

## 2025 Company Culture Excellence

### **Hoosier Automotive Group**

This automotive repair business distinguishes itself by fostering an internal culture that prioritizes the holistic well-being and professional satisfaction of its team. By maintaining an environment defined by an exceptional work-life balance. The leadership ensures that every contributor feels valued and supported. The mission is rooted in the belief that a positive and energized workforce is the primary driver of sustainable success and high-quality service.

The impact of this philosophy is most visible through unique incentives, including annual fully funded retreats that allow personnel to recharge and connect outside of the traditional professional setting. These initiatives go beyond standard compensation, creating a sense of shared success and deep organizational loyalty.

Operations are sustained through a commitment to excellence that attracts and retains top-tier talent, ensuring that the collective remains competitive and innovative. The internal environment is characterized by a flat hierarchy and a focus on mutual respect, where the contributions of each individual are recognized as essential to the broader mission. This approach defines a new standard for workplace health, proving that professional ambition and personal fulfillment can exist in perfect harmony.

Through disciplined foresight and a dedication to its people, the organization has built a reputation as a premier destination for those seeking a meaningful and balanced career. The result is a thriving, resilient team that is uniquely equipped to serve the community with passion and consistency.

### **That's My Dogg Soul Food and More**

This restaurant in downtown New Castle is defined by a leadership philosophy that prioritizes employees in the service industry, fostering an environment where staff are treated with genuine care and respect. By operating under the belief that a supported team leads to a superior customer experience, the organization maintains an approachable and open management style. The internal culture encourages active participation, where contributors are invited to share ideas and take ownership of their roles rather than simply fulfilling a shift.

A standout feature of this workplace is a commitment to radical flexibility and a family-friendly approach to scheduling. Leadership proactively adjusts to the personal needs of the team, whether for education, childcare, or family obligations, effectively reducing the stress often associated with the service sector.

The daily operations are sustained by a culture of appreciation where hard work is consistently noticed and acknowledged. Leadership takes the time to engage in regular check-ins, ensuring that staff feel heard and supported during both peak business hours and personal challenges. This sense of purpose is further strengthened by the organization's identity as a locally owned entity that remains deeply invested in the surrounding community.

Through disciplined foresight and a heart-led leadership style, the business has built a resilient team defined by high morale and deep-seated trust. The result is a thriving environment where employees are motivated to stay and grow, contributing to a cycle of success that benefits the team, the customers, and the local economy alike.

## **Junque in the Trunk Vendor Market**

The culture at this establishment is truly something special and unlike anything typically found in retail. The owners have created an environment where vendors are not just booth renters—they are valued partners and part of a genuine community.

The leadership works tirelessly to ensure every vendor has the opportunity to succeed. They provide guidance, meet with individuals, listen to ideas, and offer support that goes far beyond the day-to-day operations of running a business. This approach is hands-on, intentional, and rooted in relationships.

What sets this culture apart most is the personal care shown by those in charge. They know the families involved, celebrate wins, and stand beside partners during difficult times. If someone experiences a loss or illness, they are the first to reach out and check in. That level of compassion creates an atmosphere of trust, loyalty, and belonging.

Walking into the shop feels less like coming to work and more like arriving at a family gathering. There is encouragement instead of competition, collaboration instead of tension, and a shared sense that everyone is working toward something bigger than themselves—the success of each booth, the store as a whole, and the community served.

As a vendor, one may technically work within the business, but the culture built here makes everyone feel like teammates, not tenants. That spirit of support, respect, and genuine care is what makes the organization so deserving of recognition for company culture.