

By **Matt Ottinger**

COO Paul Rothwell helps a student with ground beautification at IPS School 114 during IndyDoDay.



SmartIT

INTELLIGENTLY FOCUSING ON HAPPY EMPLOYEES

“I think a big reason we’re a Best Place to Work is because we try really hard to be. My business partner and I worked twice together before we started this company, and one goal we’ve always had was to be the sort of employer that we wanted to work for. We’re really mindful about that and put a lot of effort into it.”

– Paul Rothwell, COO
SmartIT

Walls lined with delectable treats and signs of creativity prove appealing for SmartIT employees.

Booting up

- Founded: 2005
- Relocated: Moved to Zionsville in 2015
- Locations: Indianapolis/Zionsville; Cincinnati; Columbus, Ohio
- Clients: Over 50 in about 30 states
- Services: IT staffing, talent acquisition and consulting

Giving back

- Employees receive two extra days off to help non-profits; financial incentives match awards to employees’ favorite organizations
- Beneficiaries: Habitat for Humanity, Special Olympics and many others

Living well

On-site amenities include:

- Full gym with showers and lockers; on-site yoga classes; treadmill desks and fitness center
- Nursing room for new mothers
- Outdoor patio; ping pong table; and cornhole boards

“We loved being in downtown Indianapolis in the energy of all that was going on, but we rented and didn’t own our building. We did a work study and surveyed employees about what they wanted, and didn’t feel we could accomplish it in a space that we didn’t own.”

Tuning in to staff

- On-staff director of employee engagement
- Over 20 recruiters companywide look for top talent
- Internal conference rooms with creative, music-related names like LinkedIn Park, Flock of SQL’s, Perl Jam, Johnny Cache, Agile Lovett and Hack Sabbath
- Launching an app in May (during a staff outing at a Cincinnati Reds game) to enhance engagement among employees and consultants

Feeding frenzy

- Starbucks machine
- Wall of canisters filled with chocolate candies and other treats
- Beer fridge
- Plans are in the works to provide some full meals
- Food also plays a role in how the company gives back to the community

“As a company, we’ll sign up to bring meals to the Ronald McDonald House. We’ll do the meal prep and serve. And I’ll buy extra Girl Scout cookies from my daughter to send. We support a lot of non-profits and it’s important to all of us that we give back. We’re very appreciative for what we have here.”

