

# Medium Companies

## 1. Project Lead the Way, Inc.

City: Indianapolis

Industry: non-profit – education

Web site: [www.pltw.org](http://www.pltw.org)

Indiana/U.S. employees: 148/148

For employees: generous time off; healthy work/life balance promoted; team outings with activities like zip lining, Conner Prairie; monthly “Lunch on Us;” \$1,500 yearly tuition reimbursement for employees; employer pays 100% of medical premiums for employees and dependents.



## 6. Purdue Federal Credit Union

City: West Lafayette

Industry: banking

Web site: [www.purduefed.com](http://www.purduefed.com)

Indiana/U.S. employees: 197/197

For employees: volunteering in the community encouraged; company offers 0% interest loans on professional attire, exercise equipment and home PCs to full-time employees; employee recognition through quarterly awards; 401(k) profit-sharing program; recognition of milestones.



## 2. National Association of Mutual Insurance Companies (NAMIC)

City: Indianapolis

Industry: business trade association

Web site: [www.namic.org](http://www.namic.org)

Indiana/U.S. employees: 83/90

For employees: flexible work arrangements; wellness activities and \$25 monthly reimbursements for health clubs; regular lunch parties; one day paid time off for volunteer work; biweekly discounted table massage; weekly fresh fruit; formal open door policy.



## 7. Software Engineering Professionals, Inc.

City: Carmel

Industry: technology

Web site: [www.sep.com](http://www.sep.com)

Indiana/U.S. employees: 97/97

For employees: two social events a month that welcome employees' families; generous holiday scheduling, including a paid week off at the end of December; company focus on transparency; wellness initiatives, including bike loan for the Monon Trail; fresh fruit daily; weight loss competitions.



## 3. Indiana Oxygen

City: Indianapolis

Industry: manufacturing

Web site: [www.indianaoxygen.com](http://www.indianaoxygen.com)

Indiana/U.S. employees: 102/113

For employees: employee community involvement; open door policy and support from upper management; extra day off for employees with the company over 10 years; summer cook-outs on Fridays; monthly healthy snacks; mentoring.



## 8. Butler, Fairman & Seufert, Inc.

City: Multiple locations

Industry: engineering

Web site: [www.bfsenr.com](http://www.bfsenr.com)

Indiana/U.S. employees: 145/145

For employees: weekly free fruit; flexible work schedules, including a half day every Friday; annual “Family Day” outing; on-site Weight Watchers meetings free of charge; half of gym membership cost covered for employees and their families; yearly flu clinic.



## 4. J.C. Hart Company, Inc.

City: Carmel

Industry: multi-family development and management services

Web site: [www.homeisjchart.com](http://www.homeisjchart.com)

Indiana/U.S. employees: 111/111

For employees: paid Indianapolis Indians game outing for employees and their families; bonuses and thank you cards from owner given at annual Christmas party; frequent support for volunteering and charity; wellness committee; cash gifts for anniversaries with the company.



## 9. Bierman ABA Autism Center

City: Indianapolis

Industry: health care

Web site: [www.biermanautismcenter.com](http://www.biermanautismcenter.com)

Indiana/U.S. employees: 91/108

For employees: holiday party; food and pitch-ins; unlimited paid time off for salaried employees; employees can work on projects/interests of their choosing for up to 10% of the workweek; biweekly on-site PiYo sessions; fully-stocked snack and beverage bar.



## 5. Katz, Sapper & Miller

City: Indianapolis

Industry: accounting

Web site: [www.ksmcpa.com](http://www.ksmcpa.com)

Indiana/U.S. employees: 242/247

For employees: flexible work arrangements; jeans on Fridays; wellness program with on-site wellness coach and annual health screenings; fully stocked kitchen with collaborative spaces and big-screen TV.



## 10. Community Bank Shares of Indiana, Inc.

City: New Albany

Industry: banking

Web site: [www.yourcommunitybank.com](http://www.yourcommunitybank.com)

Indiana/U.S. employees: 172/205

For employees: annual “Star Awards” recognize employee achievements; competitive pay and benefits; gifts for birthdays and anniversaries; wellness program with on-site biometric screenings, CPR classes; holiday lunches; networking events.



**11. Indesign, LLC**

City: Indianapolis

Industry: engineering

Web site: [www.Indesign-LLC.com](http://www.Indesign-LLC.com)

Indiana/U.S. employees: 76/76

**For employees:** annual company outing to Incrediplex in the summer; cookouts and impromptu ice cream delivery; after six months of employment, employees have the option to buy into the company; wellness challenges with incentives and prizes.

**12. Allegient, LLC**

City: Indianapolis

Industry: consulting

Web site: [www.allegient.com](http://www.allegient.com)

Indiana/U.S. employees: 162/165

**For employees:** employee recognition for going "above and beyond" with gift cards, spot bonuses and other gifts; frequent employee-led events like cycling races, community service activities and fantasy football leagues; semi-annual Make-A-Wish award in which employee may grant a child's wish on behalf of the company.

**13. Moser Consulting**

City: Indianapolis

Industry: consulting

Web site: [www.moserit.com](http://www.moserit.com)

Indiana/U.S. employees: 97/148

**For employees:** fully-stocked kitchen; company picnic and holiday party; employees have chance to attend suite events at Bankers Life Fieldhouse and Victory Field; on-site workout center; upgraded high-tech facility; break rooms with big-screen TVs; pizza on Fridays.

**14. United Leasing, Inc.**

City: Evansville

Industry: financial services

Web site: [www.unitedevv.com](http://www.unitedevv.com)

Indiana/U.S. employees: 81/82

**For employees:** Christmas bonuses; wellness program and wellness team as well as individual health counseling and health risk screenings; advanced software training; employee recognition programs; on-site nurse advocate; employee luncheons.

**15. Unique Management Services/Unique Integrated Communications**

City: Jeffersonville

Industry: collection agency/call center

Web site: [www.unique-mgmt.com](http://www.unique-mgmt.com)

Indiana/U.S. employees: 85/85

**For employees:** scheduling flexibility; yearly picnic and Christmas party; annual and periodic bonuses; healthful living allowance; birthday celebrations; casual dress code; annual employee survey for company feedback; paternity leave; adoption assistance.

UNIQUE Management Services, Inc.

**16. enVista**

City: Carmel

Industry: consulting

Web site: [www.envistacorp.com](http://www.envistacorp.com)

Indiana/U.S. employees: 123/233

**For employees:** Six-step onboarding process that helps integrate new employees; monthly "Weekend Warmups" on Friday afternoon with snacks and beverages; healthy snacks in break room; frequent office parties and contests; quarterly "enForm" meetings that provide transparency.

**17. Elements Financial**

City: Indianapolis

Industry: banking

Web site: [www.elements.org](http://www.elements.org)

Indiana/U.S. employees: 154/157

**For employees:** up to 9% 401(k) match and contribution; medical, dental and vision benefits with generous HSA contribution; flexible schedule with the ability to work from home; on-site wellness program with cardio monitors; unlimited incentive pay for employees in sales roles.

**18. Gibson**

City: South Bend

Industry: insurance (non-health care)

Web site: [www.gibsonins.com](http://www.gibsonins.com)

Indiana/U.S. employees: 102/102

**For employees:** quarterly bonus program, Agency Wellness Index; 100% employee-owned business; flex time for employees to promote work/life balance; summer hours, office closes early on Fridays; kitchen with free healthy snacks; casual dress on Fridays.

**19. Sheridan Community Schools**

City: Sheridan

Industry: education

Web site: [www.scs.k12.in.us](http://www.scs.k12.in.us)

Indiana/U.S. employees: 159/159

**For employees:** on-site clinic that provides free medical care, prescription pick-up and other health care; on-site daycare and self-funded preschool for staff and the community; corporation pays large percentage of insurance; "Market Place" allows employees to buy/sell/trade items.

**20. Orchard Software Corporation OrchardSoftware**

City: Carmel

Industry: technology

Web site: [www.orchardsoft.com](http://www.orchardsoft.com)

Indiana/U.S. employees: 230/241

**For employees:** annual employee events such as a barn party and breakfast with Santa; free soda and coffee; casual dress code; 100% paid pedometer program for employees and their spouses; free vitamins; yearly anniversary gifts; paternity leave.



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**21. MJ Insurance, Inc.**

**City:** Indianapolis

**Industry:** insurance (non-health care)

**Web site:** [www.mjinsurance.com](http://www.mjinsurance.com)

**Indiana/U.S. employees:** 113/127

**For employees:** reduced summer hours between Memorial Day and Labor Day; LePeep breakfast on-site twice a year; on-site “fitness fridge” stocked with healthy snacks and drinks; 15 hours of community service and personal development time offered; Employee Appreciation Day.



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**22. Apparatus Infrastructure Services, a Virtusa company**

**City:** Indianapolis

**Industry:** technology

**Web site:** [www.apparatus.net](http://www.apparatus.net)

**Indiana/U.S. employees:** 195/195

**For employees:** free medical clinic for health plan participants and covered dependents; Reboot Fitness Program with on-site fitness classes; free on-site lunch on Mondays; updated office technology, including virtual lab access and 3D printer; monetary bonuses for obtaining certifications.



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**23. Peoples Bank SB**

**City:** Munster

**Industry:** banking

**Web site:** [www.ibankpeoples.com](http://www.ibankpeoples.com)

**Indiana/U.S. employees:** 190/190

**For employees:** casual days; monthly meeting during work hours to develop fundraising ideas for local charities and to promote openness and transparency; annual employee recognition dinner and picnic; Peoples Employee Relief Fund assists employees dealing with a personal crisis.



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**24. United Consulting**

**City:** Indianapolis

**Industry:** consulting/engineering

**Web site:** [www.ucindy.com](http://www.ucindy.com)

**Indiana/U.S. employees:** 93/93

**For employees:** Four-and-a-half day workweek; retirement plan includes a 6% 401(k) match plus pension and profit sharing; annual Christmas party and family picnic; annual health and fitness day with healthy lunch and t-shirt walk; employee appreciation gift.

