



Picture Pay is an **Allied Payment Network** innovation that makes it easy and convenient for bank customers to pay bills using their mobile device. The nation's first mobile bill payment application allows users to pay bills simply by taking a picture on their mobile device and entering the amount and payment date.

Allied sells Picture Pay to financial institutions, which then offer the service to their customers. The bill payment application is attractive to the institutions because it significantly increases customer loyalty (bill pay users are 10% more likely to stay at their financial institution than non-bill pay users). Also, by providing expedited payments for a small fee, Picture Pay creates additional revenue for its clients.

In January 2013, an Abilene, Texas, bank became the first to offer Picture Pay to its customers, and thousands of Picture Pay payments were sent in within the first six months. Picture Pay adoption has continued to grow. Currently, more than 30 financial institutions offer the service to their customers.

AT A GLANCE:

Ralph Marcuccilli,
president

Current leadership since 2010

Founded: 2010

Location: Fort Wayne

Primary business: finance and insurance

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees:
11 in 2013; 19 expected in 2014

www.AlliedPayment.com



A manufacturer of electronic controls and electro-mechanical assemblies, **API Alliance** works to meet customer needs by offering services including manufacturing, engineering and design, testing and prototype building.

In the past couple of years, API has increased the size of its facilities, resulting in an expanded production capacity of 30% and an engineering staff that has quadrupled in size. This was preceded by a move in 2005 to a larger facility to accommodate growth, which led to the creation of a new team to work on radio frequency identification development (RFID). The company has averaged revenue growth of a little over 31% each year since 2011 and anticipates 37% revenue growth in 2014.

API shows its commitment to its employees through flexible scheduling, recognizing that employees have responsibilities outside of work. Employees are able to plan their schedule every Thursday for the next week, with schedules ranging from four to 40 hours a week. The company also uses assembly processes to increase or decrease the amount of workers needed based on customer demand.

API has customers, the majority of which are in Indiana, in a number of different industries. It prides itself on striving to enable other Indiana companies to thrive.

AT A GLANCE:

Michael Gigli,
general manager

Current leadership since 1994

Founded: 1994

Location: Fort Wayne

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees:
31 in 2013; 37.5 expected in 2014

www.apialliance.com



Bassemiers Fireplace, Patio and Spas, Inc., a family-owned retailer and wholesaler of fireplace and patio equipment, has been recognized nationally and locally

for its dedication to its customers. In 2014, it was honored as a top five finalist out of 4,700 companies as the best fireplace shop in North America by the National Hearth, Patio and Barbecue Association. Locally, Bassemiers has received the top award for a number of years as the best place to go for outdoor furniture and equipment.

In 1978, the company made the decision to become a wholesaler to enhance growth. In the 1990s, Bassemiers introduced the Big Green Egg, a ceramic grill/smoker that the company eventually supplied to retailers in four Midwestern states.

Bassemiers was recently named one of the Best Places to Work in Indiana, and the company's commitment to its employees is demonstrated by the fact that the "newest" sales person has over 18 years of experience.

The company's self-professed key to success is "service above self."

AT A GLANCE:

John Bassemier,
founder and chairman of the board

Current leadership since 1968

Founded: 1968

Location: Evansville

Primary business: retail trade

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees:
36 in 2013; 39 expected in 2014

www.bassemiers.com





In an age in which communication methods evolve rapidly, **BlueBridge Digital** offers businesses easier and more convenient ways to utilize mobile technology to reach their

customers. BlueBridge creates (and updates in partnership with its clients) mobile apps that are easy and convenient, in industries that include tourism destinations (No. 1 app developer in the country), churches and colleges.

Founded in 2011, BlueBridge experienced 92% and 86% revenue growth, respectively, in its first two years. One of the company's major aims is to help Indiana's economic development through job creation. The number of workers is expected to nearly double in 2014, with Gov. Mike Pence joining founder Santiago Jaramillo in a 2013 announcement that projects 199 new jobs by 2022.

Pence deemed BlueBridge a "true Hoosier entrepreneurial success story." When the company was formed, 97% of businesses weren't making use of mobile technology. BlueBridge recognized the opportunities for businesses and has since helped other organizations expand and grow.

AT A GLANCE:

Santiago Jaramillo, CEO

Current leadership since 2011

Founded: 2011

Location: Fishers

Primary business: information technology

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 16.5 in 2013; 32 expected in 2014

bluebridgeapps.com



CloudOne is trusted by top companies to provide quick, safe and affordable delivery of IBM software anywhere in the world, allowing organizations to perform crucial business

functions. CloudOne manages its customers' Virtual Private Cloud, which holds all of a company's software.

CloudOne recognized that many business leaders responsible for managing their companies' IBM software were becoming frustrated – finding the purchase, administration and operation of the software expensive and difficult to maintain. CloudOne offers a way to outsource these operations in a way that will ultimately save money while meeting business needs. Cloud hosting, software-as-a-service (SaaS) licensing and resale, and managed services are part of CloudOne's portfolio – a business model created in partnership with IBM.

Having generated 45% revenue growth in 2013 from the previous year, CloudOne has expanded beyond its initial group of customers focused on embedded and traditional software development. The company is working with enterprise asset management customers, who are concerned with the management of production facilities, factories and mobile devices as well as big data/analytics – gathering data from across a business and storing it in the cloud to later be analyzed for information and trends.

AT A GLANCE:

John McDonald, CEO

Current leadership since 2010

Founded: 2010

Location: Indianapolis

Primary business: other services (except public administration)

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 25 in 2013; 35 expected in 2014

www.oncloudone.com



As student body president at Indiana University, Peter SerVaas was approached by fellow students seeking a solution to improve

the campus transportation experience, including eliminating the guesswork of bus arrival times. SerVaas and a team of students created a user-friendly GPS tracking device to solve the problem and **DoubleMap**, an innovative online bus-tracking application and intelligent transportation system, was born.

DoubleMap serves riders and administrators, making it easy to receive real-time information through mobile applications and web browsers. DoubleMap also provides transit authorities with an administration panel and a number of reports to help efficiently manage routes.

The first to offer customers the ability to create and alter routes, DoubleMap has also formed partnerships to offer innovative add-ons, such as voice annunciation and passenger counting.

DoubleMap generated 77% revenue growth in 2012 and a staggering 94% in 2013. The company's clientele includes top universities and Fortune 500 companies and it recently expanded into Australia, with plans to continue recruiting international clients.

AT A GLANCE:

Peter SerVaas, president

Current leadership since 2009

Founded: 2009

Location: Indianapolis

Primary business: information technology

Sites in Indiana/elsewhere: 1/1

Full-time equivalent employees: N/A

www.doublemap.com





With 87 years of label printing experience, leaders of **DuraMark Technologies** have successfully created a manufacturing company that provides its clients with sturdy, reliable labels. DuraMark employs its patented technology to supply and service labels for the heavy industrial, commercial and construction equipment sectors, as well as the outdoor equipment, agricultural and marine sectors.

DuraMark's patented system for manufacturing label kits uses a digital printer and a laminator die-cutting machine, creating label kits with specific product and tracking code information. The result is synthetic materials that are stronger and more durable than competitor products and environmentally friendly.

Adaptability is the name of the game for DuraMark, which modified its original strategy of placing machines on client production floors to using print-on-demand sites strategically located near major clients. The change has enabled the company to maintain production equipment and resources over a larger customer base. During the last several years, DuraMark has acquired business from over a hundred U.S. and Canadian manufacturers, which the company attributes to the advancement of its marketing and selling efforts.

AT A GLANCE:

Bill Bussick, president and CEO

Current leadership since 2007

Founded: 2007

Location: Westfield

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 28 in 2013; 46 expected in 2014

www.duramarktechnologies.com



A marketing agency specializing in the creation of customized marketing plans, **Element Three's** motto is, "Only brands with guts and laser-like clarity will succeed in the marketplace."

This motto is implemented in Element Three's business model and the company helps clients in a variety of industries stand out against the competition. The company's process includes creating and understanding client brands, developing a marketing strategy, web site and mobile applications development, and email marketing.

Element Three is a partner of HubSpot, a Boston-based marketing software company. In 2012, Element Three was named HubSpot Agency of the Year (the top honor given to agency partners), and in 2013, the company became one of only 10 HubSpot Platinum Partners worldwide.

Element Three has experienced significant growth – financially and in its employee base – over the last two years, and monthly web traffic grew from 400 visits in 2011 to 5,000 visits in 2013. Element Three also hosted its second annual conference, Go Inbound Marketing, which brought together hundreds of marketers from the Midwest and beyond.

AT A GLANCE:

Tiffany Sauder, president

Current leadership since 2006

Founded: 2006

Location: Indianapolis

Primary business: advertising, public relations and related services

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 20.5 in 2013; 28.5 expected in 2014

www.elementthree.com



With the simple (but effective) strategy of producing a valuable product, **Flat12 Bierwerks** is a developer and manufacturer of quality craft beer. The company sells five core products, four seasonal brews and 12 specialty brands in four states.

Flat12 was asked to participate in a beer festival in Nashville, Tennessee, and the company did so in order to test the waters of a non-local market. The craft beer was a hit at the festival, and the company responded by changing its business strategy and eventually building a second facility in Jeffersonville, Indiana. The move keeps Flat12 an Indiana brewery while being "local" in cities like Louisville and Cincinnati, and more regional in places like Nashville, Knoxville and Chattanooga.

Beer sponsor of Indy's new professional soccer team Indy Eleven, Flat12's strategic business model is taking advantage of new opportunities while managing growth and continuing to support its existing markets. This strategy has allowed the company to grow its current markets by 20-50% each year.

AT A GLANCE:

Sean OConnor, co-founder and CEO

Current leadership since 2011

Founded: 2011

Location: Indianapolis

Primary business: manufacturing

Sites in Indiana/elsewhere: 4/0

Full-time equivalent employees: 22 in 2013; 35 expected in 2014

www.flat12.me





A manufacturer of radio frequency (RF) welding and heat sealing applications, **Genesis Plastics Welding** provides cost-effective and environmentally-friendly solutions for the military, medical and other industries. Its products include military helmet pad

systems, blood pressure cuffs, inflatable bladders, hot and cold therapy devices, compression therapy sleeves, disposable heating blankets and drainage bags.

Genesis acquired its proprietary RF welding technology, ecoGenesis™, in 2006. The technology opened the company up to using materials that are ecologically-friendly, as well as a process that produces uniform, high-quality welding that promotes cost reduction and enhances long-term product performance.

A family-owned company, Genesis recently completed a \$3.3 million expansion project, the addition of a third Class 7 medical clean room (meeting FDA requirements) and an ISO 13485 certification (earned by demonstrating its ability to provide medical products and related services). By 2015, the company is expected to provide more than 50 new jobs in Hancock County.

AT A GLANCE:

Tom Ryder,
president and CEO

Current leadership since 2010

Founded: 1987

Location: Fortville

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees:
144 in 2013; 150 expected in 2014

www.genesisplasticswelding.com



Haiku Learning offers K-12 teachers an innovative, affordable and easy way to digitize learning. The Stevie award-winning company provides cloud-based tools that allow teachers to administrate their classes online through web-based programs.

Teachers can create interactive web pages and online class projects, take attendance and record grades, as well as integrate digital media into the classroom.

The company has attained success by continuing to adapt and innovate since its founding in 2006. Initially, Haiku Learning sold directly to teachers, but altered focus and now sells to schools and districts. Another change in strategy was the development of Haiku Learning for Google Apps, as a way for students to collaborate on homework, hand in work and receive feedback from teachers. The company also purchased a standards-based gradebook called ActiveGrade, which it incorporated into the Haiku Learning platform a year and a half ago.

Haiku Learning is dedicated to a simple and streamlined product. The company's philosophy is "Essential 80," focusing on the needs of a central 80% of the market to avoid complicating its system.

AT A GLANCE:

Bryan Falcon,
founder and CEO

Current leadership since 2010

Founded: 2006

Location: Goshen

Primary business: educational services

Sites in Indiana/elsewhere: 1/1

Full-time equivalent employees:
24 in 2013; 43.5 expected in 2014

www.haikulearning.com



Impact CNC provides innovative computer numeric control (CNC) machining processes for the heavy truck, off road, oil and gas, and automotive industries. The company's unique quoting software utilizes a database that accurately predicts cost and time of a project, positioning Impact to take on profitable projects.

Impact reduces flaws in the CNC machining process by using technologies such as broken tool detection, hydraulic workholding, preset tool inspection and high-level CNC programming. The company has also developed production display screens for each work unit, providing operators with access to all documentation, including inspection criteria, packing and setup instructions, job aids, blueprints, tool lists and training videos.

Although Impact experienced 96% revenue growth from 2012 to 2013, there were challenges as the company had trouble securing enough funds to finance initial operations. But months of sales efforts led to a major contract, which ultimately paved the way for success.

AT A GLANCE:

Jerry Busche, CEO

Current leadership since 2012

Founded: 2012

Location: Columbia City

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees:
84 in 2013; 100 expected in 2014

www.impactcnc.net





inTech Trailers prides itself on the quality of its all-aluminum, custom-built trailers. Serving both the recreational (motorsports trailers) and industrial (fiber-optic splicing, oil rig and geology site trailers) markets, the company's motto is quality over quantity. Located in Nappanee, inTech employs many of the area's Amish craftsmen who take the company's ideology to heart.

Two years after inTech's founding, the company moved to a new building to accommodate growth from its expanded product line of motorsports trailers. The move gave inTech more control over efficiency and quality through departmentalization of construction processes and by being able to take on processes that were previously outsourced.

inTech has further managed quality by developing software that offers authorized dealers the ability to quickly price customized trailers, control margins and discounts, and manage sales contacts. The software incorporated internal purchasing abilities with live billing, enabling the company to know the exact cost of building trailers. Realizing the demand for such software from other manufacturers and similar industries, inTech's software sparked a new company that specializes in the software development.

AT A GLANCE:

Adam Maxwell, CEO

Current leadership since 2010

Founded: 2010

Location: Nappanee

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 47 in 2013; 62 expected in 2014

www.intechtrailers.com



Kristian Andersen (**KA+A**) is a strategic design consultancy working with clients across the U.S. and the world to design brands, digital products and services. The company has also co-founded or

launched a number of technology start-ups, such as TinderBox, Lessonly, Visible, Structural and Pathagility.

KA+A is the creator of BrandSpring®, a process to discover brands by outlining the personality, values and goals of a company. This helps support consistency in communicating the brand. KA+A's strategy to differentiate itself from competition is narrowing its focus to deal exclusively with high-growth technology companies and provide only two services: brand strategy and user experience design.

The company developed KA+A Ventures, which holds equity in many of its clients' businesses, to support the success of its customers. Employees, after one year at the company, are also given a profit interest in KA+A Ventures. KA+A has also launched Gravity Ventures, which has invested in more than 25 start-ups in the U.S. It is the first member-managed seed-stage venture fund.

AT A GLANCE:

Kristian Andersen, president and CEO

Current leadership since 1998

Founded: 1998

Location: Indianapolis

Primary business: advertising, public relations and related services

Sites in Indiana/elsewhere: 1/1

Full-time equivalent employees: 12 in 2013; 21 expected in 2014

www.kaplusa.com



A developer of mixed use and multi-family real estate, **Milhaus** provides sustainable solutions for urban neighborhoods. The company's aim is to leave properties better than it found them while promoting "environmentally-conscious urban lifestyles."

Starting out with a sole focus on development, Milhaus has expanded into construction, property management and investments.

With work in five states, Milhaus has completed five mixed-use development projects, including Indianapolis' Artistry. Milhaus turned an abandoned bank operations facility into a five-story mixed-use property with 258 residences and 40,000 square feet of commercial space. Leadership in Energy and Environmental Design (LEED) certified, Artistry was named Best Mixed Use Project of the Year by the Indiana chapter of NAIOP, the commercial real estate development association. Artistry also boasts a 90% leased occupancy.

Milhaus encourages sustainability through its efficient use of land, materials, energy, water and healthy indoor environmental quality such as energy-efficient appliances and water systems. This can save residents up to \$160 a year in utility costs.

AT A GLANCE:

Tadd Miller, CEO

Current leadership since 2009

Founded: 2009

Location: Indianapolis

Primary business: real estate and rental and leasing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 28.5 in 2013; 45 expected in 2014

www.milhaus.com





Nextremity Solutions is an innovative medical device company providing services and products for forefoot surgical procedures. The company's newest product is Re+Line Bunion Correction

System, which has helped reduce the pain and recovery time of bunion correction surgery. Nextremity also developed Nextra Hammertoe Correction System, a unique hammertoe implant that offers faster recovery times than traditional implants.

Beyond product development, Nextremity provides convenient packaging for medical procedures, supplying products and instruments in one sterile package. This packaging can reduce costs and time for procedures as well as decrease the chance of infection for the patient. Nextremity has also launched a surgeon-to-surgeon program connecting experienced ambassador surgeons to other surgeons.

Calling it a pivotal moment in the company's history, Nextremity relocated its corporate headquarters from Red Bank, New Jersey, to The Orthopedic Capital of the World® in Warsaw, and now has access to a deep pool of talent. All of the company's corporate staff members are Hoosiers.

AT A GLANCE:

Rod K. Mayer, CEO and president

Current leadership since 2013

Founded: 2008

Location: Warsaw

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/1

Full-time equivalent employees: 15.5 in 2013; 15.5 expected in 2014

www.nextremitysolutions.com



A life science professional services company, **Pearl Pathways** provides convenient clinical research services, regulatory strategy

and filing assistance, and quality compliance services. The company's business model evolved from a response to the trend toward outsourcing stages of product development in the life sciences industry. This is done to improve and accelerate the development of drugs and medical devices.

Initially, the company focused on clinical services. But Pearl Pathways successfully rebranded itself in the summer of 2011 to expand its services and focus to providing assistance with navigating regulations. Regulatory changes from the Food and Drug Administration and other global health authority regulations have boosted the demand for providing assistance in these areas, but the company will continue to remain grounded in clinical offerings as well.

Completely self-funded by the company co-founders, Pearl Pathways has no debt or investors. Securing a line of credit in 2012 enabled the company to further invest in its processes and hire critical business consultants. Pearl Pathways experienced 94% revenue growth in 2011 and 78% in 2012.

AT A GLANCE:

Diana Caldwell, president and CEO

Current leadership since 2010

Founded: 2010

Location: Indianapolis

Primary business: scientific and technical consulting services

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: N/A

www.pearlpathways.com



Peepers is a renowned designer of reading glasses and sunglasses for men and women. The fashionable eyewear company promises

"designer styles without the designer price." Its products have been recognized in a number of publications, including *O*, *The Oprah Magazine*; *Good Housekeeping*; *The New York Times*; and *Gifts and Decorative Accessories*.

Peepers is committed to remaining fashion-forward. The company releases close to 100 new styles each season and designs its frames based on the Pantone color chart, a world-renowned authority on color.

This commitment has resulted in transformative recognition from the press. The April 2014 cover of *O Magazine* featured Oprah Winfrey holding a pair of glasses from Peeper's spring 2014 collection. In February, Peeper's glasses were named one of Oprah's favorite things. The company is also rated No. 1 for online reading glasses by *Good Housekeeping*.

Peepers has seven showrooms and more than 100 independent sales reps across the country. The company also invests in online technologies to turn browsers into customers and a focus on efficiency has allowed the company to grow while maintaining its staffing levels. The fourth-generation, family-run company fosters a fun and family atmosphere for its employees.

AT A GLANCE:

Alec Sammann, CEO

Current leadership since 2012

Founded: 1972

Location: Michigan City

Primary business: retail trade

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 17.5 in 2013; 19.5 expected in 2014

www.peeperspecs.com





Ever had a business offer special discounts or other incentives for spending money there? It's possible that those games, contests and sweepstakes were provided by **PERQ**, a marketing company that utilizes incentives and promotions to help businesses attract customers.

The company's FATWIN™ technology debuted in 2013, and it powers business-branded games through direct mail, email and advertising campaigns designed to attract in-store and online traffic. FATWIN has been used to give away \$3 million in prizes, increase clients' sales by over 25% and allow clients to see 33% more online leads than other advertising technology solutions have allowed.

An October 2013 consolidation of the former CIK Enterprises merged three different companies into one brand: PERQ. Previously, those companies served the newspaper, automotive and retail industries, but the consolidation enabled the company to serve multiple industries more effectively. PERQ transitioned into a technology company, turning its focus to combining marketing and advertising with gaming and incentives, an untapped opportunity within the marketplace.

More than 900 clients use PERQ's services and the company has experienced continued revenue and employee growth over time.

AT A GLANCE:

Scott Hill, executive chairman and co-founder

Current leadership since 2001

Founded: 2001

Location: Indianapolis

Primary business: advertising, public relations and related services

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 77 in 2013; 87 expected in 2014

http://perq.com



PolicyStat is a software company revolutionizing the way health care organizations manage policies, procedures and other crucial

documents. PolicyStat's convenient and accessible online software-as-a-service (SaaS) includes tools for searching, tracking, archiving, approving and editing documents.

One of the earliest users of SaaS, PolicyStat is committed to providing excellent service. In 2013, the company deployed new code to customers more than 400 times to ensure workability. Due to efforts such as this, PolicyStat boasts a retention rate of 99.5% and the company has close to 450 customers.

The company's transition to the use of a multi-tenant application SaaS proved to be a success that jumpstarted PolicyStat's move to the cloud. It also simplified management of IT operations, allowed for shorter customer implementations and improved the administration of customer experience.

PolicyStat's first profitable quarter and first cash flow positive year occurred in 2013, which allows it to continue to invest and pursue new growth opportunities.

AT A GLANCE:

Steve Ehrlich, president

Current leadership since 2007

Founded: 2006

Location: Carmel

Primary business: information technology

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 19.5 in 2013; 25 expected in 2014

www.policystat.com



Red Star Contract Manufacturing provides medical devices and prototypes for medical companies with a focus on injection molding.

Unlike its competitors, Red Star designs and builds its own equipment, tailoring it for specific purposes and boosting productivity.

Red Star provides a quick turnaround on prototype materials and a short time to market for product launches. The company has added one or two machines per year to the production area to keep up with customer demands.

With roots in insert molding machine and mold manufacturing, Red Star has acquired a bank of knowledge to draw from. It has experience with different material resins, mold designs and machine customizations, giving the company a competitive advantage.

Before moving into a purchased and newly-remodeled building in 2011, the company had leased a manufacturing facility that had been built in 1929 and was not set up for controlled environment production. The move to Larwill, 40 miles away, decreased the company's monthly payments by nearly half. To compensate for the move, Red Star offers innovative work hours for employees, including the option of working three 12-hour days and being paid for 40 hours per week.

AT A GLANCE:

Scott Werstler, president

Current leadership since 2009

Founded: 2009

Location: Larwill

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 9.5 in 2013; 12 expected in 2014

www.redstarcontractmfg.com





Rook Security started in Silicon Valley, California, but company founder and CEO J.J. Thompson made the decision to move the then-

consulting firm back to his home state of Indiana to be closer to family. The move was a precarious one – all West Coast clients were lost and the company almost went bankrupt. But today, the global provider of IT security solutions is thriving in its Indianapolis home, and revenues have doubled each of the last three years with that pace expected to continue.

Rook began as purely a consulting firm but expanded into managed security services two years ago. The company attributes this decision to clients' need for such a service. Rook aims to always meet client demand. When the company recognized that existing managed security services providers were failing to adequately support clients' needs, Rook created Security Resource Throttling®, which allows companies to scale the amount of security resources to match situations as they change.

Rook has offered professional analysis and commentary to local and global media outlets such as *USA Today*, *NBC*, *CBS*, *Forbes* and *Bloomberg*. Members of its team hold important roles in industry professional groups, including the International Information Systems Security Certification Consortium and the Information System Security Association, and work closely with other groups like Infraguard.

AT A GLANCE:

Jonathan Thompson, CEO

Current leadership since 2008

Founded: 2008

Location: Indianapolis

Primary business: information technology

Sites in Indiana/elsewhere: 1/1

Full-time equivalent employees: 20.5 in 2013; 37.5 expected in 2014

www.rooksecurity.com



Technologies

Doug Robinson, Bob Sulek and Gary Staley were co-workers at an electronics company in Chicago when the idea that would launch **RS2 Technologies** was born. They wanted to create one of the first Windows-based access control software systems that would be sold with the hardware with which it communicates. When the company they were

working for rejected their proposal to develop this software, the three left to pursue the venture on their own.

Today, RS2 Technologies manufactures access management hardware and software and is the creator of Access It!, a universal access management software. The technology company provides access management solutions to a number of different businesses including the shipbuilding, medical, financial, and information technology industries.

RS2 is one of only four access control manufacturers in the country that is a "Platinum Elite Partner" of Mercury Security.

The company prides itself on its commitment to service. All technical and customer service is provided by employees in RS2's Munster office.

AT A GLANCE:

Doug Robinson, Managing Partner

Current leadership since 1999

Founded: 1999

Location: Munster

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 25.5 in 2013; 27.5 expected in 2014

www.rs2tech.com



Sales often depend on the relationship built between the customer and the company or the company's sales representative. The Customer Relationship Management (CRM) industry has

been around for 30 years, but few efforts have been made to automate the sales process. **Salesvue** has done just that. The company's analytics engine automates the outbound sales process from prospecting to a closed deal, enabling sales reps to boost productivity.

Salesvue provides analytics detailing what is and isn't working for a company. It also lets companies designate specific activities to be done at each step of the process. On average, Salesvue clients have increased their productivity by 50% to 150%.

The company believes in creating an enjoyable atmosphere for its employees. Salesvue has never had a vacation policy, instead allowing employees to take time off when needed. These types of gestures have helped the company have a 95% retention rate.

AT A GLANCE:

Bill Johnson, president and CEO

Current leadership since 2006

Founded: 2006

Location: Indianapolis

Primary business: information technology

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees: 21.5 in 2013; 30.5 expected in 2014

www.salesvue.com





South Bend Modern Molding has made a name for itself in the industry by manufacturing quality molded rubber products, rubber assemblies and recycled rubber products for use in every industry. The company attributes much of its success to its efficient manufacturing, treating recycled rubber products the same as non-recycled – a unique method.

For the first 65 years of its existence, the company focused solely on industrial rubber products. That changed over the past decade when South Bend Modern Molding expanded into recycled rubber products and added a consumer product line to its industrial customer base. As a result, the company has experienced 50% growth in sales and 100% growth in employment over the last two years.

A major innovation of the company is a sound barrier wall constructed out of recycled rubber tires. In addition to greater durability than competitive products, this rubber noise wall reduces the decibel level three times more than a standard concrete sound wall. The company has prototype installations in New York, but the product is not yet in full production.

AT A GLANCE:

Don Zimmerman,
president

Current leadership
since 2013

Founded: 1942

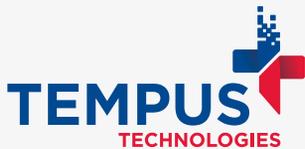
Location: Mishawaka

Primary business: manufacturing

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees:
142.5 in 2013; 159.5 expected in 2014

www.sbmm.com



Swipe. We don't always think about the process behind running a credit or debit card through a point of sale machine or when making purchases online. But there is a technology behind those transactions and **Tempus Technologies** – an innovative payment technology integration services provider – connects merchants and shoppers every day. The company's technology accepts virtually every form of non-cash payment including card, mobile and web payments.

The business began as a barcode tracking technology company before getting into video store software management – right as the video store industry started to become obsolete. However, during that time, Tempus created a payments integration software that allowed the connection of point of sale software to credit card networks. By 2006, the company had built up its payments software and changed management to be able to focus on payments software, services and integration technology.

Strict regulations around credit card security and recent major security breaches have made self-deployment of payment services virtually impossible for all but the largest of merchants. Those factors, along with the growth of mobile payments, have positioned Tempus to service over 10,000 merchant accounts and processes millions of dollars of transactions every day.

Swipe. We don't always think about the process behind running a credit or debit card through a point of sale machine or when making purchases online. But there is a technology behind those transactions and **Tempus Technologies** – an innovative payment technology integration services provider – connects merchants and shoppers every day. The company's technology accepts virtually every form of non-cash payment including card, mobile and web payments.

AT A GLANCE:

Jason Sweitzer,
president and CEO

Current leadership
since 2006

Founded: 1987

Location: Auburn

Primary business: finance and insurance

Sites in Indiana/elsewhere: 1/0

Full-time equivalent employees:
18 in 2013; 23 expected in 2014

www.tempuspayment.com



from competitors by providing custom pieces in six weeks, as opposed to the competition's standard eight-to-12-week timeframe for non-custom pieces.

In 2007, TLS showed its product at a Las Vegas furniture show in conjunction with a Los Angeles-based upholstery maker, showing the pieces in room-like settings. With buyers able to see the products in the context of the room settings, TLS secured its largest customer to date. The company eventually outgrew its facility and purchased a second space, enabling TLS to fully commit to the upholstery business. And the renovation of a 53,000-square-foot former automotive facility in Portland (Jay County) allows the company to continue to grow.

TLS received a 2010 Sage Award, recognizing the company for its environmental stewardship; 80% of its content comes from a 100-mile radius of the plant. The company also donates furniture to homeless shelters and local flood victims and has been an *Extreme Home Makeover* sponsor.

TLS by Design produces custom furniture for the hospitality, higher education, health care and consumer markets. With no minimum quantity orders, TLS allows clients to customize a piece without paying a significant additional amount. The company differentiates itself

AT A GLANCE:

Elizabeth Day,
president

Current leadership
since 2010

Founded: 2004

Location: Indianapolis

Primary business: manufacturing

Sites in Indiana/elsewhere: 2/0

Full-time equivalent employees: N/A

www.tlsbydesign.com

