

# Small Companies

## 1. Safety Resources, Inc.

Indianapolis | [www.safetyresources.com](http://www.safetyresources.com)

Industry: consulting

**For employees:** annual golf outings; Shared Success program (as the company grows and does well financially, employees are also rewarded); announces employee milestones and achievements via social media; “ride-along” program for college-aged safety students job shadowing consultants.



## 7. Wellbridge Surgical LLC

Indianapolis |

[www.wellbridgesurgical.com](http://www.wellbridgesurgical.com)

Industry: healthcare (provider)

**For employees:** fall and summer parties at the owners’ homes; leadership team participates in web-based training for mental health awareness; opportunities for employees to engage with local health or human service initiatives; job shadowing and/or cross training.



## 2. JA Benefits LLC

Bedford | [www.jabenefits.com](http://www.jabenefits.com)

Industry: benefits consulting

**For employees:** years of service awards; access to over 10 clinics throughout Indiana – all acute care, preventive wellness care and prescriptions obtained are free to employees and family members whether they’re enrolled in the group plan or not; personal and professional development program.



## 8. Platinum Recruiting Group

Carmel | [www.platinumjobs.com](http://www.platinumjobs.com)

Industry: staffing

**For employees:** holiday party and awards night with a band; President’s Club trip to resort for top producers; a medical fund is set aside and awarded to one employee annually if they or their dependents are undergoing any medical hardships.



## 3. KBSO Consulting LLC

Carmel | [www.kbsoconsulting.com](http://www.kbsoconsulting.com)

Industry: engineering

**For employees:** each employee can choose a charity to donate to; year-end bonuses; on-site gym available 24/7 (offering employer-paid subscriptions to classes such as mobility, yoga and high-intensity workouts); staff lounge features an Xbox and Nintendo Switch.



## 9. Hamilton County Tourism

Carmel | [www.hamiltoncountytourism.com](http://www.hamiltoncountytourism.com)

Industry: hospitality/travel/tourism

**For employees:** 100% employer paid health, dental, vision, life and disability coverage; weekly Zoom yoga; ticket reimbursement for staff to enjoy area attractions and events of their choosing; Summer Fridays; charitable matching gift program; invests in personal and leadership development.



## 4. Intend Indiana

Indianapolis |

[www.intendindiana.org](http://www.intendindiana.org)

Industry: non-profit

**For employees:** annual team-building retreat; casual dress code and relaxed atmosphere; on-site fitness classes and healthy snack options; monthly “Rockstar Jar” encourages employees to recognize outstanding performance and behaviors; employee referral program.



## 10. Summers of Kokomo, Inc.

Kokomo |

[www.summersphc.com/kokomo](http://www.summersphc.com/kokomo)

Industry: construction

**For employees:** annual Kings Island Picnic for employees and their families; paid day off for one’s birthday; time to volunteer in the community (up to 16 hours during normal working hours); insurance is à la carte so employees can choose what’s best for them.



## 5. Summers of Fort Wayne, Inc.

Fort Wayne |

[www.summersphc.com/fort-wayne](http://www.summersphc.com/fort-wayne)

Industry: construction

**For employees:** awards recognize leaders in sales, customer satisfaction and more; annual Turkey Fry for Thanksgiving features multiple deep fried turkeys, carry-in potluck and multiple games to kick back and celebrate the holidays; employees are given a take-home van and gas card to commute.



## 11. Better Business Bureau Serving Central Indiana

Indianapolis | [www.indybbb.org](http://www.indybbb.org)

Industry: non-profit

**For employees:** outing to Kickasso Sneaker Art Bar; honors one employee at monthly staff meetings with an employee spotlight highlighting something great they’ve done and presenting them with a \$100 gift card; employee assistance program.



## 6. Bowe Digital LLC

Kokomo | [www.bowedigital.com](http://www.bowedigital.com)

Industry: advertising/PR/marketing

**For employees:** four-day workweek; pod structure fosters collaboration and connection; Treat Yourself Days encourage employees to use company funds for personal indulgences (e.g., haircut, spa visit and Lowe’s trip); transparent communication; brings in outside speakers for quarterly sessions on leadership, marketing and business.



## 12. TMG Construction Management, Inc.

Noblesville | [www.tmgcm.com](http://www.tmgcm.com)

Industry: construction

**For employees:** annual employee appreciation events weekend includes an all-expense paid trip with spouses; peer-nominated quarterly Core Values Champion awards. Winners receive account credit for online company store purchases; entire team volunteers together one day each year.



### 13. ADVISA

Carmel | [www.advisa.com](http://www.advisa.com)

Industry: consulting

**For employees:** unlimited paid time off; paid parental leave; volunteer activities; year-long wellness program includes fun activities centered around mental and physical wellness; performance-based bonuses; custom welcome baskets for new employees; mentor program.



### 14. iRiS Recruiting Solutions

Carmel | [www.irisrecruiting.com](http://www.irisrecruiting.com)

Industry: staffing

**For employees:** sales contests with prizes, lunches and days off as incentives; social outings and dinners; time off for birthdays and work anniversaries; clear path for employees to advance their careers; employee assistance program.



### 15. Sponsel CPA Group LLC

Indianapolis | [www.sponselcpagroup.com](http://www.sponselcpagroup.com)

Industry: accounting

**For employees:** Family Pumpkin Patch Day; customized video for birthdays, which also are posted on front reception electronic monitor; employee referral program; pays the majority of monthly parking costs; performance development program incorporates tools for each team member to “own” their careers.



### 16. Your Money Line

Indianapolis | [www.yourmoneyline.com](http://www.yourmoneyline.com)

Industry: technology

**For employees:** unlimited financial guidance; competitive pay; happy hours; virtual games; holiday parties; #Winning Slack channel celebrates employee-submitted successes; stock options for all full-time new hires; managers have on-demand access to various types of training.



### 17. Customized Mechanical Solutions LLC

Bargersville | [www.cmscorp.com](http://www.cmscorp.com)

Industry: construction

**For employees:** growth opportunities through training programs and mentorship initiatives; anniversary recognition; hosts various drives (food, clothing, toys); fitness and/or wellness programs within the workplace; participates in the Crafts Person of the Year for trades; peers vote for Team Member of the Year.



### 18. Brackett Heating-Air-Plumbing

Evansville | [www.brackettcomfort.com](http://www.brackettcomfort.com)

Industry: HVAC

**For employees:** cookouts; yearly bonuses; employee spotlight in newsletter; recognizes individual employee milestones with pizza parties, doughnuts, etc.; employee concierge services; opportunities for employees to engage with local health or human service initiatives.



### 19. Glassboard Product Development

Indianapolis | [www.glassboard.com](http://www.glassboard.com)

Industry: engineering

**For employees:** quarterly events such as bowling and Top Golf; robust internship program; company shuts down to ensure a full week off for the holidays; access to Machyne Makerspace for personal projects as well as Glassboard’s facilities.



### 20. MakeMyMove

Indianapolis |

[www.makemymove.com](http://www.makemymove.com)

Industry: technology

**For employees:** employee stock ownership program; hosts a hot wing challenge when welcoming new team members; companywide Slack channel features shoutouts for team members who are living core principles; \$500 per employee/per year stipend to attend classes or conferences, obtain certifications, etc.



### 21. REGO-Fix USA

Whitestown | [www.rego-fix.com](http://www.rego-fix.com)

Industry: industrial equipment

**For employees:** employee assistance program; Switzerland trip to parent company after five years of service; mental health training; REGO-FIX Leadership Academy promotes professional development and career advancement; assigns each employee “BIG ROCKS” that include goals for employee advancement; pet insurance.



### 22. Mainstay Property Group

Indianapolis |

[www.mainstaypropertygroup.com](http://www.mainstaypropertygroup.com)

Industry: real estate/renting/leasing

**For employees:** Culture King/Queen of the Week recognition program; collaborates with fitness and wellness providers to offer discounts on gym memberships, health coaching and more; access to financial planning resources ranging from retirement planning to debt management.



### 23. Indy Roof & Restoration

Indianapolis |

[www.indyroofandrestoration.com](http://www.indyroofandrestoration.com)

Industry: construction

**For employees:** annual retreat; paid certifications; quarterly departmental contests with high-value prizes keep energy high and motivate exceptional performance; top performers are celebrated in front of their loved ones at annual family celebration; daily morning huddles.



### 24. IDO Incorporated

Indianapolis | [www.idoincorporated.com](http://www.idoincorporated.com)

Industry: commercial interior design

**For employees:** spirit week; volunteering at holiday events; “stay” interviews take place annually and often occur during a lunch out as a treat; shower facilities for those who work out prior to or during work hours or ride their bikes to work.



**24. TMA Accounting + Payroll** 

Indianapolis | [www.tmaaccounting.com](http://www.tmaaccounting.com)

**Industry:** accounting

**For employees:** annual weeklong celebration of employee appreciation day with activities and gifts; recognizes outstanding productivity with bonuses; fully stocked kitchen with free snacks and drinks including healthy options; covers the cost of continuing professional education.

**26. Larry Marshall Disposal, Inc.**

Evansville | [www.marshalldisposal.com](http://www.marshalldisposal.com)

**Industry:** utilities

**For employees:** Memorial Day weekend event in St. Louis with families; TV screens in the office display compliments for workers; provides uniform shirts, jackets, coats, sock-hats and gloves every year for teams that work in the field (reimburses for pants and work boots).



**27. CSpring**

Indianapolis | [www.cspring.com](http://www.cspring.com)

**Industry:** technology

**For employees:** weekly gatherings such as happy hours; work anniversaries: at five, 10 and 15 years, employees are honored at quarterly all-company meetings and receive a gift and a celebratory lunch with CSpring's president; digital video library to support personal and professional growth.



**28. MDMi**

Indianapolis | [www.mdmi.com](http://www.mdmi.com)

**Industry:** engineering

**For employees:** tailored career development plans; mentorship opportunities; weekly shoutouts during all-hands meetings with monthly drawings for concert/show tickets; parental bonding leave; employee assistance program; virtual team activities like trivia nights, project showcases and collaborative workshops; sabbatical leave.



**29. Techlocity**

Indianapolis | [www.techlocity.com](http://www.techlocity.com)

**Industry:** technology

**For employees:** employee stock ownership program; monthly catered lunches; safety milestone celebrations; access to certifications, training and ongoing learning opportunities; wellness program encompasses mental health support, gym membership reimbursements and challenges to promote physical and mental well-being.



**30. CertaPro Painters of Indianapolis**

Indianapolis | [www.certapro.com](http://www.certapro.com)

**Industry:** construction

**For employees:** annual kayak trip; annual President's Club for top performers; weekly Pay it Forward program where an employee (drawn at random) gets \$100 to spend on giving back and then shares what they did and why; fitness and/or wellness programs within the workplace.



**31. Steele**

Indianapolis | [www.steelebenefits.com](http://www.steelebenefits.com)

**Industry:** Insurance (non-healthcare)

**For employees:** purposeful development and regular performance check-ins boost engagement; Winter Wellness Day promotes self-care with chair massages, salt therapy sessions, a catered lunch and a lively team game of Family Feud; supports local schools with donations and volunteering (among other causes).



**32. Bedel Financial Consulting, Inc.**

Indianapolis | [www.bedelfinancial.com](http://www.bedelfinancial.com)

**Industry:** finance

**For employees:** paid paternity, maternity and adoption leave; free wellness program incentivizes healthy living with paid time off; monthly gatherings at a local restaurant or venue for activities (e.g., laser tag and bowling); elder care assistance; mentorship, career programs and educational support.



**33. Miebach**

Fishers | [www.miebach.com](http://www.miebach.com)

**Industry:** consulting

**For employees:** ergonomic workplace designed to support wellness and collaboration; global training opportunities; recognizes top new order generators during quarterly town hall meetings; annual summer and winter events for employees with social and team-building activities.



**34. Elevate Ventures**

Indianapolis | [www.elevateventures.com](http://www.elevateventures.com)

**Industry:** non-profit

**For employees:** road trips; employees are celebrated during team meetings, companywide events and internal communications; merit-based bonuses; pre-tax cafeteria plan; covers continuing education costs, license fees and professional memberships tied to an employee's role.



**35. Synthesis Incorporated**

Indianapolis | [www.synthinc.com](http://www.synthinc.com)

**Industry:** architecture

**For employees:** culture is nurtured through an environment offering a living room, café, high-tech meeting rooms/design lab, interior casual/outdoor patio spaces and more; supports external professional development programs; focus on health with wellness room, healthy snacks, exercise equipment, shower room and a bike parking area.



**36. Connecta Corporation**

Indianapolis | [www.connecta.com](http://www.connecta.com)

**Industry:** manufacturing

**For employees:** team lunches/dinners; core value recognition program; monthly display of birthdays and anniversaries; job shadowing and/or cross training; created floor meetings to foster communication from first to second shift (based on employee engagement survey); leadership team coaching.

