

What are the 'Secrets' to Being a Best Place to Work in Indiana?

By Cal Burleson, Vice President/General Manager, Indianapolis Indians



Our mission has always been to provide Indians baseball at Victory Field as affordable and memorable family fun. This family atmosphere extends to our staff, where through a variety of programs, activities and benefits we strive to build up and encourage growth in each of our employees.

We not only provide a variety of top-level benefits including our PIE (Profit Incentive Earnings) bonus program, 401(k) match and quality health insurance coverage, but also promote growth through programs such as our wellness initiative, diversity plan and staff activity committees.

Our wellness initiative includes biannual health screenings, staff exercise/walking groups and free fitness club memberships. We also incorporate various staff fitness challenges throughout the season to promote overall health and wellness in a variety of interactive staff activities.

The Indians also work to continue to move toward a more diverse workplace by incorporating a diversity

plan that includes annual diversity training for all staff members. We are proud to have a varied and fervent fan base and endeavor to see that in our staff as well.

Highlighted by our annual staff trip – which has included stops in Pittsburgh, Chicago and Cincinnati in recent years – we also encourage camaraderie and physical/mental refreshment through a variety of staff activities and events throughout the year. These activities can include everything from bringing families out to the ballpark for a barbecue on a non-game day, celebrating staff birthdays or enjoying together one of many downtown restaurants/attractions that the city of Indianapolis offers.

Overall, we work hard to create amongst our staff the same hard-working family atmosphere we strive to provide to our fans. We want each member of our staff to take pride in working for the Indians and the venue of Victory Field, serve our fans, our community and each other, and continue to grow and be challenged personally each season.