

TOP WORKPLACES 2016 COMPANY RANKINGS, AWARDS

These employers were recognized by the Top Workplaces 2016 employee survey conducted by WorkplaceDynamics in conjunction with IndyStar. For more information, go to indystar.com/business.

TOP LARGE COMPANIES

1. Tendercare Home Health Services
2. RCI
3. Keller Williams Indy Metro
4. Charles Schwab
5. ERMCO Inc.
6. Monarch Beverage Co. Inc.
7. Crew Carwash Inc.
8. Westfield Washington Schools
9. Barnes & Thornburg LLP
10. Fifth Third Bank
11. Draper Inc.
12. GEICO
13. Witham Health Services
14. Freedom Mortgage Corp.
15. St. Vincent Anderson Regional Hospital
16. Tom Wood Automotive Group
17. FedEx
18. Baldwin & Lyons Inc.
19. Harrison College
20. Kroger Food Stores

TOP MIDSIZE COMPANIES

1. Royal United Mortgage
2. Insights Consulting Inc.
3. Hilton Indianapolis Hotel & Suites
4. RE/MAX Ability Plus
5. Northwestern Mutual
6. Crowe Horwath
7. Orchard Software Corp.
8. Deloitte
9. Van Rooy Cos.
10. MOBI Wireless Management
11. Key Benefit Administrators
12. Taft Stettinius & Hollister LLP
13. Fusion Alliance Inc.
14. DWA Healthcare Communications Group
15. ATI Physical Therapy
16. City of Westfield
17. St. Vincent Fishers Hospital
18. Financial Center First Credit Union
19. Goodman Campbell Brain and Spine
20. Quality Companies LLC
21. Unique Home Solutions
22. WebMD Health Services
23. Hamilton Heights School Corp.
24. International Medical Group Inc.
25. Noble Inc.

TOP SMALL COMPANIES

1. American Income Life - Indiana
2. Terry Lee Honda
3. Finance of America Mortgage, The Parker Mortgage Team

4. Bailey and Wood Financial Group
5. Mainstreet
6. Ruoff Home Mortgage
7. Software Engineering Professionals (SEP)
8. Peterman Heating, Cooling & Plumbing Inc.
9. Proportion-Air Inc.
10. Covenant Christian High School
11. Renewal by Andersen of Indiana
12. Dawes Fretzin Dermatology Group

13. Moser Consulting
14. First Internet Bank
15. Indesign LLC
16. Project Lead The Way
17. TinderBox
18. Fuzion Analytics
19. Lochmueller Group Inc.
20. Brooksource
21. The Container Store
22. Express Employment Professionals
23. Scopelitis Garvin Light Hanson & Feary

24. Sondhi Solutions
25. Meyer Najem
26. PERQ
27. Dauby O'Connor & Zaleski LLC
28. Total Quality Logistics
29. Vasey Commercial Heating and Air Conditioning

30. Visiting Angel's, Indy South
31. Northview Church
32. Cannon IV Inc.
33. Hensley Legal Group
34. Chapman Heating & Air
35. Stoops Buick GMC
36. Milliman
37. Manheim Auto Auction
38. Roncalli High School
39. NOW Courier Inc.
40. Blue Horseshoe Solutions Inc.
41. Haggard & Stocking Associates Inc.

42. Engaging Solutions LLC
43. FitzMark Inc.
44. Indiana Donor Network
45. Nyhart

SPECIAL AWARDS

These awards were based on stand-out scores for specific survey statements. Employees rated criteria — such as “I have confidence in the leader of my company” — on a seven-point scale from strongly disagree to strongly agree.

LEADERSHIP

Criteria: I have confidence in the leader of this company.

Winners Large: John Pidgeon, Draper Inc.

Midsize: Kelly Hartman, Insights Consulting Inc.

Small: Terry Lee, Terry Lee Honda

DIRECTION

Criteria: I believe this company is going in the right direction.

Winner: Keller Williams Indy Metro

MANAGERS

Criteria: My manager helps me learn and grow. My manager makes it easier to do my job well. My manager cares about my concerns.

Winner: Royal United Mortgage

NEW IDEAS

Criteria: New ideas are encouraged at this company.

Winner: American Income Life - Indiana

DOERS

Criteria: At this company, we do things efficiently and well.

Winner: Bailey and Wood Financial Group

MEANINGFULNESS

Criteria: My job makes me feel like I am part of something meaningful.

Winner: Finance of America Mortgage, The Parker Mortgage Team

ETHICS

Criteria: This company operates by strong values and ethics.

Winner: Mainstreet

CLUED-IN SENIOR MANAGEMENT

Criteria: Senior managers understand what is really happening at this company.

Winner: RCI

COMMUNICATION

Criteria: I feel well-informed about important decisions at this company.

Winner: Hilton Indianapolis Hotel & Suites

APPRECIATION

Criteria: I feel genuinely appreciated at this company.

Winner: Tendercare Home Health Services

WORK/LIFE FLEXIBILITY

Criteria: I have the flexibility I need to balance my work and personal life.

Winner: Orchard Software Corp.

TRAINING

Criteria: I get the formal training I want for my career.

Winner: Charles Schwab

BENEFITS

Criteria: My benefits package is good compared to others in this industry.

Winner: WebMD Health Services



Behind the Top Workplaces survey

Who determines Top Workplaces? Those who know them best: the employees.

IndyStar partnered with Philadelphia-based WorkplaceDynamics, the employee survey firm, to determine the region's Top Workplaces rankings.

Anyone could nominate a company. The only requirement was that the organization must employ at least 50 people in Central Indiana. The organization could be public, private, nonprofit or governmental.

WorkplaceDynamics invited 1,284 workplaces to participate and surveyed 145 of them. The surveyed firms employ 43,855 people in Central Indiana. Of those employees who received questionnaires, 22,750 responded.

The employee survey seeks responses from 23 statements covering a variety of factors, including management, workforce training, work/life balance, pay and benefits, and a feeling of appreciation.

The survey also measures employee engagement — retention, motivation and referral.

Why is a particular employer not on the list? Perhaps the company took the survey and scored too low. Or, it might have chosen not to participate.

WHO MADE THE LIST?

There were 90 Central Indiana companies identified as Top Workplaces in 2016, five more than the previous year.

The No. 1 large company, Tendercare Home Health Services, has been named a Top Workplace for the fourth consecutive year.

The No. 1 midsize company, Royal United Mortgage, has received the honor for the eighth year in a row.

The No. 1 small company, American Income Life - Indiana, was named to the rankings for the first year.

BEHIND THE SECTION

This publication is a product of IndyStar, part of the USA TODAY Network. Find content at indystar.com/business.

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THANK YOU TO OUR PAST, PRESENT AND FUTURE EMPLOYEES!

Proportion-Air, Inc. is a manufacturer of electronic air pressure regulators and air flow control valves. Founded in 1985 by corporate President Daniel E. Cook, based in McCordsville, IN

We would like to take this opportunity to thank each and every one of Proportion-Air's employees for their strong character, dedication and passion for a job well done! Our corporate reputation is a direct reflection of your hard work and willingness to extend yourself daily for the benefit of each other and our customers.

"You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime." — Babe Ruth

Thank you so much for your individual role in making the Proportion-Air "club" invaluable! Your ability to play together is exactly what makes our culture so uniquely wonderful. You deserve recognition for your daily role in the success of Proportion-Air — because without your teamwork it wouldn't be possible! Thank you also for your valuable opinions and confidence in our corporate vision. We are extremely proud and honored that you have, once again raised Proportion-Air, Inc. to the Top Workplace award! (For a fourth consecutive year!)

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