

Small Companies

1. Hollingsworth & Zivitz, P.C.

City: Carmel

Industry: legal

Web site: www.hzlegal.com

Indiana/U.S. employees: 21/21

For employees: emphasis placed on work-life balance and family needs; paid time off for philanthropic activities; on-site fitness room; healthy snacks made available; champagne toasts, parties and lunches for individual successes.



2. JA Benefits, LLC

City: Bedford

Industry: health care – employee benefits consulting

Web site: www.jabenefits.com

Indiana/U.S. employees: 17/17

For employees: paid gym and Sam's Club memberships; manicures and pedicures on Administrative Assistant's Day; holiday bonus includes cash rewards and overnight weekend retreat for employees and spouses.



3. E-gineering, LLC

City: Indianapolis

Industry: technology – software consulting

Web site: www.e-gineering.com

Indiana/U.S. employees: 37/37

For employees: weekly and monthly lunch gatherings for employees and families; food and recreation provided throughout the workday; family-first work environment; adoption assistance; dedicated video game room for employees.



E-GINEERING

4. Mainstreet

City: Carmel

Industry: real estate – nursing home developer

Web site: www.mainstreetcap.net

Indiana/U.S. employees: 26/26

For employees: unlimited vacation as long as employees complete their work; quarterly bonuses and long-term incentive plan based on company success; encourages four days or more per year for charitable service; wellness and tuition reimbursement.



5. PolicyStat

City: Carmel

Industry: software – health care

Web site: policystat.com

Indiana/U.S. employees: 20/25

For employees: offers summer hours of Friday afternoons off; workplace has five styles of standing desks, including a walking desk; provides part-time employment to children of employees during breaks from high school and college.



6. Apex Benefits

City: Indianapolis

Industry: health benefits consulting

Web site: www.apexbg.com

Indiana/U.S. employees: 40/40

For employees: open access to management; company president gives hand-written notes and cash spot bonuses; during the previous holiday party, the president gave employees iPads as a thank you; family-friendly work environment.



7. Cushman & Wakefield/SUMMIT



City: Indianapolis

Industry: real estate

Web site: www.SummitRealtyGroup.com

Indiana/U.S. employees: 42/42

For employees: free access to on-site fitness facility with towel service and personal trainer; monthly birthday celebrations; regular social events and parties; annual all-company retreat.

8. Indiana CPA Society

City: Indianapolis

Industry: non-profit – membership organization

Web site: www.incpas.org

Indiana/U.S. employees: 20/20

For employees: half-day Fridays and jeans days during the summer; holiday luncheon with cash gifts and the afternoon off; break room stocked with free soft drinks, coffee and snacks; paid training and tuition reimbursement.



9. Conner Insurance

City: Indianapolis

Industry: insurance (non-health care)

Web site: www.connerins.com

Indiana/U.S. employees: 31/31

For employees: free on-site personal training; monthly company lunch and game day; week-long wellness competition; annual picnic held at the owner's farm to relax and socialize; chair massages offered throughout the year.



CONNER INSURANCE
Business & Benefit Advisors
SINCE 1949

10. Formstack

City: Indianapolis

Industry: technology – data management

Web site: www.formstack.com

Indiana/U.S. employees: 23/24

For employees: free oil changes; stocked beer fridge; Friday lunches; free snacks; employees are given the tools needed for their jobs, such as software, conferences and training; "Formstack Fun" monthly afternoon of fun.



Small Companies

11. BlueSky Technology Partners

City: Noblesville

Industry: technology – eCommerce consultancy

Web site: www.blueskytp.com

Indiana/U.S. employees: 47/47

For employees: flexible work schedule; customer and partner appreciation day at the Indianapolis Motor Speedway; catered meals during employee lunch and learn sessions; fully-stocked snack and beverage bar; paid time off for volunteer activities.



12. Diverse Staffing

City: Indianapolis

Industry: staffing

Web site: www.diversestaffing.com

Indiana/U.S. employees: 24/24

For employees: monthly and quarterly reward programs; annual employee cruise or trip; Friday afternoon bowling and cornhole tournaments; gym membership reimbursement; management makes breakfast for staff.



13. Network Solutions, Inc.

City: Granger

Industry: technology

Web site: www.nsi1.com

Indiana/U.S. employees: 46/47

For employees: paid time off for emergencies; Omaha Steak boxes and cash gifts sent to employee homes at Christmas; employees with children provide school supply lists and management shops and assembles gift packs for each child, with an ice cream social party.



14. Indigo BioSystems, Inc.

City: Indianapolis

Industry: technology – software

Web site: www.indigobio.com

Indiana/U.S. employees: 41/41

For employees: unlimited paid time off; monthly themed employee lunches; choice of computer equipment; game room with big screen TV/Xbox and Friday night game nights; free drinks and snacks.



15. netlogx

City: Indianapolis

Industry: IT consulting services

Web site: www.netlogx.com

Indiana/U.S. employees: 46/46

For employees: profit sharing; training opportunities; wellness committee sponsors “Fitbit” challenge to encourage exercise; book club; holiday tree decorating contest; recognition for successful completion of projects with an etched glass award.



16. Wilson Kehoe Winingham

City: Indianapolis

Industry: legal

Web site: www.wkw.com

Indiana/U.S. employees: 23/23

For employees: yearly holiday bonuses; pay day is weekly on Thursdays; medical premiums paid 100% by employer; free snacks in the break room; office trick-or-treating and holiday party; casual Fridays.



17. Leaf Software Solutions

City: Carmel

Industry: technology

Web site: www.leafsoftwaresolutions.com

Indiana/U.S. employees: 47/47

For employees: encourages professional development; company absorbs insurance rate increases; 12 vacation days; holiday bonus; bumper pool; foosball table; on-site gym and shower room; free Starbucks coffee, sodas and Friday morning breakfast.



18. Inovateus Solar LLC

City: South Bend

Industry: solar energy solutions

Web site: www.inovateussolar.com

Indiana/U.S. employees: 19/19

For employees: monthly chair massages; Friday jeans days; “Dump Your Plump” three-month weight loss competition with buy-in and cash prizes; annual company team-building outing off-site; office hallways designed to look like a courtyard.



19. National Trade Supply, LLC



City: Greenwood

Industry: e-commerce retail

Web site: www.ntsupsupply.com

Indiana/U.S. employees: 43/43

For employees: employee break room with fully-stocked salad bar, coffee and soda; on-site pool, ping pong and basketball; holiday party; employee recognition programs; company-wide celebrations and meals.

20. IDSolutions



City: Noblesville

Industry: telecommunications

Web site: www.e-idsolutions.com

Indiana/U.S. employees: 42/53

For employees: employees empowered to make decisions; comprehensive wellness program; quarterly bonuses based on company performance; on-site exercise equipment; additional paid time off for volunteering, training, jury duty and bereavement.

Small Companies

21. Private Fleet Backhaul

City: Anderson

Industry: transportation – logistics

Web site: www.pfbh.com

Indiana/U.S. employees: 16/16

For employees: casual dress; company-wide events throughout the year; biweekly meeting to express thoughts and ideas; on-site nutritionist and trainer once a week; work events and gifts for employee weddings, birthdays and family births; company-paid Pandora online radio account.



22. Bierman ABA Autism Center

City: Carmel

Industry: health care – provider

Web site: www.biermanautismcenter.com

Indiana/U.S. employees: 58/65

For employees: monthly birthday celebrations and off-beat holiday parties; work culture stimulates and challenges employees; selective hiring and internal promotion; salaried staff have no limit on vacation days; opportunities for partial or full tuition reimbursement.



23. TinderBox

City: Indianapolis

Industry: technology – sales solutions

Web site: www.gettinderbox.com

Indiana/U.S. employees: 24/24

For employees: \$150 monthly technology stipend; flexible work hours; company-sponsored employee recognition; casual dress code; company-sponsored intramural athletics; company-sponsored annual ski trip; regular team happy hours.



24. Indesign, LLC

City: Indianapolis

Industry: engineering services

Web site: www.Indesign-LLC.com

Indiana/U.S. employees: 70/70

For employees: company-sponsored outing each summer; annual themed anniversary party; team cook-outs; employees have the option to buy into the company after six months of employment; paid time off for closing on a new home.



25. Wessler Engineering

City: Indianapolis

Industry: engineering

Web site: www.wesslerengineering.com

Indiana/U.S. employees: 59/59

For employees: emphasis on work-life balance and family; all ideas are heard and considered; employees participate in Day of Giving; birthday treats; on-site workout facility; employer pays 100% of employee medical premiums.



26. Cripe Architects + Engineers

City: Indianapolis

Industry: architecture and engineering design services

Web site: www.cripe.biz

Indiana/U.S. employees: 34/34

For employees: generously funded professional development; frequent free meals and snacks; community service award of \$1,000 for staff to donate to charity of their choice; respite room for power nap, deep thinking or quiet time; family milestones shared with staff.



Architects • Engineers

27. Swagelok Indiana | Cincinnati

City: Indianapolis

Industry: distribution

Web site: www.swagelok.com/indiana

Indiana/U.S. employees: 26/34

For employees: flexible work week of 37.5 hours, paid for 40; company-sponsored birthday celebrations; floating holiday days off given to all associates; company gives turkeys and hams to associates during the holidays.



28. Courseload, Inc.

City: Indianapolis

Industry: technology – education

Web site: www.courseload.com

Indiana/U.S. employees: 30/30

For employees: employees can work from home as needed and adjust hours; culture of openness; generous time off; technology personalization so employees can choose and maintain their own technology; there are no blocked web sites.



COURSELOAD

29. Indianapolis Indians

City: Indianapolis

Industry: professional baseball

Web site: www.IndyIndians.com

Indiana/U.S. employees: 42/42

For employees: annual staff and family day at the ballpark; free gym memberships and on-site fitness and weight room; 401(k) matching program; recognition through "Game Day" employee of the month and year programs.



30. Oak Street Funding

City: Carmel

Industry: insurance (non-health care)

Web site: www.oakstreetfunding.com

Indiana/U.S. employees: 57/59

For employees: affordable and quality benefits; state-of-the-art technology; flex time and generous paid time off; regular fruit and vegetable delivery for all employees and regular catered lunches; company updates with employee incentives and rewards.



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31. FirstPerson

City: Indianapolis

Industry: benefits consulting

Web site: www.firstpersonadvisors.com

Indiana/U.S. employees: 52/52

For employees: team events for holidays; free and concierge amenities, such as lunch pick-up, chair massages, dry cleaning and more; the CEO gifts the company a week of vacation over the holidays.

FIRST PERSON

32. Catalyst Product Development, Inc.

City: Indianapolis

Industry: services – product development consulting

Web site: www.catalystpdg.com

Indiana/U.S. employees: 26/26

For employees: summer lunch-time cookouts, Thanksgiving pitch-in and holiday luncheons; donut/bagel Fridays periodically throughout the year; Indianapolis Indians baseball game outings for employees and families.



33. One Click Ventures

City: Greenwood

Industry: e-commerce

Web site: www.oneclickventures.com

Indiana/U.S. employees: 54/54

For employees: free breakfasts and snacks, and monthly catered lunches; on-site fitness center for team members and families; on-site game room; no dress code; employee appreciation day with catered breakfast and lunch and on-site massage.



34. Iasta

City: Carmel

Industry: software

Web site: www.iasta.com

Indiana/U.S. employees: 42/50

For employees: quarterly beer Fridays; annual Indians baseball game and holiday party; fantasy football league; executives donned super hero costumes for Relay for Life Foundation challenge; adoption assistance offered.



35. Design Collaborative, Inc.

City: Fort Wayne

Industry: architecture and engineering

Web site: www.designcollaborative.com

Indiana/U.S. employees: 38/38

For employees: establishment of core hours to provide employees with flexibility for work-life balance; day-long Office Bonanza, which gives employees a voice in how to move the company forward; TGI4:30 to encourage employees to gather together early on Fridays.



36. Delivra, Inc.

City: Indianapolis

Industry: technology – digital marketing

Web site: www.delivra.com

Indiana/U.S. employees: 27/28

For employees: free sodas, snacks, coffee and breakfast foods, free company lunches on Fridays; casual work environment; regular social activities with prizes; “Caught Fred-Handed” award for recognizing employees who go above and beyond; free gym memberships.



37. Bassemiers Fireplace Patio and Spas

City: Evansville

Industry: retail

Web site: www.bassemiers.com

Indiana/U.S. employees: 36/36

For employees: 4% match and 100% immediate vesting in 401(k); casual dress code; flexible scheduling allows for trips to the doctor, children’s activities; paid holidays; paternity leave.



38. sgSolutions, Inc.

City: West Terre Haute

Industry: energy

Web site: www.wvpa.com

Indiana/U.S. employees: 50/50

For employees: Nine-hour workday with every other Friday off; fundraisers hosted to help co-workers in times of need; emphasis on walking with pedometer-based health challenge; long-time employees are “roasted” at their retirement receptions.



39. Borshoff

City: Indianapolis

Industry: advertising/public relations/marketing

Web site: www.borshoff.biz

Indiana/U.S. employees: 56/56

For employees: Parents can bring children six weeks to six months old into the office to ease the transition back into the workplace; employees have the opportunity to contribute to management and advancement of the company; new-hire orientation with half-day boot camp at the 90-day mark.



40. Hanapin Marketing

City: Bloomington

Industry: advertising/public relations/marketing

Web site: www.hanapinmarketing.com

Indiana/U.S. employees: 35/35

For employees: full-day monthly training; entire company gets a three-day weekend every quarter; flexible self-scheduling; monthly town hall meetings to present goals, revenue and profits; standing desk option offered to each team member.



41. Diverse Tech Services, Inc.

City: Indianapolis

Industry: technology management services

Web site: www.diversetechservices.com

Indiana/U.S. employees: 15/15

For employees: holiday party; free gym memberships; Friday outdoor tailgate parties; profit sharing; paid IT certifications and training; paid trips to industry events and off-site seminars; employee recognition programs.

