Medium Companies

1. Mainstreet

City: Carmel Industry: real estate



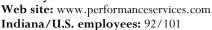
Performance

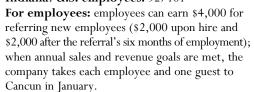
Web site: www.mainstreetinvestment.com Indiana/U.S. employees: 118/118 For employees: employees can take unlimited

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.

2. Performance Services

City: Indianapolis **Industry:** construction









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.

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.

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.

6. Purdue Federal Credit Union

City: West Lafayette **Industry:** banking

Web site: www.purduefed.com Indiana/U.S. employees: 206/207

For employees: <u>Special benefit</u>: 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.

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.

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.

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.

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 selffunded preschool for staff and the community; during mid-winter the district holds "Blah Week" for teachers, filled with special foods, treats, massages and more.



Allegient

PURDUE FEDERAL



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.



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.



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.

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.



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.



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.

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.



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.

19. Merchants Bank of Indiana and PR Mortgage & Investments

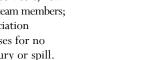
City: Carmel **Industry:** banking

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.











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.

