

## What does it mean to be recognized as a Best Place to Work?



"I am thrilled that OrthoPediatrics is included in the 2016 list of Best Places to Work in Indiana. It's especially rewarding to know that this recognition is a result of feedback from our employees. We are proud of our people-focused and results-oriented culture where our people make a difference in the lives of

children every day, set high standards and deliver exceptional results. As we build an enduring company, focused on leading innovation in pediatric orthopedics, I'm proud of our organization and the continued dedication of all our employees, who make OP a great company."

*Mark Throdahl  
President and CEO  
OrthoPediatrics*



"We take tremendous pride in being honored as one of the Best Places to Work in Indiana for the second year in a row. This recognition validates our persistent efforts to incorporate strong core values into the fabric of our company culture. We owe it to our employees to provide a supportive work environment where everyone feels respected and valued. We are thankful for their hard work and dedication."

*Joel Russell  
Founder and CEO  
elmagine Technology Group*



"Being included in the top 100 emphasizes that we are truly a team – across the firm, big deal or small detail, we are what we are because we're all in it together!"

*Mark Chamberlain  
CEO  
Lakeside Wealth Management*



"For Appirio to be recognized as one of the Best Places to Work in Indiana for the fourth year running continues to validate that our corporate values of Customers, Team and Fun resonate with our workforce. It's vital that Appirio employees (proudly called Appirians) are engaged and act as ambassadors in

recruiting the top talent we need to grow our Indiana team. The Best Places designation provides proof that Appirio is a vibrant and dynamic organization which deeply believes our positive worker experiences lead to positive customer experiences – ultimately fueling our growth. It's a virtuous cycle."

*Ellen Humphrey  
Senior Vice President, Human Resources  
Appirio*

## What do you enjoy most about coming to work every day?



"What I enjoy most about coming to work every day is experiencing the culture. Delivra has taught me that culture is organically created by the people and clients you work with day to day. My Delivra colleagues are the best because they genuinely care about everyone as a person and are fun to work alongside. They are also great problem solvers. Our clients are also phenomenal, and we work together to create long-term partnerships. Delivra clients trust and implement our recommendations to achieve success, and that is what a true partnership should look like."

*Rachel Rewerts  
Client Success Team Manager  
Delivra*



"As the official sales and marketing organization for Indy, charged with driving tourism, there are many great things about working at Visit Indy. One of the most valuable things is working with a group of people who genuinely love our city and are passionate about what they do. We get the opportunity to share our wonderful city of Indianapolis daily. Our employees are passionate and excited about their work, which isn't always the norm within an organization that has been around since 1923. This type of attitude helps us live out our 3Ps – productive, positive and progressive on a daily basis. Who wouldn't enjoy working in such an engaging atmosphere?"

*L'America Brown, PHR  
Human Resources Manager  
Visit Indy*



"The opportunity to make a living and an impact! We all have to work to live, so coming to an office every day filled with people who want to be great at the office and even better when they go home, keeps me motivated and energized. Our culture fosters high performance with our customers, our carrier partners and our team members, so we can wow our clients and employees!"

*David C. Norris  
President  
Hylant*



"I love being surrounded by people who are as passionate about our youth's education as I am. Project Lead The Way has done an incredible job of promoting a creative and collaborative work environment. As part of our Solution Center Team, we are consistently urged to think outside the box, give honest opinions and work together to come up with new ideas. It is that challenge I enjoy most. We challenge one another and the status quo, a value that permeates from within the workplace and is ultimately witnessed inside the classroom."

*Sam Osborne  
Associate Director of School Support  
Project Lead The Way*



"At netlogx, it's the little things that matter so much; that's why I love coming to work. Whether it's a random team lunch or the opportunity to attend a new corporate training, netlogx cares for its team. ... First, we focus on offering our clients the best business process re-engineering, data and security management, or project management services; then we extend our culture to them and build relationships. It's more than just business; it's all about the little things."

*Tyler Fosnaugh  
Consultant  
netlogx*

## What is your favorite benefit that your company offers?



"Hmm, a benefit in 100 words. I'll avoid the usual 'bacon on Friday' response. Having a flexible work schedule that lets me enjoy my family and life outside of work."

*Frederick Myers  
Senior Consultant  
Leaf Software Solutions*



"My favorite FORUM benefit is the My Wellness Bucks program. The program allows me to be reimbursed for up to \$100 per quarter for expenses pertaining to my health and wellness. I've used the Wellness Bucks program for my gym membership fees, athletic league fees and race registration fees. The program has expanded to

include the purchase of running shoes, a Fitbit or a massage! This year I plan to use my reimbursement for will and estate planning, and I hope that many others do as well."

*Brandon Speckman  
AVP Retail Delivery  
FORUM Credit Union*



"An easy answer for my favorite benefit at Gibson could be that we are an employee-owned company. However, the best benefit Gibson offers is the culture. We work in teams with co-workers on a daily basis, but they aren't just co-workers; they're friends! I work with people who care about my career, my well-being and my overall happiness in life. This culture drives me to do my best every day. As owners we all work for each other, but as friends we care for each other. That's my favorite benefit Gibson offers to every employee."

*Chris Watkins  
Account Manager  
Gibson*



"My favorite LHD benefit is our flexible work schedule. Giving our employees the freedom to focus on their personal priorities helps them to be more focused and diligent at work. To give your employees this kind of flexibility, you have to trust that they won't abuse it. It is this level of trust that makes this benefit work

and demonstrates one of our core values as an organization. If we found that this benefit was being abused, we wouldn't question the benefit, but rather we would look for a breakdown in our hiring process."

*William C. Drew  
Partner  
LHD Benefit Advisors*



"Remote working and flexible work schedules are the greatest benefits at Formstack. The company made a commitment to put their employees above everything else. We have nearly 70 employees, a majority of which live all over the world. The organization has created an atmosphere in which its employees

can forge an environment that allows them to truly succeed and ultimately do great work. It cuts down on unnecessary stress and makes work/life balance a breeze."

*Matt Ritter  
Design Team Lead  
Formstack*