

Large Companies

1. McGohan Brabender

Indianapolis | www.mcgohanbrabender.com

Industry: healthcare – insurance/services

For employees: ongoing professional development opportunities tailored to each team member's goals; High Five Awards honor core values such as care, innovation and forward thinking; internship program (approximately 50% of interns are hired into full-time positions); employee stock ownership program.



7. True Rx Health Strategists

Washington | www.truerx.com

Industry: insurance

For employees: quarterly Friday socials with food, games and live music; new babies receive a branded True Rx Health Strategists onesie; prescription drug discount; supports physical, mental and financial well-being through Personify Health app, integrated with health benefits.



2. Harrah's Hoosier Park

Anderson |

www.caesars.com/harrahs-hoosier-park

Industry: hospitality

For employees: summertime kickoff event for team members and their families includes food, carnival rides, face painters, a petting zoo and more; quarterly team member appreciation celebrates eight people in various categories; daycare flexible spending accounts, on-site clinic; Emerging Leaders program.



8. KSM (Katz, Sapper & Miller)

Indianapolis | www.ksmcpa.com

Industry: accounting

For employees: employee-owned firm; leadership training, mentorship and innovative learning platforms; Halloween Fest; Annual Vision Awards honor current employees for excellence in community service, client service and inspiring people; sabbatical program; unlimited snacks and beverages for on-site employees.



3. Horseshoe Indianapolis

Shelbyville | www.caesars.com

Industry: hospitality

For employees: culture that promotes from within; quarterly recognition in the Legends Club; five free counseling sessions per year for team members and their families; employees can participate in community service during normal business hours without losing pay or using vacation time.



9. Shepherd Insurance

Carmel | www.shepherdins.com

Industry: insurance (non-healthcare)

For employees: employee spotlights via social media; robust internship program; two volunteer days off to make a difference at a non-profit of their choice; employee assistance program; continuing education class reimbursement for classes taken outside the office.



4. WestPoint Financial Group

Indianapolis |

www.westpointfinancialgroup.com

Industry: financial services

For employees: annual chili cook-off and queso contest; children of employees are sent a card with \$5 on their birthdays; four types of healthcare plans; annual live management meetings encompass topics such as emotional well-being support in the workplace; community outreach projects.



10. Performance Services, Inc.

Indianapolis |

www.performanceservices.com

Industry: construction

For employees: free healthcare; monthly catered socials during work hours to celebrate successes and introduce new employees; recent trips to Honduras revolved around building new homes, schools and water treatment facilities, plus employees participated in a foot-washing ceremony for people to which they gave new shoes.



5. The Garrett Companies

Greenwood |

www.thegarrettc.com

Industry: real estate

For employees: annual companywide ski trip to Telluride, Colorado; employees reaching six years with the company gain eligibility for GarrettEDU, which offers up to \$100,000 toward their dependents' secondary education; pet insurance; employee assistance program.



11. Zotec Partners

Carmel | www.zotecpartners.com

Industry: healthcare technology

For employees: team-based community involvement projects such as building skateboards and packing meals; High Five Awards based on living core values; programs supporting wellness through a nurse advocate, health coach, incentives, wellness committee and more.



6. BMWC

Indianapolis | www.bmwc.com

Industry: construction

For employees: every retirement is celebrated with a party for local employees; Annual President's Award honors an individual or team that has shown outstanding performance in safety and quality; continuous learning opportunities; employees and their families celebrated on National Sons and Daughters Day.



12. Brotherhood Mutual Insurance Company

Fort Wayne |

www.brotherhoodmutual.com

Industry: insurance (non-healthcare)

For employees: pop-up gratitude events with snacks; dedicates a month to mental health awareness; service awards program recognizes employees celebrating five years of service and every five years thereafter; company-sponsored service opportunities; employees can reserve Brotherhood's state-of-the-art auditorium and cafe for after-hours events.



13. Electric Plus

Avon | www.electricplus.com

Industry: construction

For employees: employee stock ownership program; Employee Day at the Fair; food cook-offs; safety awards; giving campaigns; opportunities for personal and professional development; 100% employer-paid health insurance; employees collectively walked over 40 million steps for last year's step challenge.



14. FORUM Credit Union

Indianapolis | www.forumcu.com

Industry: banking

For employees: spot bonuses are given to those who provide exceptional service or go above and beyond expectations; fully paid parental leave for birth of a child, adoption or placement for adoption; onsite wellness/meditation room; free financial educational sessions.



15. Firefly Children & Family Alliance

Indianapolis | www.fireflyin.org

Industry: non-profit

For employees: bachelor's and master's degree bridge programs, tuition assistance and student loan reimbursement; internal training program; mocktail Mondays; monthly leadership meetings include an emphasis on self-care for themselves and their respective teams; job shadowing and cross-training opportunities.



16. Blue & Co. LLC

Carmel | www.blueandco.com

Industry: accounting

For employees: Blue Foundation gives back to local communities; weekly trivia events; annual chili cook-off competitions; firmwide honors include the Ron Blue Award (significant practice development through marketing) and David Windley Award (outstanding customer service) – winners receive \$2,500 and a crystal trophy.



17. AssuredPartners

Jeffersonville |

www.assuredpartners.com

Industry: insurance (non-healthcare)

For employees: group volunteer days; a discounted benefit rate is available for non-smokers, while individuals wanting to quit using tobacco can complete an online educational program and receive free access to a coach; 37.5-hour work week; mentor and protégé program.



18. JTL|Prime AE

New Albany | www.jtleng.com

Industry: engineering

For employees: weekly recognition in newsletter for attendance, achievements and more; financial coaching; employee referral program pays employees; hosts drives (food, clothing, toys); each team leader participates in a series covering topics such as expectations, onboarding and performance management.



19. Buckingham Companies

Indianapolis | www.buckingham.com

Industry: real estate

For employees: Buckingham Foundation holiday open house and silent auction; Platinum Sales Club rewards top leasing performers with gifts, monetary awards, enhanced leasing incentives and special recognition lunches; Buckingham's Angel Fund helps employees dealing with hardships or unforeseen challenges arising from significant life events.



20. Nucor

Crawfordsville | www.nucor.com

Industry: manufacturing

For employees: Christmas at the Zoo for teammates and their extended families; fundraising cookouts; safety dinners; productivity bonuses; work anniversaries are awarded company stock and highlighted via the employee intranet; on-site gym facility, cafeteria and outdoor picnic/grilling facility.



21. Safety Management Group

Indianapolis |

www.safetymanagementgroup.com

Industry: construction

For employees: performance bonus program (eligible after one year of employment); monthly cell phone reimbursement; tuition reimbursement; wellness incentives (up to \$30 per month reimbursement for gym membership or fitness activities); company philanthropy team.



22. Surf Internet

Elkhart | www.surfinternet.com

Industry: telecommunications

For employees: holiday party brings together employees and their spouses or guests; annual awards based on company core values (e.g., integrity, innovation and illumination); employee assistance program; access to over 700,000 discounts and benefits across various national retailers, service providers and entertainment options.



23. Ryan Fireprotection, Inc.

Noblesville | www.ryanfp.com

Industry: construction

For employees: pay increases after obtaining industry certifications; opportunities for community involvement; at 20 years with the organization, employees and their choice of guest are treated to an all-expense-paid trip with an additional week off work; non-tobacco credit toward medical premium.



24. HNTB Corporation

Indianapolis | www.hntb.com

Industry: engineering

For employees: mentoring program, training opportunities and transparent career path system; generous paid time off; peer nomination system for employee recognition; hosts happy hours when projects reach major milestones such as a submittal or construction deadline.



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25. Lochmueller Group, Inc.

Evansville | www.lochgroup.com



Industry: engineering

For employees: vacation purchase program; spotlight achievements in monthly newsletter and on social media; celebrates Employee Ownership Month with food truck visits, dress up days and a costume contest; culture where employees feel safe to try new and different ways to contribute.