

Small Companies

1. E-gineering, LLC

City: Indianapolis

Industry: technology – software consulting

Web site: www.e-gineering.com

Indiana/U.S. employees: 45/45

For employees: flexible hours; unlimited coffee and snacks; dedicated video game room; freedom to bring children to work; free Colts and Pacers tickets; gym memberships; paternity leave; adoption assistance.



2. American Income Life Indiana

City: Indianapolis

Industry: insurance (non-health care)

Web site: www.aILOfindiana.com

Indiana/U.S. employees: 16/16

For employees: work/life balance encouraged; bagel and pizza days; gym membership and nutrition classes; paternity leave; fun committee; monthly philanthropy events; casual Mondays.



3. Luther Consulting, LLC

City: Carmel

Industry: technology – software consulting

Web site: www.lutherconsulting.com

Indiana/U.S. employees: 27/29

For employees: flexible scheduling and unlimited time off; playroom with video games, walk station, piano, fresh fruit deliveries; full health benefits for employees and children; yoga classes; dogs welcome in office; life events celebrated.



4. Apex Benefits

City: Indianapolis

Industry: insurance

Web site: www.apexbg.com

Indiana/U.S. employees: 42/43

For employees: holiday fundraiser and service days; walking path outside office; fitness and nutrition programs; health services for employees and children at nearby clinic; flexible hours for family events.



5. Hollingsworth & Zivitz, P.C.

City: Carmel

Industry: legal

Web site: www.hzlegal.com

Indiana/U.S. employees: 20/20

For employees: emphasizes work/life balance; paid time off for philanthropic initiatives; on-site fitness room; costume days and pitch-ins for holidays; in-office exercise equipment; parties for individual successes; monthly chair massage.



6. Lakeside Wealth Management

City: Chesterton

Industry: financial

Web site: www.lakesidewealth.com

Indiana/U.S. employees: 30/30

For employees: free/discounted tickets to entertainment/sporting events; recycling encouraged; paternity leave; eight hours off to volunteer for charity; team-building events; employees can listen to music throughout the day; Employee Assistance Program; end-of-year bonus and holiday party.



7. IDSolutions

City: Noblesville

Industry: telecommunications

Web site: www.e-idsolutions.com

Indiana/U.S. employees: 46/57

For employees: on-site workout room; community garden; quarterly bonuses based on company performance; can earn up to \$4,200 a year in wellness incentives; leadership training program; chair massages; IDStars program to recognize/reward employee accomplishments.



8. Indiana CPA Society

City: Indianapolis

Industry: non-profit – professional association

Web site: incpas.org

Indiana/U.S. employees: 18/18

For employees: flexible schedules and work-from-home options; free coffee, soft drinks, snacks and healthy foods; CPA Day of Service; luncheon celebrations and awards for employee anniversaries; employees wear jeans on Fridays and Colts gear during the season.



9. Goelzer Investment Management, Inc.

City: Indianapolis

Industry: financial

Web site: www.goelzerinc.com

Indiana/U.S. employees: 23/23

For employees: casual Friday and employee recognition events; flexible and supportive work environment; free stamps, refreshments and tickets to entertainment events; community service encouraged; full on-site kitchen; promotes work/life balance.



10. Conner Insurance

City: Indianapolis

Industry: financial services – insurance agency

Web site: www.connerins.com

Indiana/U.S. employees: 28/28

For employees: company-paid lunches twice a month; free, on-site personal training for employees and spouses; flexible work schedules; annual picnic for employees and families; premium reimbursement for participating in wellness events; referral bonuses.



11. Cushman & Wakefield/SUMMIT



City: Indianapolis
Industry: real estate
Web site: www.summitrealtygroup.com
Indiana/U.S. employees: 50/50
For employees: on-site gym/trainer/classes/wellness program; flexible hours; numerous recognitions and celebrations including Indianapolis 500 parade, ugly sweater and cookie gathering; Barn Bash; tuition reimbursement; paid maternity leave, two paid volunteer days.

12. Formstack, LLC



City: Indianapolis
Industry: technology
Web site: www.formstack.com
Indiana/U.S. employees: 43/43
For employees: free snacks; Friday lunches; up-to-date technology for employees; remote environment – employees can work from anywhere; friendly office competitions and celebrations; Christmas bonuses; casual dress code; paid sabbaticals; ping pong breaks.

13. Delivra



City: Indianapolis
Industry: technology
Web site: www.delivra.com
Indiana/U.S. employees: 26/26
For employees: stocked food pantry for employees; collaborative, fun work environment; cash prize for employees caught living out company values; free gym membership; social activities including holiday parties and volunteer opportunities; walking and jogging trails in office park.

14. Diverse Tech Services



City: Indianapolis
Industry: technology
Web site: www.diversetechservices.com
Indiana/U.S. employees: 16/16
For employees: holiday party; gym membership; catered lunches; sales recognition awards; donating to charity on casual Fridays; outdoor fitness trail; Lunch & Learn programs; certified course in diversity training; sales and leadership training.

15. Scale Computing



City: Indianapolis
Industry: technology
Web site: www.scalecomputing.com
Indiana/U.S. employees: 34/58
For employees: open office environment; snacks and beverages provided; office contests such as chili cook-off and ugly sweater contest; relaxed dress code; stock options granted to employee at time of hire; mentoring; corporate outings; all employees have Nerf guns to relieve stress.

16. PolicyStat



City: Carmel
Industry: technology – software
Web site: policystat.com
Indiana/U.S. employees: 23/23
For employees: Friday afternoons off during the summer; fresh fruit; paid time off for two volunteer days; company pays 50% of gym membership or Fitbit/step-counting device; standing desks available; casual dress code; part-time employment to children of employees during high school/college breaks.

17. Mainstreet



City: Carmel
Industry: real estate
Web site: www.mainstreetinvestment.com
Indiana/U.S. employees: 48/49
For employees: unlimited vacation; 401(k) match program and quarterly bonuses at all levels; flexible schedules, including the ability to work from home; family-focused events such as picnics and birthday celebrations; company orders, stocks and pays for beverages and meals during workdays; wellness and tuition reimbursement.

18. Studio Science



City: Indianapolis
Industry: consulting
Web site: www.studioscience.com
Indiana/U.S. employees: 19/20
For employees: community involvement encouraged; support for entrepreneurial side projects and personal development; unlimited vacation; peer bonus program; standing work station options; in-office team breakfast each morning; birthday celebrations.

19. BlueSky Technology Partners



City: Noblesville
Industry: technology
Web site: www.blueskytp.com
Indiana/U.S. employees: 56/56
For employees: flexible work hours; summer picnic and holiday party; new hire welcome lunches; pool table and foosball; fully-stocked snack and beverage bar; paid time off for volunteering; employer pays 100% of employee medical coverage, Health Club credit.

20. Swagelok Indiana | Cincinnati



City: Indianapolis
Industry: distribution
Web site: www.swagelok.com/indiana
Indiana/U.S. employees: 34/37
For employees: flexible work week of 37.5 hours for 40 hours of pay; sales growth bonuses and individual goal bonuses; company-sponsored celebration events such as catered lunches and cookouts; quarterly wellness campaigns; healthy eating campaign.

21. Hanapin Marketing

City: Bloomington

Industry: advertising/public relations/marketing

Web site: www.hanapinmarketing.com

Indiana/U.S. employees: 43/43

For employees: 4.5 day workweek; flexible scheduling; free snacks and catered lunches; health and wellness group; volunteer opportunities; mentoring program; employee of the month program, adoption assistance, paternity leave; food pitch-ins.

**26. Cripe**

City: Indianapolis

Industry: architectural, engineering and survey

Web site: www.cripe.biz

Indiana/U.S. employees: 41/41

For employees: spontaneous company meals, prizes and activities; *Biggest Loser* weight loss challenge; "Thirsty Thursdays" and "Wine Down Wednesdays;" quarterly birthday celebrations; health plan options; subsidized fitness memberships.

**22. Wessler Engineering**

City: Indianapolis

Industry: engineering

Web site: www.wesslerengineering.com

Indiana/U.S. employees: 59/59

For employees: work/life balance encouraged; birthday treats; on-site workout facility; all employees eligible for end-of-year bonus; company pays 100% of employee medical coverage; Day of Giving community service day; open door policy, no appointments needed to meet with managers.

**27. The Skillman Corporation**

City: Indianapolis

Industry: construction management services

Web site: www.skillman.com

Indiana/U.S. employees: 46/59

For employees: holiday party and pitch-in lunch; profit sharing; holiday pay; matching donations; employee referral program; tuition reimbursement program; company pays 100% of employee medical coverage and disability benefits; company pays continuing education for licensed professionals.



The SKILLMAN Corporation
Project Administration
Construction Management

23. Magnum Logistics, Inc.

City: Plainfield

Industry: transportation

Web site: www.gomagnum.com

Indiana/U.S. employees: 20/20

For employees: breakfast/lunch provided to employees six to eight times a month; company pays 100% of employee life insurance and disability benefits; casual dress code; weight loss and pedometer programs; free or discounted tickets to local entertainment/sporting events.

**28. MMY Consulting, Inc**

City: Indianapolis

Industry: consulting

Web site: www.mmyconsulting.com

Indiana/U.S. employees: 52/62

For employees: flexible work hours and work/life balance encouraged; open door policy, leadership communicates easily with employees; "Shout Out" monthly thank you to associates; drawing for two days of paid car rental for employees that go above and beyond; associate referral bonus.

**24. Oak Street Funding**

City: Carmel

Industry: financial services

Web site: www.oakstreetfunding.com

Indiana/U.S. employees: 60/62

For employees: emphasis on work/life balance; flex time (summer hours and half-day Fridays); generous time off; fruits, vegetables, drinks and coffee offered; monthly catered breakfast/lunch; picnics, celebrations and friendly contests; annual employee Christmas gift.

**29. Community First Bank of Indiana**

City: Kokomo

Industry: banking

Web site: www.cfbindiana.com

Indiana/U.S. employees: 50/50

For employees: employee parties in winter and summer; "Blue Jeans Fridays" to benefit Relay for Life; flexibility in schedule for family reasons; benefits package including 100% match on 401(k) up to 6% and 3% safe harbor; annual holiday gifts; mentoring.

**25. JA Benefits, LLC**

City: Bedford

Industry: health care – insurance/services

Web site: www.jabenefits.com

Indiana/U.S. employees: 17/17

For employees: holiday bonuses, cash rewards with overnight holiday retreat for employees and spouses; manicures and pedicures on Administrative Assistants Day; paid gym memberships and Sam's Club memberships; medical plans and free access to services at 10 Indiana clinics.

**30. eImagine Technology Group**

City: Indianapolis

Industry: technology

Web site: www.thinketg.com

Indiana/U.S. employees: 29/29

For employees: flexible work schedule/telecommuting policy; free snacks and beverages; wellness program; in-house game room with Wii, Xbox, dart board and karaoke; back-up child or elder care if regular caregiver is not available; free or discounted tickets to entertainment and sporting events.



31. Design Collaborative, Inc.

City: Fort Wayne
Industry: architecture
Web site: www.designcollaborative.com
Indiana/U.S. employees: 47/47
For employees: fun events like go-kart outings, Christmas parties and barbecues; flexible work hours to promote a work/life balance; TG14:30, a gathering for fun and team building on Fridays; dinner when employees need to stay late; 401(k) and financial advisor to help guide employees.



36. Indianapolis Indians

City: Indianapolis
Industry: entertainment – sports
Web site: www.IndyIndians.com
Indiana/U.S. employees: 43/43
For employees: annual staff trip; benefits package offered with insurance coverage and profit sharing; office closed from December 24-January 1 without taking vacation time; wellness program with challenges and prizes; stock options after 12 years; private access to Victory Field.



32. Heritage Petroleum, LLC

City: Evansville
Industry: distribution
Web site: www.heritageoil.com
Indiana/U.S. employees: 51/73
For employees: annual picnic; community fall festival; employee lunches; on-site wellness screenings and coaching; recycling program; paternity leave; flexible schedule to accommodate family events; healthy snack program; “On the Spot Awards” to recognize employee achievements.



37. SmartIT

City: Indianapolis
Industry: IT staffing
Web site: www.getsmarterit.com
Indiana/U.S. employees: 40/65
For employees: holiday parties; company outings throughout the year; active community involvement; two paid days off for community service and extra paid time off for donating to United Way; flexibility to work remotely; company pays 100% of medical coverage for employees and their dependents.



33. Leaf Software Solutions

City: Carmel
Industry: technology
Web site: www.leafsoftwaresolutions.com
Indiana/U.S. employees: 42/42
For employees: annual holiday party; free meals throughout the year; holiday bonus; flexible work hours and 12 vacation days a year; bumper pool and foosball tables; absorbs additional insurance rates as they increase; on-site gym and showers; free coffee, soda and Friday morning breakfast.



38. VOSS Automotive

City: Fort Wayne
Industry: automotive
Web site: www.vossusa.com
Indiana/U.S. employees: 51/53
For employees: company pays 100% of premiums for medical, dental and vision for employee, spouse and dependents; flexible work hours; modern work environment with work stations, courtyard and fitness center; ping pong table and employee competitions; incentives for wellness.



34. Pathfinders Advertising

City: Mishawaka
Industry: advertising/public relations/marketing
Web site: www.pathfind.com
Indiana/U.S. employees: 30/30
For employees: weight loss challenge; family-like environment; summer hours; support for charities; allows attendance at leadership workshops or other leadership education; recognition to employees on significant anniversaries with the company.



39. FirstPerson

City: Indianapolis
Industry: insurance (non-health care)
Web site: www.firstpersonadvisors.com
Indiana/U.S. employees: 52/53
For employees: summer event and holiday party; generous time off work (over six weeks each year) including paid volunteer time off and almost a dozen paid holidays; in-house fitness sessions; nutritional lunches; break room with healthy snacks, lunch and breakfast items, and smoothie maker.



35. Morales Group, Inc.

City: Indianapolis
Industry: staffing
Web site: www.moralesgroup.net
Indiana/U.S. employees: 55/55
For employees: social committee that plans fun events for employees each month; opportunities for community service throughout the year; annual pumpkin carving contest and chili cook-off; Thanksgiving pitch-in; healthy snacks available to employees; chair massages.



40. Weddle Bros. Construction Company, Inc.

City: Bloomington
Industry: construction
Web site: www.weddlebros.com
Indiana/U.S. employees: 45/45
For employees: holiday, special occasions and safety lunches; casual Fridays; Biggest Loser weight loss challenge; affordable health insurance; holiday pitch-ins and shared meals; annual profit-sharing program; monthly safety awards for projects with zero accidents.



41. One Click Ventures

City: Greenwood



Industry: retail – e-commerce

Web site: www.oneclickventures.com

Indiana/U.S. employees: 53/60

For employees: on-site gym with weekly fitness classes; individual professional development planning and budgets; casual dress code; flexible schedule; two days paid time off for community service; charity ping pong event for ALS awareness; game room with big-screen TV.