



Human Resources UPDATE

NORTH COAST 99

PRESENTED BY ERC



ABOUT ERC & NORTHCOAST 99

About ERC

For over 100 years, ERC has been a trusted resource for organizations in Northeast Ohio and around the country. We help leaders build great workplaces through thought leadership, comprehensive data, and HR solutions that include membership, training & professional development, consultative services, and more.

Committed to our region's success, ERC founded the NorthCoast 99 annual awards program and event, which honors 99 great Northeast Ohio workplaces for top talent. ERC also sponsors the ERChhealth insurance program for Ohio employers.

About NorthCoast 99

Founded and produced by ERC, NorthCoast 99 is an annual awards program and event that honors 99 great Northeast Ohio workplaces for top talent. Developed in 1999 by ERC, NorthCoast 99 consists of an application that collects information on organizational HR practices and an event that recognizes and celebrates the 99 winning organizations.

NorthCoast99 APPLICATION

Each year, applicants are ranked across 7 sections:

- Top-Performer & New-Hire Surveys
- Organizational Strategy, Policies & Benefits
- Talent Attraction, Acquisition & Onboarding
- Employee Well-Being
- Employee Engagement & Talent Development
- Total Rewards
- Diversity, Equity & Inclusion (DEI)

18-Time NorthCoast99 WINNER

Award Highlights:

- 18-Time NorthCoast99 WINNER
- 14 years in a row
- 3 Special Recognitions in 5 years:
 - ✓ 2024 Award of Excellence
 - ✓ 2021 Special Category Award
 - ✓ 2020 Award of Excellence

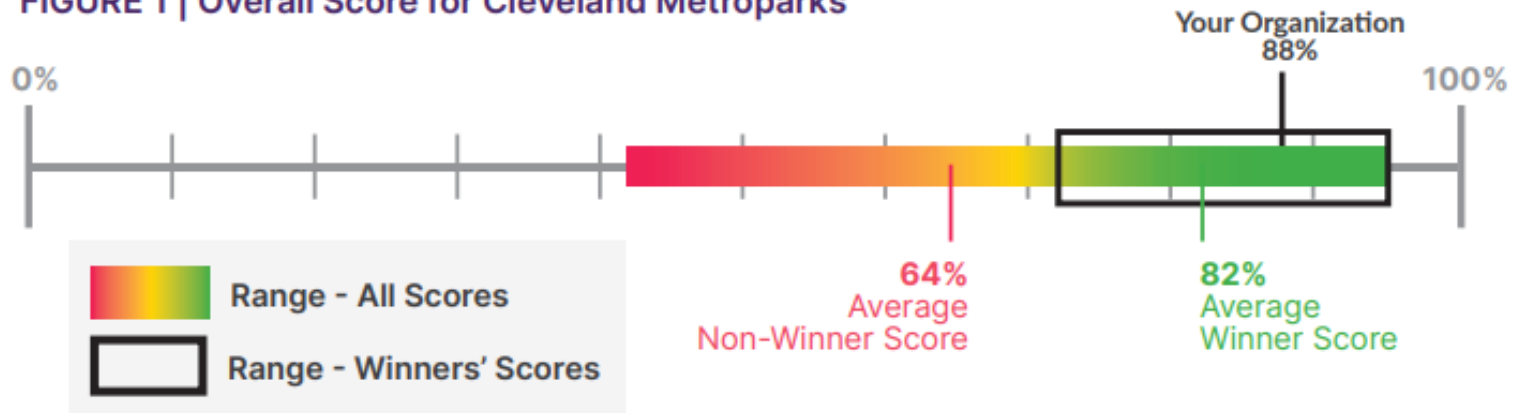


2024 Scoring Benchmarks

Benchmarking Your Score

Your overall score is shown below as a percent of the total weighted score.

FIGURE 1 | Overall Score for Cleveland Metroparks



2024 NorthCoast 99 Company Results Report // NorthCoast99.

2024 Company Results Report

PREPARED BY ERC FOR:
Cleveland Metroparks

2024 Scoring Benchmarks

FIGURE 6 | Organizational Strategy, Policies & Benefits Scores

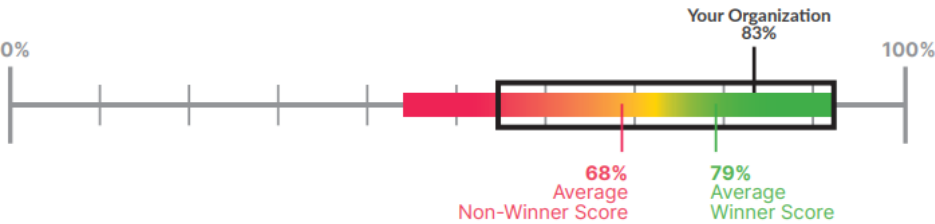


FIGURE 9 | Employee Engagement & Talent Development Scores

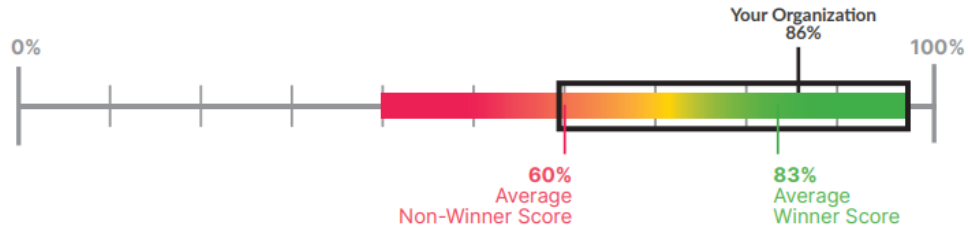


FIGURE 7 | Talent Attraction, Acquisition & Onboarding

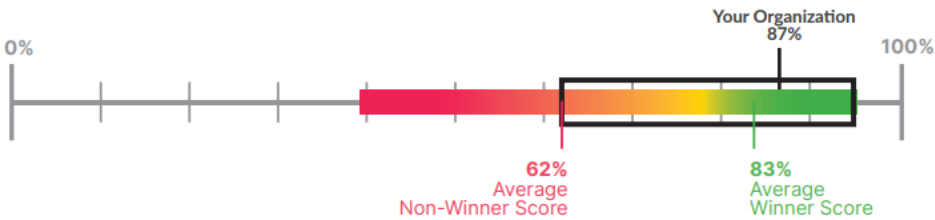


FIGURE 10 | Total Rewards Scores

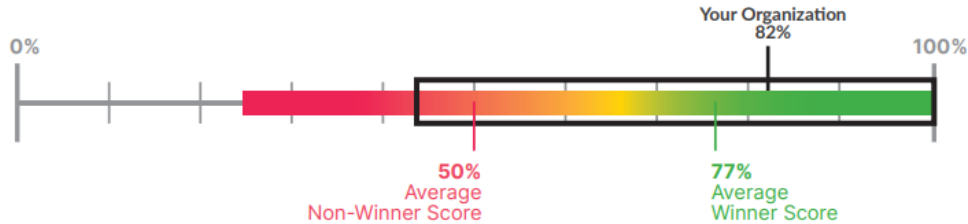


FIGURE 8 | Employee Well-Being Scores

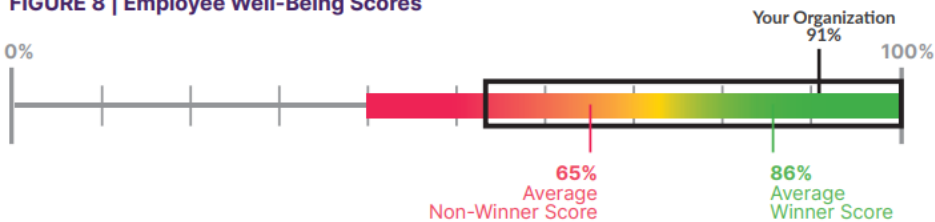
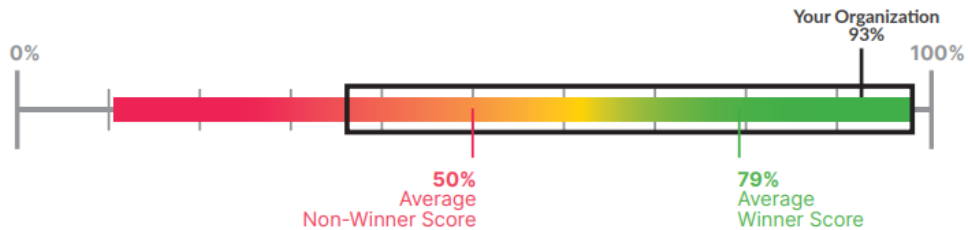


FIGURE 11 | Diversity, Equity & Inclusion Scores



2024 NC99 Awards Program



The 26th NorthCoast 99 Awards Program was held on September 25th. The invitation-only, annual event recognized 99 winning organizations and sponsors.



Photo Credit – Kevin Kopanski (photographer) & ERC

2024 NC99 Awards Program



The 26th annual NorthCoast 99 Awards Program was held on September 25th. The invitation-only event recognized 99 winning organizations and sponsors.



Photo Credit – Kevin Kopanski (photographer) & ERC

QUESTIONS?