

# BEST PLACES TO WORK

SUPPLEMENT TO BUSINESS FIRST — COLUMBUS.BIZJOURNALS.COM

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## MICRO COMPANIES #6

Group Management Services CEO Mike Kahoe sees his 12-year-old business as a place where young professionals can climb aboard and feel like they're a part of a growing enterprise.

Once a year, the company's employees feel it in their paychecks as well.

For the past six years, the company has been turning a profit, and Kahoe has distributed a profit-sharing payout, something he said generates excitement for the company's future growth.

"Ever since we started making money, I determined it was a good way to structure year-end bonuses," he said. "We're still a small enough company that every single one of these people has a direct impact on that."

Group Management, which has 55 workers companywide, is an outsourced human resources department of sorts, taking on the non-revenue-generating tasks businesses have, such as payroll and workers' compensation filings, for its clients. Area clients include Croton-based Ohio Fresh Eggs LLC and Rusty's Towing Service Inc.

The company, based in the Cleveland suburb of Richfield, has a Cincinnati office in addition to its Columbus staff, creating a fringe benefit of easy relocation to any of the state's three largest cities.

Group Management's Columbus staff works out of a small and simple office on Olentangy River Road and is poised for growth in the coming months. Stacey Linn, the Columbus office's new client coordinator,



says the Group Management branch expects to more than double its employee base to 25 workers from 11 by next July.

Kahoe said the company wants to expand to about 70 employees by the end of 2009 and nearly 100 the next year.

In gaining employees, however, Linn doesn't see a tightly knit work environment — a natural outgrowth of a small office — going away anytime soon.

"We're so small, we have to be able to work well with each other," she said. "You form bonds here."

Those bonds are carried outside the office in quarterly outings. Group Management this year hosted a chili cook-off and a rib burn-off for its workers. It offers a few theme days each year where employees spend the afternoon team-building.

The company, with a predominantly young staff, also maintains a strong focus on family, participating in a "bring your kid to work" day, mailing gift

cards to employees' children on birthdays and also offering an inflatable fun house for family parties free of charge.

"Those things really add value to the company," Linn said.

—MATT BURNS, Columbus Business First

**Top Officer: Mike Kahoe**

### Special points of interest:

- **Address:**

1299 Olentangy River Road, Suite 101, Columbus, Ohio

- **Phone:**

614-439-5480

- **Web:**

[www.groupmgmt.com](http://www.groupmgmt.com)

- **Business:**

Human resources, payroll, health care, workers compensation

- **Ohio Employees:**

Central Ohio 11; Statewide 55

- **Sample of Benefits**

401 (k) or 403 (b) plans; annual performance bonuses; paid vacation and/or personal time off; medical insurance coverage; vision and dental insurance coverage; life insurance; employee assistance program; tuition reimbursement; kitchen or cafeteria; free parking; casual dress on certain days.

- **Nominator's Comments:**

"The CEO values our lives outside of work. He chooses one day a year for a 'bring your kids to work day.' This year, he hired a magician to perform. He also purchased a bounce house that our employees may sign out for their children's birthday parties."

