



What our employees think...

What better way to learn about a company than from the people that work there? Here are a few thoughts from BS&A Software employees.

“Very satisfying place to work!”

From top to bottom, the owners/management have grown the business at a steady and manageable pace. They have always been pro-active and not re-active to company growth. This has allowed the company to maintain it's high level of customer support and satisfaction, while continually growing year after year.

There are many pluses, including a relaxed work environment, that is casual yet professional. Excellent benefits: including health, dental, and vision. Regular reviews that let employees know where they stand and with bonuses tied to performance. A great 401k with company matching, plus an extra profit sharing contribution to your 401k at years end. Impromptu Friday cookouts, a pop machine, and a theater style popcorn popper round out just some of the perks.

A family feel and comfortable work environment give BS&A a huge edge over many places I have worked in the past. Walk past an owner in the hallway and you're as likely to stop for a short chat as you are with your cube-mates.

“Very rewarding Experience that has allowed me to grow as a professional and still allows my family to come first.”

BS&A allowed me to be a part time employee and work around my children's schedules. "The customer comes first" is not just a saying at BS&A. We are never told our calls take too long or we need to hard sell our Financial Applications.

If you work hard you will be successful, not just because you showed effort, but for the quality of the work delivered and for your performance. Therefore, if you are a hard working individual that is knowledgeable and effective in your job, you will be successful at BS&A.

I never imagined that I would work for a company that could be flexible in time off, generous in pay grades, benefits, bonuses and still care about the customer. Do we work hard? Yes we do. Do we work through our lunches? Yes we do, when our call volume is high, but we do it for our customers not because we are told we have to. We care about our customers as if they were our own family and we work hard for them and our co-workers who are working just as hard to take support calls.

“Great family to be a part of”

I have worked for BS&A for almost four years now and have found many advantages to working here. It's a great work atmosphere, casual yet professional. There is never a lack of resources; both personnel and equipment are always available when needed. They make sure you have the resources to succeed. Management is very supportive of



personal and professional development. Pay is completely performance based and provides employee's top-notch benefits.

“Unmatched Employment”

BS&A is a place where you truly get what you put in. I have been with the company for several years and have been given the opportunity to excel. When I started I knew very little about managing people or business in general. I was simply a tech. I over the years have worked hard and been given the opportunity to prove myself. When I didn't know something there was always someone who would stop and take the time to teach me. I truly believe I would not be anywhere close to where I am in life today, if it was not for the people who care at BS&A.

“Best career decision I have ever made”

I joined BS&A Software a little over a year ago and I can honestly say it was one of the best decisions I have ever made. The atmosphere is very laid back, but still professional. It is very easy to go to work where everyone seems to truly enjoy their jobs.

Performance based pay- BS&A pays their employees based strictly on performance. For support staff much of this is based on how you are able to handle customers, which includes helping them in any way you can. Coming from a previous job where pay was not done this way, it was a breath of fresh air to know that you have almost complete control on how much you make. This is a great motivator.

Top management leadership- Top management seems to have a plan and completely understands where they want the company to go. They are very laid back and presentable, but yet professional as well. They truly seem to care for and listen to their employees this makes it very easy to want to work for them. This too is a great motivator.

Benefits- The benefits are AMAZING. They are most likely some of the best around. 401k and insurance benefits are top-notch. They also treat employees to occasional free lunches, and also provide little benefits, such as free popcorn and pop. The vacation time is not outrageous for new employees, but is still very fair. They also are great when it comes to letting you off for minor doctor appointments and such, as well.

No micro managing- This is personally one of the best perks of BS&A. There is almost no micro managing done by management. They provide an initial framework of what they expect and they want the support staff to treat the customers similarly; however they realize that not everyone is going to be identical in how they do this. Even as a support staff member I feel like I am allowed to “own” my job that makes me feel the work I do on a daily basis is important to the company. This is a great motivator and drives me to do my job at the highest level.



Work is never the same- The work is also very challenging and is never exactly the same every day. This keeps the job from becoming tedious and boring.

Utilize employee talents- BS&A tries to fit their employees in areas where the employees can utilize their strengths. This not only helps the company be the best by having the employees in places where they can help the company the most, it also allows for employees to succeed and motivates them to do their best.

“Fantastic company, fantastic career.”

There is much to like about working at BS&A:

- Great benefits
- Good pay
- Flexible schedule
- Wonderful co-workers
- Ownership of interesting projects
- Opportunity to take part in the exciting, national expansion of a once-regional company

However, one benefit outweighs the others: at BS&A, I am a person. I am not an employee number, nor a resource, nor a piece of machinery. They recognize me as a human being, and treat me as such. It is a phenomenon that words cannot explain; it must be experienced. I've never felt it another place of employment.

“Great Company to Work For”

I joined BS&A as an Intern in College about 1.5 years ago, and decided to continue my employment as a full time developer here, which is going on about six months now. I am very happy with my decision to work here, opposed to a larger company where many of my fellow graduates chose to work.

The best part about working as a developer here is the ability to really 'own' my projects, and the freedom of choice I get in how my projects are designed and Implemented. Once a project is given to you, it is your responsibility to manage everything about that project; whether it is fixing a bug, or talking with a customer about a custom feature that they want. It is a lot of responsibility, but it keeps the work fresh, depending on what stage your project is in.

The compensation is right around the average, maybe slightly above, for a software developer, but the benefits package is really amazing – generous amounts of vacation time, a great 401k program, and great insurance. There are various small things that aren't necessarily spelled out as benefits, but they do wonders to keep people happy, such as free lunches every now and then, flexibility in your schedule when appointments come up, and the ability to work from home if you need to.

The atmosphere at BS&A is quite laid back, but yet still highly professional. Everyone here is very easy to talk to and very approachable with any questions or concerns you have. It makes it very easy to want to come to work when the people are as great as they are at BS&A.



“Good place to work”

I've been with BS&A Software for roughly nine years, starting my employment right out of college. Early on I chose to put in lots of hours and effort to gain as much expertise as possible, I did this in order to make the jump from college to being a proficient software engineer professional. Not long after putting in a great deal of effort and obtaining positive results for the company, I quickly learned that BS&A is a very capitalistic company that does not reward based on things like seniority or age, but rather based on actual results... for some people this is maddening, for others this is ideal. Also, with

BS&A being a smaller company, I've enjoyed the level of independence you have in development where micro-management is virtually non-existent. I have friends that are in the software industry in much larger companies and I can honestly say I do not envy them as they tell me they are usually working in a very controlled environment where they don't get to make very many decisions and are usually limited to working on very small subsets of a project. At a small company like BS&A, you have an opportunity to really make an impact and make a name for yourself.

Some other things that are positives are the 401k matching (50% match with no limit based on salary which is pretty unusual), the bonuses, the family atmosphere, friendly co-workers, and free pop/coffee/popcorn.

“Hard to imagine where I'd be in life if I wasn't working for such an amazing company.”

After working at BS&A Software for a little over five years I can truly say I've never been happier with my career decision. I began my journey with the company as an intern and I was fortunate enough to be offered a full-time position after graduating from college. The time I was able to spend as an intern with the company allowed me to see some of the great qualities that make this company stand out amongst others and why I chose to work here full time.

For starters, the first thing I quickly noticed was the overall atmosphere of the company. Being a smaller company, you have a sense of that 'family' bond with your co-workers and management. There is no strict dress code in place, which allows you to feel comfortable while you are at work.

Furthermore, the company is extremely gracious when it comes to any personal time you may need to take. There's been several times where there's either been a family emergency where I've had to head out early or a doctor's appointment that I just couldn't schedule outside of working hours and they've never had an issue with me taking the time off. Plus, as a developer there are times where I've had to work at home due to work being done on my house and it's never been an issue.

There's a strong emphasis placed on being able to self-manage as a developer. There is very little neck breathing done by upper management when it comes to software projects. It is expected of you that you will obviously be capable of handling this, so if you need to be hand-held or directed on a constant basis you'll probably not thrive in this type of environment. For me, it has allowed me to grow as a professional and constantly challenge myself.



“Glad I joined BS&A”

I joined BS&A less than a year ago and I am very happy with my decision. Coming from a larger company, the lack of bureaucracy has been a welcome change for me. I have been impressed with the overall quality of the employees, and have felt welcome from the moment I stepped in the door.

The work environment is laid-back and the company is very accommodating with regards to needs outside of work. The benefits package almost seems too good to be true – one concern I had with coming to a smaller company was that the health insurance premiums would kill me. In fact, the current arrangement is great for employees and turned out to be a huge positive in the total compensation.

As a developer, I enjoy the degree of freedom I am given over my work. Once a project has been assigned to you, you are largely in control over all the details from the data model to the installation process, and everything in between. It certainly is a challenge, but it keeps the work interesting and gives a sense of pride and ownership over projects as you complete them.

“A great place to work and grow professionally. Awesome benefits package.”

As a developer at BS&A I have never been denied access to any resource needed to complete a project. New machines, monitors, servers and software are always available when needed. Laptops and home computers are also provided to developers who need them.

Working at BS&A offers developers a chance to work on more than just a menu item or a specific area of an application. Instead, you get the freedom to design, architect and implement entire programs. There are company policies and developer standards to be followed of course, but at the end of the day I have the freedom to innovate and write code that I am proud of and see my results running on customer machines. Hearing customers speak highly of my program and knowing I designed it gives me an immense sense of pride and is why I love my job.

Base pay at BS&A is competitive for other Michigan software firms, but the perks are where you really get your benefits. Awesome 401K matching, generous vacation time, and chances to earn bonuses are great. There are also the free grilled summer lunches and the soda machine – also free – that are little things that keep people happy.

Developers and support alike are allowed to work from home through VPN, allowing you to be home for that ever-convenient cable TV appointment or to care for sick family members, or just to avoid driving in bad weather. They trust you to get your job done, and really don't mind if you need to adjust your schedule on occasion to account for appointments or life's little surprises.



“A very professional yet easy going company that gives an employee opportunity to succeed and grow as a professional.”

BS&A is not hung up on certificates as a driving factor for hiring. They value work ethic and willingness to learn and grow as an IT professional in the software industry and they provide every opportunity to do just that. They also reward hard work in several different ways.

Another reason is the professional atmosphere. Having come from another software vendor, it is refreshing to really see how software development can be done correctly and very successfully. It is also a breath of fresh air to see how they provide one-on-one human support to all of their customers and frequently go above and beyond to help customers with all of their problems, including ones that are not related to BS&A software specifically.