



**INDIANA
CHAMBER**®

LEADING BUSINESS | ADVANCING INDIANA

MEMBER BENEFITS GUIDE

Indiana Chamber of Commerce

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TAKING CARE OF BUSINESS

The Indiana Chamber partners with 25,000 members and investors – representing over four million Hoosiers – to achieve the mission of “cultivating a world-class environment which provides economic opportunity and prosperity.” We team with businesses of all sizes – from sole proprietors to the largest job providers in the state.

What can we do to help your organization?

- Provide the news and information you need to make important decisions
- Meet your employee training and regulatory compliance needs
- Help showcase your products and services through statewide exposure and visibility
- Save you time and money

The Indiana Chamber is among the largest organizations of its kind in the country. Our successes are possible due to the volunteer efforts of business leaders across the state.

We look forward to your membership and continued support, working with you to help generate success and helping make Indiana the best place to work and live.



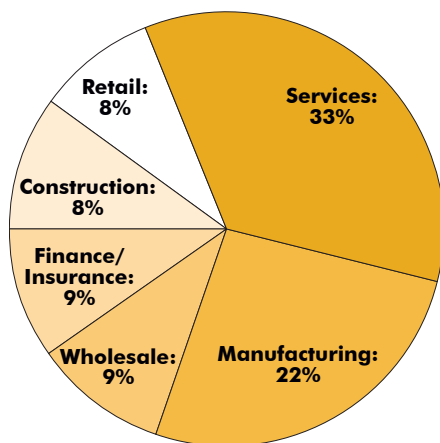
Vanessa Green Sinders
President and CEO



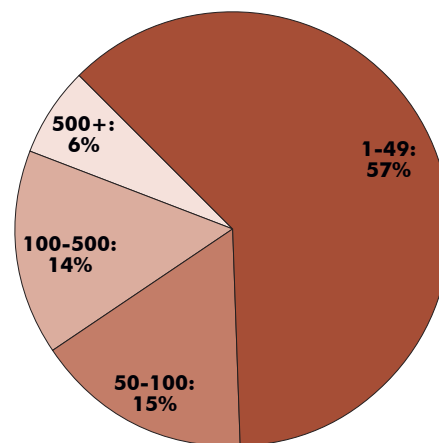
Brock Hesler
VP, Membership and
Foundation Relations

Who belongs to the Indiana Chamber

Member Companies by Type of Business



Member Companies by Number of Employees



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ADVOCACY PAYS OFF FOR YOUR BOTTOM LINE

In this annual financial impact assessment, learn what the Indiana Chamber’s lobbying efforts at the Statehouse mean to your bottom line. The 2023 General Assembly saw the Chamber staunchly oppose an anti-business measure that would have cost the state billions of dollars in decreased pension returns. We also supported legislation to enhance the state’s business tax climate and economic development efforts and opposed potential obstacles in the employer/employee relationship. As always, the Chamber also advocated for and achieved public policy victories that will have a lasting positive impact on the state’s economy and residents.

For the full list of bills included in the financial analysis, visit www.indianachamber.com/roi.

Business Savings

\$4.107 billion or \$1,451 per employee

Your Return on Investment

- 10 employees = savings of \$14,509
- 25 employees = savings of \$36,274
- 50 employees = savings of \$72,547
- 100 employees = savings of \$145,095
- 200 employees = savings of \$290,189
- 500 employees = savings of \$725,473

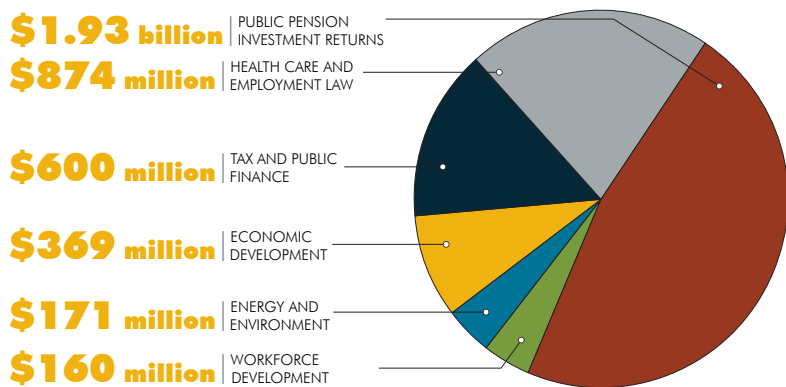
Top Bills by Fiscal Impact

Description

Description	Total/Per Employee
Savings on business share of decreased pension returns (HB 1008)	\$1.93 billion; \$682.92/employee
Defeated – Exorbitant fees on hospital revenues (SB 387)	\$350 million; \$123.65/employee
Economic development and investment tax credits (HB 1001)	\$250 million; \$88.32/employee
Savings resulting from paying down unfunded pension obligations (HB 1001)	\$211 million; \$74.69/employee
Defeated – Increased unemployment benefits (SB 421)	\$199 million; \$70.31/employee
Individual income tax reduction (HB 1001)	\$163 million; \$57.59/employee
Broaden efforts to remediate environmental impingements (SB 246)	\$128 million; \$45.22/employee

Member Savings by Issue Area

TOTAL BUSINESS SAVINGS: \$4.107 billion



Plus the Value of Critical Health Initiatives

Perhaps not as quantifiable but even more important are significant health measures that passed this year to increase mental health funding and crisis line access for struggling citizens. Furthermore, the Chamber supported implementing recommendations from the Governor’s Public Health Commission Report to ensure every Hoosier can access essential services. These efforts are critical for employers as all stakeholders must work together to help workers who are challenged by health circumstances, addiction and more.

IMPORTANT NOTES: Business impact calculations are based on fiscal impact estimates of the Legislative Services Agency, independent studies, other available data and research materials, and Indiana Chamber analysis. Business impact per employee is calculated by using the estimated number of employed non-government workers statewide in March 2023 (2,830,500).



POLICY PROCESS

The Indiana Chamber is the state's largest broad-based business advocacy organization. Six full-time lobbyists represent the business community in legislative and regulatory matters at the state and federal levels.

Policy Committees

Chamber members serve on more than a dozen policy committees. These groups analyze important issues, trends and legislative proposals. Committees develop recommendations for new policy statements and revisions of existing policies.

Policy Issue Conference Calls

One-hour programs during the legislative session (and at select other times), allowing you to learn more from Chamber issues experts and outside guests.

Advocacy Team

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Committee descriptions and other policy documents at www.indianachamber.com/policy

INDIANA PROSPERITY 2035

Indiana Prosperity 2035 – A Vision for Economic Acceleration (IP35) is a comprehensive, long-range initiative, led by the Indiana Chamber of Commerce. The objective is to develop a roadmap with a multi-faceted economic opportunity strategy to drive growth, transformation and prosperity for Hoosiers and their enterprises.

IP35 is an economic visioning plan, designed to meld our state’s wide array of assets and successes into evolving strategies in an economy where change and complexity are accelerating exponentially. The rate of change ahead will never be less than it already is today. To succeed, Indiana must not rest on its tremendous successes but must shift focuses to new strategies and accelerate these efforts.

The IP35 plan will operate not only as the primary driver of Indiana Chamber advocacy and program work over the next dozen years, but it is also intended to engage a broad coalition of business groups and policy-makers behind a vision of our state expanding opportunities and being a laboratory for innovation and economic growth.

The plan is organized around six “pillar” policy areas with a total of 31 goals integrated among them. The pillars in the plan include:

- Workforce;
- K-12 Education;
- Economic Growth, Innovation and Entrepreneurship
- Superior Infrastructure;
- Quality of Place Strategies; and
- Healthy, Prosperous Communities and Citizens.



For more information on the IP35 plan, visit www.indianachamber.com/2035.

Chamber advocacy and our prior visioning plan have helped revitalize Indiana (rankings below):

Then (2000)

- Job creation: 50th
- Job growth: 50th
- Economic momentum: 50th
- Bankruptcies: 1st
- Home foreclosures: 1st
- Only state to suffer a net loss of technology jobs from 1994-2000

Now

- “Best & Worst States” survey: 1st in the Midwest; 6th nationally (CEO Magazine)
- *America’s Top States for Business 2022*: 1st in the nation for infrastructure and 2nd for cost of doing business
- *Rich States, Poor States*: 1st in the Midwest; 7th nationally (Rich States, Poor States)
- “Top States for Doing Business” survey: 2nd in the Midwest; 9th nationally (Area Development)

View video overview at www.indianachamber.com/victories

PRODUCTS, SERVICES AND SAVINGS

ChamberCare Solutions

Providing the choices you need in today's health care world through a partnership with Anthem Blue Cross and Blue Shield. Only available to Indiana Chamber members (excludes Marion County companies).



- ChamberCare Health Alliance (2-50 employees) – Access to a full range of high-quality plans and options that can lead to significant savings. Join in a larger, self-funded pool of businesses and lower your financial risk
- ChamberCare Savings (51-99 employees) – Save up to 5% on any Anthem plan
- ChamberCare Business Resources – A professional employer organization (PEO) administered by Human Capital Concepts. Allows employers to outsource HR functions and employee benefits programs to ensure regulatory compliance

For more information, go to www.indianachamber.com/chambercare

Salary.com

For nearly 20 years, Salary.com has been offering organizations the comparative data required to attract and retain top talent. Chamber members will receive up to three free job reports (with additional reports available at a substantial discount) and can save 20% on the industry-leading Compdata Benchmark survey. Discount pricing packages also available on other Salary.com services, including market data, software consulting and more.



For more information, go to www.indianachamber.com/salary

ClearPath Specialty

Workers' compensation insurance has become a significant expense for many Hoosier employers. Indiana Chamber members can now save 10% on their workers' compensation policies with ClearPath Specialty, a company that prides itself on great customer service, fair claims handling and proactive loss prevention services to employers and injured workers.



For more information, go to www.indianachamber.com/clearpath



EMPLOYEE TRAINING

The Indiana Chamber offers more than 50 conferences and seminars throughout the year. Programs are designed to meet your business needs. Options range from one-hour webinars on timely human resources issues to multi-day sessions at major events that include the Safety and Health Conference, Wellness Summit and HR Conference.

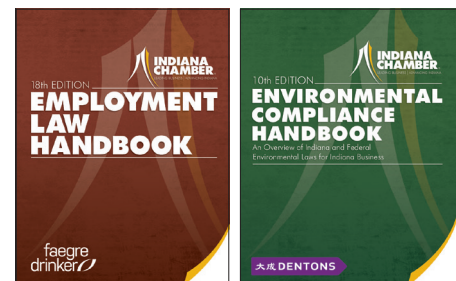
Key topics:

- Human resources
- Safety and health
- Employment law
- Tax
- Technology
- Soft skills

Members receive significant discounts on all programs. Details and registration information at www.indianachamber.com/conferences.

COMPLIANCE PUBLICATIONS

The Indiana Chamber publishes more than 25 plain-English, Indiana-specific reference guides that cover employees' rights and responsibilities under state and federal laws. The organization also serves as the trusted resource for mandatory employment posters, issuing new posters only when required changes are made.



Electronic regulatory compliance publications contain the same content as the book versions, but are easily searchable and accessible from any computer.

Members receive discounts on all publications. Additional information is available at www.indianachamber.com/publications.

ANSWERS TO YOUR IMPORTANT QUESTIONS

HR Helpline

- FREE human resources and employment law consulting
- FREE answers to questions about hiring/firing, FMLA, ADA, OSHA, leave issues
- FREE assistance with employee handbook inquiries

HR QUESTIONS?
WE HAVE ANSWERS

"We've just about hit every topic there is. With FMLA (for instance), it seems there's always something that evolves. I totally trust in that resource. It's been a lifesaving tool for me."

– **Tonya Fouse, Human Resources Specialist, Wick's Pies**

Additional helplines: www.indianachamber.com/helplines

DATA TO HELP GROW YOUR BUSINESS

The Business Research Center (BRC) offers the following (and more):

- Up to 1,000 free customized business leads
- Employee benefits and demographics
- Information on individual companies and potential customers
- Major employers by city, region, state, ZIP code



HR/BRC CONTACT

Michelle Kavanaugh

Director, Human Resources

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Members-only services
All requests confidential

NEWS THAT YOU CAN USE

Member Spotlight

- Free visibility on www.indianachamber.com
- Tell your company's story and detail your products/services
- Submit your relevant press releases

Communications/PR Resource Center

- Up-to-date media lists by region/media type
- Tip sheets on blogging and e-newsletters
- Guidelines for basic written communications



Electronic Tools

- Weekly *Chamber Insider* (Chamber events and updates)
- Weekly *Legislative Report* during the General Assembly session
- Monthly *Interim Update* when the General Assembly is not in session

BizVoice®

Indiana's only statewide general business magazine is distributed to more than 15,000 business owners, presidents and CEOs. *BizVoice*® provides topical information and analysis. It has earned 101 national and state awards since 1999. Learn more, including how to receive a free ad, at www.bizvoicemagazine.com



IN Chamber: The Podcast

- Focuses on issues that shape business success
- Discussions with Indiana business, education, technology and political leaders
- Listen to the latest episode at www.indianachamber.com/podcast or subscribe on iTunes, GooglePlay or wherever you get your podcasts



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SPECIAL EVENTS AND AWARDS

Annual Awards Dinner

The state's premier business event of the year features presentation of the Business Leader, Government Leader, Community and Dynamic Leader of the Year awards. More than 1,400 business and political leaders come together at the Indiana Convention Center each November.

Best Places to Work in Indiana

Leading Indiana companies, selected through independent analysis of employee surveys and employer questionnaires, receive recognition. The application period continues through late November, ranked companies are announced in February and the awards program (with 1,400-plus participants) takes place in late April/early May.



Chamber Day Dinner

A mid-session break from the General Assembly session allows business and government officials to come together for an important networking event. More than 700 people take advantage of this annual opportunity.

Indiana Safety and Health Conference & Expo

Don't miss one of the largest statewide safety events in the country. Education courses, expo offerings, networking, awards and more.

Additional events/programs at www.indianachamber.com/specialevents

ADDITIONAL RESOURCES TO MEET YOUR NEEDS



Indiana Business for Responsive Government

Indiana Business for Responsive Government (IBRG) is the state's largest and most successful political action committee for electing pro-jobs, pro-economy legislators to the Indiana General Assembly. Professional staff work directly with endorsed candidates, providing a variety of campaign management services to maximize the impact of every dollar invested in targeted races.

Jeff Brantley at (317) 264-7544 or jbrantley@indianachamber.com



Wellness Council of Indiana

The Wellness Council of Indiana serves as the convener of resources for worksite wellness initiatives in Indiana. It assists members with tools to make their programs successful and is a centralized resource to those organizations just getting started. The AchieveWELL certification award is the blueprint to follow for workplace wellness success.

Jennifer Pferrer at (317) 264-2168 or www.wellnessindiana.org



Institute for Workforce Excellence

The Institute for Workforce Excellence is dedicated to helping businesses attract, develop and retain the talent that will drive a highly skilled and productive workforce. The Institute brings together tools and resources to assist in building your talent pipeline:

- **Work and Learn Indiana** is the state's largest network for convening employers, students and educators for internship and other work-and-learn opportunities. Its mission is to keep top talent in Indiana by connecting those seeking opportunities to Hoosier companies that want to grow a diverse, local workforce pipeline. Access the free matching marketplace at workandlearnindiana.com.



- **Talent Resource Navigator** is a new online workforce center that offers the convenience of one-stop shopping for education and training needs in Indiana. Visits are personalized and intentionally guide and connect employers and individuals with vetted and recognized partners, best practices and training programs based on the user's selections along the way. Access the free service at talentresourcenavigator.com



Todd Hurst at (317) 264-6862 or www.indianachamber.com/institute

CORNERSTONE PARTNERS

The Indiana Chamber's Cornerstone Partners are leading state employers that provide a significant investment of time, leadership and resources to help achieve the organization's mission to "cultivate a world-class environment which provides economic opportunity and prosperity for the people of Indiana and their enterprises."

PINNACLE



CHAMPIONS



CHAIRMAN'S CIRCLE



LEADERSHIP

- AAR
- Allegion PLC
- Allison Transmission
- Ball State University
- Barnes & Thornburg LLP
- bp America
- Bradley Company
- Caesars Entertainment – Harrah's Hoosier Park Racing & Casino, Horseshoe Hammond, Horseshoe Indianapolis
- Catalent Biologics
- CEVA Logistics
- Citizens Energy Group
- ClearPath Mutual
- CNO Financial Group, Inc.
- Consoliplex
- Corteva Agriscience
- Cummins, Inc.
- Deaconess Health System
- Faegre Drinker Biddle & Reath LLP
- FedEx
- Fifth Third Bank, Indiana
- First Financial Bank
- First Merchants Corporation
- Franciscan Alliance, Inc.
- French Lick Resort
- Frost Brown Todd LLC
- Honda Indiana Auto Plant
- Ice Miller LLP
- Indiana American Water
- Indiana Farm Bureau Insurance Companies
- Indiana University
- Ivy Tech Community College
- Kaiser Aluminum Corporation
- Kimball International
- The Kroger Co.
- Labcorp Central Laboratory Services Limited Partnership
- LDI, Ltd
- Lincoln Financial Group
- Lutheran Health Network
- MacAllister Machinery Co., Inc.
- Meijer, Inc.
- Michelin North America, Inc.
- Navient
- Old National Bancorp
- OPENLANE, Inc.
- PNC
- Polaris Boats
- Purdue University
- Red Gold, Inc.
- Roche Diagnostics Corporation
- Rolls-Royce
- Ruoff Mortgage
- Salesforce
- Savion
- Steel Dynamics, Inc.
- Stellantis
- Subaru of Indiana Automotive, Inc.
- Toyota Motor Manufacturing, Indiana Inc.
- United States Steel Corporation
- UPS
- US Infrastructure Company (USIC)
- Wabash Valley Resources
- Walmart Inc.
- Zimmer Biomet

Find out how to be included on this page: www.indianachamber.com/cornerstone