

WORKERS: THEIR HOMES AND THEIR SAFETY

Eyes Have It in Security World

Eyelock is a New York-based company with an IoT Center of Excellence in Austin, Texas and another engineering operation in Princeton, New Jersey. But four of its key personnel work remotely in Indiana, one of its high-profile clients calls Bankers Life Fieldhouse home and among its largest integration partners is the Indianapolis operation of Stanley Security Solutions.

Eyelock is a leader in iris-based identity authentication solutions. In other words, Indiana Pacer and Indiana Fever players simply look into the camera to open the doors to their secure locker room area. The financial services industry, academic world and sports facilities are among the fastest-growing segments of business.

Mike Garibaldi, senior vice president of the secure solutions division, admits price was a significant barrier at one point. Eyelock was founded in 2006, but its significant growth – nationally and internationally – has taken place over the last three to four years.

He cites ease of use, the miniaturization of unit sizes and more familiarity with the technology (in addition to cost stabilization) as contributors to the growth.

“The units are much smaller and will continue to get smaller,” shares Garibaldi, noting that Eyelock was recently featured at Barcelona’s Mobile World Congress, the largest mobile technology show in the world. “We also continue to work on our technology so it is much more plug and play.”

Dale Kougel, vice president of channel marketing, is one of several Purdue University graduates and/or Indiana-based team members. That group also includes leaders in product management, mechanical engineering and operations. In addition, Voxx International, the majority owner of Eyelock, also owns Indiana’s Klipsch audio technologies.

“Iris, the color part of your eye, is the biometric of choice. It has the highest level of uniqueness outside of your actual DNA,” Kougel explains. “It’s much more unique than fingerprint or facial recognition. It is very, very secure as far as a unique way of identifying a person and it’s also very convenient. From the time you’re born until the time you die, the iris doesn’t change.”

Garibaldi describes the process as simply a camera within the unit capturing an image of the iris. There are no scans or rays involved.

Lost identification cards are becoming a thing of the past for some. In addition to security, the two Eyelock representatives mention other growing uses of iris systems as clocking in for attendance purposes and college/university students authenticating their meal purchases.

Kougel describes central Indiana as a hot spot in the security industry, with a “lot of action in the security space in general.”

RESOURCES: Mike Garibaldi and Dale Kougel, Eyelock, at www.eyelock.com

Lessons From the Co-Working World

With the continued growth of co-working spaces – both in Indiana and nationally – it was only a matter of time before studies would emerge of how they work and their effectiveness. One of the early entries is from the Ross School of Business at the University of Michigan.

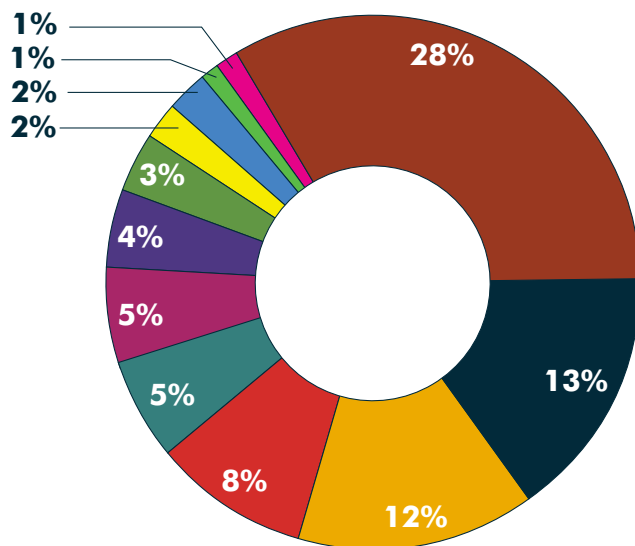
In addition to identifying the type of work done in co-working spaces (see chart), professor Gretchen Spreitzer and colleagues strived for a deeper understanding of how co-working advantages could be applied to other workplaces.

“Co-working spaces create a stronger feeling of community than most traditional work environments,” Spreitzer says. “The goal should be to create an arena where employees can access the resources they need to build for themselves a sense of community and a climate where they would feel empowered to do so.”

Co-working practices that could potentially be incorporated elsewhere, according to the report, include:

- Make the goal of community explicit in the workplace and during the hiring process, seeking employees who share that goal
- Providing opportunities for relationships, including social events and chances to develop shared routines
- Encouraging employees to take ownership over the workplace community by providing opportunities for involvement beyond designated role responsibilities

Type of Work Done by Coworkers



- Software or programming
- Marketing or PR
- Consulting
- Design
- Community relations
- Blogging, writing or ...
- Nonprofit
- Financial sector
- Legal
- Accounting
- Academic
- Other

RESOURCE: University of Michigan’s Ross School of Business at www.michiganross.umich.edu

Making the Space Affordable

A story late last year highlighted a 10th-place ranking for Indianapolis in tech space office deals between the third quarter of 2015 and the second quarter of 2016. While that snapshot was boosted by the announcement of Salesforce leasing more than 227,000 square feet in the former Chase Tower, the full report from Jones Lang LaSalle (JLL) included an even stronger long-term indicator.

The JLL Locator Matrix (see diagram) divided the 45 cities studied into four

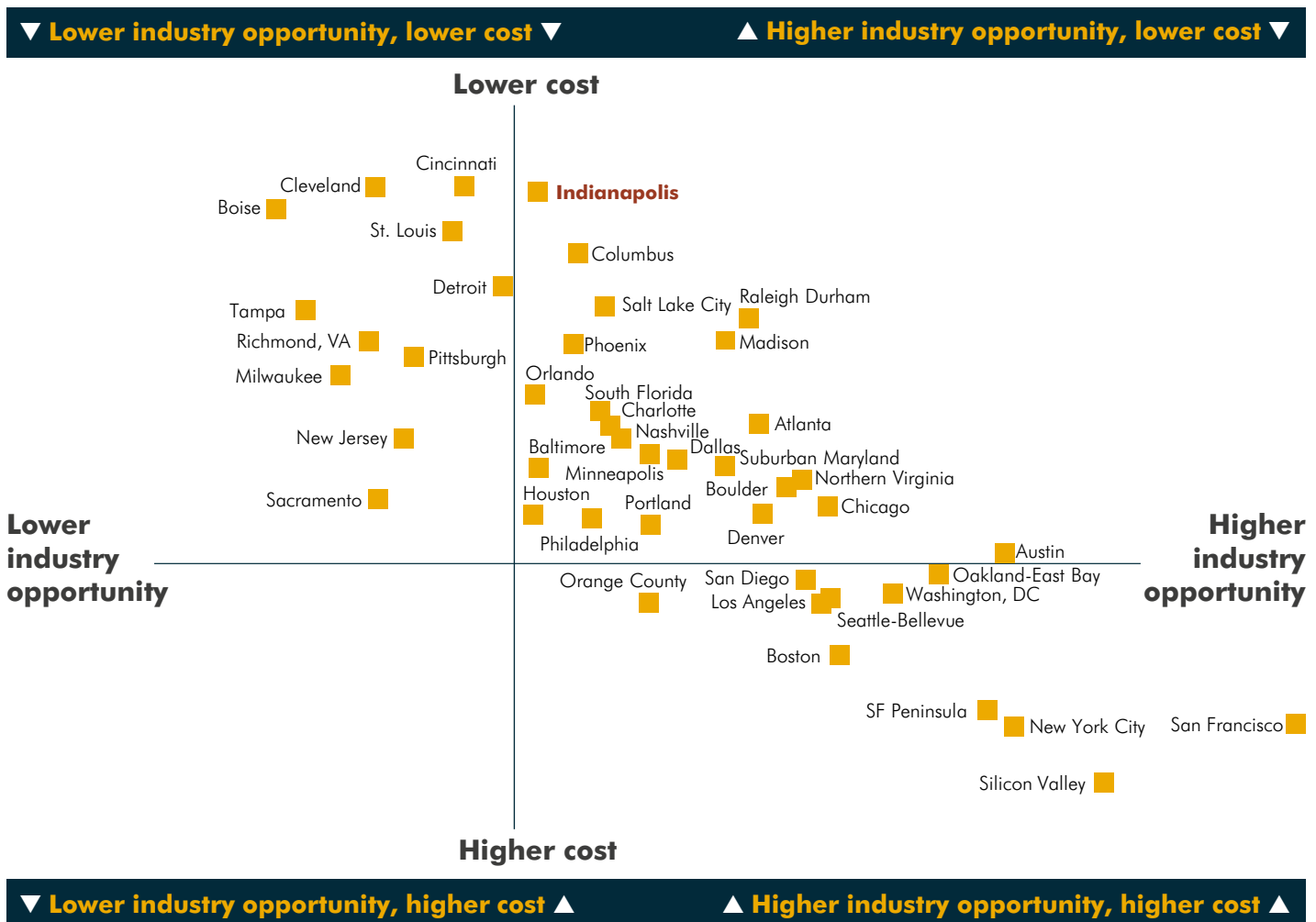
quadrants. Indianapolis was placed in the “higher industry opportunity, lower cost” section. It earns that distinction with a top ranking in terms of affordability.

The JLL definition of this quadrant: “This is the sweet spot for growing technology companies, especially those with cost top of mind. Markets in this quadrant that are farther to the right (Austin, Texas; Chicago; and Northern Virginia lead the way) are those with the strongest metrics for tech growth, like access to capital and a deep and

highly-educated talent pool, and those higher in the quadrant (Columbus, Ohio; Salt Lake City and Raleigh-Durham in addition to Indianapolis) are those that are also more affordable.”

According to the report, tech companies in the central business district of Indianapolis leased more than 450,000 square feet at approximately \$20 per square foot. In San Francisco’s central district, 880,000 square feet was occupied at rates of nearly \$75 per square foot.

The JLL Locator Matrix



RESOURCE: U.S. Technology Office Outlook at www.us.jll.com