

Small Companies

1. Luther Consulting, LLC

City: Carmel

Industry: technology

Web site: www.lutherconsulting.com

Indiana/U.S. employees: 27/28

For employees: 100% employer-paid health insurance; unlimited sick and personal time; family-focused, flexible work environment; incremental paid time off schedule; generous profit-sharing plan; treadmill desk workstations; home to two office dogs, Milo and Otis.



6. Delivra, Inc.

City: Indianapolis

Industry: technology

Web site: www.delivra.com

Indiana/U.S. employees: 29/32

For employees: **Special benefit:** “We’ve got Jack’s Back!” is a message of support to a co-worker’s son who is battling cancer. A stuffed monkey travels around the office and represents Jack. Employees take pictures with the monkey (his favorite animal) as it gets into mischief.



2. E-gineering, LLC

City: Indianapolis

Industry: technology

Web site: www.e-gineering.com

Indiana/U.S. employees: 47/49

For employees: **Special benefit:** E-gineering’s work environment places family first. If an incident arises that requires attention from an employee to give toward family matters – whether inside or outside of work – that is emphasized and welcomed.



7. Hanapin Marketing

City: Bloomington

Industry: advertising/public relations

Web site: www.hanapinmarketing.com

Indiana/U.S. employees: 40/40

For employees: 4.5 day workweek with half-day Fridays; food pitch-ins and group lunches, contributed to by employees or provided by the company; management team listens to feedback via leadership coffees, one-on-one meetings and adapts to make changes based on feedback.



3. Indiana CPA Society

City: Indianapolis

Industry: non-profit - other

Web site: www.incpas.org

Indiana/U.S. employees: 21/21

For employees: work-from-home options, flexible schedules, paid half-day Fridays in the summer; free food and beverages; employer buys pizza or other food for lunch on Tuesdays; employees can donate to a sick leave bank for others who need time off.



8. 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; staff and sales representatives of the month; annual service delivery achievement award; spot awards for “silo busters” and “above and beyond” client support.



4. American Income Life Indiana

City: Indianapolis

Industry: insurance – non-health care

Web site: www.aILOfindiana.com

Indiana/U.S. employees: 27/27

For employees: monthly participation in a community philanthropy project; monthly company “fun” days; paid time off; maternity leave; freedom to bring children to work; weekly and monthly recognition for efforts, along with various incentives.



9. Inovateus Solar, LLC

City: South Bend

Industry: solar engineering, procurement, construction and distribution

Web site: www.inovateussolar.com

Indiana/U.S. employees: 26/26

For employees: jeans day every day; employees are given \$100 a month toward their personal cell phone bill and a solar backpack that will charge any portable device (and hold personal belongings); monthly massages from a professional massage therapist.



5. JA Benefits, LLC

City: Bedford

Industry: health care – insurance/services

Web site: www.jabenefits.com

Indiana/U.S. employees: 19/19

For employees: **Special benefit:** personal and professional development through a program called “Lifelong Learning,” where employees can receive financial incentives and paid time off by attending workshops, volunteering, benefit designations and more.



10. Lakeside Wealth Management

City: Chesterton

Industry: financial services – other

Web site: www.lakesidewealth.com

Indiana/U.S. employees: 33/33

For employees: Advisors and staff are encouraged to cook breakfast or lunch for clients and community members inside the café during business hours; employees can listen to music throughout the day to relax and focus on job tasks, which often leads to impromptu dance parties.



11. Visit Indy**City:** Indianapolis**Industry:** non-profit – other**Web site:** www.visitindy.com**Indiana/U.S. employees:** 60/60**For employees:** free parking; flex time; family-oriented, flexible working culture; 10 days of stocking stuffers and Elf on the Shelf during the holidays, with gifts such as lottery tickets, trinkets, trail mix and gift cards; casual Fridays; “fun” committee plans employee events.**12. Conner Insurance, Inc.****City:** Indianapolis**Industry:** insurance – non-health care**Web site:** www.connerins.com**Indiana/U.S. employees:** 25/25**For employees:** “Miscellaneous Mondays” is a monthly company game day and free lunch; free personal training, health coaching and on-site workout room; free beverage machine, healthy snacks, fully-stocked refrigerator and new, state-of-the-art kitchen; holiday party at Hollyhock Hill every year.**13. Magnum Logistics, Inc.****City:** Plainfield**Industry:** transportation**Web site:** www.gomagnum.com**Indiana/U.S. employees:** 20/20**For employees:** every Monday begins with a company-wide group prayer; culture that encourages family first; company treats all employees with respect, offering support in tough times and appreciation in good times; company makes generous deposits to employee health savings accounts.**14. VOSS Automotive****City:** Fort Wayne**Industry:** manufacturing**Web site:** www.vossusa.com**Indiana/U.S. employees:** 63/67**For employees:** employer pays 100% of premiums for medical, dental and vision for employees, spouses and dependents; employees treated to a year-end luncheon; employee appreciation day during the summer with a free meal and afternoon off during a paid work day.**15. Formstack, LLC****City:** Indianapolis**Industry:** technology**Web site:** www.formstack.com**Indiana/U.S. employees:** 61/61**For employees:** employees can work remotely; transparency from management; employee-focused culture; generous time off policies, including birthdays; Friday lunch paid for by the company; “Formstack Fun” is a monthly get together with employees with a game or activity.**16. PolicyStat****City:** Carmel**Industry:** software-as-a-service**Web site:** www.policystat.com**Indiana/U.S. employees:** 32/34**For employees:** flexible work hours and summer hours; team members get two days of paid time off to volunteer at an organization of their choice; free stocked food, monthly company lunches; regular company-wide activities to build camaraderie.**17. Apex Benefits****City:** Indianapolis**Industry:** insurance consulting (non-health care)**Web site:** www.apexbg.com**Indiana/U.S. employees:** 46/47**For employees:** company hosts a holiday party every year for employees and guests; a culture of wellness, including healthy breakfasts, chair massages or simple reminders that it is important to get up and take a walk; annual charity fundraiser.**18. Oak Street Funding LLC****City:** Carmel**Industry:** financial services – other**Web site:** www.oakstreetfunding.com**Indiana/U.S. employees:** 63/63**For employees:** Special benefit: “What I want for Christmas list” – employees volunteer to tell what they want for Christmas, if they could have anything. The company tries to have fun with granting some of the wishes.**19. elmage Technology Group****City:** Indianapolis**Industry:** technology**Web site:** www.thinkETG.com**Indiana/U.S. employees:** 22/22**For employees:** flexible work schedule and telecommuting policy; fostering employee connectivity through company events; free snacks and beverages in the home office; employee recognition program is strictly peer-nominated; four “Olympic” events held annually to encourage team building and fun.**20. MVO USA, Inc.****City:** Indianapolis**Industry:** manufacturing**Web site:** www.mvousa.com**Indiana/U.S. employees:** 17/17**For employees:** year-end holiday party; seasonal celebrations; flexible work life; birthday recognition; quarterly luncheons; paid time off for community service; employee of the quarter; summer night at Victory Field with a picnic and baseball game.

21. Wessler Engineering

City: Indianapolis

Industry: engineering

Web site: www.wesslerengineering.com

Indiana/U.S. employees: 60/61

For employees: employee-owned company; work and family life balance; open communication, with all ideas heard and considered; monthly birthday treats and recognition; on-site fitness center; years of service award every five years – employees receive a certificate and monetary bonus.



22. IDSolutions

City: Noblesville

Industry: telecommunications

Web site: www.e-idsolutions.com

Indiana/U.S. employees: 62/72

For employees: quarterly bonuses based on company performance; 100% of employee medical insurance paid, plus an additional \$1,200 a year for voluntary benefits; employees can earn up to \$2,400 a year through a comprehensive wellness program; on-site community garden.



23. The Skillman Corporation

City: Indianapolis

Industry: construction

Web site: www.skillman.com

Indiana/U.S. employees: 48/60

For employees: holiday party and pitch-in lunch; profit sharing; matching donations; employee referral program; tuition reimbursement program; company-wide email communication on any employee advancement or accreditation; recognition of significant/milestone company anniversaries.



24. Schmidt Associates

City: Indianapolis

Industry: architecture and engineering

Web site: www.schmidt-arch.com

Indiana/U.S. employees: 67/67

For employees: support of continuing education, professional development and involvement; annual chili cook-off charity fundraiser; Schmidt Academy internal training program; company celebrates a monthly Wacky Holiday on social media and through office employee interaction.



25. SmartFile

City: Indianapolis

Industry: technology

Web site: www.smartfile.com

Indiana/U.S. employees: 17/17

For employees: free snacks and drinks provided; unlimited time off; ping pong table in the breakroom; company-wide PIG basketball game every Friday; quarterly "Difference Maker" award, with winners nominated by employees and given a trophy and bonus.



26. netlogx, LLC

City: Indianapolis

Industry: consulting

Web site: netlogx.com

Indiana/U.S. employees: 50/65

For employees: employees have 20 days of paid time off from the first day of employment; 15 company-sponsored professional development trainings per year; wellness committee sponsors a \$100/year wellness incentive; random acts of kindness awards for employees who go above and beyond.



27. Guidon Design, Inc.

City: Indianapolis

Industry: architecture and engineering design services

Web site: www.guidondesign.com

Indiana/U.S. employees: 23/28

For employees: flexible scheduling; education and training opportunities; open lines of communication; company-sponsored events; company pays employee membership dues for professional organizations for active participation or leadership roles.



28. Found Search Marketing

City: Indianapolis

Industry: advertising/public relations/marketing

Web site: www.foundsm.com

Indiana/U.S. employees: 23/23

For employees: pets are allowed at work; free health care for the entire family; free drinks, coffee and snacks; relaxed atmosphere for employees; surprise lunches paid by company; off-site team building activities, including trips to Indiana breweries, restaurants and farmer's markets.



29. Community First Bank of Indiana

City: Kokomo

Industry: banking

Web site: www.cfbindiana.com

Indiana/U.S. employees: 54/54

For employees: bank-sponsored parties and gatherings for employees and families; generous 401(k) and insurance benefits; tuition reimbursement; year-end bonus program that includes all employees, plus a Christmas cash gift; blue jean Fridays.



30. CloudOne

City: Fishers

Industry: technology

Web site: oncloudone.com

Indiana/U.S. employees: 20/44

For employees: unlimited paid time off; casual, informal work environment; free snacks, drinks and lunches; training grants; annual visits to the Indiana State Fair; shout outs, peer recognition and gift cards given as tokens of appreciation; monthly pitch-ins or catered lunches.



31. Diverse Staffing

City: Indianapolis

Industry: staffing

Web site: www.diversestaffing.com

Indiana/U.S. employees: 25/25

For employees: holiday party; gym memberships; company-sponsored events; the “Over 50 Associates Working Club” for recruiters who have placed 50 or more associates; client service delivery awards; lunch and learn opportunities; sales recognition and awards.



32. Design Collaborative, Inc.

City: Fort Wayne

Industry: architecture

Web site: www.designcollaborative.com

Indiana/U.S. employees: 47/47

For employees: Special benefit: the annual office bonanza is a day-long, off-site company retreat to get all employees actively participating in the process of making the company better. Includes fun events and activities throughout the day to reinforce session topics and create memories.



33. Cripe

City: Indianapolis

Industry: architecture/engineering/survey

Web site: www.cripe.biz

Indiana/U.S. employees: 38/38

For employees: company cornhole sets for employees to use throughout the day or to take home for parties; employees who are hired in the year bring in an ornament to hang on the Cripe Family Tree and share why it is important to them.



34. United Leasing, Inc.

City: Evansville

Industry: finance

Web site: ww.unitedvv.com

Indiana/U.S. employees: 66/67

For employees: continuing education, training and development, Six Sigma; wellness offerings, such as on-site nurse, smoking cessation, free gym memberships; the “Seal of Excellence” challenge includes paid time off and a meal served to the team by executive management.



35. BLASTmedia

City: Fishers

Industry: advertising/public relations/marketing

Web site: www.blastmedia.com

Indiana/U.S. employees: 22/22

For employees: summer hours of half-day off every Friday; memberships paid to the gym in the building; continuing education reimbursement; “high-five” awards given for outstanding performances and recognized at monthly staff meetings; office-wide speakers and Pandora stream with unofficial hip-hop Fridays.



36. Bohlsen Group

City: Indianapolis

Industry: advertising/public relations/marketing

Web site: www.bohlsengroup.com

Indiana/U.S. employees: 30/30

For employees: option to work from home on Mondays and flexible working hours; monthly staff celebrations; access to a treadmill desk; team members are organized into smaller “pods,” which do a variety of individual activities such as lunch, candy jars and white board activities.



37. Leaf Software Solutions

City: Carmel

Industry: information technology

Web site: www.leafsoftwaresolutions.com

Indiana/U.S. employees: 44/44

For employees: Special benefit: the company promotes a healthy environment by participating in the national annual Bike to Work Day. Employees can take advantage of the bicycle rentals located in the Clay Terrace Shopping Center, where the company is located.



38. Bloomerang

City: Indianapolis

Industry: software

Web site: bloomerang.co

Indiana/U.S. employees: 41/41

For employees: open office environment promotes fun; located in a new building at Fort Benjamin Harrison, with a full gym and showers, rec room, subsidized cafeteria and outdoor patio; transparent office culture; at least two monthly company-paid outings.



39. OrthoPediatrics

City: Warsaw

Industry: technology – medical devices

Web site: www.orthopediatrics.com

Indiana/U.S. employees: 68/68

For employees: monthly employee events; First Tuesday Table Talks; on-site happy hour; annual service awards; employee of the month and employee of the year awards; birthdays, service anniversaries and organization milestones are celebrated companywide.



40. Network Solutions, Inc.

City: Granger

Industry: technology

Web site: www.nsi1.com

Indiana/U.S. employees: 54/55

For employees: family flexibility is the No. 1 priority; generous pay and benefits; every employee receives a cash gift and box of Omaha steaks during an annual Christmas party; tailgate party in the fall; jeans Fridays; spot bonus program; monthly birthday parties.



41. Pathfinders Advertising & Marketing Group, Inc.



City: Mishawaka
Industry: advertising/public relations/marketing
Web site: www.pathfind.com
Indiana/U.S. employees: 36/36
For employees: company recognizes milestone anniversaries; planned quarterly events; all employees are eligible for bonuses, which are based on performance and meeting goals, set by employees themselves, as well as supervisors.

42. Goelzer Investment Management, Inc.



City: Indianapolis
Industry: financial services – registered investment advisor
Web site: www.goalzerinc.com
Indiana/U.S. employees: 21/21
For employees: employee-owned company and profit-sharing program; paid parking; flexible schedules; all hands monthly and quarterly appreciation lunches and events; “Fun Fridays” offer casual dress day for all employees to promote a favorite sports team or event.

43. BlueSky Technology Partners



City: Noblesville
Industry: technology
Web site: www.blueskytp.com
Indiana/U.S. employees: 60/60
For employees: flexible work schedules with options to work from home or remotely; summer picnic and year-end party; new hire welcome lunches; on-site pool table and foosball table; fully-stocked snack and beverage bar, with Fruit Tuesdays; video game and board game nights.

44. Weddle Bros. Construction Company, Inc.



City: Bloomington
Industry: construction
Web site: www.weddlebros.com
Indiana/U.S. employees: 63/66
For employees: affordable health insurance provided at minimal employee cost; flexible workplace to allow putting family first; holiday, special occasion and safety lunches are provided; casual Fridays; “Biggest Loser” weight loss challenge; years of service and “Zero Accident” awards.

45. Indesign, LLC



City: Indianapolis
Industry: engineering
Web site: www.Indesign-LLC.com
Indiana/U.S. employees: 70/70
For employees: employee-owned company, with the option to buy-in after six months employment; annual company outing each summer includes lunch, laser tag, bowling, volleyball and arcade games; employees are paid half time for participating in company-sponsored community service initiatives.

46. LHD Benefit Advisors



City: Indianapolis
Industry: health care – insurance/services
Web site: www.lhdbenefits.com
Indiana/U.S. employees: 38/38
For employees: family-flexible work environment; employees and dependents can use health clinic; holiday bonus and party; bimonthly wind down for employees to stop work early and enjoy refreshments and socialize with co-workers; clothing allowance; ergonomic work stations and consulting services.

47. Accutech Systems



City: Muncie
Industry: technology
Web site: www.trustasc.com
Indiana/U.S. employees: 41/41
For employees: five full days of additional paid time off for philanthropic participation of the employees’ choosing; internal team coordinates outreach for other staff in times of need; company leaders come in early and cook breakfast for employees.

48. FirstPerson FIRST PERSON

City: Indianapolis
Industry: consulting
Web site: www.firstpersonadvisors.com
Indiana/U.S. employees: 58/58
For employees: Special benefit: during the busy fourth quarter, the company created a de-stress center, offered an afternoon treat trolley, in-house massages and catered lunches; the CEO also gifts the entire company a week of vacation over the holidays, in addition to standard paid time off.

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