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A PROGRAM OF:
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RESEARCH MANAGED BY:
Best Companies Group
Identifying and Recognizing Great Places to Work Worldwide



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FROM THE PROGRAM CHAIR

We are honored today to congratulate our Best Companies to Work for in New York State! While this past year has had more than its share of trials, HR professionals and business leaders have continued to adapt to the ever-changing work climate. We have faced the challenges of remote working and many have begun the slow transition back to the office or the tight-rope of toggling between the two with a new hybrid model.

Through all of this, the tenacity and dedication of our business leaders has proved to be much more than a match for these challenges. Prioritizing the well-being of employees while continuing to grow the businesses has been a strategic dance.

With all of these factors in mind, we are excited to recognize all the organizations and businesses that have gone above and beyond in providing exceptional workplaces for their employees. Workplaces that are built on respect, transparency, and above all, employee support. By being selected for this recognition, your company has exceeded the average standards of employee engagement, as determined by your employees themselves. By showing great value to your

employees and thus creating healthy workplace environments, you have benefited your workforce and promoted the growth and success of your business — an incredible achievement.

With the adversity we all faced this past year, it is vitally important to highlight and acknowledge the success of all of our winning organizations. It was both commitment and devotion that allowed you to gain this title. The businesses that are receiving this distinguished honor are small and large and are found across various industries, making an immeasurable impact across the state of New York. Again, we want to congratulate you for your hard work and adaptability that has created and sustained these leading working environments, making YOU the Best Companies to Work for in New York State!

Best,
Jeanne Stewart
Chair, Best Companies to Work for in New York,
NYS-SHRM (New York State Society for Human Resource Management)



Jeanne Stewart

HOW THE BEST COMPANIES WERE SELECTED

New York is a great place to live and work, with a quality workforce and world-class businesses making up two of its most valuable resources. The Best Companies to Work for in New York State program helps bring these resources together to ensure New York’s leadership in the economy of the future.

Best Companies to Work for in New York is a celebration of elite employers that have proved they know what it takes to create an environment where people love to come to work. Identifying and recognizing these employers is a joint effort of the New York State Society for Human Resource Management (NYS-SHRM) and Best Companies Group.

The Best Companies to Work for in New York State program is open to all publicly or privately held organizations, either for-profit or not-for-profit. To be eligible, companies must have at least 15 employees in New York state, have a facility in New York state and have been in business a minimum of one year.

The survey process was managed by Best Companies Group. A two-part survey process collected information about each company. That information was then evaluated and used to determine the final rankings.

Part one of the assessment (one-quarter of

each company’s score) consists of an employer survey that collects information about each company’s benefits, policies, practices and other general data. Part two of the assessment (representing three-quarters of the total score) consists of a confidential employee survey that evaluates the employees’ workplace experience. The two assessments provide information used in an in-depth analysis of the strengths of each company and the opportunities to build a better workplace. Each company that participated in the program received an Employee Feedback Report that summarized the employee data collected.

Companies that completed the entire assessment were eligible for a spot on the list of the Best Companies to Work for in New York.

The list is broken into three categories: large companies with 250 or more U.S. employees, medium companies with 100 to 249 U.S. employees and small companies with 15 to 99 U.S. employees. The companies presented in the following pages are indeed innovators. They help their employees—and their businesses—succeed. For more information on this program, visit www.BestCompaniesNY.com or call Best Companies Group at (877) 455-2159.



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#24 SMALL

Paypro Corp.
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Suffolk County



The importance of the employees that make up a company is a concept that Paypro truly believes in. Paypro's client expectations are hard coded in its DNA: it says its dedicated specialists truly go the extra mile to fulfill them. Pre-COVID, Paypro was able to leaven the hard work with fun team-building events like special occasion celebrations. It hopes to enjoy those events together in-person again soon.



"The People..."

at CIS are really what make it such a great company. Everyone you meet is professional, friendly, and truly wants to help you reach your full potential."

If CIS is the kind of place you'd like to work at, let us know. We're hiring, and we'd love to help you reach your full potential, too.

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QCI is proud to be named one of the Best Companies to Work for in New York. We'd like to thank our exceptional team for their dedication and service. Their commitment to excellence is what sets QCI apart.

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Best Companies to Work for NY — Small Companies

Rank	2020 Rank	Company	Industry	U.S./NY Employment	Primary HR Contact Information
1	S-3	Belle Haven Investments	Financial Services - Other	37/37	Nicole Robbins; 800 Westchester Ave., Ste. N607, Rye Brook NY 10573; (914) 816-4633; robbinsn@bellehaven.com
2	S-12	Brio Benefit Consulting, Inc.	Consulting	23/22	Marcia Golden; 30 Broad St., 35th Fl., New York NY 10004; (212) 366-5033; mgolden@djdgolden.com
3	N/A	Girl Scouts of Western New York	Non-Profit - Other	78/78	Callie Johnson; 4433 Genesee St., Ste. 101, Cheektowaga NY 14225; (716) 837-6410; callie.johnson@gswny.org
4	S-2	Vanteon Corporation	Technology	27/26	Ronnie Ells; 250 CrossKeys Office Park, Ste. 285, Fairport NY 14450; (585) 419-9555 x699; rels@vanteon.com
5	N/A	Fullerton Beck LLP	Legal	38/38	Esther Rose; 1 W. Red Oak Ln., White Plains NY 10604; (917) 693-2868; erose@onqcomm.com
6	S-9	Sturges Manufacturing Company, Inc.	Manufacturing	58/58	Mylissa Deetz; 2030 Sunset Ave., Utica NY 13502; (315) 732-6159; mdeetz@sturgesmfgco.com
7	N/A	Yankwitt LLP	Legal	21/21	Esther Rose; 140 Grand St., Ste. 705, White Plains NY 10604; (917) 693-2868; erose@onqcomm.com
8	S-1	Reliance Rx	Healthcare - Provider	53/53	Leanne Deshaies; 15 Earhart Dr., Ste. 101, Amherst NY 14221; (800) 809-4763; leanne.deshaies@reliancersp.com
9	S-16	HR Works	Consulting	80/80	Tiffany Falcone; 200 Willowbrook Office Park, Fairport NY 14450; (315) 218-6547; falcone@hrworks-inc.com
10	S-25	National Consumer Panel	Other - Market Research	78/78	Thomas Lasusa; 6800 Jericho Tpke., Ste. 102E, Syosset NY 11791; (516) 682-6147; thomas.lasusa@ncppanel.com
11	M-9	ClearVision Optical	Other - Optical Wholesale	85/85	Stephen Tripi; 425 Rabro Dr., Ste. 2, Hauppauge NY 11788; (631) 787-1680; stripi@cvoptical.com
12	S-7	Onyx Packaging Corporation	Services - Other	25/20	Noelle McIsaac; 160 Eileen Way, Ste. 200, Syosset NY 11791; (516) 349-1105; noelle.mcisaac@onyxpackaging.com
13	S-22	CenterState Corporation for Economic Opportunity	Non-Profit - Other	53/53	Christa Glazier; 115 W. Fayette St., Syracuse NY 13202; (315) 470-1946; cglazier@centerstateceo.com
14	S-14	BME Associates	Engineering	30/29	Kimberly Boyd; 10 Liftbridge Ln. E., Fairport NY 14450; (585) 377-7360; kboyd@bmepc.com
15	S-8	The Westchester Bank	Banking	68/68	Shannon Boyle; 12 Water St., White Plains NY 10601; (914) 509-8582; sboyle@twbusa.com
16	S-19	Terphane LLC	Manufacturing	62/62	Neill Bellamy; Tredegar Corporation, 1100 Boulders Pkwy., Richmond VA 23225; (804) 330-1211; neill.bellamy@tredegar.com
17	S-17	St. Lawrence Federal Credit Union	Banking	50/50	Richard Tacchino; 800 Commerce Park Dr., Ogdensburg NY 13669; (315) 393-3530 x1133; rtacchino@stlawrfcu.com
18	S-27	Ordergroove	Technology	71/70	Lauren Lowman; 75 Broad St., Fl. 23, New York NY 10004; (803) 463-1827; lauren.lowman@ordergroove.com
19	S-10	Schwartzapfel Lawyers P.C.	Legal	26/26	Kathleen Drew; 600 Old Country Rd., Ste. 450, Garden City NY 11530; (516) 342-2221; kdrew@fightingforyou.com
20	S-24	Transfinder Corporation	Technology	99/89	Kelly Burton; 440 State St., Schenectady NY 12305; (518) 723-8004; kburton@transfinder.com
21	N/A	QCI Asset Management, Inc	Financial Services - Other	32/32	Kara Mancuso; 1040 Pittsford Victor Rd., Pittsford NY 14534; (585) 218-2060; kmancuso@e-qci.com
22	N/A	Acuitas Health	Healthcare - Insurance/ Services	25/25	Brian Morrissey; 216 River St., 4th Fl., Troy NY 12180; (518) 641-5220; brian.morrissey@cdphp.com
23	N/A	UPSCO, Inc.	Manufacturing	95/95	Marguerite Lowe; 67 Central St., Moravia NY 13118; (315) 497-1070; mlowe@upscoinc.com
24	N/A	Paypro Corporation	Services - Other	62/62	Ingrid Principe; 210 Marcus Blvd., Hauppauge NY 11788; (631) 777-1100; iprincipe@payprocorp.com

Best Companies to Work for NY — Medium Companies

Rank	2020 Rank	Company	Industry	U.S./NY Employment	Primary HR Contact Information
1	M-4	Vigorito, Barker, Patterson, Nichols & Porter LLP	Legal	140/118	Krystal Kennedy; 300 Garden City Plz., Ste. 308, Garden City NY 11530; (516) 282-3355 x123; k.kennedy@vbpnplaw.com
2	M-3	American Portfolios Financial Services, Inc.	Financial Services - Other	115/115	Melissa Dolber-Grappone; 4250 Veterans Memorial Hwy., Ste. 420e, Holbrook NY 11741; (631) 439-4600; mgrappone@americanportfolios.com
3	M-7	The Hayner Hoyt Corporation	Construction	105/105	Katie Weaver; 625 Erie Blvd. W., Syracuse NY 13204; (315) 455-5941; kweaver@haynerhoyt.com
4	S-23	Pharmacy Benefit Dimensions, LLC	Healthcare - Insurance/ Services	121/121	Charlie Riley ; 10 Earhart Dr., Williamsville NY 14221; (716) 635-3814; charlie.riley@pbdrx.com
5	L-2	Conductor, Inc	Technology	196/163	Allie Bhutani; 2 Park Ave., Rm. 1501, New York NY 10016; (914) 255-7292; abhutani@conductor.com
6	M-17	Genesee Regional Bank	Banking	151/151	Stacey Michaels; 1850 S. Winton Rd., Rochester NY 14618; (585) 249-1532; smmichaels@grbbank.com
7	N/A	Strategic Solutions Management Consulting, Inc.	Healthcare - Insurance/ Services	115/115	Lori Jenkins; 3 Corporate Dr., Ste. 100, Clifton Park NY 12065; (518) 348-1276; ljenkins@strategicsolutionsmgmt.com
8	M-12	Bluecore	Other - Martech	223/223	Sarah Cascone; 228 Park Ave. S., PMB 24329, New York NY 10003; (201) 248-6671; sarah@bluecore.com
9	N/A	Utica First Insurance Company	Insurance (non-healthcare)	105/105	Cora Fargo; PO Box 851, Utica NY 13503; (315) 736-8211 x3007; cfarco@uticafirst.com
10	L-24	St. Joseph's Addiction Treatment and Recovery Centers	Nonprofit – Health & Human Services	235/235	Jim Grant; 159 Glenwood Dr., Saranac Lake NY 12983; (518) 891-3950; jgrant@stjoestreatment.org
11	M-16	Quorum Federal Credit Union	Financial Services - Other	141/141	Carlene Armetta ; 2500 Westchester Ave., Ste. 411, Purchase NY 10577; (914) 641-3815; carlene.armetta@quorumfcu.org

Best Companies to Work for NY — Medium Companies

12	M-10	RBT CPA's	Accounting	100/100	Erin Blabac; 11 Racquet Rd., Newburgh NY 12550; (845) 567-9000 x269; eblabac@rbtcpas.com
13	M-15	AIP Publishing LLC	Publishing/Printing	140/140	Sara Girard; 1305 Walt Whitman Rd., Ste. 300, Melville NY 11747; (516) 576-2240; sgirard@aip.org
14	N/A	Johnston Paper	Distribution	126/126	Mark Sainsbury; 2 Eagle Dr., PO Box 736, Auburn NY 13021; (315) 253-8435; mark.sainsbury@johnston.biz
15	M-20	Doyle Security Systems, Inc.	Other - Security	183/183	Alexandra Justis; 792 Calkins Rd., Rochester NY 14623; (585) 242-1621; alexandra.justis@godoyle.com
16	M-11	Genesee Council on Alcoholism and Substance Abuse, Inc. (GCASA)	Nonprofit – Health & Human Services	113/113	Shannon Ford; 430 E. Main St., Batavia NY 14020; (585) 815-1803; sford@gcasa.org
17	N/A	William Mattar, P.C.	Legal	120/113	Marlene Potter; 6720 Main Str., Williamsville NY 14221; (716) 633-3535; marlene@williammattar.com

Best Companies to Work for NY — Large Companies

1 Rank	2020 Rank	Company	Industry	U.S./NY Employment	Primary HR Contact Information
1	M-1	First American Equipment Finance	Financial Services - Other	262/262	Carol Roselle; 255 Woodcliff Dr., Fairport NY 14450; (585) 643-3315; carol.roselle@faef.com
2	L-1	Edward Jones	Financial Services - Other	47238/404	Ellen Wiederanders; 12555 Manchester Rd., St. Louis MO 63131; (314) 515-3728; ellen.wiederanders@edwardjones.com
3	L-11	CDPHP	Healthcare - Insurance/ Services	1225/1225	Greg Fry; 500 Patroon Creek Blvd., Albany NY 12206; (518) 641-5137; gregory.fry@cdphp.com
4	L-7	Anchin	Accounting	365/365	Lisa Tomlinson; 1375 Broadway , New York NY 10018; (212) 840-3456 x1433; lisa.tomlinson@anchin.com
5	L-6	Bethpage Federal Credit Union	Financial Services - Other	741/741	Kelly DiPalma; 899 S. Oyster Bay Rd., Bethpage NY 11714; (516) 653-5399; kdipalma@bethpagefcu.com
6	N/A	Curtis Instruments Inc	Manufacturing	457/108	Frank Matheis; 200 Kisco Ave., Mount Kisco NY 12564; (914) 656-4306; matheisf@curtisinst.com
7	M-6	Nova Healthcare Administrators, Inc.	Healthcare - Insurance/ Services	265/265	Sara Fluskey; 6400 Main St., Ste. 210, Williamsville NY 14221; (716) 932-5052; sfluskey@novahealthcare.com
8	L-10	Independent Health	Healthcare - Insurance/ Services	1158/1158	Lisa Wardyski; 511 Farber Lakes Dr., Buffalo NY 14221; (716) 635-4939; lisa.wardyski@independenthealth.com
9	L-22	NYCM Insurance	Insurance (non-healthcare)	842/842	Robert Snyder; 1899 Central Plaza E., Edmeston NY 13335; (607) 965-2496; rsnyder@nycm.com
10	L-5	Microchip Technology Inc.	Engineering	6017/136	Brian Thorsen; 8355 W. Chandler Blvd., Chandler AZ 85224; (480) 792-7182; brian.thorsen@microchip.com
11	M-14	CIS (Center for Internet Security, Inc.)	Non-Profit - Other	271/271	Autum Pylant; 31 Tech Valley Dr., East Greenbush NY 12061; (518) 266-3495; autum.pylant@cisecurity.org
12	L-25	Ryan, LLC	Other - Corporate Tax Advisory Services	1864/33	Debra Boopsingh; 13155 Noel Rd., Ste. 100, Dallas TX 75240; (972) 934-0022; debra.boopsingh@ryan.com
13	L-8	Consigli Construction Co., Inc	Construction	807/138	Katie Gregory; 72 Sumner St., Milford MA 01757; (774) 573-1754; kgregory@consigli.com
14	L-9	Urban Engineers of New York, D.P.C.	Engineering	425/51	Andrew Chakmakjian; 530 Walnut St., Philadelphia PA 19106; (215) 922-8080; ajchakmakjian@urbanengineers.com
15	L-21	MVP Health Care	Healthcare - Insurance/ Services	1679/1655	Ashley Breen-Verga; 625 State St., Schenectady NY 12305; (518) 209-2832; abreen-verga@mvphealthcare.com
16	M-5	Terakeet	Advertising/PR/ Marketing	295/224	Maggie Gnadt; 333 W. Washington St., Ste. 500, Syracuse NY 13202; (315) 362-2736; mfarraghergnadt@terakeet.com
17	L-16	Tetra Tech Architects & Engineers	Architecture	9423/81	Tina Lacey; 10 Brown Rd., Ithaca NY 14850; (607) 277-7100; tina.lacey@tetrattech.com
18	L-13	SupplyHouse.com	Retail	555/166	Raquel Sosnovich; 130 Spagnoli Rd., Melville NY 11710; (631) 390-4538; raquels@supplyhouse.com
19	M-8	Your Part-Time Controller, LLC	Accounting	259/48	Ericka Blair; 1500 Walnut St., Ste. 1200, Philadelphia PA 19102; (215) 525-3132; ericka.blair@yptc.com
20	L-15	The Pike Companies, LTD.	Construction	416/390	Heather Mistretta; 1 Circle St., Rochester NY 14607; (585) 241-0417; mish@pikecos.com
21	L-26	Strategic Financial Solutions	Financial Services - Other	830/803	Gary Foodim; 115 Lawrence Bell Dr., Amherst NY 14221; (212) 810-4544; gfoodim@stratfts.com
22	N/A	Empower Federal Credit Union	Banking	547/547	Mary Wilson; 1 Member Way, Syracuse NY 13212; (315) 728-5179; mary.wilson@empowerfcu.com
23	L-18	Broadridge Financial Solutions, Inc	FinTech-Technology Provider To Financial Services Clients	6633/2272	Linda Namias; 5 Dakota Dr., Ste. 300, Lake Success NY 11042; (631) 254-7711; linda.namias@broadridge.com
24	L-27	AmeriCU Credit Union	Banking	324/324	Julie Tramacera-Mira; 1916 Black River Blvd., Rome NY 13440; (315) 356-3000 x6279; juliet@americu.org
25	L-17	QuickChek Corporation	Retail	4381/499	Don Leech; 3 Old Hwy. 28, Whitehouse Station NJ 08889; (908) 534-7270; dleech@qchek.com
26	N/A	AAA Northeast	Services - Other	2875/546	Andrew Rosen; 110 Royal Little Dr., Providence RI 02904; (401) 868-2040 x8489; arosen@aaanortheast.com
27	L-19	Horizon Health Services	Nonprofit – Health & Human Services	672/672	Christina Pearl; 55 Dodge Rd., Getzville NY 14068; (716) 831-2700 x1044; cpearl@horizon-health.org
28	N/A	Nebraskaland	Distribution	295/285	Vanessa Edmead; 355 Food Center Dr., Bronx NY 10462; (718) 842-0700; vanessa.edmead@nebraskaland.com
29	L-20	Nascentia Health	Healthcare - Insurance/ Services	513/503	Kimberly Graf; 1050 W. Genesee St., Syracuse NY 13204; (315) 477-9305; kgraf@477home.org
30	N/A	Access Physical Therapy & Wellness	Healthcare - Provider	258/182	Elizabeth Miller; 16 Maybrook Rd., Campbell Hall NY 10916; (845) 636-4344 x194; emiller@accessptw.com
31	N/A	Spectrum Health and Human Services	Nonprofit – Health & Human Services	366/366	Bonnie Gordon; 227 Thorn Ave., Orchard Park NY 14127; (716) 909-4398; gordonb@shswyny.org