

# BEST PLACES: HOW IT WORKS

Best Companies Group operates 26 statewide Best Places to Work programs, as well as city, regional, international and industry initiatives. The assessment is a two-part process designed to gather detailed data about each participating company. All that apply receive a comprehensive employer feedback report.



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 (employee 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 will be surveyed.

The 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
- Overall Engagement

## 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 14-year history of the program.

- Edward Jones (2006-2008)
- Microsoft Corporation (2011-2014, 2016-2017, 2019)
- 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 nine or more times.

- Apex Benefits
- Blue & Co., LLC
- Centier Bank
- Cripe
- Edward Jones
- E-gineering
- Elements Financial Federal Credit Union
- FirstPerson
- FORUM Credit Union
- Horseshoe Casino Hammond
- Indesign, LLC
- Katz, Sapper & Miller
- Salesforce
- Software Engineering Professionals (SEP)
- WestPoint Financial Group

## ALL ABOUT THE BEST: IN ADDITION TO FEATURES LISTED ON PAGE 4

### Company Profiles

- Small companies . . . . . 34, 38, 40, 44, 72
- Medium companies . . . . . 52, 56, 58
- Large companies . . . . . 68, 74
- Major companies . . . . . 76

### Getting to Know

- Artisan Electronics . . . . . 35
- Starin Marketing . . . . . 39
- Alliance Bank . . . . . 45
- Oliver Winery . . . . . 53

### 2019 Newcomers

- Renovia . . . . . 36
- eGov Strategies . . . . . 42
- Scale Computing . . . . . 54
- Conga . . . . . 70

### Winner Columns

- Leaf Software Solutions . . . . . 43
- Springbuk . . . . . 57
- Butler, Fairman & Seufert . . . . . 59
- Oak Street Funding . . . . . 59
- Carbonite . . . . . 69
- Hylant . . . . . 69
- Busey Bank . . . . . 77
- CLA . . . . . 77

### In Their Own Words

- One thing we do differently . . . . . 72
- What we hope to learn . . . . . 78

### By the Numbers

- Work-life balance . . . . . 46
- Family-friendly benefits . . . . . 62
- Survey benchmarks . . . . . 75

# KSM INTRODUCES 'TIME & TALENTS'



Like many Best Places organizations, Katz, Sapper & Miller finds ways to properly balance office fun with getting the job done.

Katz, Sapper & Miller (KSM), one of two organizations to be named to the Best Places to Work in Indiana list in each of the 14 years of the program, introduced a new “Time & Talents” initiative in late 2018.

The certified public accounting firm is donating \$500 to any not-for-profit organization at which its employees volunteer 24 hours or more of their time during a calendar year.

“Time & Talents is an addition to our commitment to community that encourages

our employees to give of their time,” says managing partner David Resnick. “We are proud to enhance the value of our employees’ volunteerism with these matching financial contributions.”

One of the goals of Time & Talents is to encourage more millennial giving. More than 50% of KSM’s employees are millennials. Research shows millennials are far more likely to donate clothes, food and other supplies as well as willingly volunteer their

time and talents as a way to supplement monetary donations. Additionally, more millennials give to charity than other generations, according to the Case Foundation’s Millennial Impact Report.

Not only does KSM encourage individual volunteerism, it matches individual employee charitable donations up to \$500 annually. It also donates to the United Ways in each of the cities in which KSM is located.

## Key Drivers of Engagement

Best Companies Group uses a stepwise linear regression to produce a list of Key Drivers with employee engagement as the dependent variable. The regression compares these workplace attributes to all questions asked in the Employee Engagement and Satisfaction Survey and communicates, on average, which attributes have the greatest impact on overall engagement within the organizations named to the 2018 Best Places to Work in Indiana list.

### These are the top 10:

1. I feel I am valued in this organization
2. I have confidence in the leadership of this organization
3. I like the type of work that I do
4. Most days, I feel I have made progress at work
5. This organization treats me like a person, not a number
6. I like the people I work with at this organization
7. Overall, I'm satisfied with this organization's benefits package
8. There is room for me to advance at this organization
9. Quality is a top priority with this organization
10. My supervisor handles my personal issues satisfactorily



Indiana Soybean Alliance



J.C. Hart & Company



Ash Brokerage

## Small Companies (15-74 employees)

Rank	2018 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
1	21	7	JA Benefits, LLC	Bedford	22/22
2	N/A	1	Artisan Electronics	Odon	42/42
3	1	7	Hanapin Marketing	Bloomington	66/66
4	7	5	Lakeside Wealth Management	Chesterton	34/36
5	37	3	DK Pierce & Associates	Zionsville	15/18
6	N/A	1	Renovia	Indianapolis	45/45
7	6	3	University High School of Indiana	Carmel	50/50
8	19	2	The Garrett Companies	Greenwood	52/52
9	N/A	1	Spectrum Technology, Inc.	Indianapolis	21/21
10	N/A	1	DemandJump	Indianapolis	34/34
11	9	10	Indesign, LLC	Indianapolis	71/71
12	N/A	1	Centerfirst	Indianapolis	33/36
13	14	7	Magnum Logistics	Plainfield	19/19
14	N/A	1	Alerding CPA Group	Indianapolis	31/31
15	4	2	That's Good HR	Indianapolis	15/15
16	40	4	BLASTmedia	Fishers	18/18
17	N/A	1	Indiana Spine Hospital	Carmel	36/36
18	13	4	Visit Indy	Indianapolis	58/58
19	N/A	1	eGov Strategies LLC	Indianapolis	15/15
20	N/A	1	iRiS Recruiting Solutions	Carmel	26/26
21	33	2	Hamilton County Tourism, Inc.	Carmel	23/23
22	N/A	1	Sponsel CPA Group, LLC	Indianapolis	35/35
23	36	2	Greenlight Guru	Indianapolis	47/47
24	8	9	Cripe	Indianapolis	46/46
25	57	2	RESOURCE Commercial Real Estate, LLC	Indianapolis	46/46
26	15	3	mAccounting	Indianapolis	36/36
27	11	9	Apex Benefits	Indianapolis	59/59
28	38	3	Guidon Design	Indianapolis	40/40
29	N/A	3	Indianapolis Indians	Indianapolis	45/45
30	N/A	1	KBSO Consulting LLC	Carmel	16/16
31	18	3	T&W Corporation	Indianapolis	32/32
32	N/A	1	North Meridian Surgery Center	Carmel	20/20
33	N/A	1	Zylo	Indianapolis	38/42
34	N/A	1	Ultimate Technologies Group	Fishers	32/33
35	N/A	4	Luther Consulting, LLC	Carmel	22/22
36	48	3	General Insurance Services	Michigan City	60/60
37	N/A	1	Indiana Soybean Alliance	Indianapolis	19/19
38	28	3	Peepers by PeeperSpecs	Michigan City	30/30
39	30	5	Community First Bank of Indiana	Kokomo	73/73
40	12	8	Leaf Software Solutions	Carmel	42/42
41	26	4	LHD Benefit Advisors	Indianapolis	41/41
42	17	5	Goelzer Investment Management, Inc.	Indianapolis	24/24
43	47	5	netlogx LLC	Indianapolis	41/41
44	49	4	Bloomerang	Indianapolis	71/71
45	39	2	Nix Companies	Poseyville	56/56
46	20	9	FirstPerson	Indianapolis	63/63
47	N/A	1	Starin Marketing, Inc.	Chesterton	57/57

\*14th year of the program

\*\*Provided by companies on employer questionnaire

## Small Companies (15-74 employees)

Rank	2018 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
48	43	2	Sigstr	Indianapolis	63/63
49	N/A	1	Caldwell VanRiper	Indianapolis	37/40
50	24	7	Jackson Systems	Indianapolis	65/65
51	27	4	OfficeWorks	Fishers	63/63
52	N/A	1	Alliance Bank	Francesville	69/69
53	3	5	eimagine	Indianapolis	49/49

## Medium Companies (75-249 employees)

Rank	2018 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
1	4	7	Moser Consulting	Indianapolis	141/185
2	7	3	American College of Education	Indianapolis	48/189
3	3	7	Oak Street Funding LLC	Indianapolis	78/78
4	1	9	E-gineering	Indianapolis	81/81
5	N/A	1	MemberClicks	Carmel	34/104
6	5	4	Blue Horseshoe	Carmel	112/225
7	54 (small)	3	OrthoPediatrics	Warsaw	77/77
8	2	6	Formstack	Fishers	53/94
9	18	2	Parkview Wabash Hospital	Wabash	162/162
10	25 (small)	2	RQAW	Fishers	87/87
11	20	9	Elements Financial Federal Credit Union	Indianapolis	177/177
12	N/A	5	National Association of Mutual Insurance Companies	Indianapolis	86/107
13	N/A	1	Renaissance Electronic Services	Indianapolis	141/141
14	29 (small)	7	The Skillman Corporation	Indianapolis	63/78
15	6	6	Gregory & Appel Insurance	Indianapolis	140/140
16	24	6	Morales Group, Inc.	Indianapolis	123/153
17	9	3	Lessonly	Indianapolis	102/103
18	11	10	Software Engineering Professionals, Inc.	Carmel	133/133
19	13	8	J.C. Hart Company, Inc.	Carmel	160/163
20	N/A	1	Scale Computing	Indianapolis	73/108
21	N/A	1	Oliver Winery	Bloomington	99/99
22	N/A	1	OneCause, Inc.	Indianapolis	109/134
23	52 (small)	2	Springbuk	Indianapolis	95/95
24	14	4	HWC Engineering, Inc.	Indianapolis	100/100
25	N/A	1	Shrewsberry	Indianapolis	55/83
26	16	7	Visiting Nurse & Hospice of the Wabash Valley	Terre Haute	90/90
27	8	5	First Internet Bank	Fishers	185/196
28	23 (small)	2	Probo Medical	Fishers	47/82
29	45 (small)	5	VOSS Automotive	Fort Wayne	81/82
30	16 (small)	7	Wessler Engineering	Indianapolis	79/81
31	23	5	Butler, Fairman & Seufert, Inc.	Indianapolis	159/159
32	12	5	Weddle Bros. Construction Co., Inc.	Bloomington	84/84
33	15	2	CREA, LLC	Indianapolis	73/104
34	41 (small)	4	Accutech Systems Corporation	Muncie	75/75
35	N/A	1	Rehab Medical, Inc.	Indianapolis	71/240
36	N/A	1	Unified Group Services, Inc.	Anderson	130/130
37	19	6	IDSolutions	Noblesville	49/81

\*14th year of the program

\*\*Provided by companies on employer questionnaire

## Large Companies (250-999 employees)

Rank	2018 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
1	N/A	1	Group Management Services, Inc.	Indianapolis	17/325
2	3	5	Onebridge	Indianapolis	40/407
3	5	6	Hylant	Multiple locations	99/732
4	N/A	2	Impact	Indianapolis	47/550
5	11	13	Centier Bank	Merrillville	871/871
6	12	12	WestPoint Financial Group	Indianapolis	180/259
7	1	3	Blue 449	Indianapolis	18/299
8	N/A	1	PROLINK STAFFING	Indianapolis	16/290
9	9	5	IPMG	West Lafayette	312/317
10	N/A	1	Conga	Indianapolis	49/387
11	6	9	FORUM Credit Union	Fishers	345/350
12	8	14	Katz, Sapper & Miller	Indianapolis	310/332
13	16	2	Parkview Noble Hospital	Kendallville	260/260
14	13	2	Carbonite	Indianapolis	66/771
15	N/A	7	Traylor Bros., Inc.	Evansville	71/282
16	15	10	Blue & Co., LLC	Carmel	209/386
17	22	5	Ontario Systems	Muncie	317/466
18	N/A	2	SkillStorm	Indianapolis	30/300
19	28 (medium)	4	Merchants Bank of Indiana / Merchants Capital Corp.	Carmel	192/250
20	18	7	American Structurepoint, Inc.	Indianapolis	334/407
21	20	2	Parkview Huntington Hospital	Huntington	269/269
22	N/A	2	MCM CPAs & Advisors LLP	Jeffersonville	96/331
23	N/A	9	Ash Brokerage	Fort Wayne	269/428

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

Rank	2018 Rank	Total Years Ranked*	Company	Primary Indiana Location	Indiana/U.S. Employees**
1	N/A	9	Microsoft Corporation	Indianapolis	70/80,283
2	1	14	Edward Jones	Statewide	1,251/42,505
3	2	9	Horseshoe Casino Hammond	Hammond	1,638/56,672
4	N/A	1	Busey Bank	Carmel	25/1,353
5	N/A	3	CLA	Indianapolis	80/5,066
6	4	8	Aerotek	Multiple locations	147/8,500
7	3	12	Salesforce	Indianapolis	1,821/20,113
8	10	2	Kronos Incorporated	Indianapolis	242/3,694
9	7 (large)	6	The Kendall Group	Fort Wayne	66/1,001
10	9	6	Colliers International	Indianapolis	53/4,716
11	7	7	Total Quality Logistics	Indianapolis	251/5,000
12	12	2	First Merchants Bank	Muncie	1,555/1,743

\*14th year of the program

\*\*Provided by companies on employer questionnaire