

Medium Companies

1. United Consulting

Indianapolis | www.ucindy.com

Industry: engineering

For employees: food drive; team

workstation decoration competition; design engineers who pass their professional engineer exam receive a salary increase, gift from the company and an engraved business card holder with new business cards; internal training program (United Academy).



7. Schmidt Associates

Indianapolis | www.schmidt-arch.com

Industry: architecture

For employees: mentorship program pairs

individuals with experienced leaders and colleagues; visioning sessions designed to help employees define long-term goals and aspirations; online community platform; opportunity to purchase stock or acquire ownership in the firm.



2. E-gineering, Inc.

Indianapolis | www.e-gineering.com

Industry: technology

For employees: gaming spaces; donut lunches

(an app randomly picks four employees every week to meet for paid lunch at the place of their choosing); one-time \$500 home office subsidy for any equipment, plus a \$750 monitor subsidy and an additional \$250 headphone/earbud subsidy.



8. Springbuk

Indianapolis | www.springbuk.com

Industry: technology

For employees: company embraces a flat hierarchy; High Fives Slack recognition channel; all new hires receive \$500 to spend on new work equipment (e.g., headphones, standing desk and monitor); virtual town halls every third Friday; annual professional development stipend.



3. TrueScripts Management Services

Washington | www.truescripts.com

Industry: insurance (healthcare)

For employees: Dream Manager program helps individuals recognize and achieve their dreams; each team member receives money to be used for charitable contributions and random acts of kindness; wellness program with genetic testing for nutrition, onsite wellness coach and fitness reimbursements.



9. The Skillman Corporation

Indianapolis | www.skillman.com

Industry: construction

For employees: 100% employee owned and operated; independent, third-party financial adviser is available to help manage retirement planning and other financial health needs; charitable donation match; employee referral program; free telemedicine for employees covered under the company's health insurance plan.



4. Prolific

Indianapolis | www.prolifichq.com

Industry: growth

For employees: all-team coffee kick-offs; added four weeks of paid parental leave, based on employee feedback, following the birth of an employee's child or the placement of a child with an employee in connection with adoption; talent development program.



10. Arlington/Roe & Co., Inc.

Indianapolis |

www.arlingtonroe.com

Industry: insurance (non-healthcare)

For employees: charcuterie board class complete with wine pairings; monthly birthday luncheon; paid volunteer time off; personal counseling sessions with a financial advisor during onboarding and annually thereafter; offers points for completing annual doctor visits, screenings and preventative exams.



5. Harrell-Fish, Inc.

Bloomington | www.harrell-fish.com

Industry: construction

For employees: tailored career paths; Christmas party in French Lick (employees, spouses and significant others enjoy live music, food, awards and entertainment); celebrates achieving safety goals with monthly awards; employees get their birthday off work with pay; on-site gym and recreation room.



11. Reis-Nichols Jewelers

Indianapolis | www.reisnichols.com

Industry: retail

For employees: 2024 included a three-day trip to Orlando, Florida for employees and a guest; peer-nominated quarterly recognition (employees are honored at an all-hands meeting for outstanding performance with breakfast, awards and \$100 gift cards); Habitat for Humanity builds.



6. Design Collaborative

Fort Wayne |

www.designcollaborative.com

Industry: architecture

For employees: DC Art Exhibition (turned the office into an art gallery, allowing employees to exhibit their artwork in all mediums to fellow staff and invited guests); peer-nominated Employee Values Awards; incentives for completing annual preventative screenings.



12. HWC Engineering, Inc.

Indianapolis |

www.hwcengineering.com

Industry: engineering

For employees: state-of-the-art office facilities; community-oriented projects; golf challenges; celebrates employee milestones with monetary gifts, award certificates and personal notes from leadership; prioritizes mental health with five free in-person counseling sessions; ugly sweater holiday party; "stay" interviews.



13. Butler, Fairman & Seufert

Indianapolis | www.bfsengr.com

Industry: engineering

For employees: summer family outing; one staff member is named the Michael Mang Award recipient for outstanding dedication and service at annual employee meeting; food, clothing and toy drives; supervisors are trained in conflict management, clearly defined job expectations, coping skills and more.



19. Meyer Najem

Fishers | www.meyer-najem.com

Industry: construction

For employees: 100% employee owned; weekly Friday morning breakfast; monthly cookouts; monthly wellness challenges; peer-nominated Annual Vision Awards (among categories are innovative solution and most inspiring moment); additional time off for volunteer opportunities; pet insurance; leadership development programs.



14. Shrewsberry & Associates LLC

Indianapolis | www.shrewsusa.com

Industry: engineering

For employees: mandatory annual safety training; tuition assistance to pay for courses that enhance job-related skills and knowledge; quarterly virtual town halls bring employees nationwide together for updates, discussions and breakout sessions; volunteer community work/outreach.



20. Hometown Logistics

Indianapolis | www.hometownlx.com

Industry: transportation

For employees: Colts game tailgate; structured career promotion path; team members are assigned mentors; open-concept office environment to further encourage conversation and new ideas; motivation wall lists each employee's big motivation; food truck days.



15. SEP

Westfield | www.sep.com

Industry: technology

For employees: employee-owned stock ownership program; chili/soup cook-offs; hosts hackathons where makers build and demonstrate employee-inspired products; unlimited time off; on-site fitness center; yoga and boot camp at no cost to employees; paid time off to volunteer.



21. Weddle Bros. Construction Co., Inc.

Bloomington | www.weddlebros.com

Industry: construction

For employees: coordinated dress day events (Ugly Sweater Day, Pink-Breast Cancer Awareness Day, etc.); monthly and quarterly safety awards; safety program encompasses a focus on mental health, suicide, fatigue and burnout; employee stock ownership plan; pays for professional training to obtain or keep licenses current.



16. Garmong Construction

Indianapolis | www.garmong.net

Industry: construction

For employees: annual crawfish boil features live music, fun activities and a raffle with prizes; quarterly safety competition; rewards employees for completing yearly health screening, being a non-smoker and more to lower the cost of premiums and deductibles; career pathing initiative.



22. Fleece Performance Engineering

Pittsboro |

www.fleeceperformance.com

Industry: manufacturing

For employees: employee appreciation week; everyone gets a personalized \$75 gift card on their birthday; employees can bring personal vehicles into the service garage to perform their own maintenance; heavily involved in FFA programs providing financial support.



17. NAMIC

Indianapolis | www.namic.org

Industry: insurance (non-healthcare)

For employees: honors work anniversaries with a department lunch/outing of the employee's choosing, a gift card, a plaque and accolades in the office lobby and at staff events; volunteer opportunities; walking challenges where staff compete for the highest step count.



23. Wessler Engineering

Indianapolis | www.wesslerengineering.com

Industry: engineering

For employees: summer hours (employees can participate in half-day Fridays); team-building days away from the office; welcome packages; chili cook-offs; service awards; Wessler Wire communication spotlights major accomplishments, happenings throughout the company and employee features; individual development plans.



18. Woods & Woods

Evansville | www.woodslawyers.com

Industry: legal

For employees: paid parental leave; sends employees on an all-expenses-paid vacation for every five years of service; honors employees for excellent customer service with an awards certificate, a gift card and acknowledgment in a weekly good news email; free mental health counseling.



24. GadellNet Consulting Services

Carmel | www.gadellnet.com

Industry: technology

For employees: eight hours of paid volunteer time; Cheers for Peers initiative; dedicated Teams channels like Power Your Mission and The Lounge highlight accomplishments and share kudos; team huddles; internal promotions; fitness and/or wellness programs.



GADELLNET

25. Morales Group

Indianapolis | www.moralesgroup.net

Industry: staffing

For employees: monthly LEGOS (Loving Every Gift of Service) meeting recognizes employees for living out core values and going above and beyond; birthday paid time off; free biometric screenings every year; employee assistance plan; pet insurance; executive coaching.



31. Meridian Hills Country Club

Indianapolis | www.mhcc-indy.com

Industry: hospitality/restaurants

For employees: paint ball outing; employee recognition awards; employee newsletter recognition; monthly leadership development sessions; schedule flexibility to attend children's school events (sports, music and other activities); financial planning workshops, seminars or classes; open-door policy.



26. The MJ Companies

Carmel | www.themjcos.com

Industry: insurance (healthcare)

For employees: Motivosity recognition platform; associates are provided three "MJ Bucks" each month to give away to show gratitude toward others; all full-time associates in Indiana can access organization's near-site health clinic; subscribes to LinkedIn Learning.



32. Guidon

Indianapolis | www.guidon.com

Industry: architecture

For employees: employees that reach their 10-year tenure receive a monetary gift as well as an extra five days of paid time off that can be used toward a trip of their choosing; free access to professional financial planners; personalized career development plans.



27. Dealers Wholesale

Indianapolis |

www.dealerswholesale.com

Industry: construction

For employees: philanthropic efforts; senior leaders grill out while team members play games and sports at annual summer picnic; internal project coordinator training program is designed to take someone without industry experience and prepare them for a role as a project manager.



33. J.C. Hart Company

Carmel | www.homeisjchart.com

Industry: real estate

For employees: fall wellness fair with free biometric screenings, chair massages, vendors and prizes; recognizes associates for their achievements twice a year at events; rent discounts for associates and their friends/family; up to \$3,000 annually per associate for tuition reimbursement and continuing education.



28. Belt Tech Industrial

Washington | www.belttech1.com

Industry: material handling/processing

For employees: branch and department gatherings; monthly safety audits (worksites and workspaces with a good safety report receive a \$100 safety bonus); personal vehicle stipends and monthly cell phone usage credits (depending on employee positions).



34. Harmony Healthcare IT

South Bend | www.harmonyhit.com

Industry: technology

For employees: Be Bold recognition program; milestone shout outs on social media include a special feature on the employee; one-on-one training and development; paid parental leave; sponsors events such as the Polar Plunge for Indiana Special Olympics.



29. eImagine

Indianapolis | www.eimage.com

Industry: technology

For employees: family events such as Indianapolis Indians games; Chava Rewards (employees give recognition points – redeemable for company merchandise, gift cards, etc. – when a coworker has exceeded expectations or was helpful to them); wellness program for employees with \$250 reimbursable expenses per year.



35. Eastern Hancock Schools

Charlottesville | www.easternhancock.org

Industry: education services

For employees: each month, members of the leadership team dress up in blow-up animal costumes and join the school mascot to deliver fresh-baked chocolate chip cookies to staff members with birthdays; virtual fitness platform; annual service awards breakfast.



30. IU Credit Union

Bloomington | www.iucu.org

Industry: banking

For employees: central storytelling hub shares impact on members and each other and includes monthly random prize drawings; wellness/mental health floating holidays; up to eight hours of volunteer pay per year; free on-site biometric screenings; Road to Leadership program.



36. Indiana Public Retirement System

Indianapolis | www.inprs.in.gov

Industry: government

For employees: hosts the INPRS 500 to predict the Indy 500 winner while showcasing driving skills via Mario Kart; spot bonus program rewards employees for outstanding contributions that exceed established objectives; new employees are paired with onboarding sponsors.



37. INCOG BioPharma Services, Inc.

Fishers | www.incogbiopharma.com

Industry: life sciences/biotechnology

For employees: on-site fitness center; social hub; focus on personal enrichment/mission beyond organizational goals; every six months, individuals are eligible for either a merit increase or bonus; monthly all-team meeting with snacks or meals; various opportunities to give back to the local community.



41. Milhaus

Indianapolis | www.milhaus.com

Industry: real estate

For employees: apartment discount programs; tuition reimbursement; service opportunities; themed “First Fridays” each month to build connectivity across locations and departments; Milhaus Leadership Academy; appreciation days for different departments and roles within the organization.



38. MidWest America Federal Credit Union

Fort Wayne | www.mwafcu.org

Industry: finance

For employees: free mental health counseling; pet insurance; profit sharing; trunk or treat for employees and families; free retirement planning sessions; low-interest employee loans with affordable weekly payroll deductions; managers participate in a paid eight-week Integrity training program.



43. OrthoPediatrics Corporation

Warsaw | www.orthopediatrics.com

Industry: medical device

For employees: acknowledges achievements and safety goals at town halls; allows employees to participate in community service during normal business hours without losing pay or using vacation time; mentoring; adoption benefits; professional training for all employees; ugly sweater holiday party.



39. Kruggel Lawton CPA

South Bend | www.klcpas.com

Industry: accounting

For employees: happy hours throughout busy season; occasionally sends care packages to remote workers to ensure they’re getting the same KL swag as everyone in the office; Annual CPA Day of Service; exam study groups; guest speakers.



43. EXOS

Indianapolis | www.weareexos.com

Industry: technology

For employees: job shadowing; book/podcast club to engage with employees in other departments on industry best practices; \$500 package for those celebrating large anniversary dates (e.g., five years, 10 years, etc.) such as travel, spa and a night out downtown.



40. Healthcare Chaos Management

Indianapolis | www.hcmar.com

Industry: finance

For employees: tenure-based celebrations; internal “giving tree” allows employees to request help discreetly through HR, whether it’s buying toys, covering bills or securing a flight to bring a loved one home for Christmas; monthly wellness challenges.



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