

MICHAEL SNYDER

TITLE: Lead Software Developer and Software Architect

YEARS IN CURRENT POSITION: 6 years

YEARS AT COMPANY: 8 years

ALL FOR ONE, ONE FOR ALL // It's all about growth at electronic data integration firm 1 EDI Source, where employees are encouraged to explore projects that fit their interests, not just their skill sets. "I've worked on everything. Every product, every little technical detail I've probably had my hands in," says lead software developer Michael Snyder. "It will definitely satisfy curiosity. ... We have some people who want to be in everything and some people who really want to focus in and do really well in one area," he says.

AND THE AWARD GOES TO // Teamwork doesn't happen just in the office. The company participates in the Cleveland Corporate Challenge, which annu-

FIRST-TIME WINNER: | EDI SOURCE

ally brings more than 100 companies together for friendly physical competitions such as tug of war. 1 EDI also has a WOW system, where employees reward their co-workers for lending them a hand. "You can give that to them to show them that you are very happy and excited for what they did," Snyder says, "then at the end of the quarter we end up doing these drawings." Winners are chosen at random, but the employee with the most WOW nominations is also recognized with gift cards.

NAME GAME // Leading up to last year's holiday party, CEO John Onysko called each of 1 EDI's 80 employees into his office to personally hand him or her a gift. He also added a personalized touch to the main event by having each employee's name, picture and a fun fact about them printed on a card. "He proceeded to recite every employee in the company, in order from first to last based on how long we've been [there]," Snyder recalls.



"OUR HEALTH CARE IS PRETTY MUCH UNRIVALED ANYWHERE IN NORTHEAST OHIO, OR ANYWHERE, FOR THAT MATTER."



SAFE AND SOUND // Dental, vision, short-term disability and life insurance policies are just the start. 1 EDI is ready for the unexpected with a host of benefits that cost employees absolutely nothing. "Our CEO is a family man, ... and he has great health care, so [he makes sure] everybody else [has it] too," Snyder says. "Our health care is pretty much unrivaled anywhere in Northeast Ohio. Or anywhere, for that matter."

TAKE A CHANCE // When he came to work for 1 EDI Source, the only real experience Snyder had under his belt was an internship at Goodyear, and he struggled to find someplace that would hire him. "Pretty much everywhere I interviewed ... they all had a very similar response: 'Come back when you have more experience,'" he explains. 1 EDI Source was more interested in his potential. "I actually had a different background for languages for coding. [The interviewer said,] 'Yeah, you'll learn it.'" — EMILY MCINTYRE



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For more information about joining the MetroHealth team, contact Cheryl VanHorn at cvanhorn@metrohealth.org or 216-778-3327.



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