

Large Companies

1. Blue 449

City: Indianapolis

Industry: advertising/public relations

Web site: www.blue449.com

Indiana/U.S. employees: 22/361

For employees: “Third Thursday” happy hour; spot bonuses reward program; “Special Beginnings” supports new mothers from early pregnancy to six weeks after delivery; transition program for returning mothers allows for gradual increase to full-time hours and two weeks paid time off for new parents; fully-stocked candy supply room.



BLUE 449

2. FORUM Credit Union

City: Fishers

Industry: banking

Web site: www.forumcu.com

Indiana/U.S. employees: 339/339

For employees: annual day of celebration for employee development and recognition of individual and team achievements; “Charity of Choice” program with paid time off to volunteer; wellness reimbursement and program; on-site fitness center, classes and walking trails; healthy vending options and fresh fruit on regular basis.



3. Kemper CPA Group LLP

City: Multiple locations

Industry: accounting

Web site: www.kempercpa.com

Indiana/U.S. employees: 129/324

For employees: open communication policy; regional and firm-wide social events; employee advocacy group meets quarterly; wellness plan and biometric testing; preventive health services covered 100%; mentoring program and career path advancement guide; staff meals and stress-relieving events provided during busy season.



4. Katz, Sapper & Miller, LLP

City: Indianapolis

Industry: accounting

Web site: www.ksmcpa.com

Indiana/U.S. employees: 289/289

For employees: “Dress for your day” policy; remote working arrangements; firm-wide perks and activities; 90-day onboarding program; “Café Katz” is a gathering place that includes space to collaborate and snacks are rotated on a monthly basis; \$5,000 candidate referral program for employees who are hired.



5. Impact Networking

City: Indianapolis

Industry: technology

Web site: www.impactmybiz.com

Indiana/U.S. employees: 24/284

For employees: annual all-company getaway; employee innovation program; free Impact spring/fall gear; employee recognition programs such as an annual awards banquet, company-wide emails or “Good Job” \$50 gift cards; employees awarded with a Rolex watch of their choice after 10 years of service.



6. Sikich LLP

City: Indianapolis

Industry: professional services

Web site: www.sikich.com

Indiana/U.S. employees: 30/787

For employees: pizza parties for employees studying to take the CPA exam; holiday parties and happy hours; involvement in firm-sponsored sporting events; meals provided during busy season, along with treats, snacks, ice cream socials, etc.; annual firm holiday bonus; formalized Sikich University learning and development program.



7. SmartIT

City: Indianapolis

Industry: consulting

Web site: www.getsmarterit.com

Indiana/U.S. employees: 34/420

For employees: two paid days off for personal community service and a company-wide day of service; several “spotlight” employees selected monthly to earn rewards points to use in digital rewards store; quarterly town hall meetings provide organizational transparency; complimentary soda and coffee bar, fully-stocked beer fridge and free snacks.



8. Duke Realty Corporation

City: Indianapolis

Industry: real estate

Web site: www.dukerealty.com

Indiana/U.S. employees: 250/478

For employees: office closes at 3 p.m. before holidays and the last Friday of each summer month; all-associate summer and holiday events; “Fitness Fridays” with 20-minute exercise break and drawing for prizes; eight \$5,000 scholarships awarded annually to children of associates; \$3,000 forgivable loans to associates who are first-time homebuyers.



9. Blue & Co., LLC

City: Carmel

Industry: accounting

Web site: www.blueandco.com

Indiana/U.S. employees: 202/383

For employees: flexible environment to manage schedule demands of career and family; extensive training and development opportunities; open communication of the firm’s strategic vision and progress; week-long 45th anniversary celebration included contests and gifts in 2016; cash bonus for passing CPA exam; on-site yoga classes and walking trails.

CPAs / ADVISORS



10. Hylant

City: Multiple locations

Industry: insurance (non-health care)

Web site: www.hylant.com

Indiana/U.S. employees: 88/654

For employees: gift cards provided during the holidays to “pay it forward” to someone else; free on-site massages and gym membership; staff meetings start with a game of “Heads or Tails” with \$50 bill for the winner; outdoor walking paths and 30 minutes to walk or exercise; professional development planning with annual review.



11. HOSPARUS Health

City: New Albany

Industry: health care – provider

Web site: www.hosparus.org

Indiana/U.S. employees: 38/474

For employees: popcorn on Fridays; jeans days; Weight Watchers challenge; holiday parties; grief services for employees who have lost loved ones; staff awarded bonuses based on company performance; state of the union address from president to all employees; “Shining Star” and “Gold Leaf” employee and peer recognition programs.



12. Monarch Beverage

City: Indianapolis

Industry: distribution

Web site: www.monarch-beverage.com

Indiana/U.S. employees: 697/697

For employees: on-site health clinic, dietitian, nutritionist and mental health professional; fitness facilities and classes on-site; free beer and wine with holiday gifts and as incentives for various programs; tuition reimbursement up to \$4,000 per year; annual survey and quarterly department meetings with senior management.



13. Brotherhood Mutual Insurance Company

City: Fort Wayne

Industry: insurance (non-health care)

Web site: www.BrotherhoodMutual.com

Indiana/U.S. employees: 423/423

For employees: transparency of leadership team, providing quarterly, president-led employee meetings; paid time off to serve local nonprofits and subsidized mission trips; Catalyst program for employees and their college-age children to learn social and work-related skills in a paid, supportive setting; open-concept cafeteria with food at or below cost.



14. Ontario Systems

City: Muncie

Industry: technology

Web site: www.ontariosystems.com

Indiana/U.S. employees: 328/443

For employees: generous paid time off; company-sponsored events and activities throughout the year; wellness events, education and incentives; internal games and competition; spot awards between \$50 and \$500 to recognize associates; on-site fitness center, treadmill desk and bicycles; on-site wellness clinics, flu shots and fitness classes; formal mentorship program.



15. IPMG

City: West Lafayette

Industry: social services

Web site: gotoipmg.com

Indiana/U.S. employees: 298/298

For employees: 10-year anniversary gala held in 2016; health and wellness challenges; team community outreach programs; quarterly peer recognition program; all new employees receive tablet on their first day to be used as a mobile device when meeting with clients; registered nurse on staff; paid day off for birthdays.



16. Traylor Bros., Inc.

City: Evansville

Industry: construction

Web site: www.traylor.com

Indiana/U.S. employees: 80/309

For employees: medical benefit premium paid 95% by employer; Christmas bonus; paid time off to volunteer; coffee, soda, juice and light snacks provided; adoption assistance up to \$10,000; annual company bonus eligible to all salaried employees; morning stretch and flex; \$2,500 salary increase for earning professional engineering certificates.



17. Centier Bank

City: Merrillville

Industry: banking

Web site: www.centier.com

Indiana/U.S. employees: 778/778

For employees: paid time off to attend children’s events and child and elder care assistance; tuition reimbursement; on-site health clinics and prescriptions; amenities include on-site café, manicures, reflexology, dry cleaning services, privacy rooms, celebration events; “CARE” program for associates in financial crisis – \$41,000 was paid to 66 associates in 2016.



18. AssuredPartners NL

City: Multiple locations

Industry: insurance (non-health care)

Web site: www.assuredptrnl.com

Indiana/U.S. employees: 81/897

For employees: office hours are 37.5 per week, with employees paid for a full 40 hours; offices are encouraged to host events throughout the year; annual field day with catered lunch; company pays 100% of preventive care costs for employees; 10:30 a.m. daily reminder to get up and take a stretch or walking break.



19. American Structurepoint, Inc.

City: Indianapolis

Industry: architecture and engineering

Web site: www.structurepoint.com

Indiana/U.S. employees: 314/389

For employees: corporate events include family picnic, holiday party and golf tournament; retirement plan and ability to work a reduced work schedule heading into retirement; weekly fresh fruit delivery; after two years of employment, staff are entitled to an annual vacation bonus; mentorship program for new employees.



Key for 2017

BEST PLACES Q&A

“As a company that doubled in size over the last four years, our culture and work environments are evolving, and a key goal for 2017 will be to continue embracing changes that make us better and stronger. To accomplish this, we’ll continue to communicate and execute on our vision by utilizing the feedback we receive. We know we can always be better and by ensuring communication and execution are part of our daily culture, we will move the bar forward in 2017 and every year beyond.”

Tracy Mills, President, IDSolutions