

WINNING WORKPLACES

Indiana’s workplaces are raising the bar. The 2026 Best Places to Work in Indiana list features 150 remarkable employers from across the state in more than 20 industries that are setting the pace for workplace excellence.

Now in its 21st year, the Indiana Chamber of Commerce program culminated with company rankings revealed across five size categories at a May 13 awards dinner at the Indiana Convention Center, presented by KSM (Katz, Sapper & Miller).

“An enjoyable workplace remains one of the strongest magnets for top talent,” says Indiana Chamber President and CEO Vanessa Green Sindors. “Organizations that cultivate a healthy culture tend to perform better overall, boosting productivity and long-term success. We applaud this year’s honorees for their dedication to implementing

standout workplace practices that help them attract and keep exceptional employees.”

Honorees represent nearly 30 cities and towns across the state, with multiple winners based in Bloomington, Carmel, Evansville, Fishers, Fort Wayne, Goshen, Indianapolis, Marion, Noblesville, South Bend and Washington. Several companies also have multiple Indiana locations.

This year’s Best Places to Work in Indiana companies range in Hoosier employee count from 16 to 2,400.

Winners are determined through employer reports and comprehensive employee surveys, with Workforce Research Group overseeing the selection process.



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Fanimation



Blackink IT



TrueScripts Management Services



Milhaus

Major Companies

HALL OF FAME COMPANY*

NEWCOMER COMPANY

1. CAPTRUST

Indianapolis | www.captrust.com | Years ranked: 10
Industry: finance | IN/U.S. employee count: 54/1,818
For employees: multiple bonus structures; Pathway to Ownership program; beer fridge; dinner cruise on Lake Michigan in 2025

2. ARCO Design/Build

Indianapolis | arcodb.com | Years ranked: 7
Industry: construction | IN/U.S. employee count: 38/2,266
For employees: chili cook-off (ARCO donates to winner's charity of choice); empathetic listening training; annual Raving Fans Award (customer service)

3. Caesars Entertainment

Indiana locations | www.caesars.com
Years ranked: 1 (organization wide)
Industry: arts/entertainment/media
IN/U.S. employee count: 2,400/52,000
For employees: HERO's program (community service); Annual Founders Award; work anniversary pins; fully paid maternity and paternity leave

4. Edward Jones

Statewide | www.edwardjones.com | Years ranked: 21
Industry: finance | IN/U.S. employee count: 1,383/55,000
For employees: associate-owned firm; travel award program; trimester bonuses; employee assistance program; mentoring, coaching and advanced training

5. Land O'Frost

Munster | www.landofrost.com | Years ranked: 1
Industry: manufacturing | IN/U.S. employee count: 83/1,263
For employees: annual luncheon celebrating veterans; adoption benefits; monthly newsletter; on-site convenience store featuring the company's products

6. Centier Bank

Merrillville | www.centier.com | Years ranked: 20
Industry: banking | IN/U.S. employee count: 1,122/1,122
For employees: free health clinics; surprise popcorn/ice cream/pizza/snack boxes; service awards; CARE paid time off for unforeseen circumstances

7. NFP

Indianapolis | www.nfp.com | Years ranked: 14
Industry: insurance (healthcare)
IN/U.S. employee count: 74/6,624
For employees: participation in the Indiana Sports Corporation Corporate Challenge; peer-to-peer recognition; pet insurance; well-being webinars

8. Toyota Automated Logistics Americas (f/k/a Bastian Solutions)

Carmel | www.bastiansolutions.com | Years ranked: 4
Industry: engineering | IN/U.S. employee count: 473/1,281
For employees: safety-first mindset; costume contests; spot bonuses and incentives; gym membership and cell phone reimbursement; emerging leaders program

9. Northwest Bank

Fishers | www.northwest.bank | Years ranked: 2
Industry: banking | IN/U.S. employee count: 175/2,550
For employees: High five reward program; mentoring; sabbatical leave; bowl-a-thons; employees' family members invited to celebrations and holiday events

10. Precise Systems

Merrillville | www.goprecise.com | Years ranked: 1
Industry: government | IN/U.S. employee count: 153/1,356
For employees: Special Thanks and Recognition (S.T.A.R.) Awards; managers receive training on mental stress, fatigue and burnout; educational assistance program

11. The Kendall Group

Multiple | www.kendallgroup.com | Years ranked: 8
Industry: utilities | IN/U.S. employee count: 175/1,762
For employees: employee stock ownership plan; shout-outs for going above and beyond; safety recognition; match employees' charitable donations



*Made list 10 or more times in program's history.

Large Companies

HALL OF FAME COMPANY*

NEWCOMER COMPANY

1. McGohan Brabender

Indianapolis | www.mcgohanbrabender.com |

Years ranked: 2

Industry: insurance (healthcare) |

IN/U.S. employee count: 17/295

For employees: MB Gives Back; employee stock ownership plan; on-site outdoor walking path, lake, free kayak rentals and more

2. HEAPY Engineering, Inc. – Indianapolis

Indianapolis | www.heapy.com | Years ranked: 1

Industry: engineering | IN/U.S. employee count: 33/308

For employees: FLIGHT learning and development program; milestone recognition for service anniversaries and key career achievements (customized by interests); year-end bonuses

3. Performance Services

Indianapolis | www.performanceservices.com |

Years ranked: 9

Industry: construction | IN/U.S. employee count: 146/317

For employees: employee stock ownership program; \$600 first-year clothing allowance; annual wellness program; clearly defined career pathways; birthday lunch

4. BMWC Constructors

Indianapolis | www.bmwc.com | Years ranked: 3

Industry: construction | IN/U.S. employee count: 293/318

For employees: Leading Self and Others (LSO) program for managers; summer hours; tuition reimbursement; Nectar peer to peer recognition program

5. The Garrett Companies

Greenwood | www.thegarrettco.com | Years ranked: 8

Industry: construction | IN/U.S. employee count: 120/376

For employees: annual companywide ski trip; tailored bonus structures; Garrett Family Foundation matches up to \$500 of an employee's annual contribution

6. Firefly Children & Family Alliance

Indianapolis | www.fireflyin.org | Years ranked: 2

Industry: nonprofit | IN/U.S. employee count: 411/411

For employees: internal training program (personal and professional development opportunities); executive team prepares annual Thanksgiving lunch; monthly gym membership reimbursement

7. Skender

Westfield | www.skender.com | Years ranked: 1

Industry: construction | IN/U.S. employee count: 23/393

For employees: Core Value Awards program based on employee nominations; gifts for milestone work anniversaries (every five years); unlimited vacation policy

8. WestPoint Financial Group

Indianapolis | www.westpointfinancialgroup.com |

Years ranked: 18

Industry: finance | IN/U.S. employee count: 129/710

For employees: private event at Carmel's Christkindlmarkt for client appreciation and employee families; Rising Leaders program; WPFG Gives Back Day

9. Shepherd Insurance

Carmel | www.shepherdins.com | Years ranked: 4

Industry: insurance (non-healthcare) |

IN/U.S. employee count: 377/624

For employees: monthly themed office events such as a Halloween costume contest; employee volunteer program; continuing education class reimbursement

10. FORUM Credit Union

Fishers | www.forumcu.com | Years ranked: 16

Industry: banking | IN/U.S. employee count: 421/421

For employees: support an employee-nominated charity of choice; preventative care time off; pet insurance; student and parent PLUS loan reimbursement

11. Brotherhood Mutual Insurance Company

Fort Wayne | www.brotherhoodmutual.com | Years ranked: 16

Industry: insurance (non-healthcare) |

IN/U.S. employee count: 693/693

For employees: quarterly team recognition; one paid day of service to volunteer at a company-sponsored activity; "Choose Your Own Benefit" program

12. Electric Plus

Avon | www.electricplus.com | Years ranked: 6

Industry: construction | IN/U.S. employee count: 839/839

For employees: summer party for employees and their families; annual recognition for teams and individuals achieving zero recordable incidents; desk treadmills



Firefly Children & Family Alliance

*Made list 10 or more times in program's history.



Ryan Fireprotection, Inc.

13. Zotec Partners

Carmel | www.zotecpartners.com | Years ranked: 7
Industry: healthcare technology | **IN/U.S. employee count:** 485/897
For employees: leadership awards; celebrate anniversaries and birthdays via town halls and more; Passion Project Days; health coach

14. Lochmueller Group

Evansville | www.lochgroup.com | Years ranked: 7
Industry: engineering | **IN/U.S. employee count:** 297/446
For employees: 100% employee owned firm; employee assistance program; 401(k) student loan repayment employer contribution; fall United Way campaign

15. Ryan Fireprotection, Inc.

Noblesville | www.ryanfp.com | Years ranked: 3
Industry: construction | **IN/U.S. employee count:** 435/435
For employees: build a home in Mexico annually for a family in need; "Safety Flash" communications discuss safety goals; gym membership reimbursement

16. Blue & Co., LLC

Carmel | www.blueandco.com | Years ranked: 16
Industry: accounting | **IN/U.S. employee count:** 280/517
For employees: escape room competitions; Ron Blue Award (significant practice development through marketing); interest-free loans for computers and tablets

17. Safety Management Group LLC

Indianapolis | www.safetymanagementgroup.com | Years ranked: 7
Industry: construction | **IN/U.S. employee count:** 151/333
For employees: team events and lunches; safety awards; philanthropy team; annual \$2,000 training budget for growth and development

18. Buckingham Companies

Fishers | www.buckingham.com | Years ranked: 6
Industry: real estate/renting/leasing | **IN/U.S. employee count:** 304/429
For employees: Buckingham Foundation quarterly hands-on events; annual floating holiday; special events with massages; Doors to Success professional development program



Brotherhood Mutual Insurance Company

19. True Rx Health Strategists

Washington | www.truerx.com | Years ranked: 5
Industry: insurance | **IN/U.S. employee count:** 269/311
For employees: tenure awards; tech-driven onboarding pairs new hires with a buddy; prescription drug discount; Health Strategist of the Month recognition

20. Dentons Bingham Greenebaum

Indianapolis | www.dentons.com/en | Years ranked: 8
Industry: legal | **IN/U.S. employee count:** 154/311
For employees: Circle of Lights tree decorating and pizza party; milestone anniversary awards; employee assistance program; adoption benefits

21. Milhaus

Indianapolis | www.milhaus.com | Years ranked: 4
Industry: real estate/renting/leasing | **IN/U.S. employee count:** 106/280
For employees: company paid vacation/trip for 10-year employees; apartment rent discount programs; Milhaus Leadership Academy; pet insurance

22. American Structurepoint, Inc.

Indianapolis | www.structurepoint.com | Years ranked: 9
Industry: engineering | **IN/U.S. employee count:** 461/752
For employees: monthly engagement activities (e.g., coffee bar, game nights); Recognition Wall touts promotions and licensures; host drives (food, clothing, toys)

23. T&M Associates

Indianapolis | www.tandmassociates.com | Years ranked: 1
Industry: consulting | **IN/U.S. employee count:** 18/375
For employees: employee appreciation week; paid continuing education; catered luncheons celebrate major milestones like five-year and 10-year anniversaries

24. Nucor Steel Indiana

Crawfordsville | www.nucor.com | Years ranked: 4
Industry: manufacturing | **IN/U.S. employee count:** 866/866
For employees: all teammates get a day off after a safe year; on-site gym, cafeteria and outdoor picnic/grilling facility; growth and development team

Medium Companies

HALL OF FAME COMPANY*

NEWCOMER COMPANY

1. E-gineering, Inc.

Indianapolis | www.e-gineering.com | Years ranked: 16
Industry: technology | IN/U.S. employee count: 91/91
For employees: 100% employee-owned; gaming spaces; advocate program pairs each consultant with someone who supports career growth and life beyond work

2. Shrewsberry & Associates, LLC

Indianapolis | www.shrewsusa.com | Years ranked: 8
Industry: consulting | IN/U.S. employee count: 54/108
For employees: annual summer picnic cookout; individual development plans; Awardco platform (earn points from achievements and purchase apparel or other items)

3. BSA

Carmel | www.bsadesign.com | Years ranked: 3
Industry: architecture | IN/U.S. employee count: 97/239
For employees: monthly office trivia and games; volunteer and service days; company-wide communications spotlight individual and team accomplishments

4. United Consulting

Indianapolis | www.ucindy.com | Years ranked: 16
Industry: engineering | IN/U.S. employee count: 118/118
For employees: Health and Fitness Day (lunch, walking in nature, matching T-shirts and more); biannual performance bonuses; United Academy

5. Harrell-Fish Inc. (HFI)

Bloomington | www.harrell-fish.com | Years ranked: 3
Industry: construction | IN/U.S. employee count: 144/144
For employees: Franky Fridays twice a month with lunch; spotlight employee achievements on social media; monthly safety celebrations

6. Garmong Construction

Indianapolis | www.garmong.net | Years ranked: 3
Industry: construction | IN/U.S. employee count: 134/137
For employees: annual Crawfish Boil; employee anniversaries (those reaching five-year increments receive \$100 for each year of service); financial wellness incentives

7. Meyer Najem

Fishers | www.meyer-najem.com | Years ranked: 3
Industry: construction | IN/U.S. employee count: 198/223
For employees: monthly wellness challenges; peer-led Annual Vision Awards; quarterly magazine designed for families of employees; pet insurance



Renovia



Garmong Construction

8. Arlington/Roe

Indianapolis | www.arlingtonroe.com | Years ranked: 2
Industry: insurance (non-healthcare) | IN/U.S. employee count: 242/242
For employees: virtual costume contests; monetary incentives for earning insurance designations and educational certificates; employee assistance program; philanthropy initiatives

9. Renovia

Indianapolis | www.e-gineering.com | Years ranked: 6
Industry: construction | IN/U.S. employee count: 30/75
For employees: President's Club Awards/trip; milestone anniversary gifts; fully paid leave (maternity, paternity and adoption of a child)

10. Steinberger Construction, Inc.

Indianapolis | www.sciteam.com | Years ranked: 7
Industry: construction | IN/U.S. employee count: 80/80
For employees: annual wellness summit; tool bonus awarded at 30, 60 and 90 days of perfect attendance; employee volunteer program

*Made list 10 or more times in program's history.

11. Business Furniture + Choreo

Indianapolis | www.businessfurniture.net | Years ranked: 1
Industry: business services | IN/U.S. employee count: 75/86
For employees: Big Give Program (community service); Cheers 4 Peers initiative for coworkers; quarterly workshops on preparing for retirement

12. TrueScripts Management Services

Washington | www.truescripts.com | Years ranked: 6
Industry: insurance (healthcare) | IN/U.S. employee count: 193/193
For employees: tuition reimbursement; Dream Manager program; partnership with a clinic for free coverage and certain medications

13. Schmidt Associates

Indianapolis | www.schmidt-arch.com | Years ranked: 17
Industry: architecture | IN/U.S. employee count: 118/138
For employees: all-staff summer retreat; Eat the Frog Award (addressing issues head on); in-house and external mentorship programs

14. SEP

Carmel | www.sep.com | Years ranked: 17
Industry: technology | IN/U.S. employee count: 177/177
For employees: employee stock ownership program; chili cook-offs, holiday brunches and guided nature walks; one-time reimbursement for will creation

15. Koola Logistics

Carmel | www.koolalogistics.com | Years ranked: 2
Industry: transportation/distribution | IN/U.S. employee count: 76/76
For employees: celebrate wins big and small – from first commission checks to milestone anniversaries; summer intern tailgate; mentoring

16. Lensing Building Specialties

Evansville | www.lensingbuildingspecialties.com | Years ranked: 1
Industry: construction | IN/U.S. employee count: 122/122
For employees: food truck days; safety road map recognizes accident-free team members; free clinic at work for employees and dependents

17. Butler, Fairman & Seufert, Inc. (BF&S)

Indianapolis | www.bfsengr.com | Years ranked: 12
Industry: engineering | IN/U.S. employee count: 230/230
For employees: managers are formally trained to encourage work/life balance amongst their staff; weekly departmental huddles; virtual social hours

18. HWC Engineering

Indianapolis | www.hwcengineering.com | Years ranked: 11
Industry: engineering | IN/U.S. employee count: 216/216
For employees: state-of-the-art office facilities, community-oriented projects; annual holiday celebration held at the historic French Lick West Baden Hotel

19. eImagine

Indianapolis | www.eimagine.com | Years ranked: 12
Industry: technology | IN/U.S. employee count: 112/112
For employees: wellness program with \$250 reimbursable expenses per year; three-day, all-expenses-paid Employee Engagement Summit; three floating holidays

20. IU Credit Union

Bloomington | www.iucu.org | Years ranked: 5
Industry: banking | IN/U.S. employee count: 219/219
For employees: volunteering initiatives; Corporate Challenge promotes teamwork and fitness; wellness/mental health days; Road to Leadership program

21. Sky Point Social Services

Fort Wayne | www.skypointindiana.com | Years ranked: 1
Industry: social care | IN/U.S. employee count: 119/119
For employees: annual staff awards; managers are trained every year regarding signs of mental stress, fatigue and burnout; family-friendly events

22. Weddle Bros. Construction Co., Inc.

Bloomington | www.weddlebros.com | Years ranked: 4
Industry: construction | IN/U.S. employee count: 104/104
For employees: Toolbox Tailgate; full tuition reimbursement for professional development including advanced degrees in their field; employee assistance program

23. Design Collaborative

Fort Wayne | www.designcollaborative.com | Years ranked: 10
Industry: architecture | IN/U.S. employee count: 87/100
For employees: canoeing and kayaking; DC Art Exhibition showcases employees' artistic talents in all mediums; lunch and learns

24. Harmony Healthcare IT

South Bend | www.harmonyhit.com | Years ranked: 4
Industry: technology | IN/U.S. employee count: 102/222
For employees: cook-off contests; annual wellness exams at zero cost for all healthcare plans; charity drives (food, clothing, toys)



25. GroundBreakers, LLC

Indianapolis | www.groundbreakersllc.com | Years ranked: 1
Industry: construction | IN/U.S. employee count: 80/94
For employees: Safety Excellence Awards honor team members with perfect annual safety records; summer family picnic; mentorship program

26. VOSS Automotive, Inc.

Fort Wayne | www.vossusa.com | Years ranked: 10
Industry: manufacturing | IN/U.S. employee count: 133/133
For employees: 100% paid medical premiums for employees and dependents; annual employee appreciation day; Bright Ideas suggestion program

27. Reis-Nichols Jewelers

Indianapolis | www.reisnichols.com | Years ranked: 6
Industry: retail | IN/U.S. employee count: 83/83
For employees: monthly birthday celebrations; employee discounts on merchandise (and a friends and family discount); robust succession program

28. Zylo

Indianapolis | www.zylo.com | Years ranked: 3
Industry: technology | IN/U.S. employee count: 100/121
For employees: unlimited paid time off; #praise Slack channel (real-time shoutouts to colleagues); referral program includes a charitable component

29. Wessler Engineering, Inc.

Indianapolis | www.wesslerengineering.com | Years ranked: 14
Industry: engineering | IN/U.S. employee count: 113/124
For employees: summer Wessler Family Picnic; quarterly internal electronic newsletter featuring major accomplishments and company activities; individual development plans

30. Kruggel Lawton CPAs

South Bend | www.klcpas.com | Years ranked: 3
Industry: accounting | IN/U.S. employee count: 119/157
For employees: staff-led community service projects; pays for/reimburses staff professional licensing and more; Annual CPA Day of Service

31. The Skillman Corporation

Indianapolis | www.skillman.com | Years ranked: 13
Industry: construction | IN/U.S. employee count: 84/96
For employees: 100% employee-owned; Super Bowl chili cook-off; support of leadership roles within volunteer organizations outside the organization

32. Meridian Hills Country Club

Indianapolis | www.meridianhillscc.org | Years ranked: 2
Industry: hospitality/restaurants |
IN/U.S. employee count: 91/91
For employees: monthly engagement activities (e.g., outings, game nights, book club and trivia team); fitness challenges; yearly holiday bonuses

33. Guidon Design

Indianapolis | www.guidon.com | Years ranked: 8
Industry: architecture | IN/U.S. employee count: 90/90
For employees: social media spotlights for educational milestone (licensure, certificates, etc.); tenure award program; free access to professional financial planners

34. J.C. Hart Company, Inc.

Carmel | www.homeisjchart.com | Years ranked: 14
Industry: real estate/renting/leasing |
IN/U.S. employee count: 194/198
For employees: annual wellness fair; birthdays can be used as paid holidays; rent discounts for associates and their friends/family

35. MidWest America Federal Credit Union

Fort Wayne | www.mwafcu.org | Years ranked: 3
Industry: finance | IN/U.S. employee count: 197/197
For employees: tuition reimbursement; company soirée (elegant evening for employees and their guests); quarterly perfect attendance incentives

36. Nexxt Spine, LLC

Noblesville | www.nexxtspine.com | Years ranked: 1
Industry: manufacturing | IN/U.S. employee count: 99/99
For employees: employee referral program; stocked break rooms with various drinks and snacks; workshops and online training

37. AMPG

Indianapolis | www.ampg.com | Years ranked: 1
Industry: manufacturing | IN/U.S. employee count: 79/79
For employees: company-wide lunches catered by a private chef; free on-site healthcare for employees and their families; charitable donation match



J.C. Hart Company, Inc.

38. Loren Wood Builders Design-Build

Bloomington | www.lorenwoodbuilders.com |
Years ranked: 2

Industry: construction | IN/U.S. employee count: 77/ 77

For employees: core values shoutouts at quarterly meetings; employee volunteer program; informal team get-togethers after work/at lunch

39. GadellNet Consulting Services

Indianapolis | www.gadellnet.com | Years ranked: 6

Industry: technology | IN/U.S. employee count: 47/167

For employees: eight hours of paid volunteer time; career advancement opportunities through the Leadership Academy; “Power Your Mission” Teams recognition channel

40. Healthcare Chaos Management

Indianapolis | www.hcmar.com | Years ranked: 2

Industry: insurance (healthcare) | IN/U.S. employee count: 67/87

For employees: quarterly Lumberjack Award for highest performer (presented with a \$1,000 bonus); internal Giving Tree program; mentoring

41. Cork Medical

Indianapolis | www.corkmedical.com | Years ranked: 2

Industry: manufacturing | IN/U.S. employee count: 75/87

For employees: employee appreciation spirit week (catered breakfast, made-to-order coffee bar); Circle of Excellence Awards, pet insurance

42. The Annex Group

Fishers | www.theannexgrp.com | Years ranked: 1

Industry: real estate/renting/leasing |

IN/U.S. employee count: 94/137

For employees: predictive index murder mystery game; job site safety recognition; new corporate office with a fitness center, social hub and more

43. Robert Dietrick Co., Inc.

Fishers | www.rd-co.com | Years ranked: 1

Industry: manufacturing | IN/U.S. employee count: 153/153

For employees: leadership pathways; Family Day at Turkey Run State Park (canoeing, horseback riding, etc.); employee acknowledgment through company digest

44. Sheridan Community Schools

Sheridan | www.scs.k12.in.us | Years ranked: 5

Industry: education services | IN/U.S. employee count: 226/226

For employees: in-house daycare; retiring staff members receive a plaque and gift at the end of the year; food trucks

45. Parkview Wabash Hospital

Wabash | www.parkview.com | Years ranked: 4

Industry: healthcare provider/social care |

IN/U.S. employee count: 185/185

For employees: tuition assistance and education loan payback; Christmas events such as Fort Wayne Philharmonic performances; succession planning



The Annex Group

46. ECS Solutions, LLC

Evansville | www.ecssolutions.com | Years ranked: 7

Industry: engineering | IN/U.S. employee count: 58/152

For employees: ECS Summit (staff members participate in team-building activities and learning); reimbursement for purchasing club memberships; charitable donation match

47. Eastern Hancock Schools

Charlottesville | www.easternhancock.org |

Years ranked: 2

Industry: education services |

IN/U.S. employee count: 176/176

For employees: Birthday Cookie Drop; Royal Impact Award honors joy, connection, growth and success; charity drives (food, clothing, toys)

48. EXOS

Indianapolis | www.weareexos.com | Years ranked: 2

Industry: technology | IN/U.S. employee count: 87/95

For employees: Annual Christmas at the Zoo for employees and their families; Monday Motivator recognition program; \$1,000 annual education stipend

49. Wheaton Van Lines

Indianapolis | www.wheatonworldwide.com |

Years ranked: 1

Industry: transportation/distribution |

IN/U.S. employee count: 116/116

For employees: Halloween department decorating contest; \$25 gift cards for birthdays and anniversaries; employee stock option program

50. Prolific

Indianapolis | www.prolifichq.com | Years ranked: 3

Industry: business services | IN/U.S. employee count: 50/105

For employees: employee assistance program; on-site fitness center; managers receive training on talent development and team capacity

Small-Medium Companies

HALL OF FAME COMPANY*

NEWCOMER COMPANY

1. CSpring

Indianapolis | www.cspring.com | Years ranked: 5
Industry: technology | IN/U.S. employee count: 37/40
For employees: weekly happy hour; everyday recognition via Teams, Paylocity shoutouts, emails and personal notes; quarterly goal conversations

2. Indesign

Indianapolis | www.indesign-llc.com | Years ranked: 17
Industry: engineering | IN/U.S. employee count: 71/71
For employees: “TIRE-Sighting” celebrates colleagues for exemplifying core values (teamwork, integrity, respect and excellence); fully paid maternity and paternity leave; mentoring

3. Brite Systems, Inc.

Indianapolis | www.britesys.com | Years ranked: 7
Industry: technology | IN/U.S. employee count: 60/60
For employees: unlimited professional certification reimbursements; shorter work week during summer months; employee anniversary gifts and trophies for milestone years

4. Sponsel CPA Group, LLC

Indianapolis | www.sponselcpagroup.com | Years ranked: 6
Industry: accounting | IN/U.S. employee count: 37/37
For employees: annual golf outing; volunteer program; covers the majority of monthly parking costs for employees

5. Insurance Management Group

Marion | www.insurancemanagementgroup.com | Years ranked: 5
Industry: insurance (non-healthcare) | IN/U.S. employee count: 59/59
For employees: President’s Club (all-expenses-paid trip for top performers and spouses); employee volunteer program; daily 30-minute workout break

6. Conner Insurance

Indianapolis | www.connerins.com | Years ranked: 11
Industry: insurance (non-healthcare) | IN/U.S. employee count: 57/57
For employees: birthday and anniversary gifts; pet therapy sessions; pays 100% of continuing education and insurance certification costs

7. Powers & Sons Construction

Indianapolis | www.powersandsons.com | Years ranked: 6
Industry: construction | IN/U.S. employee count: 58/58
For employees: peer-nominated Safety-On-Site program rewards employees with gift cards; casino-themed corporate holiday awards ceremony; on-site relaxation room

8. CleanSlate Technology Group

Carmel | www.cleanslatetg.com | Years ranked: 5
Industry: consulting | IN/U.S. employee count: 57/57
For employees: handwritten notes from the CEO, gift cards and swag for milestones; certification bonuses; Corporate Challenge

9. Larry Marshall Disposal, Inc.

Poseyville | www.marshalldisposal.com | Years ranked: 2
Industry: utilities | IN/U.S. employee count: 35/35
For employees: annual company picnic with families at a fun destination such as Holiday World; community volunteer projects; mentoring

10. Olio

Indianapolis | www.olio.health | Years ranked: 1
Industry: technology | IN/U.S. employee count: 39/50
For employees: year-round half-day Fridays; Eddie Keever Award (exhibiting core values in honor of co-founder); GameAthon fundraising for Riley Children’s Hospital



*Made list 10 or more times in program’s history.



Interactive Digital Solutions, LLC

11. Visit Indy

Indianapolis | www.visitindy.com | **Years ranked:** 11
Industry: nonprofit | **IN/U.S. employee count:** 57/57
For employees: acknowledge personal milestones (birth/adoption, weddings, etc.) with gifts/flowers; free in-office clinics for COVID and flu shots; tuition reimbursement

12. Banning Engineering

Plainfield | www.banning-eng.com | **Years ranked:** 6
Industry: engineering | **IN/U.S. employee count:** 56/56
For employees: Introduce Girls to Engineering Day; bonuses given for going above and beyond; 100% employee-owned

13. Burnside Builders

Indianapolis | www.burnsidebuilders.com | **Years ranked:** 1
Industry: construction | **IN/U.S. employee count:** 37/37
For employees: family-oriented culture; opportunity to build long-term careers; “Difference Card” helps employees cover upfront deductible and eligible out-of-pocket medical expenses

14. Miebach Consulting

Fishers | www.miebach.com | **Years ranked:** 2
Industry: consulting | **IN/U.S. employee count:** 37/44
For employees: global training and international assignments; annual cooking and baking contests; adjustable desks and an on-site fitness center

15. MD Architects

Indianapolis | www.mdarchitects.com | **Years ranked:** 3
Industry: architecture | **IN/U.S. employee count:** 26/42
For employees: bi-weekly social hour and activity time; monthly external and internal company shoutouts for work anniversaries; employ assistance program

16. Summers of Marion, Inc.

Marion | www.summersphc.com/marion | **Years ranked:** 4
Industry: construction | **IN/U.S. employee count:** 73/73
For employees: annual Turkey Fry; a-la-carte insurance; employees are provided top-of-the-line specialty tools and allotted access to a tool account

17. The Mind Trust

Indianapolis | www.themindtrust.org | **Years ranked:** 6
Industry: nonprofit | **IN/U.S. employee count:** 38/38
For employees: Pays 90% of health premiums; tuition reimbursement; ongoing and specialized training that aligns with personal and professional goals

18. Laura Kopetsky Tri-Ax, Inc.

Indianapolis | www.laurakopetsky.com | **Years ranked:** 1
Industry: transportation/distribution |
IN/U.S. employee count: 44/44
For employees: suite rental at the Indianapolis Motor Speedway for Indy 500 qualifications; anniversary bonuses; Days of Giving donations

19. Atlas Excavating, Inc.

West Lafayette | www.atlasexcavating.com | **Years ranked:** 2
Industry: construction | **IN/U.S. employee count:** 65/65
For employees: family Christmas celebration; Atlas personal protective equipment and logo wear for construction crews; individualized development plans

20. Gradex, Inc.

Carmel | www.gradexinc.com | **Years ranked:** 1
Industry: construction | **IN/U.S. employee count:** 63/63
For employees: annual performance-based bonuses and merit increases; on-site employee gym with locker and shower facilities; sponsor fundraising events

21. KBSO Consulting LLC

Carmel | www.kbsoconsulting.com | **Years ranked:** 8
Industry: engineering | **IN/U.S. employee count:** 38/38
For employees: employer-paid subscriptions to fitness classes; staff lounge features an Xbox and Nintendo Switch; project management training

22. Raybourn Group International

Indianapolis | www.raybourn.com | **Years ranked:** 6
Industry: association management services |
IN/U.S. employee count: 35/35
For employees: twice-monthly “Just for Fun” lunches (staff can sign up to host a craft, activity, etc.); Living Well Committee; mentoring



Mesh Systems



KBSO Consulting LLC

23. LHD Benefit Advisors

Indianapolis | www.lhdbenefits.com | Years ranked: 11
 Industry: insurance (healthcare) | IN/U.S. employee count: 48/48
 For employees: service days with local nonprofits; public recognition for individual and team achievements; AAA membership

24. MapleTronics

Goshen | www.mapletronics.com | Years ranked: 1
 Industry: technology | IN/U.S. employee count: 54/68
 For employees: High Impact Teammate of the Month honor; paid time off donation bank (emergency medical situations and natural disasters); fitness groups

25. Donovan CPAs

Indianapolis | www.cpadonovan.com | Years ranked: 4
 Industry: accounting | IN/U.S. employee count: 47/47
 For employees: monthly birthday pizza lunches; celebrations when someone passes their CPA exams; fully paid maternity and paternity leave

26. Carson Law LLP

Fort Wayne | www.carsonllp.com | Years ranked: 2
 Industry: legal | IN/U.S. employee count: 50/50
 For employees: ornament exchange party (white elephant style); attendance recognition; provide health savings account money for fitness activities

27. Interactive Digital Solutions, LLC

Noblesville | www.teamids.com | Years ranked: 4
 Industry: technology | IN/U.S. employee count: 38/38
 For employees: step challenges; team-building volunteer work; manager training for signs of mental stress and anxiety

28. Solution Source

Goshen | www.solution-source.net | Years ranked: 4
 Industry: technology | IN/U.S. employee count: 40/40
 For employees: meal and party during yearly kick off week; profit-sharing program; career paths for every position

29. Mesh Systems

Carmel | www.meshsystems.com | Years ranked: 4
 Industry: technology | IN/U.S. employee count: 52/56
 For employees: two-week global remote work option; pet insurance; care packages for MeshMates reaching milestones or experiencing tough times

30. Brackett Heating Air & Plumbing

Evansville | www.callbrackett.com | Years ranked: 3
 Industry: construction | IN/U.S. employee count: 35/35
 For employees: Tout achievements via newsletters, Facebook and more; clear advancement paths; special pricing on HVAC and plumbing services

31. MKR

Indianapolis | www.mkragency.com | Years ranked: 3
 Industry: advertising/marketing/PR | IN/U.S. employee count: 29/45
 For employees: quarterly Winning Every Moment Award; unlimited paid time off; paid access to the Calm App

32. City Wide Facility Solutions

Indianapolis | www.gocitywide.com/Indianapolis | Years ranked: 2
 Industry: business services | IN/U.S. employee count: 55/55
 For employees: sporting events; birthdays (\$50 gift card, a handwritten note and group chats); charitable donation match

33. Auctor Corporation

Indianapolis | www.auctor.com | Years ranked: 6
 Industry: technology | IN/U.S. employee count: 38/38
 For employees: employee milestone/years of service recognition program; home office stipends; mental health resources and training

34. Johnson Heating Cooling Plumbing

Franklin | www.johnsoncomfort.com | Years ranked: 2
 Industry: services (other) | IN/U.S. employee count: 40/40
 For employees: bowling parties; weekly on-site training each and trade school is paid for; emotional intelligence training for managers

35. PANBlast

Indianapolis | www.panblastpr.com | Years ranked: 2
 Industry: advertising/marketing/PR | IN/U.S. employee count: 25/39
 For employees: PANtastic weekly award; every employee is assigned a dedicated career coach; charity drives (food, clothing, toys)

36. Fanimation

Zionsville | www.fanimation.com | Years ranked: 1
 Industry: manufacturing | IN/U.S. employee count: 58/58
 For employees: employee appreciation week; gym membership reimbursements; antique fan museum (free tours for employees and their families)

37. Phoenix Data Corporation

Indianapolis | www.phoenixdatacorporation.com | Years ranked: 3
 Industry: technology | IN/U.S. employee count: 74/74
 For employees: pizza parties; allow employees to participate in community service during normal business hours without losing pay or using vacation time

Small Companies

HALL OF FAME COMPANY*

NEWCOMER COMPANY

1. JA Benefits, LLC

Bedford | www.jabenefits.com | Years ranked: 14
Industry: insurance (healthcare) | IN/U.S. employee count: 31/31
For employees: JA Community Strong Kids Christmas Project; gym membership reimbursement; peer shoutouts via #MagicMoments Teams channel

2. Intend Indiana

Indianapolis | www.intendindiana.org | Years ranked: 2
Industry: nonprofit | IN/U.S. employee count: 21/21
For employees: performance bonus program; outdoor back patio with picnic tables; celebrate milestones such as work anniversaries and years of service

3. Safety Resources, Inc.

Indianapolis | www.safetyresources.com | Years ranked: 3
Industry: consulting | IN/U.S. employee count: 23/23
For employees: dedicated office spaces to decompress; employees are encouraged to volunteer during business hours; company-provided phone stipend

4. Leaf Software Solutions

Carmel | www.leafsoftwaresolutions.com | Years ranked: 15
Industry: technology | IN/U.S. employee count: 33/33
For employees: recognition award for 20-year anniversaries; company-wide breakfast every Friday; gift-wrapping station from Thanksgiving through New Year's



Bedel Financial



TMA Accounting

5. Techlocity

Indianapolis | www.techlocity.com | Years ranked: 2
Industry: technology | IN/U.S. employee count: 17/17
For employees: employee stock ownership program; peer-to-peer recognition via Motivosity; access to certifications, training and ongoing learning opportunities

6. ADVISA

Carmel | www.advisausa.com | Years ranked: 6
Industry: consulting | IN/U.S. employee count: 34/34
For employees: fun activities (e.g., forest bathing and sound baths); monthly core values awards; wellness-driven leadership program

7. Hamilton County Tourism

Carmel | www.visithamiltoncounty.com | Years ranked: 4
Industry: nonprofit | IN/U.S. employee count: 25/25
For employees: paid community service hours; bi-annual small group staff lunch outings; quarterly inspirational challenges with rewards

8. TMG Construction Management, Inc.

Noblesville | www.tmgcm.com | Years ranked: 3
Industry: construction | IN/U.S. employee count: 24/24
For employees: annual employee appreciation events weekend; employee-led engagement committee comprised of subcommittees such as well-being and care; mentoring

9. Mainstay Property Group

Indianapolis | www.mainstaypropertygroup.com | Years ranked: 6
Industry: real estate/renting/leasing | IN/U.S. employee count: 18/18
For employees: family leisure activities; profit-share program; support of leadership roles within volunteer organizations outside the organization

10. TMA Accounting

Indianapolis | www.tmasmallbusinessaccounting.com | Years ranked: 2
Industry: accounting | IN/U.S. employee count: 26/26
For employees: annual parking lot cornhole tournament with live music and barbecue; paid continuing education; access to telehealth services

11. MDMi

Indianapolis | www.mdmi.com | Years ranked: 3
Industry: engineering | IN/U.S. employee count: 25/25
For employees: birthdays include celebratory items (favorite snacks, gift cards, etc.) employee assistance program; outlined career progression

12. MakeMyMove

Indianapolis | www.makemymove.com | Years ranked: 3
Industry: advertising/marketing/PR | IN/U.S. employee count: 25/25
For employees: hot wing challenge when a new member joins the team; employee stock ownership plan; wellness challenges

*Made list 10 or more times in program's history.

13. Glassboard LLC

Indianapolis | www.glassboard.com | Years ranked: 3
Industry: engineering | IN/U.S. employee count: 21/21
For employees: shut down for two weeks annually (over July 4th and Christmas); dual career pathways; top-tier laptops, high-end monitors and ergonomic setups

14. REGO-FIX USA

Whitestown | www.regousa.com | Years ranked: 7
Industry: industrial equipment | IN/U.S. employee count: 25/25
For employees: Growth Academy and Learn and Grow events; wellness newsletters; mission trip time off (vacation time match)

15. iRIS Recruiting Solutions

Carmel | www.irisrecruiting.com | Years ranked: 8
Industry: staffing | IN/U.S. employee count: 19/19
For employees: holiday-themed contests; employee assistance program; supports professional development (e.g., mentoring, job shadowing and cross-training opportunities)

16. WellBridge Surgical, LLC

Indianapolis | www.wellbridgesurgical.com | Years ranked: 2
Industry: healthcare provider | IN/U.S. employee count: 19/19
For employees: celebration months for employees' birthdays; positivity wall with quotes, photos and more; charity drives (food, clothing, toys)

17. ePackageSupply, LLC

Evansville | www.epackagesupply.com | Years ranked: 2
Industry: retail | IN/U.S. employee count: 32/32
For employees: peer-nominated core values recognition; regular cook-outs on site during the nicer months; open-door policy with leadership

18. Blackink IT

Indianapolis | www.blackinkit.com | Years ranked: 2
Industry: technology | IN/U.S. employee count: 20/20
For employees: Summer Fridays; SmileBack Reviews (clients can leave feedback on their experience); eight hours of community service per year

19. Your Money Line

Indianapolis | www.yourmoneyline.com | Years ranked: 4
Industry: finance | IN/U.S. employee count: 26/26
For employees: unlimited financial guidance; employer health savings account contributions; quarter-end celebrations tout individual, team and company wins

20. Ultimate Technologies Group

Fishers | www.ultimatetechnologiesgroup.com | Years ranked: 8
Industry: technology | IN/U.S. employee count: 33/33
For employees: annual Difference Maker award ceremony honoring core values; monthly wellness topics; tuition reimbursement, paid professional training and certifications

21. Better Business Bureau Serving Central Indiana

Indianapolis | www.bbb.org/local-bbb/bbb-serving-central-indiana | Years ranked: 3
Industry: nonprofit | IN/U.S. employee count: 22/22
For employees: birthday paid time off; \$250 match per employee for kids' travel sports teams or extracurricular activities; TEAMS recognition

22. Customized Mechanical Solutions LLC

Bargersville | www.cmscorp.com | Years ranked: 2
Industry: construction | IN/U.S. employee count: 22/22
For employees: formal profit-sharing plan; make donations to charitable organizations at team members' request; formal training by various industry associates

23. Bedel Financial

Indianapolis | www.bedelfinancial.com | Years ranked: 4
Industry: finance | IN/U.S. employee count: 26/26
For employees: pickleball tournaments during work hours; one-on-one personal and professional growth opportunities with a licensed coach; pet insurance

24. Summers of Kokomo, Inc.

Kokomo | www.summersphc.com/kokomo | Years ranked: 3
Industry: construction | IN/U.S. employee count: 29/29
For employees: annual Kings Island picnic; take-home van and gas card for commuting; workplace facilities to promote exercise and fitness

25. IDO Incorporated

Indianapolis | www.idoincorporated.com | Years ranked: 4
Industry: commercial interior design | IN/U.S. employee count: 20/20
For employees: annual "stay interviews"; shower facility (some employees ride their bikes to work or exercise prior to/during work hours); adoption benefits

26. Mattison

Indianapolis | www.mattisoncorp.com | Years ranked: 5
Industry: consulting | IN/U.S. employee count: 29/29
For employees: on-site fitness center; year-end and performance bonuses; quarterly one-on-one conversations with their supervisors to discuss work-related or personal challenges

27. Summers of Fort Wayne, Inc.

Fort Wayne | www.summersphc.com/fort-wayne | Years ranked: 3
Industry: construction | IN/U.S. employee count: 27/27
For employees: goal boards recognize the top department leaders each month across all locations; assistance with apprenticeship and relicensing fees; mentoring

28. Creative Financial Group

Indianapolis | www.creativefinancialgrp.com | Years ranked: 1
Industry: finance | IN/U.S. employee count: 16/16
For employees: 100% paid gym membership; internal mobility programs help employees explore new roles across the company; pet insurance
