, as well as financial sponsorship.

We strive to be an employer of choice in NKY—where employees are proud to say they work here.

Q: WHAT PROGRAM OR BENEFIT ARE YOU MOST PROUD OF?

A: Buxton: We are very proud of our strong total rewards package, and our DE&I program that's growing and evolving to ensure we're a great place to work, where everyone feels welcome, safe and can learn, grow and advance. Regarding benefits, our 401k plan is among the top 1% of plans in the U.S., with a company match up to 8%. Our employees have 13 paid holidays, vacation and sick time off, comprehensive medical/dental/vision and insurance/financial health offerings, training and a “Level Up” career progression program. We have a lot of fun perks, too, and, of course, free candy!





Founded by Jude Hehman and Pete Nicolaou in 2010, Furlong Building uses a technology and a design-build construction approach with its clients. The company prides itself on offering flexible building arrangements for its customers while using a team approach for planning, design, estimating, construction and delivery of the project.

Q: WHAT MAKES YOUR COMPANY A BEST WORKPLACE?

A: Jude Hehman, CEO: Furlong's employees are engaged and involved in the growth and future of the company. All employees are involved in annual strategic planning, which sets the course for the future of the company and every team member is counted on to deliver quality at every level, and they take pride in the Furlong's high-level standards. Employees at Furlong describe the high-energy environment as a fun company, enjoying many social events, which allows for bonding and friendships along with helping and caring for each other. Furlong is best described as a family, where each person plays a role and looks out for one another.

Q: WHAT PROGRAM OR BENEFIT ARE YOU MOST PROUD OF?

A: Hehman: Furlong's top benefit is the company culture that offers work-life balance for all employees. A high value at Furlong is that family and overall personal well-being comes first. Employees have the flexibility to take time off if neces-



sary and can work from home while meeting the needs and demands of the clients and projects. We reward a strong work ethic while encouraging vacation time and a working balance that includes family time and priorities. Yet we require everyone to be accountable and responsible for a successful project. We build like we own it.

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GET OUT AND PLAY

Horses, Bourbon & Adventure

Known the world over as the Horse Capital of the World and the epicenter of Bourbon Country, the Bluegrass State is also a land of immense natural beauty and wide-open spaces offering plenty of places to play. Get out and discover these riches in your own back yard!

Sip centuries of tradition in the birthplace of bourbon and tour distilleries to learn how Kentucky's signature spirit is made. Stroll through rolling horse farms, catch a race at the track and take a trail ride through the forest. Visit epic family attractions, vibrant cities and charming small towns. Explore woods, waters, forests and trails offering endless outdoor

adventure. Or just find your own quiet spot, hidden waterfall or stunning overlook to sit down and soak up the soothing sights and sounds of nature.

And let's not forget the food! Savor signature Bluegrass flavors that come to life at roadside farm stands, mom-and-pop diners and hip restaurants, where talented chefs and mixologists are inspired by a bounty of fresh, local ingredients.

With so much to see, do and taste, the Bluegrass State is the perfect place for your next road trip, weekend getaway or family vacation.

ONE HOLLAND ERLANGER

ONE HOLLAND.com



One Holland Corporation, a restaurant group based in Taylor Mill, has seen tremendous growth since its founding in 2000. Started by CEO Gary Holland, One Holland began with just one restaurant. Today, it includes 39 restaurants and continues to grow. According to Holland, the corporation's primary focus is on "guest satisfaction through serving quality food, providing hospitable service and building first-class facilities.

Q: WHAT MAKES YOUR COMPANY A BEST WORKPLACE?

A: Gary Holland, CEO: One Holland is filled with energetic, creative, positive, hardworking team members who bring out the best in each other day in and day out. We have fun, we work hard and we celebrate each other's successes. The One Holland commitment to operational excellence coupled with our "People First" mantra, which emphasizes taking care of our employees, has driven our restaurant company to the top of the industry.

With so many legendary brands including Greyhound Tavern, Barleycorns, Skyline Chili, LaRosa's and Dunkin' within our NKY portfolio, and First Watch (Lexington and Louisville) and Merrick Inn in Lexington, the opportunities are endless!

Q: WHAT PROGRAM OR BENEFIT ARE YOU MOST PROUD OF?

A: Holland: One Holland is proud to offer a wide variety of employee benefits ranging from health, dental and vision plans, the ability to further your education through our college tuition reimbursement program (up to \$5,250 per year), 401K matching, flexible schedules and food discounts among other perks. We believe that we have a responsibility to protect and care for our most valuable assets, our team members, so One Holland is most proud to be in a very select pool of companies to offer 100% employer-paid health.



EMERALD TRACE ELSMERE

EMERALDTRACE.org



One of the newer companies on this year's list, Emerald Trace was built in 2017 as a campus expansion for nonprofit retirement community Rosedale Green. The community specializes in memory care, rehabilitation services and long-term care in a residential setting.

Q: WHAT MAKES YOUR COMPANY A BEST WORKPLACE?

A: Brad Stanford, Chief Operating & Talent Officer: As an employer, Emerald Trace offers a diverse range of opportunities for any individual desiring a position that will

positively impact the lives of people. As our greatest asset, our staff are supported by an organization led by a volunteer nonprofit board and management team through competitive pay, comprehensive benefit package, highlighted by affordable comprehensive medical insurance, nearby health care clinic for covered employees, dental insurance, life insurance, short term disability and a vibrant, fun-filled workplace! We believe our organization benefits from leadership who live and work in NKY, who understand best the needs of our local workforce.

Q: WHAT PROGRAM OR BENEFIT ARE YOU MOST PROUD OF?

A: Stanford: At Emerald Trace we are proud to have our very own Certified Nurse Aide training program led by Traci Underwood, who has been teaching the class for over 20 years. This program allows us to take inexperienced individuals with a strong desire to serve the elderly and quickly turn them in to competent health care professionals.

Additionally, our employees benefit from an incredibly generous yet affordable medical plan, which offers a zero-dollar calendar year deductible. One of the highlights of the plan is gaining access to Premise Healthcare Centers, where our employees enjoy free doctor visits and free prescription fills.



A great place to work
in the
Northern Kentucky
community!



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RUDLER PSC FT. WRIGHT

RUDLER.cpa



An independent, full-service public accounting service provider and business adviser for closely held businesses, individuals and families, Rudler, PSC, takes that same personal approach to its relationship with the community and its employees. “Because community involvement and work-life balance are crucial to our culture, our employees benefit from a hybrid workplace to give them opportunities to live, work, play and volunteer,” says Alex Weidner, CPA, CFE, president.

Q: WHAT MAKES YOUR COMPANY A BEST WORKPLACE?

A: Alex Weidner, President: As a people-first firm, we take a personal approach to establish relationships that empower

our employees to develop individual expertise, grow in their careers and follow their passions outside of work. We provide a fun, friendly and modern atmosphere that supports ownership of work, balance between remote and in-office environments and allows employees to remain connected and interact socially. Open communication and transparency focused on support and trust creates opportunities for employees to step up and advance faster. The result is a purposeful workplace culture of committed employees focused on shared success.

Q: WHAT PROGRAM OR BENEFIT ARE YOU MOST PROUD OF?

A: Weidner: Picking one benefit would be challenging. In a post-pandemic world, Rudler has evolved into a thriving hybrid work model providing employees with the option to work from where they choose, which many firms continue to struggle with. Prior to the pandemic, it would be how we identify, cultivate and develop future leaders from within—most recent examples being our chief operating officer, Tami Lawson, and new principal positions. A key to this approach includes building strong relationships with NKY colleges to create a talent funnel for our co-op program, which is how I started with the firm.

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BEST NURSING HOMES
U.S. News
SHORT-TERM REHABILITATION
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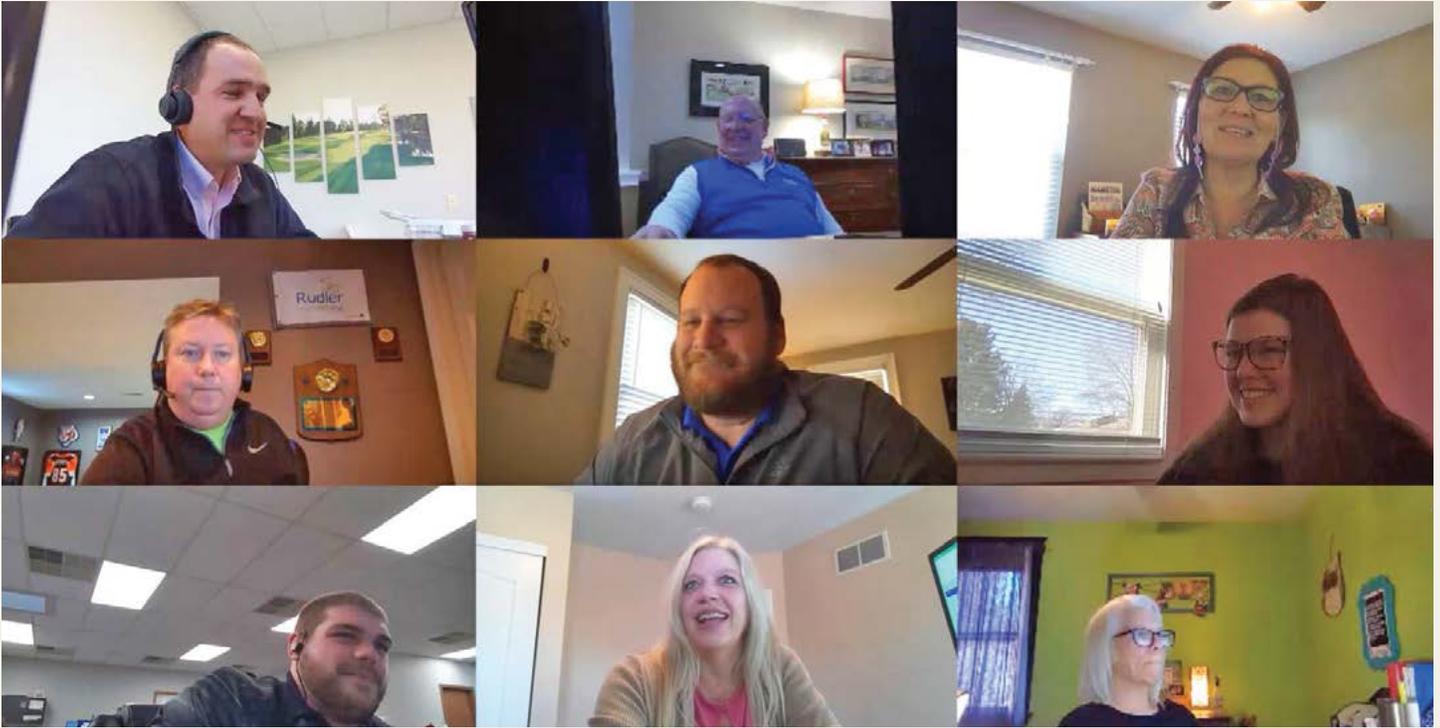
2022 **BEST WORKPLACES** in **NKY**

Emerald TRACE
ON TURKEYFOOT
Senior Care by Rosedale Green

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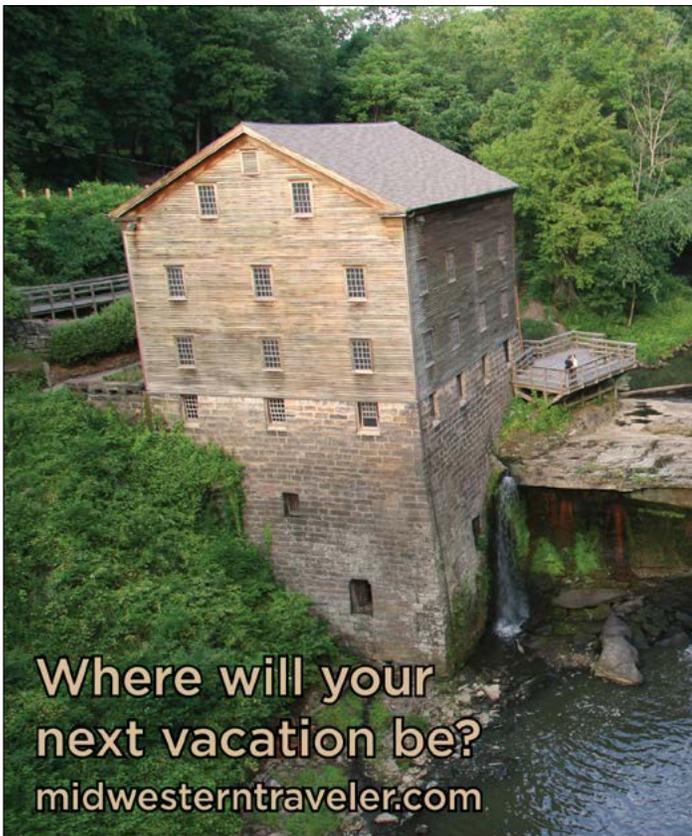
For 60 years, the faith-based St. Charles Community has been serving the seniors of Northern Kentucky. The community offers a full range of services—including independent living, rehabilitation, personal care and an adult day care program—while staying true to its mission of serving seniors and their families in an environment of mutual trust, willing cooperation and sincere understanding.

Q: WHAT MAKES YOUR COMPANY A BEST WORK-PLACE?

A: St. Charles Employee: I get to see how our services make a huge impact in the lives of the seniors that live here on campus.

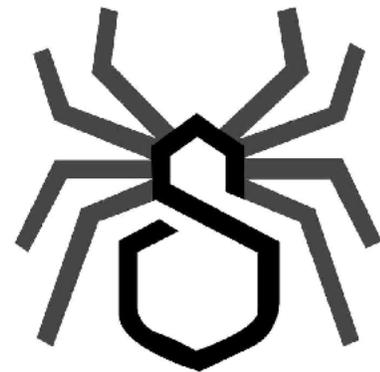
Q: WHAT PROGRAM OR BENEFIT ARE YOU MOST PROUD OF?

A: St. Charles Employee: We have a generous PTO accrual policy and we are also able to participate in the GO365 program offered through Humana. The GO365 program is a way to earn discounts on our insurance premiums and St. Charles passes the entire discount onto the employee. ■



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