



COLUMBUS REGIONAL HOSPITAL

## 1 Edward Jones

**Description:** Edward Jones is the largest financial services firm in the nation in terms of branch offices, with more than 9,000. Today, the firm serves more than seven million clients, offering a variety of investments including certificates of deposit, taxable and nontaxable bonds, stocks and mutual funds.

**Web site:** [www.edwardjones.com](http://www.edwardjones.com)

**Founded:** 1922

**Indiana employees:** 803

**Average salary (non-exempt):** \$31,662

**Average salary (exempt):** \$121,376

**Best practices:** Edward Jones provided tuition reimbursements for 827 participants in 2006. The company reimburses associates up to \$5,000 tax-free per calendar year. Reimbursement is paid on enrollment at request and is not pro-rated based on grade. For a financial advisor, parenting leave can be an expensive proposition because income is based on commissions. The firm helps out by guaranteeing 75% of a financial advisor's previous six months' average commissions for six weeks after the baby's delivery.

## 2 The Capital Group Companies, Inc.

**Description:** The Capital Group Companies is home of the American Funds, one of the largest mutual fund families in the United States. It manages more than \$1 trillion in mutual fund assets, making it possible for individuals and families to own their own home, send children to college or plan for a comfortable retirement.

**Web site:** [www.capgroup.com](http://www.capgroup.com)

**Founded:** 1994

**Indiana employees:** 1,004

**Average salary (non-exempt):** Not disclosed

**Average salary (exempt):** Not disclosed

**Best practices:** After five years with the company, full-time associates can request a community service leave of absence to devote time to a volunteer project of a qualified non-profit organization. If accepted, these associates receive up to 75% of their salary for up to six months and are still covered by most benefits. The company reimburses up to \$400 annually to each associate for fees associated with participating in health/wellness activities such as yoga classes, golf lessons, gym membership or the purchase of exercise equipment.

## 3 Shiel Sexton Company, Inc.

**Description:** Shiel Sexton serves specific markets including commercial, life sciences, education, public, hospitality and interiors. In addition to offering general contracting and construction management services, Shiel Sexton provides building owners and managers with pre-construction services including conceptual budgeting and constructability review.

**Web site:** [www.shielsexton.com](http://www.shielsexton.com)

**Founded:** 1962

**Indiana employees:** 348

**Average salary (non-exempt):** Not disclosed

**Average salary (exempt):** Not disclosed

**Best practices:** New graduates coming to Shiel Sexton are teamed with a project coordinator and project manager. The mentoring process for a project manager can take anywhere from four to six years. This gives the employee the opportunity to experience different types and sizes of construction projects and become familiar with estimating, scheduling, quality and safety. Also, Shiel Sexton purchases tickets to the State Fair every year so employees and their families can enjoy the festivities. The company pays 50% of annual membership costs for the zoo and children's museum.

## 4 Columbus Regional Hospital

**Description:** Columbus Regional Hospital is a 225-bed not-for-profit, county-owned hospital, serving a 10-county region of southeastern Indiana by delivering acute care to patients through 35 medical specialties. Key health care services are inpatient, outpatient and emergency services.

**Web site:** [www.crh.org](http://www.crh.org)

**Founded:** 1917

**Indiana employees:** 1,550

**Average salary (non-exempt):** \$32,232

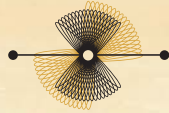
**Average salary (exempt):** \$68,474

**Best practices:** In an effort to provide a healthy initiative for the families of employees, the hospital has established a nursing mother's room. Female employees returning to work after having a baby who wish to express breast milk for their infants may utilize this room (electric base pump, refrigerator and personal storage area provided) during the workday. The hospital offers employees who have responsibilities to care for their elderly dependents Elder Care Resources, which includes counseling with a work and family resource advisor for information on adult day care, assisted living options, care supplies and educational materials.



## ERNST & YOUNG

Quality In Everything We Do



INTERACTIVE INTELLIGENCE<sup>®</sup>  
Deliberately Innovative



Clark Memorial  
Hospital

Jewish Hospital Health Network Partner  
Healing Begins Here.

### 5 Centier Bank

**Description:** Centier has been owned and operated by the Schrage family continuously since 1895, with a promise to remain an independent, hometown community bank. The goal is to provide clients with the world-class service experience they have come to expect from Centier.

**Web site:** [www.centier.com](http://www.centier.com)

**Founded:** 1895

**Indiana employees:** 664

**Average salary (non-exempt):** \$26,062

**Average salary (exempt):** \$53,333

**Best practices:** During our three-day orientation program, employees meet with our president in his office. He spends about two hours with them, getting to know them and letting them get to know him. He asks that they call him "Mike," not "Mr. Schrage." It's an informal time and the purpose of the meeting is to reinforce the importance he places on every associate in the bank. Also, we want to support our family of associates during good and bad times. We announce (with permission) these times so others can reach out with their support or join in on the celebration.

### 6 Interactive Intelligence, Inc.

**Description:** Interactive Intelligence, Inc. provides the most innovative contact center and IP telephony products and services available. The company offers a product line that helps businesses more rapidly respond to change, while reducing the cost and complexity associated with managing interactions.

**Web site:** [www.inin.com](http://www.inin.com)

**Founded:** 1994

**Indiana employees:** 393

**Average salary (non-exempt):** \$34,205

**Average salary (exempt):** \$78,252

**Best practices:** In our headquarters building, there is an onsite fitness center with showers and dressing rooms, a game room with multiple foosball tables and arcade games, and a sleep room for those employees who need it. A masseuse comes on site at least once per month. The building has free parking and a full kitchen for employees who like to cook their meals at work. Every summer, employees may participate in a Summer Olympics competition. This is held during work hours and allows employees to try hula hooping, bat spins, basketball and other events.

### 7 Ernst & Young, LLP

**Description:** Globally, Ernst & Young is a professional services organization that operates in 140 countries with more than 130,000 people. The company provides world-class auditing and accounting, risk-advisory, tax and transaction services to clients ranging from emerging growth companies to global powerhouses.

**Web site:** [www.ey.com](http://www.ey.com)

**Founded:** 1908

**Indiana employees:** 427

**Average salary (non-exempt):** Not disclosed

**Average salary (exempt):** Not disclosed

**Best practices:** Ernst & Young is on Facebook. We wanted to make our hiring expectations available to the next generation of serious candidates in their own terms. Last year, we launched a sponsored site on Facebook.com and gave students the chance to ask questions about career opportunities and learn about the company. Each August, Ernst & Young invites our interns – almost all of whom will be full-time employees once they graduate – to attend a four-day program that offers team-building activities, presentations from key leaders and breakout sessions designed to show them the skills they'll need to succeed.

### 8 Clark Memorial Hospital

**Description:** Clark Memorial Hospital (CMH) is a 241-bed, not-for-profit, acute care hospital with service lines that include medical/surgical units, ICU/TCU, women's care, labor and delivery, behavioral health, ER, urgent care, outpatient surgery, diagnostic imaging and primary care services.

**Web site:** [www.clarkmemorial.org](http://www.clarkmemorial.org)

**Founded:** 1922

**Indiana employees:** 1,192

**Average salary (non-exempt):** \$38,875

**Average salary (exempt):** \$67,329

**Best practices:** CMH selects five ambassadors (team members who exemplify superior service skills) each month. These ambassadors are honored at a breakfast with the administrative team, the board and their supervisors. They are also awarded prizes that include jackets, gift certificates and preferred parking. In an effort to improve the orientation and success of new graduate RNs entering the workforce, CMH has an RN mentoring program. This program matches up new graduate RNs with current RNs in a mentor/mentee relationship.

## Large Companies

### 9 BSA LifeStructures

**Description:** BSA LifeStructures is a national leader in designing health care, higher education, research and technology facilities. The multi-disciplinary architecture and engineering firm has offices in Indianapolis and Chicago.

**Web site:** [www.bsalifestructures.com](http://www.bsalifestructures.com)

**Founded:** 1975

**Indiana employees:** 255

**Average salary (non-exempt):** \$39,647

**Average salary (exempt):** \$76,103

**Best practices:** BSA LifeStructures recently improved the interior of its three-story office building, creating an up-to-date, improved environment for its employees. The main floor now has a cafe that provides a home for functions related to both work and life. It is a place where employees can hold impromptu meetings, "The Office" Fridays (where employees watch episodes of the television show "The Office" during lunch) and a place for meetings and clubs such as the Knitting and Crocheting Club and Weight Watchers. A plasma screen in the main lobby provides a place to post news and visuals such as photographs of projects taking place, article clippings, etc.

### 10 St. Joseph Hospital

**Description:** St. Joseph Hospital is a 167-bed acute care facility serving the residents of Kokomo and surrounding Howard County communities with a medical staff of more than 100 physicians that provide

medical, surgical and diagnostic services for inpatients and outpatients.

**Web site:** [www.stjoseph.stvincent.org](http://www.stjoseph.stvincent.org)

**Founded:** 1936

**Indiana employees:** 729

**Average salary (non-exempt):** \$32,927

**Average salary (exempt):** \$82,680

**Best practices:** To reinforce the connection between pay and performance, our pay program supports our efforts to differentiate and reward sustained "above average" performance with "above average" compensation. Pay for performance recognizes levels of responsibility, past and expected performance, direct impact to the strategic success of our health ministry, extraordinary service, operational excellence, patient satisfaction, retention, productivity and contributions that strengthen the vitality of our mission and values. FlexDollars are provided to full-time associates based on the associate's rate of pay and medical coverage type to offset the associate's costs.

### 11 Duke Realty Corporation

**Description:** Duke Realty Corporation is one of the largest commercial real estate companies in the United States, with 129 million square feet of office and industrial properties in 22 cities; nationwide construction capabilities; 7,600 acres of land to support 112 million square feet of future development; 1,400 associates providing site selection, development, financing, construction, leasing and property management services.

**Web site:** [www.dukerealty.com](http://www.dukerealty.com)

**Founded:** 1972

**Indiana employees:** 561

**Average salary (non-exempt):** \$41,955

**Average salary (exempt):** \$91,459

**Best practices:** All press releases are e-mailed to all associates when they are released. Friday, September 7, 2007, was designated "Associate Appreciation Day" at Duke. As a way to say thank you to everyone for their hard work, lunch was catered in at each of our locations and all the offices closed at 2 p.m. so everyone could get an early start on their weekend.

### 12 Bingham McHale LLP

**Description:** Maintaining offices in Indianapolis, Jasper and Vincennes, Bingham McHale serves clients no matter where their geographic reach extends. Firm attorneys stay focused on emerging issues in law, business and government that could impact clients.

**Web site:** [www.binghammchale.com](http://www.binghammchale.com)

**Founded:** 1914

**Indiana employees:** 257

**Average salary (non-exempt):** \$46,000

**Average salary (exempt):** \$89,000

**Best practices:** Under the firm's "Take a Partner to Lunch" program, each associate is encouraged to schedule periodic one-on-one lunches with a partner of their choosing. Group lunches are highly discouraged under this program. Each associate/of counsel will have a budget for the year 2008 of \$150 for these lunches. It is the firm's hope that these one-on-one lunches will increase the quantity and quality of partner-associate interaction. Bingham McHale has been a partner with Howe Academy in Indianapolis for the past 10 or more years. Volunteers from Bingham McHale read to students, act as mentors and help raise money for Howe families during the holiday season.



## Large Companies



GOSHEN HEALTH SYSTEM

GOSHEN GENERAL HOSPITAL

True.Care.

### 13 Fort Wayne Metals Research Products Corporation

**Description:** The Fort Wayne Metals headquarters includes four production facilities and a metallurgical laboratory. Fort Wayne Metals also has a production facility in Castlebar, Ireland. Products are used in many medical applications, including cardiac rhythm management, vascular therapy, endoscopy, orthopedic, orthodontic and dental.

**Web site:** [www.fortwaynemetals.com](http://www.fortwaynemetals.com)

**Founded:** 1970

**Indiana employees:** 373

**Average salary (non-exempt):** \$43,248

**Average salary (exempt):** Not disclosed

**Best practices:** Fort Wayne Metals provides workout facilities equipped with Nautilus, treadmills, exercycle, weightlifting equipment, the Curves workout circuit, locker rooms and showers at two plant locations for employees and their spouses. We also partner with a local fitness group to provide exercise classes and personal training onsite with just a small fee for employees. Once a month all employees attend the performance meeting. There are four meetings offered throughout the day so that employees from all three shifts are able to attend.

### 14 Crowe Chizek and Company LLC

**Description:** Crowe Group LLP, the parent company of Crowe Chizek and Company LLC, is one of the top 10 public accounting and consulting firms in the United States. Crowe professionals provide public and private companies with thought leadership to clients in the financial services, health care, government, private equity sponsored, inventory based and not-for-profit industry sectors.

**Web site:** [www.crowechizek.com](http://www.crowechizek.com)

**Founded:** 1942

**Indiana employees:** 770

**Average salary (non-exempt):** \$37,666

**Average salary (exempt):** \$68,120

**Best practices:** One core focus has been diversity. An online calendar that outlines cultural and religious events and observances worldwide was posted on the firm's intranet site in January 2007. Diversity content is included in the new and experienced hire orientations. CareerLink is Crowe's career development and performance management program, and all Crowe personnel participate. The program gives the individual the opportunity to work with a career coach to create specific developmental plans that fall in line with the firm's business objectives and the individual's personal aspirations.

### 15 Baker & Daniels LLP

**Description:** Baker & Daniels LLP is one of Indiana's largest law firms with more than 370 lawyers and consulting professionals in 35 practice groups. The firm is based in Indianapolis and has significant operations in Fort Wayne, South Bend, Washington, D.C. and Beijing, China.

**Web site:** [www.bakerdaniels.com](http://www.bakerdaniels.com)

**Founded:** 1863

**Indiana employees:** 667

**Average salary (non-exempt):** Not disclosed

**Average salary (exempt):** Not disclosed

**Best practices:** Baker & Daniels has a merit bonus program for associate attorneys, paralegals and director level staff members. Eligible employees must meet specific measurable standards and objectives in addition to the firm achieving its own financial objectives. The firm has a business development and client service curriculum that dates back to 1994, when the firm's strategic plan included a program to foster business development and work/life balance mentoring. Based on input from associates and younger partners, the firm developed a comprehensive curriculum and training program, which begins about halfway through the associate's first year and continues until partnership.

### 16 Goshen Health System

**Description:** Goshen Health System provides a wide array of health care services to nearly 175,000 people in a four-county area. Goshen Health System's comprehensive health care programs operate from 18 different locations in the region.

**Web site:** [www.goshenhealth.org](http://www.goshenhealth.org)

**Founded:** 1995

**Indiana employees:** 1,220

**Average salary (non-exempt):** \$30,331

**Average salary (exempt):** \$111,919

**Best practices:** Goshen Health System has implemented gain sharing, which encourages colleagues to propose ideas for increasing revenues and reducing unnecessary costs. Colleagues who generate ideas that produce tangible income and cost savings are eligible for gain sharing and receive a cash award for their initiative. Colleagues who have child care costs directly related to their work schedule are eligible to participate in the highly popular Child Care Voucher Program. Up to one half of costs are reimbursed on a sliding scale, depending on the colleague's income, with the total not to exceed \$2,000 annually.

## Large Companies

### 17 Emmis Communications

**Description:** Emmis Communications is an Indianapolis-based diversified media firm with radio broadcasting, magazine publishing and interactive operations. Emmis owns 21 FM and two AM domestic radio stations

serving New York, Los Angeles, Chicago, St. Louis, Austin, Indianapolis and Terre Haute.

**Web site:** [www.emmis.com](http://www.emmis.com)

**Founded:** 1980

**Indiana employees:** 273

**Average salary (non-exempt):** \$28,026

**Average salary (exempt):** \$84,752

**Best practices:** Emmis' annual managers meeting is an example of the desire to spread Emmis values throughout the company. Managers at all levels attend the gathering, not just those at the top of the ladder. The managers are directed to pass the details from the meeting on to the rest of the Emmis family. A defining characteristic of Emmis and its leadership is the company's history of protecting employees during times of economic challenge. A recent example is CEO Jeff Smulyan's decision to take a salary of only \$1 (announced in December 2006) to help cut costs while the company is impacted by industry-wide economic stagnation.

### 18 Indiana Business College

**Description:** Indiana Business College, a postsecondary, proprietary educational institution, provides men and women with the skills necessary to attain a career in business, industry and the public sector. The

college offers classes at 10 campuses across the state and online.

**Web site:** [www.ibcschools.edu](http://www.ibcschools.edu)

**Founded:** 1902

**Indiana employees:** 520

**Average salary (non-exempt):** \$34,695

**Average salary (exempt):** \$46,436

**Best practices:** Each campus location participates annually in numerous community events, raising money, volunteering, etc. At our annual company awards day, we award a "Community Service Award" to the campus that had the most money raised and volunteer hours provided in their communities. The newly launched Sharepoint technology allows for document sharing and collaboration across the organization. Reports, data, forms, policies and historical information are available through the Sharepoint hub, reducing e-mails and information searches, requests for information and more.



**Clarian West Medical Center**



**INDIANA BUSINESS COLLEGE**

WE CHANGE LIVES, ONE STUDENT AT A TIME®

**BOSE  
McKINNEY  
& EVANS LLP**

ATTORNEYS AT LAW

### 19 Clarian West Medical Center

**Description:** Clarian West is a state-of-the-art, full service 86-bed community hospital providing the highest quality care in such areas as surgery, general medicine, women's health, pediatrics, diagnostics

and emergency medicine.

**Web site:** [www.clarian.org/portal/ClarianWest](http://www.clarian.org/portal/ClarianWest)

**Founded:** 2004

**Indiana employees:** 494

**Average salary (non-exempt):** \$46,530

**Average salary (exempt):** \$85,155

**Best practices:** Clarian West Medical Center has a very unique culture, which we refer to as the "West Way." From the physical design of the hospital to the rituals and symbols that now represent us, every decision in the creation of our identity has been thoughtful and intentional in order to provide that relationship-centered environment. In an effort to help maintain our relationship-centered care environment and our sanctuary of healing, our chaplain regularly meets with employees, department leaders and hospital administrators in a role sometimes deemed a "Relationship Centered Consultant."

### 20 Bose McKinney & Evans LLP

**Description:** Bose McKinney & Evans LLP provides a full-range of legal services to privately owned businesses, publicly traded companies, high-tech organizations and governmental entities.

**Web site:** [www.boselaw.com](http://www.boselaw.com)

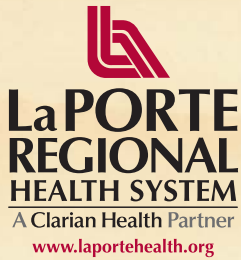
**Founded:** 1955

**Indiana employees:** 285

**Average salary (non-exempt):** \$49,000

**Average salary (exempt):** \$95,000

**Best practices:** An annual anniversary reception is held for staff reaching significant years of service. Each individual is honored at the reception, which includes speeches, food and gifts. Each employee with 20 or more years of service will receive a gift (of their choice) valued at \$500; 15 years of service earns a \$350 gift; 10 years earns a \$250 gift. There are also firm-wide e-mails distributed recognizing significant achievements of staff and attorneys, as well as traveling trophies. Staff is assigned a peer mentor in their same practice area.



## 21 La Porte Regional Health System

**Description:** La Porte Regional Health System (LRHS), a Clarian Health partner, is composed of La Porte Hospital (a 227-bed community hospital), La Porte Regional Physician Network (19 physician practices)

and the La Porte Hospital Foundation.

**Web site:** www.laportehhealth.org

**Founded:** 1999

**Indiana employees:** 1,220

**Average salary (non-exempt):** Not disclosed

**Average salary (exempt):** Not disclosed

**Best practices:** Employees receive a 30% discount on all food purchases at the hospital cafeteria. Health Port participants receive a 20% discount and our valuable volunteers receive free drinks. The Nursing Excellence Council was developed to provide a network for nurses to identify patient care concerns and make recommendations and/or decisions regarding clinical and professional development issues. The Executive Nursing Council was developed to provide clinical structure to facilitate discussion and decision making for nursing leaders. These are just a few examples of the numerous affinity groups available to LRHS employees.

## 22 FORUM Credit Union

**Description:** FORUM is one of the largest credit unions in the United States, providing a full range of financial products, investment solutions and consulting services to over 100,000 members, partners

and clients in Central Indiana and across the country.

**Web site:** www.forumcu.com

**Founded:** 1941

**Indiana employees:** 339

**Average salary (non-exempt):** Not disclosed

**Average salary (exempt):** \$55,875

**Best practices:** The "Your Star" program allows employees to recognize other employees at all levels of the organization. Quarterly and annual awards are given based on employee nominations. Organization and individual accomplishments are celebrated each February for the previous year at a luncheon awards program. As part of our LEAP leadership program, employees are assigned a mentor and can continue the relationship beyond formal program completion. The program is designed to develop leadership skills in employees new to a supervisory position or in training for a leadership position.

## 23 Monarch Beverage Company, Inc.

**Description:** Monarch Beverage is the largest beer and wine distributor in Indiana. The beer division serves nearly two-thirds of Indiana's counties. Every day, Monarch delivers nearly 50,000 cases of beer

and wine to bars, restaurants, liquor stores and grocery stores statewide.

**Web site:** www.monarch-beverage.com

**Founded:** 1947

**Indiana employees:** 640

**Average salary (non-exempt):** \$32,905

**Average salary (exempt):** \$47,005

**Best practices:** Monarch offers employee programs that include: free Kings Island trips, breakfast with Santa, free Indians baseball game tickets, employee appreciation cookouts, 50% off zoo tickets, holiday party, half-off employee purchases of beer and wine, birthday cards with McDonald's money to all kids and gift certificates for all newborns. Samples of company products are made available to all employees twice each year. Accompanying these samples are brief descriptions about each product, brewery or winery information and key selling points. This program gives Monarch employees (regardless of division) the information to promote Monarch brands.

## 24 Cintas

**Description:** Cintas is North America's leading provider of corporate identity uniforms through rental and sales programs, as well as a significant provider of related business services, including entrance mats,

restroom products and services, first aid, safety and fire protection products and services, document management services and branded promotional products.

**Web site:** www.cintas.com

**Founded:** 1929

**Indiana employees:** 1,126

**Average salary (non-exempt):** Not disclosed

**Average salary (exempt):** Not disclosed

**Best practices:** Many hourly employees and delivery drivers wear Cintas uniforms that are laundered and maintained at the facility where they work. At Cintas, employees are not called "employees." Everyone from CEO to line-level associates are called "partners." It's symbolic of the Cintas spirit that it takes all partners doing their jobs to make the company successful. In return, all full-time partners are rewarded with "partner plan" stock, so everyone is also a "partner" in owning the company.

# Angie's list.

## 25 Angie's List

**Description:** Angie's List is a member-supported listing of companies that provide local services to homeowners. Companies do not pay to be on the list. Instead, members pay to have access to the

list. Members submit reports via Internet or the call center on their experiences with local companies and the feedback is shared with other members.

**Web site:** [www.angieslist.com](http://www.angieslist.com)

**Founded:** 1995

**Indiana employees:** 320

**Average salary (non-exempt):** Not disclosed

**Average salary (exempt):** Not disclosed

**Best practices:** We're located in an old firehouse. There are no offices. The CEO, CFO and COO all have the same size cubicles as every other employee and the cubes are located among non-managers. Angie's List has a pinball machine, foosball game and billiards table for employees to use. Employees are eligible to enroll in the 401(k) on January 1 or July 1 after one full year of employment. Once enrolled, Angie's List contributes 3%, regardless of employee contribution. Angie's List contributions are vested immediately.

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### We may have won the award, but our employees get the trophy.

Fort Wayne Metals is honored to have been named one of Indiana Chamber of Commerce's Best Places to Work. The way we see it, taking care of our customers begins with taking care of our employees.

