Medium Companies

1. Gregory & Appel Insurance

City: Indianapolis

Industry: insurance (non-health care) Web site: www.gregoryappel.com Indiana/U.S. employees: 130/130

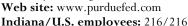


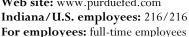
PURDUE FEDERAL

For employees: GREAT Award recognizes employees and allows employees to nominate peers with winners awarded a traveling trophy and a \$50 gift certificate; half-day outing for employee appreciation day with catered food and activities; discount movie tickets and amusement park tickets; discount on personal insurance needs; profit sharing plan.

2. Purdue Federal Credit Union

City: West Lafayette **Industry:** banking





For employees: full-time employees are eligible for 0% interest loans for professional business attire, exercise equipment and a new home computer; standing desks; wellness and fitness rooms; walking trail at main office; employees are surveyed annually and action plans are based on survey results.

3. National Association of Mutual NAMIC **Insurance Companies/NAIMC**



City: Indianapolis **Industry:** non-profit Web site: www.namic.org Indiana/U.S. employees: 92/101

For employees: on-site massage therapy every other week is offered at a low cost; professional, respectful and friendly work environment; reimbursement for fitness classes and equipment; senior leadership participates in and encourages all staff to get up twice a day and take a

15-minute walk outside.

4. Software Engineering **Professionals**



City: Carmel **Industry:** technology Web site: www.sep.com

Indiana/U.S. employees: 114/114

For employees: free time off policy and flexible work schedule; social events that include families twice a month; employee-owned company; "Guide" program connects newly-hired employees with a more senior employee guide for a year; wellness program includes free fresh fruit, a walking program, gym membership reimbursement and more.

5. IDSolutions



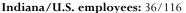
City: Noblesville

Industry: telecommunications Web site: www.e-idsolutions.com Indiana/U.S. employees: 66/77

For employees: employees can bring pets to work; treadmill desks and water massage table available for use during the day; "IDStars" are nominated by co-workers and recognized with \$100 each quarter, and one is awarded \$500 annually; 18-month program for nominated employees to learn how to be leaders.

6. American College of Education

City: Indianapolis Industry: education Web site: www.ace.edu





For employees: paid maternity and paternity leave; monthly wellness seminars, and monthly and quarterly wellness challenges; tuition reimbursement for advanced and post-graduate degrees; on-site training for leadership team and annual leadership retreats; collegewide coffee chats for department head to have open dialogue with the rest of the college.

7. First Internet Bank



City: Fishers Industry: banking Web site: www.firstib.com

Indiana/U.S. employees: 173/192

For employees: jeans wear every day; free flavored coffees and soda; on-site fitness center; \$3,000 employee referral program for qualified candidates that are hired; full-time employees eligible for annual bonus from 5% to 50% of base salary; first field day for employees held in 2016.

8. Elements Financial Federal **Credit Union**



City: Indianapolis

Industry: financial services Web site: elements.org

Indiana/U.S. employees: 163/163

For employees: 401(k) match and profit sharing contribution total up to 9%; employee discounts on products and services, such as rate discounts on auto loans and home mortgages; additional week of paid time off for the birth or adoption of a baby; 20% discount for YMCA memberships.

9. Merchants Bank of Indiana and PR Mortgage & Investments



City: Carmel Industry: banking

Web site: www.merchantsbankofindiana.com;

www.prmic.com

Indiana/U.S. employees: 139/139

For employees: 100% reimbursement for undergraduate and graduate college tuition; free snacks and beverages in breakrooms; company cell phone plan; bonus program ranging from 5% to 25% for all employees based on performance of individual and company; employer pays 100% of employee health insurance premium costs.

10. J.C. Hart Company, Inc.

City: Carmel

Industry: services – apartments Web site: www.homeisjchart.com Indiana/U.S. employees: 123/123



Allegient

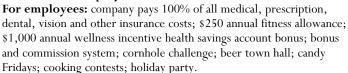
For employees: owner handwrites a thank you letter to each employee, which is presented with a bonus at the annual Christmas party; families are invited to a paid outing to an Indianapolis Indians game in a private area with food and beverages provided; employees have paid holidays on their birthdays.

11. Blue Horseshoe

City: Carmel

Industry: technology

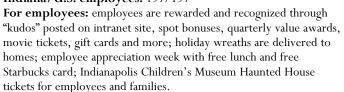
Web site: www.bhsolutions.com Indiana/U.S. employees: 115/187



12. Allegient, LLC

City: Indianapolis Industry: technology

Web site: www.allegient.com Indiana/U.S. employees: 197/197



13. SkillStorm

City: Indianapolis **Industry:** staffing

Web site: www.SkillStorm.com Indiana/U.S. employees: 15/203

For employees: company-sponsored outings and weekly in-office celebrations; spontaneous incentive programs; custom swag, shoes and clothing; company celebrates national holidays (National Chocolate Chip Pancake Day, etc.); employee of the month bonus program in three categories: sales, recruiting and corporate; weekly and biweekly happy hours.

14. HWC Engineering, Inc.

City: Indianapolis **Industry:** engineering

Web site: www.hwcengineering.com Indiana/U.S. employees: 86/86

For employees: flexible schedule and ability to work from home; events for employees and families throughout the year; paid time off for community service and giving campaigns; cell phone and parking reimbursement; straight-time overtime for salaried employees who work on billable projects; on-site gym.



15. Sheridan Community Schools

City: Sheridan

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

Indiana/U.S. employees: 153/153

For employees: expanded on-site daycare for employees and selffunded preschool for staff and community; on-site health clinic with free medical care; first school corporation in Indiana to be completely powered by solar energy; year-end appreciation breakfast with annual

16. Visiting Nurse Association and Hospice of the Wabash Valley

City: Terre Haute

Industry: non-profit – health care Web site: myhospicevna.org

Indiana/U.S. employees: 96/96

For employees: open communication with management; employee advisory council acts as liaison between management and staff to implement ideas or improve the workplace; "Way to Go" reward program to earn points to purchase prizes; discounted membership to YMCA and other fitness facilities; annual dinner with service awards.

17. WestPoint Financial Group

City: Indianapolis

Industry: financial services

Web site: www.westpointfinancialgroup.com

Indiana/U.S. employees: 148/208

For employees: family culture in the workplace, with events such as gingerbread decorating party and cookies with Santa, or celebrating the arrival of a new baby in the office with a baby blanket mailed home; black-tie annual awards gala; inspirational speakers at firm meetings; biannual firm incentive trip.

18. Indiana Oxygen Company

City: Indianapolis **Industry:** retail

Web site: www.indianaoxygen.com Indiana/U.S. employees: 119/129

For employees: employees assist their communities and each other in times of need; open door policy for communications and support from upper management; well-being program highlights more than just physical health; company garden provides fresh produce; CEO periodically joins delivery drivers for one-on-one conversations and enhanced understanding of the job.

19. Moser Consulting

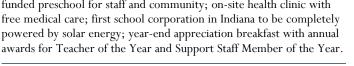
City: Indianapolis

Industry: consulting

Web site: www.moserit.com Indiana/U.S. employees: 134/182

For employees: catered lunches three days a week; fully-stocked café; \$300 wellness reimbursement per quarter; outdoor patio for working or relaxing; suite tickets at Banker's Life Fieldhouse and Victory Field; employee of the month and employee of the year awards, and business development professional of the year award.









WestPoint financial



20. PAN Performance Assessment Network

City: Carmel

Industry: technology

Web site: www.panpowered.com Indiana/U.S. employees: 95/95

For employees: senior team members are approachable and open to new ideas and change; monthly PAN Rock Star program rewards employees based on peer nominations; game room with ping pong, darts and video games; all employees eligible for annual company sales performance bonus.

21. Peoples Bank SB

City: Munster Industry: banking



psi) uPAN

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

For employees: based on employee feedback, the bank added two holidays without reducing other paid time off; annual employee recognition dinner; annual employee celebration picnic for families; employee achievements highlighted on company intranet; access to discounts on vendor services; monthly casual dress days.