

# BEST PLACES: HOW IT WORKS

Best Companies Group conducts a simple yet thorough company evaluation. The assessment is a two-part process designed to gather detailed data about each participating company. First, the employer completes a questionnaire covering benefits and policies. Then, employees of the company take an engagement and satisfaction survey.

Information collected from the two instruments is combined to produce a detailed set of data enabling analysts to determine the strengths and opportunities of the participating companies. The workplaces are ranked based on this data and an Employer Feedback Report is returned to each participating company.

Each company must complete the Employer Benefits and Policies Questionnaire. This is where important information is captured about company policies, practices and demographics.

The Employee Engagement and Satisfaction Survey consists of approximately 78 statements that employees respond to anonymously on a five-point agreement scale. The survey also includes two open-ended questions and seven demographic questions. Up to 400 randomly selected employees in a company are surveyed.

Results are analyzed and categorized according to eight core focus areas: Leadership and Planning; Corporate Culture and Communications; Role Satisfaction; Work Environment; Relationship with Supervisor; Training, Development and Resources; Pay and Benefits; and Overall Engagement.

Best Companies Group operates 24 statewide Best Places to Work programs, as well as city, regional, international and industry initiatives. The Indiana Chamber of Commerce's role is to encourage participation in the Best Places to Work in Indiana program, publicize the results and conduct the awards event.

## SUSTAINED EXCELLENCE

### Best Places to Work Pinnacle

**Criteria:** Companies that finished first in their respective categories three or more times within a five-year span during the 13-year history of the program.

- Edward Jones (2006-2008)
- Microsoft Corporation (2011-2014, 2016-2017)
- Hollingsworth & Zivitz, P.C. (2012-2014)
- Sikich (2013-2015)

### Best Places to Work Hall of Fame

**Criteria:** Companies recognized this year that have made the list eight or more times.

- Apex Benefits
- Blue & Co., LLC
- Brotherhood Mutual Insurance Company
- Capital Group
- Centier Bank
- Cripe
- Edward Jones
- E-gineering
- Elements Financial Federal Credit Union
- FirstPerson
- FORUM Credit Union
- Horseshoe Casino Hammond
- Indesign, LLC
- Katz, Sapper & Miller
- Monarch Beverage
- Salesforce
- Schmidt Associates
- Software Engineering Professionals (SEP)
- United Consulting Engineers
- WestPoint Financial Group

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## Small Companies (15-74 employees)

Rank	2017 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
1	9	6	Hanapin Marketing	Bloomington	65/65
2	35	2	Sharpen Technologies Inc.	Indianapolis	61/61
3	8	4	eimagine	Indianapolis	31/31
4	N/A	1	That's Good HR	Indianapolis	16/16
5	N/A	1	Big City Cars	Fort Wayne	32/32
6	15	2	University High School of Indiana	Carmel	52/52
7	14	4	Lakeside Wealth Management	Chesterton	35/35
8	10	8	Cripe	Indianapolis	49/49
9	27	9	Indesign, LLC	Indianapolis	71/71
10	N/A	1	Board of Certified Safety Professionals (BCSP)	Indianapolis	40/40
11	25	8	Apex Benefits	Indianapolis	50/50
12	13	7	Leaf Software Solutions	Carmel	41/41
13	17	3	Visit Indy	Indianapolis	62/62
14	22	6	Magnum Logistics	Plainfield	20/20
15	11	2	mAccounting, LLC	Indianapolis	33/33
16	N/A	6	Wessler Engineering	Indianapolis	72/74
17	48	4	Goelzer Investment Management, Inc.	Indianapolis	23/23
18	40	2	T&W Corporation	Indianapolis	38/38
19	N/A	1	The Garrett Companies	Greenwood	39/39
20	39	8	FirstPerson	Indianapolis	66/66
21	4	6	JA Benefits, LLC	Bedford	23/23
22	N/A	1	Insurance Management Group	Marion	41/41
23	N/A	1	Probo Medical	Fishers	43/53
24	12	6	Jackson Systems	Indianapolis	60/60
25	N/A	1	RQAW	Indianapolis	67/67
26	32	3	LHD Benefit Advisors	Indianapolis	54/54
27	45	3	OfficeWorks	Fishers	60/60
28	44	2	Peepers by PeepersSpecs	Michigan City	24/24
29	21	6	The Skillman Corporation	Indianapolis	53/72
30	29	4	Community First Bank of Indiana	Kokomo	63/63
31	N/A	7	BlueSky Technology Partners	Noblesville	57/57
32	16	2	CleanSlate Technology Group	Carmel	33/33
33	N/A	1	Hamilton County Tourism	Carmel	20/20
34	N/A	1	Clinical Architecture	Carmel	60/60
35	N/A	1	Brite Systems	Indianapolis	42/43
36	N/A	1	Greenlight Guru	Indianapolis	31/31
37	5	2	DK Pierce and Associates	Zionsville	16/20
38	N/A	2	Guidon Design	Indianapolis	35/35
39	N/A	1	Nix Companies	Poseyville	36/36
40	30	3	BLASTmedia	Fishers	24/24
41	N/A	3	Accutech Systems	Muncie	56/56
42	23	2	Pondurance	Indianapolis	50/50
43	N/A	1	Sigstr	Indianapolis	46/46
44	33	2	Grote Automotive	Fort Wayne	52/52
45	42	4	VOSS Automotive	Fort Wayne	72/74
46	N/A	1	Merritt Contracting	Lebanon	57/57
47	36	4	netlogx LLC	Indianapolis	44/50

\*13th year of the program

\*\*Provided by companies on employer questionnaire

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## Small Companies (15-74 employees) (continued from previous page)

Rank	2017 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
48	41	2	General Insurance Services	Michigan City	59/59
49	18	3	Bloomerang	Indianapolis	63/63
50	31	4	Inovateus Solar LLC	South Bend	30/30
51	N/A	1	Bedel Financial Consulting, Inc.	Indianapolis	17/17
52	N/A	1	Springbuk	Indianapolis	51/51
53	N/A	1	ClearObject, Inc.	Fishers	60/60
54	N/A	2	OrthoPediatrics	Warsaw	70/70
55	34	2	CENTURY 21 Scheetz	Multiple locations	50/50
56	N/A	3	Public Safety Medical	Indianapolis	45/45
57	N/A	1	RESOURCE Commercial Real Estate	Indianapolis	41/41

## Medium Companies (75-249 employees)

Rank	2017 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
1	3 (small)	8	E-gineering	Indianapolis	74/76
2	N/A	5	Formstack	Indianapolis	69/102
3	37 (small)	6	Oak Street Funding LLC	Indianapolis	81/82
4	19	6	Moser Consulting	Indianapolis	146/196
5	11	3	Blue Horseshoe	Carmel	125/185
6	1	5	Gregory & Appel Insurance	Indianapolis	129/129
7	6	2	American College of Education	Indianapolis	43/151
8	7	4	First Internet Bank	Fishers	182/182
9	24 (small)	2	Lessonly	Indianapolis	75/81
10	38 (small)	2	Emarsys North America	Indianapolis	96/96
11	4	9	Software Engineering Professionals (SEP)	Carmel	121/121
12	19 (small)	4	Weddle Bros. Construction Co., Inc.	Bloomington	82/82
13	10	7	J.C. Hart Company, Inc.	Carmel	142/142
14	14	3	HWC Engineering, Inc.	Indianapolis	91/91
15	N/A	1	CREA, LLC	Indianapolis	69/95
16	16	6	Visiting Nurse and Hospice of the Wabash Valley	Terre Haute	115/115
17	26 (small)	10	Schmidt Associates, Inc.	Indianapolis	82/82
18	N/A	1	Parkview Wabash Hospital	Wabash	157/157
19	5	5	IDSolutions	Noblesville	69/80
20	8	8	Elements Financial Federal Credit Union	Indianapolis	165/165
21	N/A	2	Midwest Mole	Greenfield	81/81
22	21	6	Peoples Bank SB	Munster	209/209
23	N/A	4	Butler, Fairman & Seufert, Inc.	Indianapolis	157/157
24	N/A	5	Morales Group, Inc.	Indianapolis	99/99
25	N/A	9	United Consulting Engineers	Indianapolis	104/104
26	N/A	5	United Way of Central Indiana	Indianapolis	117/117
27	N/A	1	ESCO Communications	Indianapolis	118/118
28	9	3	Merchants Bank of Indiana and PR Mortgage & Investments	Carmel	189/189
29	N/A	1	Fort Wayne Rescue Mission Ministries, Inc. (DBA The Rescue Mission)	Fort Wayne	85/85
30	N/A	1	Envelop Group	Indianapolis	68/85

\*13th year of the program

\*\*Provided by companies on employer questionnaire

## Large Companies (250-999 employees)

Rank	2017 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
1	1	2	Blue 449	Indianapolis	23/353
2	3	4	Kemper CPA Group LLP	Multiple locations	143/334
3	7	4	Onebridge	Indianapolis	40/425
4	6	6	Sikich	Indianapolis	28/763
5	10	5	Hylant	Multiple locations	100/696
6	2	8	FORUM Credit Union	Fishers	342/342
7	N/A	5	The Kendall Group	Fort Wayne	64/972
8	4	13	Katz, Sapper & Miller	Indianapolis	310/310
9	15	4	IPMG	West Lafayette	308/308
10	N/A	5	Appirio, A Wipro Company	Indianapolis	209/862
11	17	12	Centier Bank	Merrillville	817/817
12	17 (medium)	11	WestPoint Financial Group	Indianapolis	169/271
13	N/A	1	Carbonite	Indianapolis	59/781
14	N/A	1	Parkview Whitley Hospital	Columbia City	315/315
15	9	9	Blue & Co., LLC	Carmel	213/406
16	N/A	1	Parkview Noble Hospital	Kendallville	270/270
17	13	11	Brotherhood Mutual Insurance Company	Fort Wayne	452/452
18	19	6	American Structurepoint, Inc.	Indianapolis	339/411
19	N/A	1	Bastian Solutions	Indianapolis	255/509
20	N/A	1	Parkview Huntington Hospital	Huntington	257/257
21	N/A	1	MutualBank	Muncie	389/389
22	14	4	Ontario Systems	Muncie	302/431
23	N/A	1	Aluminum Trailer Company	Nappanee	275/275
24	N/A	1	Pacers Sports & Entertainment	Indianapolis	253/253
25	12	8	Monarch Beverage	Indianapolis	711/711

## Major Companies (1,000 or more employees)

Rank	2017 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
1	2	13	Edward Jones	Statewide	1,161/41,350
2	4	8	Horseshoe Casino Hammond	Hammond	1,730/47,317
3	5	11	Salesforce	Indianapolis	1,668/17,417
4	6	7	Aerotek	Multiple locations	153/7,467
5	N/A	1	CareSource	Indianapolis	109/3,836
6	N/A	1	Ameristar Casino + Hotel East Chicago	East Chicago	1,184/1,184
7	N/A	6	Total Quality Logistics	Indianapolis	151/4,049
8	N/A	1	Perficient	Carmel	28/2,001
9	3	5	Colliers International – Indianapolis	Indianapolis	43/3,100
10	N/A	1	Kronos Incorporated	Indianapolis	229/3,532
11	N/A	1	Comcast Corporation	Multiple locations	1,082/93,378
12	N/A	1	First Merchants Bank	Muncie	1,524/1,728
13	10	11	Capital Group	Carmel	918/6,870

\*13th year of the program

\*\*Provided by companies on employer questionnaire