

Small-Medium Companies

1. Ultimate Technologies Group

Fishers |

www.ultimatetechnologiesgroup.com

Industry: technology

For employees: summer party frequently hosted by the owners at their community pool clubhouse includes team members and their families, food and competitions; annual Difference Maker Award ceremony recognizes employees company values; monthly discounts on electronics.



7. Insurance Management Group

Marion | www.insmgt.com

Industry: insurance (non-healthcare)

For employees: Project IMPact (week focused on serving local non-profits); winners of peer-nominated Core Principles Awards earn points to spend and display a traveling trophy at their desk; free 30-minute workout break each day in addition to lunch.



2. Kalenborn Abresist Corporation

Urbana | www.abresist.com

Industry: manufacturing

For employees: awards a certificate for every five years with the company and employees get to choose a gift from a catalog; management team spends time off site every year discussing the need for empathy in dealing with employees' mental health issues; monthly safety training.



8. Applied Research Institute

Bloomington | www.theari.us

Industry: technology

For employees: spot bonus program; employee assistance program; virtual team-building activities such as trivia competitions and employee spotlights; support of leadership roles within volunteer organizations outside of the organization; highly competitive retirement plan.



3. Brite Systems, Inc.

Carmel | www.britesys.com

Industry: technology

For employees: unlimited professional certification reimbursements; top golf, bowling, escape rooms, etc.; spot awards such as Shining Brite and Brite Model; shorter work week during summer months; monthly fun Fridays with virtual games; succession planning.



9. CleanSlate Technology Group

Carmel | www.cleanslatetg.com

Industry: consulting

For employees: sporting events; annual chili cook-off; shoutouts; annual acknowledgment of employee work anniversaries; celebration of special milestones; hired a director of talent in 2024 to forge talent management and development in the company.



4. Ambrose Property Group

Indianapolis |

www.ambrosepg.com

Industry: real estate

For employees: charitable matching and volunteer program; D.E.C.K. (Determination, Excellence, Creativity and Kindness) Awards program reflects Ambrose's values; birthdays are recognized with a note from the leadership team and a \$250 St. Elmo's gift card; sabbatical leave.



10. Koola Logistics

Carmel | www.koolalogistics.com

Industry: business services

For employees: entry-level sales program offers one-on-one training and mentorship; every time salespeople sign up a new customer, they hit a giant gong and the company cheers; workplace facilities to promote exercise and fitness; hosts various drives (food, clothing, toys).



5. Summers of Marion, Inc.

Marion | www.summersma.com

Industry: construction

For employees: annual turkey fry; goal boards recognize top department leaders on a month-by-month basis to show all locations; paid time off to volunteer; employees are provided top-of-the-line specialty tools and allotted access to a tool account.



11. ePackageSupply LLC

Evansville |

www.epackagesupply.com

Industry: manufacturing/ fulfillment

For employees: team outings like bowling and simulated golf; Christmas meals; team volunteer outings to support local non-profits; birthday perks (voucher for time off and to grab lunch); quarterly employee review program with an emphasis on personal and career development.



6. The Mind Trust

Indianapolis | www.themindtrust.org

Industry: non-profit

For employees: 90% employer-paid health premiums; tuition reimbursement; ongoing and specialized training that aligns with employees' personal and professional goals; employees are recognized on their birthdays with decorated workspaces, their favorite snacks, drinks and a gift card; monthly \$75 cell phone stipend.



12. Powers & Sons Construction

Indianapolis | www.powersandsons.com

Industry: construction

For employees: Safety-On-Site program rewards employees with gift cards for outstanding safety performance; training opportunities; Roaring '20s holiday party; family day at the Zoo; profit-sharing program; on-site gym, relaxation room, mental health support and wellness challenges; charitable donation match.



13. Leaf Software Solutions

Carmel | www.leafsoftwaresolutions.com

Industry: technology

For employees: companywide breakfasts every Friday recognize staff anniversaries, introduce new staff members, include fun trivia for prizes and more; unique workspaces foster collaboration and creativity while allowing for privacy and thoughtfulness; absorbs increases in medical insurance premiums.



19. Conner Insurance

Indianapolis | www.connerins.com

Industry: insurance (non-healthcare)

For employees: pumpkin decorating and costume contests; pet insurance; annual wellness incentives, gym membership assistance, financial wellness program and a wellness portal; covers 100% of continuing education and insurance certification costs.



14. Renovia

Indianapolis | www.renovia.com

Industry: construction

For employees: annual summer retreat; announcements; milestone gifts; health club membership or fitness/wellness program reimbursement; alternative work schedule in December (employees are given the option to be off December 23 and return the Monday following New Year's Eve week).



20. Banning Engineering

Plainfield |

www.banning-eng.com

Industry: engineering

For employees: 100% employee owned; lunch and learns developed by senior-level staff to help mentor others in their areas of expertise; employees and families can participate in plan that covers 100% of sick visits, preventative care, generic mediations, wellness visits and mental health visits.



15. Atlas Excavating, Inc.

West Lafayette |

www.atlasexcavating.com

Industry: Construction

For employees: in January 2025, Atlas took employees and a guest to Puerto Rico; crews are recognized during a monthly safety meeting, including foreman, field engineers and up to and including the leadership team; community service opportunities.



21. LHD Benefit Advisors

Indianapolis | www.lhdbenefits.com

Industry: healthcare (insurance/services)

For employees: espresso bars, happy hours and catered lunches; work anniversaries are honored with \$100 for each year of service, presented at milestones such as five, 10, 15 years and so forth; complimentary retirement planning services; AAA membership for all employees.



16. Solution Source

Goshen | www.solution-source.net

Industry: technology

For employees: game nights at the office; profit-sharing program; daily team standups include "Wows" where individuals can acknowledge coworkers or clients; announce work anniversaries and promotions in all team meetings and via various communication channels.



22. Raybourn Group International

Indianapolis | www.raybourn.com

Industry: association management services

For employees: volunteer opportunities; bi-weekly "Monday Morning Life Hacks" sessions for staff to teach a tip/trick they've learned; Living Well Committee shares insights for a healthy lifestyle as well as organizes group activities; two intern tracks for college students.



17. MD Architects

Indianapolis | www.mdarchitects.com

Industry: architecture

For employees: people-first, relationship-based firm; bi-weekly social hours; shoutouts in internal newsletter; leadership attends workshops and sessions revolving around becoming a better leader and communicator; holds design roundtables for all employees to attend discussing industry trends and more.



23. Interactive Digital Solutions LLC

Noblesville | www.TeamIDS.com

Industry: technology

For employees: wellness and fitness challenges; IDStar program allows employees to put forth coworkers for accolades; tailors acknowledgments of personal milestones to the employee's personality; pays 100% of employees' premiums; volunteerism is encouraged and paid for.



18. Indesign

Indianapolis | www.indesign-llc.com

Industry: engineering

For employees: weekly happy hours on Indesign's patio in the warmer months; MarioKart/Smash Brothers tournaments; weight room for stretching and breaks; new hires are paired with a senior employee in their discipline and extensively trained on Indesign's processes.



24. Visit Indy

Indianapolis | www.visitindy.com

Industry: hospitality/travel/tourism

For employees: "Surprise and Delights": items throughout the year show appreciation (e.g., Starbucks, candy bars, lunches and gift cards); employee assistance program; free 24/7 parking in a secured lot; provides company branded apparel at no cost; additional time off for caregiver leave.



25. Carson LLP

Fort Wayne | www.carsonllp.com

Industry: legal

For employees: Meditation Mondays; lunch and learns featuring inspiring speakers and business partners within the community; pickleball tournament with dinner and drinks; tracks employees' favorite snacks, life goals and other characteristics that make them unique to customize the celebrations and gifts they receive.



26. MKR

Indianapolis | www.mkragency.com

Industry: advertising/PR/marketing

For employees: chili cook-off; Winning Every Moment Award; offers an additional wellness benefit reimbursement (up to \$300 per year); volunteer program; employee-led engagement group; emerging leadership training as well as leadership training for more senior employees.



27. FORCE Communications – Powered by Petauri

Carmel | www.petauri.com

Industry: consulting

For employees: weekly virtual coffee hour; annual Spirit Award honors an individual who most embodies the overall positive spirit at FORCE; summer flex time; eight hours of additional time off each year to use in service to a personally chosen philanthropic organization.



28. Donovan CPAs

Indianapolis | www.cpadonovan.com

Industry: accounting

For employees: family fall party; celebrates when anyone passes their CPA exams; each team member is assigned a designated team lead to guide his or her development; during the busy season, managers meet with staff weekly to complete a mental health check-in.



29. City Wide Facility Solutions

Indianapolis | www.gocitywide.com

Industry: business services

For employees: fowling (football and bowling event); profit-sharing plan; spotlights anniversaries by offering small gifts to employees and highlighting them via social media; President's Club winners chosen by achieving yearly targets and invited to a trip.



30. Phoenix Data Corporation

Indianapolis | www.phoenixdatacorporation.com

Industry: technology

For employees: service awards; employee assistance program; snacks, meals, meal stipends and/or beverages; allows employees to participate in community service during normal business hours without losing pay or using vacation time; professional development/training.



31. Steinberger Construction, Inc.

Logansport | www.sciteam.com

Industry: construction

For employees: SCI Career Pathway program; rents a bowling alley for SCI family and friends; shoutouts are recognized in monthly newsletter; lunch and learns connect SCI Wellness and SCI Safety with the team on job sites; companywide wellness summit.



32. Netlogx

Indianapolis | www.netlogx.com

Industry: consulting

For employees: gratitude blog showcases what team members are grateful for; employees receive a gift card on milestone anniversaries and a donation to a charity in their name; summer bonus paid time off; financial wellness tool.



33. Mesh Systems

Carmel | www.meshsystems.com

Industry: technology

For employees: Bring Your Child to Work Day; pet insurance; MeshMate Exchange program enables U.S. and Poland-based team members to periodically visit each other's locations; training and development opportunities; Mesh Gives Back Committee assists local communities.



34. Loren Wood Builders Design-Build

Bloomington | www.lorenwoodbuilders.com

Industry: construction

For employees: holiday party with karaoke, open bar/catering and more; monthly recognition of team members who exemplify core values; tailored career development opportunities, mentorship and skill-building workshops; wellness initiatives; collaborative retreats; adoption benefits.



35. Network Solutions

Granger | www.nsi1.com

Industry: technology

For employees: annual customer and employee appreciation event at Granger office features a BBQ, bounce house, live music and additional fun activities; ugly Christmas sweater contest; employee support fund for people experiencing financial hardship; reimburses employees for obtaining pre-approved career-focused certifications.



NetworkSolutions

36. Wag'n Tails Mobile Conversions

Granger | www.wagntails.com

Industry: manufacturing

For employees: Halloween trunk-or-treat party with employees and their families; bonuses based on evaluations of safety, quality and productivity are awarded at year's end; employee assistance program; job shadowing and/or cross training; employees can bring their dogs to work on Fridays.



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37. PANBlast

Indianapolis | www.pancomm.com

Industry: advertising/marketing/PR

For employees: generous parental leave;

immersive office week with camp-themed days and activities; local cleanup volunteer day to ignite energy and connection; “Wins” Slack channel; executives host monthly roundtable discussions to gain employees’ feedback on improving internal practices/communications; career coach program.



38. Auctor Corporation

Indianapolis | www.auctor.com

Industry: technology

For employees: annual holiday bonus is tied to years of service; access to licensed financial advisors for one-on-one meetings at no cost; training and resources to support mental health; leadership team conducts monthly talent assessment and succession planning.



39. ECS Solutions, Inc.

Evansville | www.ecsolutions.com

Industry: engineering

For employees: in 2024, each employee submitted a fact to create a custom crossword puzzle; online Kentucky Derby race built by one of our programmers; monthly kudos awards recognize achievements at monthly staff meeting and reward recipients with an Amazon gift card; individual development plans.



40. Valve+Meter Performance Marketing

Indianapolis |

www.valveandmeter.com

Industry: business services

For employees: Margarita Mondays; public recognition in all-team meetings for engagements, completion of courses, books read, graduations and promotions; two paid days to serve in the community; dog-friendly work environment; training on soft and technical skills.

