

Medium Companies

1. Performance Services

Indianapolis | www.performanceservices.com

Industry: construction

For employees: daily group bike rides and runs; anniversary celebrations for five, 10, 15 and 20 years of service; yearly clothing allowance; new employees are taken out to lunch each day their first week.



7. Lochmueller Group, Inc.

Evansville | lochgroup.com

Industry: consulting

For employees: student loan repayment match into the 401(k); employee appreciation dinners; puppy/kitten office visits; team-bonding activities including cornhole tournaments, ice cream trucks and carry-in lunches; diversity of work assignments; lunchtime yoga.



2. GadellNet Consulting Services

Carmel | www.gadellnet.com

Industry: technology

For employees: opportunities to stand out via the employee recognition “Badge Program”; weekly workout classes; employees can bring their dogs to work; two additional PTO days – one for volunteer work and one for a religious or personal holiday.



8. HWC Engineering, Inc.

Indianapolis | www.hwcengineering.com

Industry: engineering

For employees: special luncheons for the team or office that contributes the most to the annual giving initiative; team gaming afternoons; spot bonuses for exceptional work; allows time off for acts of service; cell phone and parking reimbursements.



3. E-gineering

Indianapolis | www.e-gineering.com

Industry: technology

For employees: monthly all-employee lunch includes “Meet the E-gineer”; end-of-project team appreciation write-ups by owner are sent companywide; in-office activities such as Mario Kart/Super Smash Bros game rooms; seeks to assign projects based upon consultants’ identified/desired professional “sweet spot.”



9. Emarsys North America Inc.

Indianapolis | www.emarsys.com

Industry: technology

For employees: spontaneous happy hours at the end of a work day; newborn celebrations and gift baskets for employees; community impact days; flexibility to work from home; global travel and expatriate services; Emarsys employees call themselves “Emartians.”



4. Formstack

Fishers | www.formstack.com

Industry: technology

For employees: parental leave is 100% paid (primary caregivers: 12 weeks, secondary caregivers: two weeks); “Freedom Fridays”: Members of the engineering team receive eight hours each week to pursue personal projects; monthly electronics allowance (home internet, cell bill, etc.).



10. Parkview Wabash Hospital

Wabash | Parkview.com

Industry: non-profit – health and human services

For employees: 25% discount on services rendered at Parkview; “HUGS” – leadership recommends a co-worker for special recognition; “Healing Arts Program” brings pet therapy, live piano music and a local artist who does crafts with patients and co-workers.



5. Moser Consulting

Indianapolis | www.moserit.com

Industry: technology

For employees: “Workiversary”: Each year, employees are honored with a gift card on their work anniversary; open-door policy; corporate headquarters features electric car charging stations; average of \$5,000 spent per employee per year on training classes, certifications and conferences.



11. RQAW

Fishers | www.rqaw.com

Industry: engineering

For employees: “Worksgiving” (Thanksgiving luncheon in November); summer company appreciation party with appetizers, drinks and a live band; flexible workspaces; bonus incentives through wellness meeting attendance and preventive exam; free on-site fitness facility.



6. Indesign, LLC

Indianapolis | www.indesign-llc.com

Industry: engineering

For employees: monthly coaching sessions (share ideas, career goals and request feedback); “spirit week” celebrating company’s anniversary; give back to the community through leading STEM school activities, donating school supplies and more; free fruit and vegetables daily.



12. Oak Street Funding LLC

Carmel | www.oakstreetfunding.com

Industry: financial services

For employees: SmartShopper program for medical care; “Star Award” honors employees; encourages exercise throughout the day with an on-site exercise room, walking, stand-up desk options and more; extra time off prior to holidays to spend with family.



YELLOW BOX INDICATES HALL OF FAME COMPANY

13. SEP

Carmel | www.sep.com
 Industry: technology



For employees: career check-ins and skill assessments; “You Rock” cards recognize co-workers (redeemable for Starbucks, Amazon or Soho gift cards); addition of on-site gym access and new tread desk in 2019.

14. Community First Bank of Indiana



Kokomo | www.cfbindiana.com
 Industry: financial services

For employees: employee stock ownership plan; family atmosphere; Secret Santa; employee appreciation picnics/dinner; years of service awards; “No Gain November” wellness program; annual Veteran’s Day community project; jeans Fridays.

15. OneCause, Inc.



Indianapolis | www.onecause.com
 Industry: technology

For employees: cash incentives for visiting primary care doctor each year; biweekly social hours; branded hoodies; snack closet; endless LaCroix; popcorn machine; ping pong tournaments; employee-led giving programs; sponsors corporate recreational teams such as sand volleyball.

16. United Consulting

Indianapolis | www.ucindy.com
 Industry: engineering



For employees: catered meals; “Donut Day” every Friday; board games during lunch hour; bonuses are given three times a year; tuition assistance program; employees are given a birthday card with a \$50 gift every year.

17. The Skillman Corporation

Indianapolis | www.skillman.com
 Industry: construction



For employees: independent, third-party financial adviser helps manage retirement planning, investments and other personal financial health needs; Christmas bonus (one week of pay); employee stock ownership plan (employee-owners are fully vested after five years).

18. Elements Financial Federal Credit Union



Indianapolis | elements.org
 Industry: financial services

For employees: ongoing leadership development; Nuclei Awards recognize 10 employees each year in one of the organization’s 10 “Elements of Success”; rate discounts on auto loans, home mortgages and more; employee-driven committees (e.g., wellness, safety and employee engagement).

19. OrthoPediatrix

Warsaw | www.OrthoPediatrix.com
 Industry: life science/biotechnology



For employees: chair massages; Nerf gun “wars” on Friday afternoon; unlimited vacation time;; no formal dress code; free snacks and beverages; diverse work career enrichment opportunities; happy hour; bowling night; unique office décor.

20. Scale Computing

Indianapolis | www.scalecomputing.com
 Industry: technology



For employees: Wheel of Fun employee recognition program; fun team decorates the office with black fake trees, ornaments brought in by staff and other decorations for the holidays; after-work game nights; equity grants/stock options.

21. Springbuk

Indianapolis | www.springbuk.com
 Industry: technology



For employees: \$2,000 per-person training grant; quarterly “hack-athons” where members of the tech team leave their daily jobs to work on creative projects/interests; on-site gym, basketball court, ping pong table and game room; women’s affinity group.

22. IDSolutions

Noblesville | www.e-idsolutions.com
 Industry: telecommunications



For employees: trivia contests; hydro-massage table; flexible workweeks; an additional \$100 a month (“Benefit Bonus Dollars”) to spend on plan buy-up, dependent coverage or other voluntary plan options – in addition to the company paying 100% of health savings account plan.

23. Weddle Bros. Construction Co., Inc.

Bloomington | www.weddlebros.com
 Industry: construction



For employees: “Zero Accident Safety Awards”; “Diversity Achievement Awards”; holiday pitch-ins; Friday cookouts or planned lunch locations; big screen ballgames during tournament season; quality workspaces; free hot drink stations as well as cold bottled water.

24. IU Credit Union

Bloomington | www.iucu.org
 Industry: banking



For employees: hasn’t raised employee health premiums in seven years; tuition reimbursement program; in-house “Road to Leadership” program; customizable wellness reimbursement offering performance incentive plan; stand-up workstations and under-desk elliptical machines.

YELLOW BOX INDICATES HALL OF FAME COMPANY

25. DiscountFilters.com  Greenwood | www.DiscountFilters.com
Industry: manufacturing
For employees: “Get to Know You” announcement board; on Thursdays, an employee cooks a \$5 BBQ lunch for the entire company; 10-year service anniversary bucket-list experience for the employee and family (Disney World, Europe, Caribbean all-inclusive resort, etc.).

26. Schmidt Associates  Indianapolis | www.schmidt-arch.com
Industry: architecture
For employees: “Ugly Frog Award” recognizes staff members that find errors or mistakes on project work and develop solutions; extensive orientation program; Schmidt Academy provides internal career development and continuing education.

27. MemberClicks  Indianapolis | www.memberclicks.com
Industry: technology
For employees: “The Clickies” annual employee recognition event; monthly “Donut” program (a pair of co-workers meet for lunch, coffee or at another location to socialize); free employee assistance program; “Level Up” development program (among topics: financial wellness, meditation and yoga, and dog training).

28. Jackson Systems  Indianapolis | www.jacksonsystems.com
Industry: distribution
For employees: promotes from within; annual employee appreciation weekend for employees and their spouses/significant others (free hotel night, dinner, drinks and awards out of town); retirement plan is also offered to part-time employees; “Bring Your Dog to Work Day”.

29. Heritage Federal Credit Union  Newburgh | www.hfcu.info
Industry: banking
For employees: celebrates employee tenure with a monetary gift, art glass award and luncheon; “STAR” award for going above and beyond; jeans/jersey days; surprise treats; movie tickets at a 25% discounted rate.

30. Renaissance Electronic Services  Indianapolis | www.dentalhero.com
Industry: technology
For employees: \$100 monthly stipend for wellness activities (employees choose) such as rock climbing, guitar lessons or a monthly massage; remote work options; fully paid parental leave; highlights employees in weekly newsletter.

31. Shrewsberry & Associates, LLC  Indianapolis | www.shrewsusa.com
Industry: consulting
For employees: offers up to 2% of an employee’s salary for continuing education; annual summer picnic; Pi(e) Day (celebration of 3.14 or Pi); inclusive, family-friendly environment; quarterly check-ins; flexible work hours.

32. Butler, Fairman & Seufert, Inc.  Indianapolis | www.bfsengr.com
Industry: engineering
For employees: lunch and learn sessions; Fitbit competitions; family-friendly tailgates at Purdue University football games; charitable fundraisers; offices close at noon on Fridays; unlimited sick and personal time; Wine Wednesdays.

33. Bloomerang  Indianapolis | www.bloomerang.co
Industry: technology
For employees: basic health coverage is 100% covered; “Curious George Award” recognizes one or more employees at monthly all-company meeting; upward mobility; breakfast sandwiches, local coffee, snacks and drinks catered on-site daily at no charge.

34. Morales Group  Indianapolis | moralesgroup.net
Industry: staffing
For employees: Chiliween Halloween party; pays for community service during work hours; leadership training; monthly LEGOS (Loving Every Gift of Service) meetings recognize individuals who’ve gone above and beyond exemplifying core values.

35. J.C. Hart Company, Inc.  Carmel | www.homeisjchart.com
Industry: real estate
For employees: in-person open enrollment process; celebrates associates twice a year at “Shining Star” events and dinner; quarterly wellness challenges; enacted “Shark Tank” to actively solicit associates’ ideas that add value or improve processes.

36. Wessler Engineering  Indianapolis | www.wesslerengineering.com
Industry: engineering
For employees: surprise time off; employees can spend 16 hours annually on company time giving back to a non-profit of their choice; breakfast with Santa; professional development opportunities; years of service awards; pitch-ins and cook-offs.

YELLOW BOX INDICATES HALL OF FAME COMPANY

Continued on page 64

Medium Companies

Continued from page 50

37. VOSS Automotive

Fort Wayne | www.vossusa.com

Industry: manufacturing

For employees: on-site ping pong table (traveling trophies for each competition division); complimentary fitness center; pays 100% of insurance premiums (medical, dental and vision) for employees, spouses and dependents; modern workstations; annual Halloween costume party and luncheon.



38. Envelop Group

Indianapolis |

www.envelopgroup.com

Industry: construction

For employees: pet insurance; 401(k) contribution is 100% vested as of day one of employment; monthly employee events (e.g., ice cream social, Secret Santa, office Olympics); cooking competitions; tries to add a new benefit to its program every year.



39. Gibson

South Bend | www.gibsonins.com

Industry: insurance (non-health care)

For employees: "GESOP Fest":

celebrates being an employee-owned company throughout October; Monday massages; unlimited time off; HealthJoy app, which connects employees to telemedicine, a benefits wallet, finding a health care provider and bill reviews.



40. Oliver Winery

Bloomington |

www.oliverwinery.com

Industry: winery

For employees: in-house leadership development program; employees receive a wineglass on their nametag to indicate years of service; charitable matching program; monthly "Mom Packed My Lunch Day" features childhood favorites such as peanut butter and jelly and string cheese.

