

Small Companies

1. JA Benefits

Bedford | www.jabenefits.com

Industry: health care – insurance/services

For employees: access to health clinics throughout the state, acute/preventative care and prescriptions free for employees and family; 10@10 daily gathering for 10-minute walk and talk session; team workout sessions at local gym; beer Fridays.



2. Artisan Electronics

Odon | www.artisan-electronics.com

Industry: engineering

For employees: eligible for paid time off on day one of hire; able to pool and donate unused time off; bring your kids to work day; group meals; company garden; monthly themed happy hours with guests.



3. Hanapin Marketing

Bloomington |

www.hanapinmarketing.com

Industry: advertising/PR/marketing

For employees: company emphasizes developing talent and promoting from within; profit-sharing program; employee-led wellness group; flexible work schedules; office closed on the second Friday of the second month of the quarter for three-day weekends.



4. Lakeside Wealth Management

Chesterton | www.lakesidewealth.com

Industry: financial services

For employees: employees recognized monthly for various reasons; emphasis on staff engagement through friendly competition; concierge services; each division has a DJ in charge of playing music to match the mood.



5. DK Pierce & Associates

Zionsville | www.dk Pierce.net

Industry: consulting

For employees: dogs allowed in the office; regular off-site team retreats allow for quality strategy and social time; corporate headquarters surrounded by walking trails and woods; each employee has \$2,000 annually to grow professionally.



6. Renovia

Indianapolis | www.renovia.com

Industry: construction

For employees: Monday morning huddles to recognize outstanding moments throughout the previous week; annual all-company retreat at a lake; company-paid national and international mission trips.



7. University High School of Indiana

Carmel | www.universityhighschool.org

Industry: education

For employees: offers tuition assistance for employees' children to attend; encouraged to recognize spirit week theme days and dress up; autonomy in the classroom; teachers can develop new courses during January Term; daily yoga classes.



8. The Garrett Companies

Greenwood |

www.thegarrettco.com

Industry: real estate

For employees: concierge services; free, weekly on-site yoga; monthly massage therapy; annual ski retreat to Telluride, Colorado; ice cream truck delivers free treats on occasion; random fun competitions; flexible workday.



9. Spectrum Technology, Inc.

Indianapolis | www.spectrumti.com

Industry: technology

For employees: 100% 401(k) match up to 4%; catered meals; Beer :30, typically on Friday afternoons; relaxed attire; chili cook-offs; bring your baby to work program for new parents up to six months.



10. DemandJump

Indianapolis | www.demandjump.com

Industry: technology

For employees: Freaky Friday weekly all-hands lunch and employee recognition; on-site yoga; committee organizes twice-monthly fun events; sales gong that gets hit by high-impact team members for bringing on new customers.



11. Indesign, LLC

Indianapolis | www.indesign-llc.com

Industry: engineering

For employees: anniversary celebration and spirit week, for employees to dress for a theme, ends with three-hour party including "year-in-review" presentation; transparency through monthly meetings; employee-owned company; collaboration room; company garden.



12. Centerfirst

Indianapolis | www.center-first.com

Industry: health care – insurance/services

For employees: company-paid events to TopGolf, happy hours and weekly lunches; primarily a work-from-home environment with flex hours; profit-share options; proactively gathers feedback from employees and institutes changes.



YELLOW BOX INDICATES HALL OF FAME COMPANY

13. Magnum Logistics

Plainfield | www.gomagnum.com

Industry: transportation

For employees: company CEO matches fundraising donations for employees in need; weekly prayer meeting; regular meals provided; participates in community philanthropic programs; encourages employees to get up and move around during the day.



19. eGov Strategies LLC

Indianapolis | www.egovstrategies.com

Industry: services

For employees: “Debauch of the Year” celebrates humorous personal missteps; pet-friendly office every day; family comes first; ability to work from home; emphasis on both personal and professional development.



14. Alerding CPA Group

Indianapolis | www.alerdingcpagroup.com

Industry: accounting

For employees: company pays CPA exam fees; lunch and learns to bring staff together and speak on diverse topics that promote unity and understanding; regular themed pitch-in meals; chair massages during busy season.



20. iRiS Recruiting Solutions

Carmel | www.irisrecruiting.com

Industry: staffing

For employees: annual tropical incentive trip for employees and a guest; team-building events and service projects during workdays; extended lunch hour for physical fitness activities in building’s workout facility.



15. That’s Good HR

Indianapolis | www.thatsgoodhr.com

Industry: staffing

For employees: insurance offered to employees that work at least 30 hours; flexible scheduling; allows employee children in office for unexpected schedule changes; offers work-share and part-time schedules; cell phone reimbursement.



21. Hamilton County Tourism, Inc.

Carmel | www.visithamiltoncounty.com

Industry: nonprofit

For employees: 100% employer-provided medical, vision, dental, life and disability coverage for employees; supervisors have discretionary funds for spot employee recognitions; on-site, weekly yoga sessions.



16. BLASTmedia

Fishers | www.blastmedia.com

Industry: advertising/PR/marketing

For employees: summer hours of half-days on Fridays; regular workout challenges posted in on-site gym by on-staff trainer; happy hours; continuing education stipend; conversations about how individual can advance within the organization.



22. Sponsel CPA Group, LLC

Indianapolis | www.sponselcpagroup.com

Industry: accounting

For employees: half-day Fridays during summer; Green Bean delivery; massages; healthy snacks provided; employees can dress for their days, including casual dress; office Olympics and fun events throughout the year.



17. Indiana Spine Hospital

Carmel | www.indianaspinehospital.com

Industry: health care – provider

For employees: chair massages; no surgeries planned for Christmas Eve and New Year’s Eve and surgery center closed, with employees receiving extra paid holidays in 2018; reimbursement for professional licensing fees.



23. Greenlight Guru

Indianapolis | www.greenlight.guru

Industry: technology

For employees: monthly meetings to focus on culture and fun, typically with a motivational topic and speaker; Friday game day at midday; company offers room for innovation; formalized executive coaching.



18. Visit Indy

Indianapolis | www.visitindy.com

Industry: nonprofit

For employees: eligible for up to 10% total retirement fund match from employer; fun committee plans “surprise & delights” and team-building events during the year; family-oriented, flexible culture; free downtown Indianapolis parking.



24. Cripe


Indianapolis | www.cripe.biz

Industry: architecture, engineering and survey

For employees: monthly morale lunches with Pictionary, trivia and competitions; impromptu healthy breakfasts and afternoon treats provided; Cripe Chili Contest with clients as judges; became an employee-owned ESOP in 2018.




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25. RESOURCE Commercial Real Estate, LLC 

Indianapolis | www.rcre.com
Industry: real estate
For employees: televisions available in office; annual anniversary celebration and awards dinner with food, entertainment, awards and prizes provided; company softball and kickball teams; quarterly bonuses.

26. mAccounting 

Indianapolis | www.maccounting.com
Industry: accounting
For employees: quarterly chair massages; monthly company-sponsored themed lunches and activities; six weeks paid parental leave; accounting employees eligible for monthly revenue share; closes office week between Christmas and New Year's Day.

27. Apex Benefits 

Indianapolis | www.apexbg.com
Industry: health care – insurance/services
For employees: access to free health clinic for employees and dependents; \$5,000 adoption benefit; quarterly on-site massages; healthy snacks; monthly educational trainings; work at home options; fall family festival.

28. Guidon Design 

Indianapolis | www.guidondesign.com
Industry: architecture
For employees: walking club; chair massages; Friday afternoon social club; flexibility; limited overtime; career advancement and training emphasis; performance bonuses; employer pays 80% of health insurance premiums.

29. Indianapolis Indians 

Indianapolis | www.indyindians.com
Industry: sports and entertainment
For employees: monthly birthday celebrations with employees' favorite treats or snacks; daily access to Indians clubhouse, fitness room, suites and playing field for personal space, recreation and exercise; free tickets to local events.

30. KBSO Consulting LLC 

Carmel | www.kbsoconsulting.com
Industry: engineering
For employees: office closed from Christmas to New Year's Day; associates can bring their dogs into work; Women's Business Enterprise; flexible work hours; unlimited paid time off from day one of employment.


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31. T&W Corporation 

Indianapolis | www.twdesignbuild.com
Industry: construction
For employees: lunches catered in on continuous improvement program days monthly; all-employee lunches for fellowship about six times a year; T&W service day once a year to help a local charity.

32. North Meridian Surgery Center 

Carmel | www.nmsurgerycenter.com
Industry: health care – provider
For employees: company absorbed health care premium increases in 2017 and 2018 without increasing employee contribution; monthly seminars to increase knowledge of spine medicine; annual holiday party; chair massages.

33. Zylo 


Indianapolis | www.zylo.com
Industry: technology
For employees: team lunches and pitch-ins; team members often exercise together; fosters an environment for learning; ROI or DIE is an internal theme and rallying cry to ensure customers are top of mind.

34. Ultimate Technologies Group 


Fishers | www.ultimatetechnologiesgroup.com
Industry: technology
For employees: above-market compensation and benefits package with 120% of market pay, annual bonuses and ownership shares in the company; employees encouraged to work in the physical location that is best for them.

35. Luther Consulting, LLC 

Carmel | www.lutherconsulting.com
Industry: technology
For employees: Woo-Hoo awards given weekly; on-site yoga; pets are welcome in the office; 100% employer-paid health insurance; unlimited sick and personal time; flexible schedule to work from alternate locations.

36. General Insurance Services 

Michigan City | www.genins.com
Industry: insurance – non-health care
For employees: Carrot Incentive Program awards any producer who reaches their carrot goal for the year with a plaque; annual Halloween costume contest; monthly lunch and learns; profit-sharing program.

37. Indiana Soybean Alliance 

Indianapolis | www.indianasoybean.com
Industry: nonprofit
For employees: employer pays 100% of health insurance premium; tuition reimbursement after one year of continuous employment; expansion of lactation room in 2019, based on suggestion from employee; office closed between Christmas and New Year's Day.

38. Peepers by PeepersSpecs

Michigan City | www.peepers.com

Industry: retail

For employees: Motivosity is peer-to-peer kudos with monetary value to be cashed in for company swag or gift cards; monthly Yay Day for activities, food and prizes; recreation room; friendly and casual environment.



39. Community First Bank of Indiana

Kokomo | www.cfbindiana.com

Industry: banking

For employees: company vehicle provided for traveling; jeans Fridays; Halloween contests; company parties and softball league; wellness program with awards of paid time off or cash; community volunteer opportunities.



40. Leaf Software Solutions

Carmel | www.leafsoftwaresolutions.com

Industry: technology

For employees: foosball table, bumper pool table, gaming systems, stocked board game shelf for recreation; hot breakfast from Café Patachou every Friday morning; in-office private gym and locker room.



41. LHD Benefit Advisors

Indianapolis | www.lhdbenefits.com

Industry: insurance – non-health care

For employees: company-sponsored December holiday lunch and evening holiday party for employees and spouses or partners; flexible work hours; quarterly “wind downs” for staff to gather and socialize, enjoy a beverage and snacks.



42. Goelzer Investment Management, Inc.

Indianapolis |

www.goelzerinc.com

Industry: financial services

For employees: provides health, dental, life and disability insurance to full-time employees; weekly and quarterly all-hands meetings for recognition of employees; personalized bobble heads represent each member of the firm; employee-owned company.



43. netlogx LLC

Indianapolis | www.netlogx.com

Industry: consulting

For employees: provides professional coach to support leadership coaching, workshops and seminars; Gratitude Journal is in the lobby and team members can write notes showing appreciation for others; \$500 travel bonus.



44. Bloomerang

Indianapolis | www.bloomerang.co

Industry: technology

For employees: employer pays 100% health insurance premiums for employees; kindness cards with prepaid gift cards for co-workers; free chair massages; open-door policy and access to leadership; transparent culture.



45. Nix Companies

Poseyville | www.nixcompanies.com

Industry: manufacturing

For employees: fifth-generation family-owned company; continuous improvement program; family atmosphere; annual company gatherings; weekly core value share program; quarterly division lunches; monthly employee spotlight.



46. FirstPerson

FIRST PERSON

Indianapolis |

www.firstpersonadvisors.com

Industry: insurance – non-health care

For employees: peer-to-peer public recognition through company app; concierge service; annual events throughout the year; extra support during “peak” season; full week of holiday gift time for the last two weeks of the year outside standard paid time off.

47. Starin Marketing, Inc.

Chesterton | www.starin.biz

Industry: audio/visual marketing and distribution

For employees: 100% employee-owned company; holiday parties and social activities; memberships to YMCA and Costco; discounts on cell phones and plans; monthly lunches; quarterly off-site events.



48. Sigstr

Indianapolis | www.sigstr.com

Industry: technology

For employees: quarterly outings to get away from work and spend time together; Spread the Good initiatives to give back to the community; unlimited time off and travel is encouraged; office overlooks Monument Circle.



49. Caldwell VanRiper

Indianapolis | www.cvrindy.com

Industry: advertising/PR/marketing

For employees: holiday break between Christmas Eve and New Year’s Day; birthdays are considered holidays and employees have the day off; “Breakfast Club” on Mondays for entire staff; focus on work-life balance with flexible schedules and ability to bring children to work.



50. Jackson Systems

Indianapolis |

www.jacksonsystems.com

Industry: distribution

For employees: employee appreciation weekend for entire staff and spouses with paid travel, hotel, meals and entertainment; on-site massages during tax season to decrease stress; flexible, fun environment.



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51. OfficeWorks

Fishers | www.officeworks.net



Industry: distribution

For employees: lunchtime yoga; FunWorks committee provides time to relax and enjoy camaraderie; weekend tailgate parties; company regularly offers meals, particularly on rainy or snowy days.

52. Alliance Bank

Francesville | www.myalliancebank.com



Industry: banking

For employees: free telemedicine service available; Embassy Suites weekend getaway is a one-night stay, free of charge, for all employees in Indianapolis; monthly team huddles with games; generous paid time off; professional development opportunities.

53. eimage

Indianapolis | www.eimage.com



Industry: technology

For employees: engagement coaches to provide direct feedback in transparent and respectful way; new, collaborative workspace with standing desks, state-of-the-art kitchen that is fully stocked with beverages and snacks; telecommuting policy.