

# Medium Companies

## 1. Gregory & Appel Insurance

City: Indianapolis

Industry: insurance (non-health care)

Web site: [www.gregoryappel.com](http://www.gregoryappel.com)

Indiana/U.S. employees: 130/130

For employees: GREAT Award recognizes employees and allows employees to nominate peers with winners awarded a traveling trophy and a \$50 gift certificate; half-day outing for employee appreciation day with catered food and activities; discount movie tickets and amusement park tickets; discount on personal insurance needs; profit sharing plan.



## 2. Purdue Federal Credit Union

City: West Lafayette

Industry: banking

Web site: [www.purduefed.com](http://www.purduefed.com)

Indiana/U.S. employees: 216/216

For employees: full-time employees are eligible for 0% interest loans for professional business attire, exercise equipment and a new home computer; standing desks; wellness and fitness rooms; walking trail at main office; employees are surveyed annually and action plans are based on survey results.



## 3. National Association of Mutual Insurance Companies/NAIMC

City: Indianapolis

Industry: non-profit

Web site: [www.namic.org](http://www.namic.org)

Indiana/U.S. employees: 92/101

For employees: on-site massage therapy every other week is offered at a low cost; professional, respectful and friendly work environment; reimbursement for fitness classes and equipment; senior leadership participates in and encourages all staff to get up twice a day and take a 15-minute walk outside.



## 4. Software Engineering Professionals

City: Carmel

Industry: technology

Web site: [www.sep.com](http://www.sep.com)

Indiana/U.S. employees: 114/114

For employees: free time off policy and flexible work schedule; social events that include families twice a month; employee-owned company; "Guide" program connects newly-hired employees with a more senior employee guide for a year; wellness program includes free fresh fruit, a walking program, gym membership reimbursement and more.



## 5. IDSolutions

City: Noblesville

Industry: telecommunications

Web site: [www.e-idsolutions.com](http://www.e-idsolutions.com)

Indiana/U.S. employees: 66/77

For employees: employees can bring pets to work; treadmill desks and water massage table available for use during the day; "IDStars" are nominated by co-workers and recognized with \$100 each quarter, and one is awarded \$500 annually; 18-month program for nominated employees to learn how to be leaders.



## 6. American College of Education

City: Indianapolis

Industry: education

Web site: [www.ace.edu](http://www.ace.edu)

Indiana/U.S. employees: 36/116

For employees: paid maternity and paternity leave; monthly wellness seminars, and monthly and quarterly wellness challenges; tuition reimbursement for advanced and post-graduate degrees; on-site training for leadership team and annual leadership retreats; college-wide coffee chats for department head to have open dialogue with the rest of the college.



## 7. First Internet Bank

City: Fishers

Industry: banking

Web site: [www.firstib.com](http://www.firstib.com)

Indiana/U.S. employees: 173/192

For employees: jeans wear every day; free flavored coffees and soda; on-site fitness center; \$3,000 employee referral program for qualified candidates that are hired; full-time employees eligible for annual bonus from 5% to 50% of base salary; first field day for employees held in 2016.



## 8. Elements Financial Federal Credit Union

City: Indianapolis

Industry: financial services

Web site: [elements.org](http://elements.org)

Indiana/U.S. employees: 163/163

For employees: 401(k) match and profit sharing contribution total up to 9%; employee discounts on products and services, such as rate discounts on auto loans and home mortgages; additional week of paid time off for the birth or adoption of a baby; 20% discount for YMCA memberships.



## 9. Merchants Bank of Indiana and PR Mortgage & Investments

City: Carmel

Industry: banking

Web site: [www.merchantsbankofindiana.com](http://www.merchantsbankofindiana.com);

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

Indiana/U.S. employees: 139/139

For employees: 100% reimbursement for undergraduate and graduate college tuition; free snacks and beverages in breakrooms; company cell phone plan; bonus program ranging from 5% to 25% for all employees based on performance of individual and company; employer pays 100% of employee health insurance premium costs.



**10. J.C. Hart Company, Inc.**

**City:** Carmel  
**Industry:** services – apartments  
**Web site:** www.homeisjchart.com  
**Indiana/U.S. employees:** 123/123  
**For employees:** owner handwrites a thank you letter to each employee, which is presented with a bonus at the annual Christmas party; families are invited to a paid outing to an Indianapolis Indians game in a private area with food and beverages provided; employees have paid holidays on their birthdays.



**11. Blue Horseshoe**

**City:** Carmel  
**Industry:** technology  
**Web site:** www.bhsolutions.com  
**Indiana/U.S. employees:** 115/187  
**For employees:** company pays 100% of all medical, prescription, dental, vision and other insurance costs; \$250 annual fitness allowance; \$1,000 annual wellness incentive health savings account bonus; bonus and commission system; cornhole challenge; beer town hall; candy Fridays; cooking contests; holiday party.



**12. Allegient, LLC**

**City:** Indianapolis  
**Industry:** technology  
**Web site:** www.allegient.com  
**Indiana/U.S. employees:** 197/197  
**For employees:** employees are rewarded and recognized through “kudos” posted on intranet site, spot bonuses, quarterly value awards, movie tickets, gift cards and more; holiday wreaths are delivered to homes; employee appreciation week with free lunch and free Starbucks card; Indianapolis Children’s Museum Haunted House tickets for employees and families.



**13. SkillStorm**

**City:** Indianapolis  
**Industry:** staffing  
**Web site:** www.SkillStorm.com  
**Indiana/U.S. employees:** 15/203  
**For employees:** company-sponsored outings and weekly in-office celebrations; spontaneous incentive programs; custom swag, shoes and clothing; company celebrates national holidays (National Chocolate Chip Pancake Day, etc.); employee of the month bonus program in three categories: sales, recruiting and corporate; weekly and biweekly happy hours.



**14. HWC Engineering, Inc.**

**City:** Indianapolis  
**Industry:** engineering  
**Web site:** www.hwcengineering.com  
**Indiana/U.S. employees:** 86/86  
**For employees:** flexible schedule and ability to work from home; events for employees and families throughout the year; paid time off for community service and giving campaigns; cell phone and parking reimbursement; straight-time overtime for salaried employees who work on billable projects; on-site gym.



**15. Sheridan Community Schools**

**City:** Sheridan  
**Industry:** government  
**Web site:** www.scs.k12.in.us  
**Indiana/U.S. employees:** 153/153  
**For employees:** expanded on-site daycare for employees and self-funded preschool for staff and community; on-site health clinic with free medical care; first school corporation in Indiana to be completely powered by solar energy; year-end appreciation breakfast with annual awards for Teacher of the Year and Support Staff Member of the Year.



**16. Visiting Nurse Association and Hospice of the Wabash Valley**

**City:** Terre Haute  
**Industry:** non-profit – health care  
**Web site:** myhospicevna.org  
**Indiana/U.S. employees:** 96/96  
**For employees:** open communication with management; employee advisory council acts as liaison between management and staff to implement ideas or improve the workplace; “Way to Go” reward program to earn points to purchase prizes; discounted membership to YMCA and other fitness facilities; annual dinner with service awards.



**17. WestPoint Financial Group**

**City:** Indianapolis  
**Industry:** financial services  
**Web site:** www.westpointfinancialgroup.com  
**Indiana/U.S. employees:** 148/208  
**For employees:** family culture in the workplace, with events such as gingerbread decorating party and cookies with Santa, or celebrating the arrival of a new baby in the office with a baby blanket mailed home; black-tie annual awards gala; inspirational speakers at firm meetings; biannual firm incentive trip.



**18. Indiana Oxygen Company**

**City:** Indianapolis  
**Industry:** retail  
**Web site:** www.indianaoxygen.com  
**Indiana/U.S. employees:** 119/129  
**For employees:** employees assist their communities and each other in times of need; open door policy for communications and support from upper management; well-being program highlights more than just physical health; company garden provides fresh produce; CEO periodically joins delivery drivers for one-on-one conversations and enhanced understanding of the job.



**19. Moser Consulting**

**City:** Indianapolis  
**Industry:** consulting  
**Web site:** www.moserit.com  
**Indiana/U.S. employees:** 134/182  
**For employees:** catered lunches three days a week; fully-stocked café; \$300 wellness reimbursement per quarter; outdoor patio for working or relaxing; suite tickets at Banker’s Life Fieldhouse and Victory Field; employee of the month and employee of the year awards, and business development professional of the year award.



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## 20. PAN Performance Assessment Network



**City:** Carmel

**Industry:** technology

**Web site:** [www.panpowered.com](http://www.panpowered.com)

**Indiana/U.S. employees:** 95/95

**For employees:** senior team members are approachable and open to new ideas and change; monthly PAN Rock Star program rewards employees based on peer nominations; game room with ping pong, darts and video games; all employees eligible for annual company sales performance bonus.

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## 21. Peoples Bank SB



**City:** Munster

**Industry:** banking

**Web site:** [www.ibankpeoples.com](http://www.ibankpeoples.com)

**Indiana/U.S. employees:** 207/207

**For employees:** based on employee feedback, the bank added two holidays without reducing other paid time off; annual employee recognition dinner; annual employee celebration picnic for families; employee achievements highlighted on company intranet; access to discounts on vendor services; monthly casual dress days.