

Medium Companies

1. Mainstreet

City: Carmel

Industry: real estate

Web site: www.mainstreetinvestment.com

Indiana/U.S. employees: 118/118

For employees: employees can take unlimited paid time off with manager approval; the Mini Spark program provides new parent resources, gifts over the course of the pregnancy, fully-paid maternity, paternity and adoptive time off; regular fireside chats with the CEO.



6. Purdue Federal Credit Union

City: West Lafayette

Industry: banking

Web site: www.purdufed.com

Indiana/U.S. employees: 206/207

For employees: Special benefit: at the end of the year, staff members are given the opportunity to roll over, cash out or donate unused paid time off; paid time off donations can be made to the employee emergency fund.



2. Performance Services

City: Indianapolis

Industry: construction

Web site: www.performanceservices.com

Indiana/U.S. employees: 92/101

For employees: employees can earn \$4,000 for referring new employees (\$2,000 upon hire and \$2,000 after the referral's six months of employment); when annual sales and revenue goals are met, the company takes each employee and one guest to Cancun in January.



7. Project Lead The Way, Inc.

City: Indianapolis

Industry: non-profit – education

Web site: www.pltw.org

Indiana/U.S. employees: 171/171

For employees: all team members are given Fitbit devices to enhance personal health initiatives; team members who work in the office are provided with standing workstations; company provides paid time and travel expenses for volunteering at student events.



3. Software Engineering Professionals (SEP)

City: Carmel

Industry: technology

Web site: www.sep.com

Indiana/U.S. employees: 103/103

For employees: employee stock ownership program (ESOP); monthly special events focus on getting employees and their families together; employees encouraged to continue to pursue learning opportunities, with the potential for cash bonuses.



8. WestPoint Financial Group

City: Indianapolis

Industry: financial services

Web site: www.westpointfinancialgroup.com

Indiana/U.S. employees: 150/205

For employees: Special benefit: biannual firm incentive trip for advisors to earn by meeting production goals. Agency staff can also earn trip by referring three full-time advisors in a calendar year. The upcoming trip is to Blackberry Farm in Tennessee.



4. J.C. Hart Company, Inc.

City: Carmel

Industry: services – apartment development, build, management

Web site: www.homeisjchart.com

Indiana/U.S. employees: 121/121

For employees: anniversary bonuses: \$1,000 for 10 years, \$1,500 for 15 years, etc.; company president and division leaders travel to each location quarterly to review budgets, and discuss goals and achievements with all employees.



9. Allegient, LLC

City: Indianapolis

Industry: consulting

Web site: www.allegient.com

Indiana/U.S. employees: 178/186

For employees: holiday wreaths are delivered to every employee home; turkey vouchers are provided for Thanksgiving; the Make-A-Wish award recognizes an outstanding employee and the winner gets to select a wish to grant for a sick child on behalf of the company.



5. Moser Consulting

City: Indianapolis

Industry: consulting

Web site: www.moserit.com

Indiana/U.S. employees: 145/203

For employees: company invests nearly \$400,000 in employee technical training for staff; wellness program with prizes and incentives; holiday party; tickets to sporting events; all employees eligible for quarterly bonus based on corporate profitability.



10. Sheridan Community Schools

City: Sheridan

Industry: education

Web site: www.scs.k12.in.us

Indiana/U.S. employees: 167/167

For employees: company has expanded the on-site daycare for employees, as well as a self-funded preschool for staff and the community; during mid-winter the district holds "Blah Week" for teachers, filled with special foods, treats, massages and more.



11. First Internet Bank**City:** Indianapolis**Industry:** banking**Web site:** www.firstib.com**Indiana/U.S. employees:** 134/143

For employees: employees can wear jeans daily; free on-site fitness center; \$3,000 employee referral program; tuition reimbursement program; paid time off to volunteer; full-time employees are eligible for an annual bonus based on individual and corporate performance.

**16. Heritage Petroleum, LLC****City:** Evansville**Industry:** transportation**Web site:** www.heritageoil.com**Indiana/U.S. employees:** 59/83

For employees: employee-driven personal development plan with direction from supervisors; new hire lunches for employees to meet new team members; on-the-spot awards; employee appreciation lunches; drivers can earn safety bonuses for no safety or moving violations, work injury or spill.

**12. HWC Engineering****City:** Indianapolis**Industry:** engineering**Web site:** www.hwcengineering.com**Indiana/U.S. employees:** 80/80

For employees: flexible work schedule; opportunities for professional growth and volunteerism; performance reviews and bonuses are rewarded for employees' completed projects; Indianapolis location has an on-site gym; smoking cessation program; employees recognized within the company for gaining certifications.

**17. Butler, Fairman & Seufert, Inc.****City:** Multiple locations**Industry:** engineering**Web site:** www.BFSEngr.com**Indiana/U.S. employees:** 151/151

For employees: free fruit delivered weekly; annual holiday party includes prize drawings and entertainment; wellness lunch-and-learn sessions; breakfast club; incentives and recognition for achieving department goals; employees attend a customer service seminar at the beginning of their employment.

**13. Gibson****City:** South Bend**Industry:** insurance (non-health care)**Web site:** www.gibsonins.com**Indiana/U.S. employees:** 117/117

For employees: 100% employee-owned company; summer hours with office closing at 3 p.m. Fridays; employees can earn additional paid time off if the company hits revenue goals, in addition to the 15 days of paid time off for employees each year.

**18. OurHealth****City:** Indianapolis**Industry:** health care – provider**Web site:** www.ourhealth.org**Indiana/U.S. employees:** 102/113

For employees: employees are provided Fitbit devices; free healthy snacks in the break room; employees have full access to any OurHealth clinics, which can be utilized for preventative services, biometric screenings and annual physicals, and employees are rewarded with incentives for participating.

**14. Indiana Oxygen Company****City:** Indianapolis**Industry:** gas and welding products**Web site:** www.indianaoxygen.com**Indiana/U.S. employees:** 114/124

For employees: **Special benefit:** the “Share the Success Program” is open to employees who don't qualify for other company bonus programs. It's an annual bonus based on the profitability of the company, using a formula established by the CEO; there is no cap.

**19. Merchants Bank of Indiana and PR Mortgage & Investments****City:** Carmel**Industry:** banking**Web site:** www.merchantsbankofindiana.com;

www.prmic.com

Indiana/U.S. employees: 130/130

For employees: 100% reimbursement of college tuition for undergraduate and graduate programs; free snacks and beverages; company iPhones for employees; company-wide annual bonus based on company and individual employee performance; employees are recognized with a special treat on their birthday.

**15. Blue Horseshoe****City:** Carmel**Industry:** consulting**Web site:** www.bhsolutions.com**Indiana/U.S. employees:** 92/158

For employees: summer outing and holiday party; open vacation policy; \$250 fitness allowance; catered town hall lunches; free soda and Starbucks coffee; fireside chats with upper management; “Star Wars” day for employees to dress up in Star Wars gear.



MEDIUM COMPANIES

20. Bierman ABA Autism Center

City: Indianapolis

Industry: health care – provider

Web site: www.biermanautismcenter.com

Indiana/U.S. employees: 125/161

For employees: holiday party; regular spirit weeks and dress-up days; unlimited time-off requests; annual health challenge and monthly wellness visits; paid seven-day holiday break at Christmas; performance reviews with bonuses every six months; regular “thank you” and encouragement notes from peers.



21. Peoples Bank SB

City: Munster

Industry: banking

Web site: www.ibankpeoples.com

Indiana/U.S. employees: 215/215

For employees: Special benefit: employees that have, or are pursuing, college degrees meet one-on-one with the HR manager for career coaching. The intent is to engage entry-level employees who aren't fully utilizing their educations. Many coached employees are selected for posted jobs.

