



*Michigan Celebrates
Small Business*

2018

PURE INNOVATION



Once again, Michigan is the epicenter of the entrepreneurial spirit. World-class innovation. High-tech workforce. Abundant venture capital. Regulatory reinvention. Creating an ideal combination of opportunity, resources and passion for business right here in Michigan.

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Michigan Celebrates Small Business website: www.MichiganCelebrates.biz

Michigan Celebrates Small Business (MCSB) honors and recognizes Michigan’s small businesses and those champions that support them. Michigan Celebrates is presented by its founding organizations: Michigan Economic Development Corporation; Small Business Association of Michigan; Chris Holman (current president of Michigan Business Network); Small Business Advocate; Michigan Small Business Development Center (Managing Partner of Michigan Celebrates); U.S. Small Business Administration–Michigan District Office; and Edward Lowe Foundation.

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2018 MCSB AWARD CATEGORIES

Michigan 50 Companies to Watch

The “Michigan 50 Companies to Watch” is the premier MCSB awards category that recognizes second-stage businesses for their past growth and high potential in the future. Award criteria requirements include annual revenue between \$750,000 and \$50 million, between six and 99 full-time equivalent W2 employees, as well as a demonstration of substantial growth and a sustainable competitive advantage.

The 2018 cohort of the Michigan 50 were selected from a process that included more than 450 nominations, multiple rounds of judging, and due diligence research performed by Gordon Advisors P.C.

Michigan 50 Distinguished Alumni Awards

The MCSB awardee alumni community is now 700 companies strong and grows each year. This community represents a substantial amount of the vitality that is foundational to the Michigan economy. MCSB recognizes two alumni companies each year that best demonstrate the continued success of the alumni community.

The “Most Engaged Workplace Award” recognizes a previous “Michigan 50 Companies to Watch” recipient for increased contributions to their community and fostering a creative, collaborative workplace culture, thereby enhancing performance and sustaining a competitive advantage.

The “Strategically Focused Award” recognizes a previous recipient that has strategically increased their sales since receiving the award, ensuring continued sustainability in the ever changing economy.

Small Business Administration (SBA) Awards

The Small Business Administration (SBA) recognizes the achievements of small businesses at the state and national level. Recipients of this award have utilized SBA services. Award categories include:

“Small Business Person of the Year”: For developing an outstanding, growing business; innovative product(s),

increasing jobs, increasing sales, overcoming adversity, and community contributions.

“SBA Young Entrepreneur of the Year”: Owner of a business that is younger than 30 years of age, and has demonstrated three years of success in sales and profits, increased jobs, and innovative products.

“Veteran Owned Small Business of the Year”: A business owned by a member of the military community that has increased employment opportunities for veterans and demonstrated potential for long-term business growth.

“Women Owned Small Business”: A 51 percent or more female-owned small business with innovative products, outstanding growth, increased jobs and sales, having overcoming adversity, and contributed to their community.

Best Small Business Recognition

Procurement Technical Assistance Centers (PTACs), Small Business Development Centers (SBDCs), and SmartZones are organizations located across the state that provide support services to Michigan small businesses. Each region of these various support organizations select a company to be recognized as a “Best Small Business” honoree for demonstrating a strong relationship with the organization as well as promising growth as a company.

“Best Small Business” honorees also undergo a judging process to determine a single statewide “Best Small Business of the Year” award recipient for each category.

Innovation Award

The “Innovation Award” recognizes a company as a leader of small business innovation as demonstrated by an innovative product, service, policy, strategy or process. The innovation must demonstrate a notable advantage over similar versions, benefit the Michigan economy, and have been developed within the previous three years.

2018 AWARD WINNERS

Michigan 50 Companies to Watch

Caster Concepts Inc.	Albion
Human Element Inc.	Ann Arbor
SimuQuest Inc.	Ann Arbor
UTEC	Ann Arbor
Lucerne International Inc.	Auburn Hills
Messersmith Manufacturing Inc.	Bark River
Station 66	Battle Creek
Bulmann Dock and Lift	Boyne City
TorranceLearning	Chelsea
Benkari	Detroit
DetailXPerts Franchise Systems LLC	Detroit
Global Telecom Solutions (GTS)	Detroit
Ringo Services	Detroit
Vaughan Industries Inc.	Detroit
Utilities Instrumentation Service Inc.	Dexter
Race-Driven Inc.	Escanaba
TGI Direct	Flint
boldSOCKS	Grand Rapids
Brewery Vivant	Grand Rapids
Elevator Service Inc.	Grand Rapids
Green Giftz	Grand Rapids
Jonas Paul Eyewear	Grand Rapids
Long Road Distillers	Grand Rapids
Symplicity Communications	Grand Rapids
Tetra Discovery Partners Inc.	Grand Rapids
Voices For Health Inc.	Grand Rapids
Geckobrand	Grandville
Jireh Metal Products Inc.	Grandville
Central Industrial Manufacturing	Harbor Springs
Dave's Sweet Tooth	Harrison Twp.
GMB Architecture + Engineering	Holland
Shefit Apparel	Hudsonville
Sprinkles Donut Shop LLC	Hudsonville
One Well Brewing	Kalamazoo
Packaging Compliance Labs	Kentwood
Harvest Creative Services	Lansing
Triterra	Lansing
M3 Group	Lansing
Kunz, Leigh & Associates	Lathrup Village
Children's Therapy Corner	Midland
Tumbl Trak	Mt Pleasant
Global Clinical Connections	Portage
ArborOakland Group	Royal Oak
Oxford Recovery Center	South Lyon
Iron Fish Distillery	Thompsonville

Venturi	Traverse City
E7 Solutions	Troy
Move Systems International LLC	Walker
High Level Marketing	West Bloomfield
Joost Vapor LLC	Wyoming

SBDC Best Small Business of the Year

Saddleback BBQ	Okemos
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PTAC Best Small Business of the Year

Mistequay Group Ltd.	Saginaw
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SmartZone Best Small Business of the Year

Proteos Inc.	Kalamazoo
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SBDC Best Small Business Honoree

Mid Michigan Upholstery & Awning	Alma
Chris' Canines LLC	Cedar Springs
K-Tec Systems	Farmington Hills
Our Family Friend	Hillsdale
Legacy Metal Services	Imlay City
Texas Corners Brewing Company	Kalamazoo
Diamond Solutions Inc.	Midland
Kiss Me Specialty Coffee Shoppe	Prudenville
Chateau Chantal	Traverse City
Trenary Home Bakery Inc.	Trenary

PTAC Best Small Business Honoree

Precision Control Inc.	Commerce Township
Vetcon Inc.	Flint
Elevator Service Inc.	Grand Rapids
RB Construction Company	Mount Clemens
Moran Iron Works Inc.	Onaway
Fresh Baby	Petoskey
Grand Strategy LLC	South Haven

SmartZone Best Small Business Honoree

4th-IR MI LLC	Bay City
K-Tec Systems	Ferndale
OXX	Grand Rapids
Volta Power Systems	Holland
SU2 Systems Inc.	Lansing
Aberro Creative	Midland
Cogent Hex	Port Huron
Human Balance and Stability Systems	Warren

Michigan 50 Distinguished Alumni: Most Engaged Workplace Award

Atomic Object	Grand Rapids
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Michigan 50 Distinguished Alumni: Strategically Focused Award

Redi-Rock International	Charlevoix
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Innovation Award

KMS Designs Inc.	Portage
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Veteran Owned Small Business of the Year

Trendway	Holland
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Women Owned Small Business of the Year

KBTS Technologies Inc	Novi
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Women's Business Center of Excellence Award

Grand Rapids Opportunities for Women (GROW)	Grand Rapids
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Young Entrepreneur of the Year

Genesis In-Home Care	Waterford
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SCORE Chapter of the Year

SCORE Kalamazoo/SW Michigan	Kalamazoo
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Small Business Development Center Excellence and Innovation Award

SBDC Upper Peninsula Region	Houghton
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Small Business Person of the Year

Albert F. Zehnder	Frankenmuth
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8(a) Graduate of the Year

Brix Corporation	Livonia
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#CE4BIZ



May 3, 2018



Dear Friends,

Innovation and ingenuity are a hallmark of Michigan's small businesses. Our business community is made up of dedicated entrepreneurs who made the choice to turn their idea into a livelihood, and a livelihood into a thriving business that is positively impacting the lives of many Michiganders.

Michigan's business climate is stronger than ever. Every time a business opens its doors it's adding to the diversity and strength of Michigan's economy. According to the U.S. Small Business Administration, Michigan has 866,196 small businesses that employ 1.8 million employees. Across diverse industries and geographies, these successful businesses are driving innovation using new tools, new methods and endless amounts of creativity that is growing both their revenues and their communities.

What better place to celebrate the entrepreneurial spirit that drives Michigan forward than here at the Michigan Celebrates Small Business (MCSB) Awards Ceremony. In its 14th year, MCSB remains on the forefront of championing small business in Michigan while inspiring the next generation of entrepreneurs.

Congratulations to the 2018 Michigan 50 Companies to Watch, as well as the other award winners and Michigan small businesses everywhere. Thank you for your commitment to your community and to our state as we continue to build a stronger Michigan and a brighter future.

Sincerely,

Rick Snyder Governor

ECONOMIC IMPACT OF THE 2018
MICHIGAN 50 COMPANIES TO WATCH—50 AWARDEES

ECONOMIC IMPACT IN 2017

\$277 million in total annual revenue in 2017
16.3 percent increase in total annual revenue compared to 2016

1,600 full-time equivalent employees in 2017
1,516 in Michigan; 84 out of state

475 net new jobs projected for 2018
376 in Michigan; 99 out of state

INCREASING IMPACT

From 2014 through 2017, these companies generated \$888 million in revenue and added 727 employees (both in Michigan and out of state), reflecting a 58.7 percent increase in revenue and 83.3 percent increase in jobs for the four-year period. That translates into a 16.7 percent annual revenue growth and 22.6 percent annual growth in employees.

These companies project continued growth in 2018, with a 147.7 percent revenue increase and 29.7 percent growth in employees (both in Michigan and out of state) compared to 2017. If their projections hold, these companies will have generated \$1.27 billion in revenue and added 1,202 employees over the last five years—a 122.7 percent increase in revenue and 137.7 percent increase in jobs since 2009.

	2014	2015	2016	2017	2018 (projected)
Revenues in millions	\$175	\$197	\$239	\$277	\$389
Employees*	873	1,017	1,196	1,600	2,075

* full-time equivalent in Michigan and out-of-state

REGIONAL DISTRIBUTION		SECTOR DISTRIBUTION	
Region	# of companies	Business sector	# of companies
West Michigan	17	Manufacturing	13
Detroit Metro	12	Other	9
Southeast Michigan	5	Professional services	8
Northwest Michigan	4	Accommodation or food services	3
Southwest Michigan	4	Information technology	3
South Central Michigan	3	Scientific or technical services	3
East Central Michigan	2	Construction	2
Upper Peninsula	2	Medical devices	2
East Michigan	1	Wholesale trade	2
		Agriculture	1
		Health care or social service	1
		Life sciences	1
		Retail trade	1
		Utilities	1

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Source: 2017 analysis of Dun & Bradstreet

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ALUMNI UPDATE 2018

Michigan Celebrates awardees from past years continue developing new customers for their ever expanding products. They advance into new territories, making good on strategies developed years earlier with sheer determination and discipline. Their communities benefit from their compassionate employees. This year's alumni update represents the cohort, now 14 years strong, throughout the state of Michigan. We are proud to call them our own.



Michigan 50 Award



SBDC Best Small Business



PTAC Best Small Business

	COMPANY, CITY; COMPANY OFFICIAL	MILESTONES FROM THE PAST YEAR
 2017	Air and Liquid Systems Inc., Rochester Hills; Jim Miller, president	ALSI continues to serve the automotive OEM and Tier 1 markets and will make further advances into the poultry rendering market in 2018. Applied for another patent that covers an innovative product-recovery process in liquid filtration. Its new partnership in Mexico continues to yield opportunities in both liquid-filtration equipment and custom air-handling applications. Penetration into testing and validation equipment has been expanded with high-technology inspection lighting systems.
 2017	Brown Iron Brewhouse, Washington Township; Patti Eisenbraun, managing member	The Brown Iron Brewhouse reached its gross revenue sales goal with 15 percent annual increases since its founding in 2015. With 70 draft beers (including house brews) in its portfolio, it was named Michigan's "Great American Beer Bar" for three consecutive years by CraftBeer.com. More than half of its taps showcase Michigan breweries at any given time, and the produce, dairy and meats featured at its beer-centric smokehouse are sourced from Michigan companies. In addition, the brewhouse uses local hops, grains and malts. Donations to charities have now totaled over \$70,000, benefiting national organizations such as St. Baldrick's Foundation, Leader Dogs for the Blind, Fallen and Wounded Soldiers Fund Inc. in Michigan, and The Devoted Barn, as well as numerous local organizations.
 2016	Clarity Voice, Southfield; Dr. Mary Welsh, chief people person	Clarity serves national brands throughout North America. New hiring, processes, and applications were implemented after listening to customer needs, resulting in more user-friendly services and better metrics tracking. State and national recognition has come from sources such as <i>Fortune</i> magazine and inclusion as an Inc. 5000 honoree three years' standing. The company's rallying cry, "Doing the right thing," is evidenced in sponsorships and donations to events and organizations such as Forgotten Harvest, American Cancer Society Relay for Life and American Foundation for Suicide Prevention. In addition, employees receive paid time off for community volunteer efforts.
 2017	Continuity Programs Inc., Wixom; Kirk King, president	Celebrating its 45th anniversary this year, Continuity Programs' newest product was launched in January for the real estate industry. This follows a productive year of adding new marketing campaign features for clients as well as upgrades for its mortgage industry customers such as improved executive reporting, electronic birthday cards, an interest rate module and social media sharing. Continuity Connect was a 2017 addition, which capitalized on a secure data-connection software to allow automated data feeds. The company's charitable giving provides a wealth of services to local nonprofits at no or low cost.
 2010	Covenant Eyes Inc., Owosso; Ronald DeHaas, CEO	Covenant Eyes developed a revolutionary, patent-pending artificial intelligence program to provide screen-time safety through image recognition of pornography and sex trafficking. The technology can also be applied to other industries such as oil and gas exploration, and medical fields. A State of Michigan export grant led to the company entering the Russian market. Other grants provided employee training, resulting in increased job availability and better than average wages per job in 2018. The company has been on the Inc. 500 list for eight straight years, an achievement for fewer than 2 percent of companies in the nation. In the past three years, the company donated more than \$250,000 to the National Center on Sexual Exploitation in Washington, D.C.








Michigan 50 Award



SBDC Best Small Business



PTAC Best Small Business

	COMPANY, CITY; COMPANY OFFICIAL	MILESTONES FROM THE PAST YEAR
 2017	Decypher Corp., Berkley; Andrew Agbay, president	Decypher continues to grow through increased staffing, revenue and marketing. Its latest marketing campaign, the largest in its history, will increase the firm's brand awareness and attract new clients. Received multiple nods in 2017 for corporate culture and employee empowerment. In addition to being named among <i>Crain's</i> Detroit's "Cool Places to Work," the firm was named a "Best and Brightest Company to Work For" by the National Association for Business Resources. A new charity initiative involves packing lunches for the homeless in metro Detroit through Lunches of Love. Each month, employees pack and deliver 200 lunches, an activity that makes a difference and strengthens the bond among team members.
 2010	DornerWorks Ltd., Grand Rapids; David Dorner, president	Since receiving its award in 2010, DornerWorks has doubled in size and focused on growing nationally and internationally. In 2017, the company won its first international contracts from Canada and the United Kingdom. Despite its national and global presence, all work is executed in Grand Rapids. It sponsors engineering design project teams at Michigan colleges and universities, including Calvin College, Grand Valley State University, and Western Michigan University. The sponsorships spur STEM involvement and engineering innovation. The company provides co-op and internship opportunities to engineering and computer science students, which feeds into their long-term organic growth and sustainability strategy for keeping Michigan at the forefront of technology and engineering advancement.
 2015	jācapps, Bingham Farms; Paul Jacobs, president/managing partner	By investing heavily in people, process and products in 2017, jācapps doubled staff and built a more substantial organization. The company invested in software to better manage its development and bidding process, while greatly expanding product offerings. They partnered with Ford on the Connected Car Hackathon at the National Association of Broadcasters' conference. The competition saw coders and developers vie for new approaches to dashboard apps for both conventional and autonomous vehicles. The company ended 2017 with a commitment to making a bigger difference in their community—employees spent a service day rehabilitating Derby School in Detroit into a community center. They pledged to return for more work on the facility this spring.
 2017	Janel's Industries Inc., Cassopolis; Larry Kuntz, president/co-owner	Janel's Industries grew by roughly 25 percent per year for the past three years based on contract volume and saw sales up 400 percent from three years ago—2017 was a record-breaking year for the number of contracts received. After moving into a new building just five years ago, this year the company plans to acquire space that will triple the size of its current facility. As an active community member, the company is dedicated to working with schools and charities, and allows flexible schedules for employees who give their time as high school sports coaches. Adding to previous accolades as a defense supplier, they were presented with an outstanding readiness award with Congressional record recognition by Fred Upton and a special tribute letter from Senator John Proos.
 2017	JetCo Solutions, Grand Rapids; Sue Tellier, owner	In 2017, JetCo Solutions won more than \$15 million in government contracts on behalf of Michigan small businesses. By providing them with a complete "government sales team," their services extend beyond consulting and delves into the whole cycle of government contracting. During the holidays last year, the company organized a successful Veterans Wish List Drive benefiting the Grand Rapids Home for Veterans.



Michigan 50 Award



SBDC Best Small Business



PTAC Best Small Business

	COMPANY, CITY; COMPANY OFFICIAL	MILESTONES FROM THE PAST YEAR
 2017	McCreadie Group, Ann Arbor; Scott McCreadie, CEO	McCreadie Group acquired a number of new clients in 2017—notably the University of Florida Health Shands Hospital and UCSF Benioff Children's Hospital in Oakland, California. The company was selected by ASHP (the national accrediting body for residency programs) as the exclusive software provider for residency management. Last year, they received SOC 2 Type I Compliance, an achievement for providing the highest level of protection for client data. Type II compliance is in the works. Employees have adopted a local family during the holidays, recognizing the importance of giving back to the community. Wanting to do more, employees self-organized to volunteer at Food Gatherers, not as an official company event, but as a way to join forces to “do good” in the community.
 2016	MMI Engineered Solutions Inc., Saline; Doug Callahan, president/CEO	MMI doubled the size of its headquarters and manufacturing plant, achieved IATF16949 certification for its U.S. and Mexico operations, and launched more than 75 new parts with OEMs. The company was honored by Navistar with Diamond Supplier status, one of only 34 such accolades given to its partners globally. They also formed an apprenticeship program with local schools in machine trades development.
 2017	Sandlot Sports, Saginaw; Ryan Dost and Adam McCauley, co-owners	Sandlot Sports brought on a number of new vendors, most notably Adidas and Under Armour. In April 2017, the company purchased a 2,000-square-foot building, scheduled to open in May 2018. After previous tenants departed more than two years ago, the building had become an eyesore. Sandlot's efforts will turn it into something the community can be proud of. Co-owner Dost participated in the Great Lakes Bay Regional Alliance Institute of Leaders, which cultivates professionals to lead and advocate for the region. Co-owner McCauley was awarded the 2017 Ruby Award, which recognizes “the upward, bright and young” for making their mark in their professions and having an impact throughout the area.
 2005	ThermoAnalytics Inc., Calumet; Keith Johnson, president/CEO	ThermoAnalytics saw revenue jump 26 percent in 2017 and hired 10 additional professional-level employees. As an employee-owned company, majority shareholders are spread across 58 active employee participants. Companies in this field tend to be attractive candidates for acquisition by large firms, and the ESOP arrangement was meant to keep the company independent, Michigan-based and sustainable. The company's philanthropic efforts benefit the arts, outdoor recreation such as bike and ski trails, STEM and robotics clubs, charitable organizations and others. Staff members serve as guest lecturers and support student projects in engineering and management at Michigan Tech. Employing interns and student co-ops in STEM and business disciplines keeps opportunities open for youth in the area.
 2011	TransPharm Preclinical Solutions, Jackson; Daniel Ross, president/CEO	TransPharm celebrated its 10-year anniversary in 2017. After taking seven years to reach its first \$6 million in revenue, it reached its next \$6 million in only the last three years. Awards the TransPharm Irish Hills STEM scholarship to graduating seniors at four local high schools. Company founders are working on the renovation of a former Ford Motor Company factory in Brooklyn, Mich. Purchased in 2014, the property is listed on the National Register of Historic Places and is envisioned as a destination site called the Old Irish Mill. A variety of restaurants, year-round outdoor activities and schedule of events are planned.
 2017	United Technical Inc., Whitmore Lake; Robert Dines, president	Investments in equipment and staff resulted in United Technical diversifying into the automotive and aerospace industries. They are looking to launch a new welding process that was developed in 2017. The company now includes fatigue testing as part of its laboratory equipment offerings. Growing its team to the “over 20 people” mark, the company supports team members through welding society committees, allowing them to promote the technical fields and receive workforce development. They received recognition as a “Technology Guru” by the Best of MichBusiness in 2017.

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Small Business Momentum soars high

Michigan entrepreneurs are driven to succeed! Whether they're running a business with a dozen employees or a large corporation, these individuals pave the way for continued growth and prosperity across the state. The passion they have for their businesses and employees is beyond measurable, the hours they give to working on the business and in the business far exceeds the norm, and their competitive spirit keeps them at the forefront of their industry.

Each year we recognize this entrepreneurial spirit by celebrating small business excellence at Michigan Celebrates Small Business. This year is no exception as we honor 87 small businesses at the 14th annual awards ceremony. These companies were selected based on their success in creating jobs, increasing sales, improving their business strategy, and community involvement.

In particular, the companies honored as the Michigan 50 Companies to Watch have made a profound impact on Michigan's economy through innovation and marketplace performance. They are the ones who stood out from more than 450 well-qualified nominations. These Michigan-based companies are in metropolitan areas and small towns across the state. They represent growing, second-stage companies from diverse business sectors that employ between six to 99 full-time equivalent employees and have between \$750,000 and \$50 million in annual revenue.

Each of these companies have demonstrated their own unique success in the industry they serve and economic impact to their communities. Though, together they have had an even greater influence on the progress and prosperity of Michigan. From 2014 through 2017, these companies generated

\$888 million in revenue and added 727 employees (both in Michigan and out of state), reflecting a 58.7 percent increase in revenue and 83.3 percent increase in jobs for the four-year period. That translates into a 16.7 percent annual revenue growth and 22.6 percent annual growth in employees. These companies project continued growth in 2018, with a 147.7 percent revenue increase and 29.7 percent growth in employees (both in Michigan and out of state) compared to 2017.

A successful company is one led by a strong leader. These companies are no exception. They are led by forward-thinking business leaders who push their teams to new heights and strive to make their communities a better place to live and work. These are also the individuals you'll find volunteering with their families on their days off.

These are the entrepreneurs who will be the inspiration for the next generation of Michigan business owners. They are the ones we honor and celebrate today!

Learn how these thriving small businesses are impacting Michigan by reading each of their profiles. You'll discover why we're proud to call them winners. We congratulate each of the winners and the families, colleagues, employees, customers, and suppliers who have supported them on their entrepreneurial journey. Keep watching them in the years to come.



At ArborOakland Group we help our clients to "Speak Visually." Through the printing and production of marketing materials ranging from business cards and brochures, to monthly publications and books, and even signs and banners that hang from some of Detroit's landmark locations, we help our clients to share their marketing messages with their customers.

ArborOakland Group traces its heritage back over 50 years to 1967. Since that time we have evolved with the industry and grown through acquisition and the expansion of capabilities. We have continued to invest in people and printing technologies that enable us to have the broadest range of print capabilities in southeast Michigan. Today, we operate from two facilities in Royal Oak, Michigan, as well as one in Sylvania, Ohio. Our 80 team members provide a broad range of printing services that include design, offset and digital printing, signs and banners, mailing services, kitting and fulfillment, as well as digital media. Our clients represent the breadth of Michigan industries including manufacturing, academic, agencies, health care, municipalities, non-profits, and professional services. In essence, if it can be printed, we can do it!



Benkari LLC is a second-generation, family-owned-and-operated union plumbing contractor that provides installation, maintenance, service, preconstruction, survey/inspection, and consulting services for all plumbing systems. The majority of our clients are in the commercial, government, industrial, institutional, and mixed-use sectors. Our primary market is new construction and renovation/rehabilitation in Detroit, however we operate throughout Southeast Michigan.

Benkari is proud to contribute to the ongoing revitalization of Detroit through its work on projects in both the downtown/ Midtown core and neighborhoods throughout the city. Recent projects and clients include Little Caesars Arena, Theodore Levin Courthouse, Randolph Career Technical Center, Goodwill Industries' North End Career Center, Julian C. Madison Building, Detroit People Mover, Great Lakes Water Authority (GLWA) Water Residential Assistance Program (WRAP), and the Hudson's site redevelopment.

Benkari strives to become a premier specialty trade contractor in Michigan by constant dedication to our core values: client focused, empowered employees, integrity, responsiveness, strategic planning, and tenacity. Our experienced leadership and core field staff are honest and transparent with clients about budgets, company capacity, schedules, building/project needs and feasibility. We are small but mighty and want clients to be happy to see us coming and sad to see us go.



ArborOakland Group Royal Oak

Don Kirkland, president

Founded in 1967;
current leadership since 2011

Primary business: printing

Sites in Michigan: 2

Full-time equivalent employees
in 2017: 82

www.arboroakland.com



Benkari Detroit

Adrienne Bennett, president/CEO

Founded in 2008;
current leadership since 2008

Primary business: construction and
building operations/maintenance

Sites in Michigan: 1

Full-time employees in 2017: 7

www.benkari.com



boldSOCKS
Grand Rapids

Ryan Roff, CEO
Founded in 2011
Primary business: internet retailer
Sites in Michigan: 1
Full-time equivalent employees in 2017: 8
www.boldsocks.com

Located in downtown Grand Rapids, Mich., boldSOCKS operates an online retail and brick and mortar store that provides distinctively bold, fun and uniquely expressive socks.



Founded in 2011 as an online retailer of top sock brands from around the world, boldSOCKS continues to provide a unique, curated offering of socks online and in store, but now also offers over 250 sock designs in its own brand, Statement Sockwear.

Statement Sockwear was founded on two core principles: a social enterprise model that provides clean water for every purchase, and ethical manufacturing practices.

Every pair of Statement Sockwear sold provides 100 days of clean drinking water in Rwanda through a partnership with 20 Liters that provides clean water filters and rainwater cisterns. The hope is to invite customers into a bigger story—one that involves, on average, a seven-fold return on investment.

In addition, fashion is one of the worst offenders of poor manufacturing models, so it became a priority to find an ethical alternative. Using a vertically integrated model, Statement Sockwear’s manufacturer oversees every step of the supply chain to ensure the same high standards and values apply across the entire process, from the time the cotton is picked all the way to the finished product.



Brewery Vivant
Grand Rapids

Jason Spaulding, president
Founded in 2010;
current leadership since 2010
Primary business: brewery and restaurant
Sites in Michigan: 1
Full-time equivalent employees in 2017: 52
www.breweryvivant.com

Brewery Vivant promotes living the good life by brewing farmhouse inspired beer, serving a from-scratch menu and building a sustainable community one beer at a time. The brewery is located in the beautiful East Hills neighborhood of Grand Rapids in a renovated funeral chapel built in the early 1900s. Husband and wife partners Jason and Kris Spaulding opened the doors for business in December of 2010 and now employ 65 people.



Brewery Vivant is the first commercial brewery in the nation to receive LEED Certification from the USGBC. Additionally, the company is a gold level Bicycle Friendly Business, a certified B Corporation, and was named one of the Top 10 Restaurants in West Michigan by *Grand Rapids Magazine*. Brewery Vivant beers are distributed throughout Michigan and Massachusetts.



Bulmann Dock & Lift (BDL) was born from ingenuity in 1998. Steve Bulmann started the business as a dock and boat lift installation and removal service. Steve handled many different styles of dock and decided to design and build a modular system. After one year, it was incorporated into the manufacturing magnate we see today. By 2001, a boat lift line was designed for quality driven consumers. BDL currently has five dealers and is actively seeking more to carry its products domestically and internationally. BDL has a mission to become the most dealer friendly manufacturer industry wide.

In 2013, BDL moved to its current facility in Boyne City, Mich. Since then, BDL has become a well known presence amongst the community. BDL supports Boyne Thunder (an offshore boat poker run), 4-H, BCHS Robotics, and many other charities and organizations throughout northern Michigan.

“The BDL Way” is the motto within the company today. Weekly meetings are held to discuss safety and company culture. The acronym RSPCT is a company-held belief that was developed by management and employees to promote positive company culture. This ensures clarity regarding expected behaviors from staff members and promoting a safe and viable workplace.



Bulmann Dock & Lift
Boyne City

Steve Bulmann, Founder
Founded in 1998;
current leadership since 1998
Primary business: manufacturing, sales, and service for portable boat docks and boat lifts and accessories
Sites in Michigan: 1
Full-time equivalent employees in 2017: 26
www.bulmandock.com

Townsquare Media congratulates this year's Michigan Celebrates Small Business award winners!

As the 2018 Media partner of Michigan Celebrates, Townsquare Media can provide you with resources to grow your business's reach & impact in the community through multi-media marketing.

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- Top Local talent

LIVE EVENTS

Beer Festivals, Insane Inflatable 5K, Free Beer & Hot Wings Live Shows



Caster Concepts Inc.
Albion

Bill Dobbins, president
Founded in 1999;
current leadership since 2004
Primary business: caster wheel
manufacturing and engineering
Sites in Michigan: 1
Full-time equivalent
employees in 2017: 52
www.casterconcepts.com

Caster Concepts Inc. is the leader in industrial caster and wheel solutions for virtually every industry. They have a long history of quality products, outstanding service and a never-ending desire for exceptional results.

The company was founded in 1987 by Richard H. Dobbins, who emphasized the importance of companies producing high quality products for their customers and improving opportunities for those who live in the communities that surround Albion.

Current president, William H. Dobbins, has followed in his father's path, committed to playing an active role in the community. Caster Concepts and its family of business seek to build relationships and support local not-for-profit organizations in two main areas: community development and manufacturing education.

Headquartered in Albion, Caster Concepts is an efficient, modern facility with state-of-the-art manufacturing and testing equipment and highly skilled employees. They help their customers solve motion problems cost effectively within the shortest possible time.

Their reputation for honest and reliable business is tested and proven in each business transaction. Providing individual service at every stage of the relationship, they always go beyond standard to help select the heavy duty caster that best suits a customers needs and budget.



Central Industrial is an AS 9100 Rev D (aerospace certified), and ISO 9001:2015 (quality management system certified), certified woman-owned small business (WSOB). Our machine shop specializes in prototypes, fixtures, machine wear components, custom one-offs, and low- and mid-volume production runs. Our shop runs CNC mills and CNC lathes, as well as manual mills and lathes, wire EDM, and has several types of grinding capabilities. A highly skilled workforce and our commitment to maintaining cutting edge machine technologies, inspection equipment and processes makes CIM a preferred supplier of choice in the industry.

We pride ourselves in our technical versatility and ability to assist in our customers' needs with continuous improvements, cost downs and lean manufacturing. We understand the fundamental requirements of superior performance; our team takes extreme pride in providing a competitive edge with our customers, while providing high quality products, on-time delivery and maintaining competitive prices.



Central Industrial Manufacturing Inc.
Harbor Springs

Erika Walls, president
Founded in 1965;
current leadership since 2014
Primary business: manufacturing
Sites in Michigan: 1
Full-time equivalent
employees in 2017: 13
www.cim-cnc.com

Your Business,
Our Team...
Great
Results.



Children's Therapy Corner's (CTC) vision is to specialize in providing the highest quality of pediatric rehabilitation intervention. Our team includes pediatric physical, occupational, speech-language, music, ABA therapists and administration support. We help children and their families reach their dreams, with no limitations or "ceilings." CTC's mission: Committed to helping children attain their highest level of independence by working with families as a team to create an honest and trusting environment that promotes learning and sharing.

In 1997, we specifically chose a renovated home in Midland where children would sense security and not a medical-based environment. CTC currently has three locations. The facilities we built in Midland and Traverse City are exclusively for pediatric therapy and combine state-of-the-art design with the comforts of home. Lansing is in the process of construction. Our "Homes" are built only for children. Children's therapeutic needs are what we are all about and we make certain our buildings reflect that commitment.

Family is also our leadership: Janet Ringle-Bartels, MSPA, CCC-SLP (founder); and Matthew Bartels, MA, CCC-SLP, director, took the vision to new heights with expansion to Lansing. He's committed to providing quality service through diligence to innovation and adherence to balance of business and people values. James Bartels provides IT assistance and direction for CTC's growth.

With a vision and determination based on a great cause: "Oh, the Places We'll Go!"



Children's Therapy Corner
Midland

Janet Ringle-Bartels, president/owner
Founded in 1997;
current leadership since 1997
Primary business: pediatric
rehabilitation services
Sites in Michigan: 3
Full-time equivalent
employees in 2017: 65
www.childrenstherapycorner.com



Dave's Sweet Tooth
Harrison Township

Andrew Chmielewski, benevolent oompah loompah overlord
Founded in 2011;
current leadership since 2011
Primary business: toffee manufacturing and sales
Sites in Michigan: 1
Full-time equivalent employees in 2017: 22
www.davessweettooth.com

Dave's Sweet Tooth manufactures and distributes a variety of high quality almond toffee products, based on the recipe of a retired Detroit firefighter. Unlike traditional English toffee, Dave's toffee is softer and does not stick to your teeth, making it more appealing to both sophisticated and amateur snackers alike. With 5 different varieties, there are plenty of options for the sweet lover in your life.

Founded in a home kitchen in 2011, Dave's is now sold mainly in grocery retailers such as Whole Foods, Kroger, Meijer, and other high end independent stores nationwide. Recently, sales have grown to include non-grocery type outlets including Bed Bath & Beyond, TJ Maxx, Williams Sonoma and a variety of airport and hotel gift shops, as well as direct to consumer online at www.davessweettooth.com. The company also specializes in corporate gifts, fundraising projects, wedding favors, and continues to private label products for a variety of companies across the state.

After appearances on both "Good Morning America" and the "Today Show," the business's sales increased dramatically and landed the company's founder, Andrew, on the Forbes' "30 under 30" list in 2017.

Dave's Sweet Tooth is proud to be a Michigan-made product with a focus on using local ingredients whenever possible. The staff is a tight knit team that prides themselves on making the best product on the market. This combination has helped to push Dave's Sweet Tooth into the national spotlight and will remain a core focus of the company as it moves into the future.



Detailxperts Franchise Systems
Detroit

Emmanuel Williams, founder/CEO
Founded in 2002;
current leadership since 2002
Primary business: eco-friendly commercial cleaning and vehicle detailing
Sites in Michigan: yes
Full-time equivalent employees in 2017: 17

DetailXPerts Franchise Systems LLC is a mobile commercial truck wash, providing superior and innovative detailing services to more than 90 locations across the country and in the Middle East. Its unique steam cleaning process uses biodegradable materials and only two gallons of water for cleaning 15 vehicles.

DetailXPerts' triple bottom line philosophy of people, planet, and profits continue to attract entrepreneurs and like-minded people. Its green technology is recognized by EcoChamber and certified by Energy Star due to its timely solution to the world's burgeoning water crisis and environmental degradation.

The company offers customers with a simple but efficient scheduling system. This enables technicians to provide the right service at the right time.

DetailXPerts values its employees like family. There is an open line of communication between management and staff. Monthly, quarterly and annual meet-ups and workshops are held to upgrade skills and promote camaraderie.

This culture, combined with the company's triple-bottom line philosophy, motivates DetailXPerts employees to work beyond customers' expectations.

Through its years of operation, DetailXPerts showed substantial and promising growth, selling over 90 franchise units and pushing revenues above \$1.1 million.



E7 Solutions is a Michigan-based, full-service technology consulting firm specializing in Atlassian software, B2B eCommerce, and custom software development. We pride ourselves on solving business challenges for clients through the implementation of technology, process and workflow improvements, software integrations, DevOps and hosting options, and ongoing support.

The core values of E7 form the foundation on which we conduct ourselves, both internally and externally. These values—integrity, commitment, continuous improvement, and focus—underscore our work and how we interact with each other, our customers, partners and suppliers.

In addition to our top development and project management talent, clients tell E7 that we stand out from the competition because of our ability to provide what's needed in all areas of their project. Many technology services companies have very specialized services, so clients are left to hire multiple agencies to complete the requirements of a project. The technical breadth and depth of our staff enables us to handle the end-to-end requirements of a project. And, we are always innovating and exploring ways that we can better serve our clients.

E7 helps clients grow and operate more effectively by delivering the right technology, for the right reasons, in the right way.



E7 Solutions
Troy

Edmond Delude, founder/CEO
Founded in 2008;
current leadership since 2008
Primary business: technology services agency
Sites in Michigan: 1
Full-time equivalent employees: 50
www.E7solutions.com



Elevator Service Inc. is a 30-year elevator company and one of the stronger independent elevator companies in the U.S. We provide maintenance, repair, and code required services. We also perform elevator construction and modernization with high-end American-made elevator systems/components. In the past year we've grown from Michigan to four states and Washington, D.C.

Some of our highlights at Elevator Service Inc.:

- 30-year elevator company with tremendous past performance and unmatched safety record
- We service many of Michigan's more noteworthy institutions: universities, hospitals, manufacturing, government, and Class A office buildings
- 99% customer retention rate, we do what we say we're going to do, our customers can get ahold of us same day and can rely on us
- All of our technicians are National Elevator Industry Education Program (NEIEP) trained, the highest standard in the trade, with a certified quality elevator inspector (QEI) on staff, the highest inspector certification
- EPIC Veteran-owned Business of the Year
- MichBusiness Skilled Trades Company of the Year

The Michigan business community has been wonderful to our firm over the years and we're happy to give back by way of volunteer instillation of lifts for those in need in our community.



Elevator Service Inc.
Grand Rapids

Nate McFadden, president
Founded in 1987;
current leadership since 2016
Primary business: elevator installation, modernization, service, and repair
Sites in Michigan: 2
Full-time equivalent employees in 2017: 22
www.esigr.com



Geckobrand
Grandville

Bryan O’Connell and Gabe Miller,
co-owners

Founded in 2012;
current leadership since 2012

Primary business: brand/product
development and retail distribution

Sites in Michigan: 1

www.geckobrand.com

Geckobrand offers the largest assortment of waterproof products and expands the brand into many new outdoor categories each year. They continue to introduce dry bag technology to new categories and segments, such as beach, boating, pool, stand-up paddle, theme parks, hunting, fishing and team sports. While the core of geckobrand is their differentiated and high value dry bag products, they also offer other unique outdoor accessories, including coolers, day packs, waist packs, duffels, bike accessories and beach totes.

Headquartered in Grandville, Geckobrand LLC was founded in 2012 and is committed to creating new demand for their retail partners by using a strategy filter and category action plans to bring products to the market positioned to sell. Geckobrand is helping its retailers drive new and incremental sales and profits. Plus, they are becoming a leading brand in the outdoor category to simplify and elevate the consumer buying experience in stores as well as online.

The leadership team at geckobrand has over 30 years of experience working for leading national retailers and is leveraging such disciplines to build a team with a relentless focus on exceeding consumer expectations for innovation, value and service.



**Global Clinical
Connections**
Portage

Loretta Cipkus Dubray, CEO

Founded in 2008;
current leadership since 2008

Primary business: pharmaceuticals and
supply chain

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 7

www.globalclinicalconnections.com

Global Clinical Connections (GCC) is a consulting and project management firm with solutions for clinical drug supply. The company is a comprehensive enterprise for manufacturing, packaging, labeling, interactive voice response systems, and global distribution of clinical supplies. Since 2008, GCC has served small, medium, and large biotechnology companies developing drugs or biologics in phases I through IV.

Often biotechnology clients need to supplement their internal clinical supplies division. With over 100 years of combined industry experience, the staff skillfully navigates complex regulations and delivers expedient, cost-effective services. GCC continues to grow in clientele and international presence, and Goldman Sachs named them one of the top 10,000 small businesses.

GCC has a global focus and a local impact. Since its inception, they have offered over 60 internships to students. The team excels at collaboration among all stakeholders from clients and vendors to those who most benefit from this process, the public.



Founded in 2002, Global Telecom Solutions (GTS) is a telecommunication/cloud services firm that helps businesses choose the best telecom solutions. GTS partners with more than 50 service providers and has access to data centers across the globe, enabling GTS to create best-of-breed telecom solutions. Once a business is a client of GTS, it also receives free, award-winning customer service for all telecom related service issues. Additionally, it is the customer service after the service provider has been selected that truly separates GTS from

its competitors.

Our mission is to provide our clientele with the ultimate edge for all their telecommunication needs. We aim to be a plus resource and trusted advisor. We pride ourselves on:

- One-stop shopping that offers customers the best pricing and promotions for digital services.
- Customer service with our staff personally handling all the details.
- Remote access solutions that provide service to customers with limited digital access.
- Competitive costs that provide customers with a variety of bids that meet their needs.
- Project management that can lead to additional savings.

With more than 2,500 existing clients and over \$3 million dollars in combined customer savings, GTS and its vast network of partners give customers choices.



**Global Telecom
Solutions (GTS)**
Detroit

Mark Stackpoole, CEO

Founded in 2002;
current leadership since 2002

Primary business: telecommunications
and cloud services

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 9

www.gtsdirect.com



GMB is an architectural and engineering firm specializing in K–12 education, higher education, health care, corporate, industrial, and sports environments.

Founded as an architectural firm in 1968, our list of services quickly grew to include mechanical and electrical engineering, interior design, landscape architecture, civil and structural engineering, and a full range of K–12 pre-bond marketing services. Our offices are filled with over 100 experts who enjoy sharing their knowledge, and it’s amazing what great minds can do

when they work together.

These disciplines are connected through GMB’s unique “Team of Teams” approach. A regular meeting rhythm facilitates a robust exchange of ideas, which allows us to solve challenges others may never have seen coming. This also forges connections and trust between our employees, unites us around a common goal and purpose, and empowers individuals to make decisions that best serve our clients and our company.

Outside of the office, we pour ourselves into our communities. Whether giving to a worthy cause, or just being a solid neighbor, our focus on creating great relationships is part of everything we do.

We serve our clients from four offices, including three in Michigan: Holland, Grand Rapids and Royal Oak.



**GMB Architecture
+ Engineering**
Holland

David M. Bolt, president

Founded in 1968;
current leadership since 2015

Primary business: architecture
and engineering

Sites in Michigan: 3

Full-time equivalent
employees in 2017: 110

www.gmb.com



Green Giftz
Grand Rapids
Karen Scarpino, president
Founded in 1992;
current leadership since 1992
Primary business: branded merchandise
Sites in Michigan: 1
Full-time equivalent employees in 2017: 7
www.greengiftz.com

Established in 1992 by Karen Scarpino, Green Giftz is the premier branded merchandise agency in West Michigan serving an international client base. Green Giftz is a certified “Woman-Owned” business by Women’s Business Enterprise National Council (WBENC). The family-owned business specializes in high-quality, high-design and eco-friendly branded merchandise. Their niche provides a service to clients they cannot find anywhere else. Green Giftz continues to expand the branded merchandise programs for clients like Steelcase, Herman Miller, Haworth, Chrysler, Stiles, and many more.

By repurposing scrap fabrics, wood, banners and metals to create beautiful branded merchandise pieces including bags, awards, padfolios and more, Green Giftz continues to set themselves apart from big name companies like 4Imprint. Their line of custom products, including felt totes and wooden phone holders, are designed by Karen Scarpino herself. These products are exclusive to Green Giftz and cannot be found within the promotional product industry.

Green Giftz is setting up for growth in 2018 with the purchase of their own commercial office space in 2017 and three new hires in the first quarter of 2018.



Harvest is a creative services agency that helps brands find their voice. Whether it’s a national relaunch, or a single market campaign, we apply a full range of services to every project. From creative strategy and market insight, to production services that include video, editorial, motion graphics, graphic design, original music, sound design, music supervision, music licensing, and legal services. This combination allows us to provide a superior product, faster and more efficiently. Today, our clients include such brands as Meijer, Auto-Owners Insurance, Two Men and a Truck, Sparrow, Biggby Coffee, and American Public University System, among others.

We’re committed to a work environment where our team, and our clients, are inspired and in action to be their best; where personal empowerment, integrity, and a contribution to others is the foundation for crafting effective advertising that produces results. Because, for us, nothing is more important than our relationships—and we hold them all in the highest regard. From the talent we invite to join our team, to the services we provide, and the communities where we have planted our roots, we are clear that our mission is to elevate brands and drive results for our clients.



Harvest Creative Services
Lansing
Steve Curran, president/creative director;
Mark Miller, vice president
Founded in 1982;
current leadership since 1982
Primary business: advertising agency, creative services, production services
Sites in Michigan: 1
Full-time equivalent employees in 2017: 15
www.harvestcreativeservices.com

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Founded in 2009, High Level Marketing began with a vision for helping small businesses grow through website design, development and SEO. In the first year of business, High Level Marketing launched a proprietary web management platform that gave clients a competitive edge in search engine results and allowed them to manage their website content with ease. In 2011, after two years of rapid client acquisition, investment in product development, technologies and customer support, High Level Marketing achieved a 98 percent client retention rate.

Fast forward to 2018, High Level Marketing’s growth continues to soar, with over 1,200 client accounts, a healthy employee roster and several accolades. HLM has been recognized as one of America’s fastest growing private companies via Inc. 5000. Additionally, CEO Wesley Mathews, was honored as a finalist for EY Entrepreneur of the Year and featured in Dbusiness “30 In Their Thirties.”

In an ever-changing digital marketplace, High Level Marketing continues to advance their products, systems and teams. With a 10-year anniversary on the horizon and a primary focus on delivering great results for their clients, High Level Marketing looks forward to continued growth and a bright future.



High Level Marketing
West Bloomfield
Wes Mathews, CEO
Founded in 2009;
current leadership since 2009
Primary business: website design and development/SEO
Sites in Michigan: 1
Full-time equivalent employees in 2017: 45
www.highlevelmarketing.com

WHO WE ARE/

We are **initiators**,
noise makers,
entertainers,
and **artists**.

Because that is what
keeps our clients
happy and coming
back for more.



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www.technischcreative.com



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that engage audiences
**visually, audibly, and
emotionally**
while helping our clients
meet their event goals
strategically and
financially.

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Edge is a full-service marketing and public relations firm located in Michigan's capitol city. Backed by 100 years of expertise in communications, marketing, advertising and advocacy, Edge partners with clients who want to excel.



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**Michigan Top 50
Companies to Watch
2014 Awardee**



Human Element Inc.
Ann Arbor
Ben Lorenz and Jason Magee,
managing partners
Founded in 2004;
current leadership since 2004
Primary business: digital and
e-commerce agency
Sites in Michigan: 1
Full-time equivalent
employees in 2017: 38
www.human-element.com

Human Element is a full-service digital agency focused on eCommerce development with Magento. We create beautiful websites, design architectures that speak to the right audiences, and write code that works—all to help our clients sell successfully online.



Human Element is more than just our name. It's our philosophy, and we incorporate it into everything that we do. Human Element means we put people at the heart of the solution. We connect with you face-to-face. We make technical concepts easy to understand and relevant to customers. We provide services that are strategic and cater to all of your eCommerce business needs. We try to put the human element into every interaction we have, and we believe that's how a technology company should be.



Iron Fish Distillery
Thompsonville
David Wallace, managing partner
Founded in 2016
Primary business: farming and craft
spirits production
Sites in Michigan: 1
Full-time equivalent
employee in 2017: 12
www.ironfishdistillery.com

Iron Fish Distillery is Michigan's first working farm, growing and sourcing local grain to distill a full line of small-batch craft spirits on a reclaimed 1890s farmstead from the ground up with practices that respect the health of nearby watersheds. Inspired by the steelhead trout that journey each year to their origin in the nearby Betsie River, Iron Fish is returning spirit to its origin using heritage methods of distilling on an environmentally third-party verified farm growing non-GMO grain.



Every step of the process is done by hand at our distillery, earning spirit awards from both American craft spirits trade associations. International publication, *Cigar and Spirits Magazine*, named Michigan Woodland Gin "Top 30 Spirits of the World" in 2017.

Iron Fish Distillery is situated in a growing West Michigan regional hub of agricultural destinations tied to local food, wine, mead and craft brewing producers, attracting over 65,000 people to the farm, tasting room and centennial barn.

Spirits are distributed in Michigan and soon to Illinois and Colorado. 2018 capital investments will increase production, barrel aging capacity and on site food offerings. Beyond family founders, our success lies in the hearts and skills of our team and in our shared commitment to give back to our community and protect the land.



Jireh Metal Products Inc. is a minority business enterprise (MBE) and ISO9001:2015 certified manufacturer of progressive metal stampings, fabrications and assemblies. Jireh produces parts and assemblies for OEMs and Tier 1 suppliers in a wide array of industries for customers across North America. Simply put, we bend and shape metal to make high-performance parts for the products you use every day.

Jireh was founded in 1983, and was a second generation family business when the current ownership purchased Jireh in 2015. It was very apparent that the company had the infrastructure and the skilled workforce to take on more business. The focus for the last few years has been on growing with our existing customers and attracting new customers.

With Jireh, it's less about the transaction, and more about the relationship. Not only do our people matter, they distinguish us from others within our industry. The relentless problem solving from our experienced team delivers VA/VE opportunities and continuous improvement initiatives. Because of our exceptional quality, on-time delivery and competitive pricing, Jireh provides a best-in-class overall value for our customers. This creates a win-win proposition, making it an easy decision for our customers to choose Jireh each and every time.



Jireh Metal Products
Grandville
Michael Davenport, president/CEO
Founded in 1983;
current ownership since 2015
Primary business: metal stamping,
fabrication, and assembly
Sites in Michigan: 2
Full-time equivalent
employees in 2017: 98
www.jirehmetal.com



Jonas Paul Eyewear was founded by Ben and Laura Harrison and inspired by the birth of their son, Jonas Paul. Jonas was born with a rare disorder, Peter's Anomaly, that caused opacified corneas and glaucoma. Despite being blind at birth, Jonas Paul now has low vision thanks to the amazing doctors at University of Michigan Kellogg Eye Center, 21 surgeries, and the dedication of his loving parents. As Ben and Laura searched for fashionable eyeglasses for their son, they grew increasingly frustrated at the limited options for children. The Harrisons decided to leave their careers to

launch Jonas Paul Eyewear with the mission of helping children feel beautiful in their glasses and providing sight to children in need with every purchase.

The number of individuals living with curable visual impairments and preventable blindness is overwhelming. Through our non-profit partnerships, your purchase of a Jonas Paul Eyewear frame provides eye tests, corrective eyeglasses for children, anti-parasitic medicines to prevent onchocerciasis (also known as river blindness), and Vitamin A supplements (to prevent childhood blindness), to children and families in need. To date, over 31,007+ children have been given the gift of sight and health, delivering sustainable change to these individuals and their communities.

Since its founding in 2013, the company has been featured on "NBC Nightly News" and "NBC Today Show," *The Wall Street Journal* and *Huffington Post*. Jonas Paul Eyewear has garnered numerous awards for its social responsibility and design.

Jonas Paul's refined, sophisticated look empowers children to feel confident and parents to be socially responsible with their eyewear purchases. The Harrisons are thankful that they have been given the opportunity to make a broad social impact while, at the same time, helping kids all over the world look incredibly dapper.



Jonas Paul Eyewear
Grand Rapids
Ben Harrison, founder/CEO
Founded in 2013;
current leadership since 2013
Primary business: designer children's
glasses with an impact
Sites in Michigan: 1
Full-time equivalent employees: 8
www.jonaspauleyewear.com



Joost Vapor LLC
Grandville

Paul Borkowski, founder/CEO

Founded in 2013;
current leadership since 2013

Business industry: retail

Sites in Michigan: 18

www.joostvapor.com

In 2013, Paul Borkowski and Daniel Sears came together with an idea to open a competitive vape shop in Grandville, Michigan, and ultimately set the new standard of excellence in the vaping industry. And so, the adventure began with a single store on Chicago Drive.

Four years later, Joost Vapor expanded retail operations into eastern Michigan with hopes of further cornering the Michigan market. A new company by the name of Mod Fuel was created to brand, manufacture, and distribute premium e-liquid across the country. Since its creation, Mod Fuel continues to grow and dominate the e-liquid market nationwide while supporting Joost Vapor's retail efforts. Joost Vapor's brick and mortar stores continue to raise standards in quality and customer service, with 17 stores across the state

Our mission statement says it best, "Providing the highest quality products and services that enhance the lives of customers and staff alike."

To continue that mission, we are committed to constant improvement, superior service, and an insatiable drive for innovation. We are proud of what we've built and thank the community immensely for the years of support!



Kunz, Leigh & Associates
Lathrup Village

Jim Kunz and John Leigh, owners

Founded in 1992;
current leadership since 1992

Primary business: custom software development

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 105
www.kunzleigh.com

Kunz, Leigh and Associates (KL&A), contrary to how it sounds, is not a law firm. KL&A is a custom software development and professional services company that specializes in providing innovative solutions to organizations looking to increase productivity, performance, and profitability.

Whether it's building a new web application, developing a mobile app, or modernizing a legacy system, KL&A develops creative and cost-effective ways to improve a client's business and further support their long-term goals.

Since 1992, KL&A has established a reputation within the state of Michigan, the public sector in particular, as a vendor that gets things done on time, within budget, while exceeding client expectations. The company's collaborative approach actively involves clients throughout the entire project. This, coupled with an agile framework, allows clients to ensure projects are done right the first time while providing them the power to react more quickly to their changing needs.

KL&A's most valuable asset is their team of superheroes. Equipped with a computer, caffeine, and the skills necessary to make the impossible possible, their creativity, dedication, and diversity continue to lead to unique solutions clients didn't even know were possible.



Long Road Distillers was born from the belief that making world-class spirits means never taking shortcuts along the way. After becoming the first craft distillery in Grand Rapids, Michigan in 2015, Long Road Distillers formed relationships with local farmers to bring that

mission to Grand Rapids' West Side neighborhood.

Each spirit produced at Long Road Distillers is milled from locally sourced ingredients, fermented, and distilled on-site. The result is an uncompromised lineup of spirits including vodka, gin, whisky and more. Their spirits, along with a handcrafted collection of cocktails and a wide variety of food can be enjoyed at their tasting room on Leonard Street. Long Road Spirits are also available at over 800 retailers, bars, and restaurants throughout the state of Michigan.



Long Road Distillers
Grand Rapids

Kyle VanStrien and Jon O'Connor,
co-founders, co-owners

Founded in 2014;
current leadership since 2014

Primary business: craft spirits producer

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 20

www.longroaddistillers.com



Founded in Oakland County, Michigan, in 1993, Lucerne is a nationally certified women-owned business enterprise and leading automotive supplier that specializes in manufacturing state-of-the-art cast, stamped and forged components and assemblies to the automotive and heavy truck industries. Lucerne leverages on new technology to deliver the most innovative materials, designs and processes to their various customers.

Starting in 2008, the company initiated its expansion into Asia and now, in 2018, Lucerne International operates on three continents and five countries. The organization continues to see rapid growth and expansion and is quickly becoming an international powerhouse through its continuous display of world-class engineering expertise and top-of-the-line customer service.

Lucerne's mission is rooted in manufacturing safety and quality. Beyond providing inventive parts worldwide, Lucerne International is passionate about philanthropy and service. As active members of the community and supporters of programs such as Winning Futures, Junior Achievement, and the Children's Center in Detroit, the compassionate and dedicated team at Lucerne International is the driving force behind their growing success.



Lucerne International
Auburn Hills

Mary Buchzeiger, CEO

Founded in 1993;
current leadership since 2008

Primary business: automotive parts manufacturer and supplier

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 30
www.lucerneintl.com



M3 Group Lansing

Tiffany Dowling, owner/founder/CEO

Founded in 1999;
current leadership since 1999

Primary business: advertising and
marketing firm

Sites in Michigan: 2

Full-time equivalent employees: 28
www.m3group.biz

The key to our success is M3 Group's ambitious team. With strong leadership and a driven staff, we are an unstoppable force in rallying together to brand businesses forward. For more than a decade, M3 Group has built and refined strong brands by working on a variety of platforms with our clients. Our designers specialize in creating eye-catching designs and full circle campaigns. Our web developers take into account both form and function. Our photographer is on her toes daily to fill our publications with new and fresh imagery. The video production team creates anything from cutting-edge short format videos to traditional commercials. We create social media campaigns and high-end brand plans.



M3 Group is different from your average advertising agency in that we own, publish and produce three local magazines: *Capital Area Women's Lifestyle* magazine, *The Greater Lansing Business Monthly* and *ing Magazine*. These magazines serve as a platform to showcase outstanding, local news and are our link to the community.

Our talented team of experts are more than just great workers and co-workers, they're great people, making M3 Group an awesome place to work and an organization that will stop at nothing to attain the goals of our clients.

Our sales and media buying team help our clients on the financial end, guiding them in decisions that will lead to the results they're looking for. Our design team does everything from visual ads to custom video projects. A creative bunch, they are known for thinking outside the box on all things. The communications team works on a variety of projects from market research reports to crisis communications, events and more. Our management team oversees and works with each team as well as coordinates with clients and M3 group account executives to make sure all facets of our company and projects are cohesive and efficient.



Messersmith Manufacturing Inc. Bark River

Jeremy Mortl, president

Founded in 1982;
current leadership since 2016

Primary business: biomass boiler systems

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 12
www.burnchips.com

Messersmith Manufacturing Inc. is a strong leader in the biomass boiler system industry. Out of our facility in Bark River, we design and manufacture industrial biomass boiler systems that serve customers in the education, health care, government and industrial sectors. These boiler systems burn wood-based biomass fuel to supply heat for facilities like schools, college campuses, hospitals and state facilities. They can also provide steam for customers to dry lumber or generate electricity.



Messersmith Manufacturing was founded in 1982 by Gailyn and Valerie Messersmith who had designed a cost effective way to heat their home using a small automated wood boiler. Since then the company and product line has grown and provides a cost effective way for large public and private institutions to utilize a renewable energy source. Our boiler systems are currently installed across the U.S. and in Canada.

The leadership of Messersmith Manufacturing changed in 2016 when Matt Colburn and Jeremy Mortl purchased the company. With a great team of highly skilled employees and a history of high customer satisfaction in our products and services, we will continue to grow the alternative energy business for many years.



Move Systems is focused on modernizing the mobile food industry by providing a healthier, safer, and environmentally friendly food cart platform that provides pedestrians the quality food they want, when they want it. The company is deeply committed to improving the communities where it lives by promoting environmentally sustainable practices to activate urban and suburban places with mobile food options. Move Systems is a vertically integrated provider of mobile food services, doing everything from designing and building state-of-the-art mobile kitchens in Walker, Michigan, to operating an entire fleet of mobile restaurants on the streets of New York City.

Move Systems is leading the way in innovation; it is the first company to reduce emissions on food carts by eliminating the need for idling gasoline generators. Move Systems is also the first in its industry to curate a line of diverse, brand-name dining options. Move Systems has been approached by several municipalities across the country to bring a complete mobile food solution to local communities, and the company looks forward to expansion at the end of 2018.

Governor Snyder hosted the ribbon-cutting ceremony for Move's factory in early 2017. The company also hosts Kenowa Hills High School's science, technology, engineering, and math (STEM) program at the factory. This is the only public/private program of its kind in Michigan. As a veteran-led company, Move's leadership has placed a priority on veteran hiring and retention. It is certified by the Michigan Veteran Affairs Agency as a silver-level military-friendly employer. The company leadership understands the importance of retaining top-notch talent and aims to be best in class in this area.



Move Systems International LLC Walker

James Meeks, CEO

Founded in 2015;
current leadership since 2015

Primary business: food and beverage,
manufacturing

Sites in Michigan: 1

Full-time equivalent employees in 2018:
20 in Michigan; 45 nationwide
www.movesystems.com

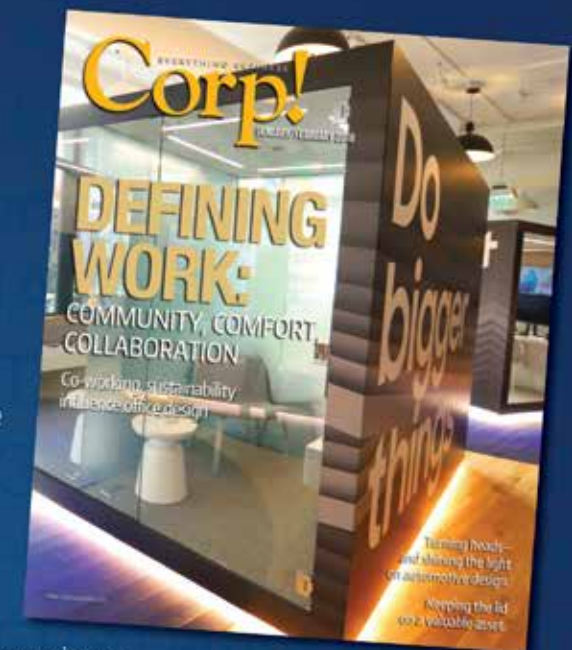
CELEBRATING 20 YEARS
Corp!

CONGRATULATIONS TO MICHIGAN'S SMALL BUSINESSES WINNERS.

Corp! Magazine is a state-wide business publication dedicated to inspiring excellence among C-suite executives and business owners. Celebrating our 20th Anniversary this year, Corp!'s content is committed to positive and intriguing stories that shine a light on the companies, trends and thought leaders who are advancing both their businesses and the state's economy.

In 2018, we are taking Corp! to the next level with a new publisher, enhanced reader experience and extended coverage. "Keeping with our values, we will continue to focus on the best of business," said Bill Dunn, Corp! Publisher. "Corp! is enhancing our coverage of entrepreneurship, cyber-security, autonomous vehicles, diversity, urban development, talent trends and much more."

Visit us online at corpmagazine.com or in print to learn more about the best practices, people and businesses and driving success for our state. Subscribe to our print edition or our weekly digital e-publication and find out why Corp! is the voice for Everything Business! For subscription or advertising information, contact Bill Dunn at (586) 393-4388 or email bdunn@corpmagazine.com.





One Well Brewing
Kalamazoo
Chris O'Neill and T.J. Waldofsky, owners
Founded in 2014;
current leadership since 2014
Primary business: brewery/restaurant
and beer manufacturing
Sites in Michigan: 2
Full-time equivalent
employees in 2017: ~39
www.onewellbrewing.com

Wells have been utilized since prehistoric times and often carry cultural significance. The ability for societies to flourish hinged upon wells and this vestige represented a commonality and central meeting point that united communities. One Well Brewing seeks to emulate these qualities in



its brewery and to build a sense of community by creating a common location for people to share ideas, arts and culture for like-minded folks in Kalamazoo, Mich.

One Well Brewing strives to provide the greater Kalamazoo area and Michigan at large with a quality, craft-brewed selection of beers. One Well's vision stems from the unique backgrounds of the co-founders, Chris O'Neill and T.J. Waldofsky. While both founders took a different path to arrive where they are today, the common goal has remained consistent: to help grow the craft-brew community by building a business that provides a quality, locally produced product and to create good jobs that help stimulate the greater-Kalamazoo and Michigan economies.

Oxford Recovery Center (ORC) offers an integrative approach to recovering individuals with a wide range of conditions including stroke, autism, cerebral palsy, macular degeneration, and traumatic brain injury. This integrative approach includes medical consultation, hyperbaric oxygen therapy, neuro-feedback, neuro-physical therapy, applied behavioral analysis, craniosacral therapy, nutrition, and weight loss.



Founded in 2008, ORC is committed to serving others by providing these research-based integrative therapies to children and adults with disabilities in a safe and effective manner to give hope and enhance the recovery journey. ORC's integrated approach to recovery has proven to be the best model for improving the quality of life. Patient symptoms often overlap, and so understanding the interconnectedness of patient issues, symptoms and wellness often provides the best patient outcomes.

ORC provides most of a patient's therapy needs in one location. With a passion for recovery, the Oxford care team works with individual families, doctors, and case managers; meets with patients, learns their unique backgrounds and histories, then develops an integrated individualized plan for recovery.



Oxford Recovery Center
South Lyon
Tami Peterson, Ph.D., CEO
Founded in 2008;
current leadership since 2008
Primary business: health care
Sites in Michigan: 3
Full-time equivalent
employees in 2017: 16
www.oxfordrecoverycenter.com



Packaging Compliance Labs offers validation and engineering solutions to the health care industry. We partner with medical device manufacturers, development firms and entrepreneurs to eliminate packaging barriers that can put product launches at risk. Our ISO 17025 accredited facility is equipped to perform a full suite of transit, accelerated aging, integrity testing in accordance with ASTM and ISTA standards.

Our medical packaging engineers have developed a series of micro-programs that allow us to parachute in to a project to deliver critical solutions when they are needed most. Our team is dedicated to quality, collaborative relationships and exceptional results. We'd love the opportunity to learn more about your project and how we can be a resource for you.



Packaging Compliance Labs
Kentwood
Matthew Lapham, president
Founded in 2014;
current leadership since 2014
Primary business: medical devices
Sites in Michigan: 1
www.pkgcompliance.com



Race-Driven Inc. is a high-quality manufacturer of parts, accessories, and apparel for the ATV, UTV, and motorcycle industries. When Race-Driven was established, in 2007, it was run out the garage of its founder, Brian Heiting. Through passion, vision, and determination, it has since grown into a multiple facility company; including a 20,000-square-foot distribution warehouse, an 8,000-square-foot office complex, and a 15,000-square-foot manufacturing building. In its 10 years of operation, Race-Driven has

cultivated an extensive, involved, globe-spanning network of over 250 dealers, distributors, and a growing base of more than 1,000,000 retail customers. All our products, whether Race-Driven brake pads and rotors, RoadDog motorcycle apparel, or Cyclone Helmets, retain the highest level of quality in the power sports industry, while keeping prices as low as possible for our customers. Our seasoned, hard working staff is constantly in search of new products for development, as-well-as studying and scrutinizing our existing products for improvement. Despite the intense and constantly changing e-commerce climate, Race-Driven's relaxed, family-oriented atmosphere keeps our day-to-day fun and enjoyable. No matter what season, weather, or circumstance, a day at Race-Driven is never dull.



Race-Driven Inc.
Escanaba
Brian Heiting, president/CEO
Founded in 2007;
current leadership since 2007
Primary business: manufacturing and
wholesale
Sites in Michigan: 3
Full-time equivalent
employees in 2017: 22
www.race-driven.com



Ringo Services
Detroit

Dan Ringo, president

Founded in 2016;
current leadership since 2016

Primary business: integrated facilities management

Sites in Michigan: 1

Full-time equivalent employees in 2017: 90

www.ringoservices.com

Today’s organizations want services immediately and, where possible, from a single source. An increasing number of organizations are turning toward integrated facility services in order to support their organization in achieving their primary goals. Ringo Services provides integrated facilities management—a streamlined approach to facility services that enables organizations to acquire best practices, lower operating costs, facilitate change management, and reduce silos.



Ringo Services has proven its ability to execute complex transitions of facility services while providing an improved level of services through its unique culture, competence, and commitment to excellence. In some instances, Ringo Services has reduced facility operation costs up to 20 percent over previous providers, saving customers millions of dollars a year through streamlined communication and sustainable management methods.

Founded in 2016 by partners with experience in facilities, human resources, and training. Driven by their four core values of integrity, initiative, collaboration, and cultural awareness, Ringo Services has grown to employ nearly 100 employees across 30 sites within Michigan. Their services include but are not limited to:

- Custodial
- Engineering operations and maintenance
- Landscaping
- Pest control
- Skilled trades
- Capital improvements



Shefit Apparel
Hudsonville

Sara Moylan and Bob Moylan,
founders/co-CEOs

Founded in 2014;
current leadership since 2014

Primary business: women’s athletic gear

Sites in Michigan: 1

Full-time equivalent employees in 2017: 8

www.shefit.com

Shefit is a women’s athletic gear company, designing sports bras so intelligent and versatile they can be worn by any woman. Their revolutionary “zip, cinch, lift” technology is scientifically and medically proven to provide an unparalleled level of support and comfort.



After countless sports bras failed to perform, Sara Moylan figured she couldn’t be the only woman left frustrated and discouraged. So she took matters into her own hands. With just a sports bra and a glue gun, Sara created her first prototype—one that would allow women to set their own support and comfort levels—and the company was born.

Shefit has grown from one determined woman, to a basement business, to a respected company that is changing lives worldwide. The Shefit brand strives for inclusivity above all, and believes women shouldn’t have to choose, sacrifice or apologize when it comes to their breasts. They exist to help women radically support the girls, going beyond supporting breasts to empowering the women behind them.



Getting innovative, complex and defect-free software fast to market poses a serious dilemma for companies developing electronically controlled devices. SimuQuest’s software products provide a groundbreaking solution for this major industry pain point. Although most customers are in the automotive industry today, the company is keen to expand into other industries as well.

A turning point in SimuQuest history was Ford’s selection in 2014 for UniPhi to be the company-wide tool for centralized management of software data and architecture. UniPhi facilitates collaborative development, guaranteeing consistency and defect free integration of models and software, regardless of system complexity.

SimuQuest also combines products to provide “virtual systems.” For example, one large client is provided with hybrid, gasoline and diesel vehicle models to jump-start rapid algorithm development. These systems simulate “out-of-the-box” and can generate production quality software.

Beyond the benefits to businesses, we are happy to know that our products free up developers to be more innovative and to enjoy what they do.

The company’s core values encourage each SimuQuest team member to think outside the box, to embrace challenges, to appreciate and wow customers, and to know that staying positive brings success. These values continue to be the driver of all that we do.



SimuQuest Inc.
Ann Arbor

John Mills, president/CEO

Founded in 2001;
current leadership since 2001

Primary business: embedded software tools and services

Sites in Michigan: 1

Full-time equivalent employees in 2017: 8

www.simuquest.com



Sprinkles is a Michigan company owned by Gary VanderStelt and has been in business since November 2014. The company is a bakery, baking and selling donuts, cupcakes, and pastries primarily at retail although the company has a well-established wholesale presence.

The company currently has retail locations in Hudsonville and Rockford and approximately 35 wholesale locations across west Michigan.

As a result of our product quality, attractive price model, and customer service, the company has become the highest volume independent donut shop in the greater Grand Rapids area. The company’s products have been so well received that additional retail locations in Allendale and Ada are scheduled to open in March 2018.

As we expand, we continue to focus on continuous improvements, lean manufacturing, and updating our product assortment.

We’re also completing a custom cloud based software application we call BakeTrack. This application aggregates retail and wholesale order data to define batter and dough volume needed to fulfill orders and how to cut fill and ice donuts and pastries.



Sprinkles Donut Shop
Hudsonville

Gary VanderStelt, president

Founded in 2014;
current leadership since 2014

Primary business: retail/wholesale bakery

Sites in Michigan: 4

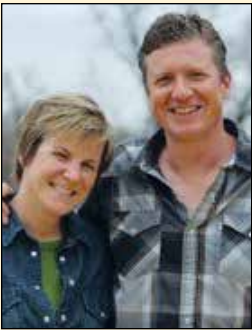
Current employee count: 40

www.sprinklesdonutshop.com



Station 66
Battle Creek
Curtis and Janette Tramel, owners
Founded in 2010;
current leadership since 2010
Primary business: ice cream parlor,
baked goods, and limited food
restaurant
Sites in Michigan: 1
Full-time equivalent
employees in 2017: 16
www.station66bc.com

At Station 66, we pride ourselves on serving the highest quality ice cream, freshest homemade donuts and baked goods, and locally grown produce (which we incorporate into our made from scratch menu).
Housed in a 1940s gas station (that belonged to my great, great grandparents), we provide a fun outing for the whole family. Our customers can “Take a drive back in time” and experience our simple, friendly atmosphere where the only soda you can buy is in a glass bottle and the food is made from scratch.
Each season introduces new menu items, produce, products, and family friendly events, such as car shows, outdoor concerts, and hayrides. We proudly work with over 60 Michigan companies and farms to make our products unique and high quality.
As we look to the future, we plan on growing our wholesale baked goods program so that some of Station 66’s love will be spread all over the state. Our made-from-scratch fry pies, donuts, and cinnamon rolls have already gained a crave-worthy following.
Finally, what has helped make us successful is not just a commitment to community, but also a strong commitment to our staff. As we have grown, we have been able to offer health insurance and retirement benefits to key employees. We believe it takes a talented, committed, and appreciated team to be successful.



Simplicity Communications
Grand Rapids
Catherine Lazarock, president/founder
Founded in 2007
Primary business: telecom, IT and
cloud services
Sites in Michigan: 1
Full-time equivalent
employees in 2017: 16
www.simplicitycom.com

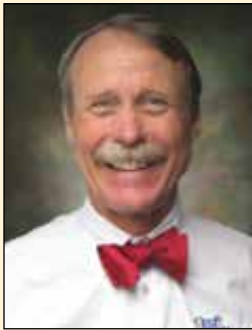
Simplicity Communications helps businesses simplify and secure the technology their people need to communicate, collaborate, and succeed while minimizing tech stress. Over the past 11 years, Simplicity has helped over 300 clients find a path to success with technology that makes sense for them and dedicated service for the life of the contract.
Simplicity is a woman-owned business that stakes its existence on doing things the right way, putting clients’ interests above anything else. As a neutral telecom, IT and cloud services agent, Simplicity leverages access to 140+ technology providers to give clients a whole new level of control over the technology their business and their work life depend on.
Founded in 2007 to help make choosing and managing business technology simple for any business, Simplicity was selected in 2009 to be one of the first agencies in the country to go through elite holistic cloud services training (Intelisys Super9 Certification). Since then, Simplicity has grown its team into a well-rounded and friendly group of technical solutions engineers, project managers, and client relationship managers who understand the critical impact technology has on a client’s bottom line and quality of life.



Tetra Discovery Partners is a clinical stage biotechnology company developing drugs to treat diseases of the central nervous system such as Alzheimer’s disease and other dementias, Fragile X syndrome and other neuro-developmental disorders, and traumatic brain injury. 2018 is a break out year for the company as our lead program enters mid-stage human clinical trials for the treatment of Fragile X syndrome and Alzheimer’s disease.
Tetra holds key patents protecting the drug molecule that we developed. Our company pioneered the design of selective inhibitors of an important family of brain enzymes. Our team was the first to publish three-dimensional structures of this family of enzymes. We were the first to synthesize drug molecules with this novel mechanism of action, and the first to enter such a drug into a human clinical trial. Our discoveries build on more than 30 years of research in multiple university labs that were recognized by the Nobel Prize. The Alzheimer’s drug being developed by Tetra will provide symptomatic cognitive benefit to patients and has the potential to slow disease progression. This is a novel mechanism of drug action that has not been tested previously in patients.
The company has raised \$7 million in private investment from VC and angel investors; this financing has leveraged \$21 million in grants and contracts from the National Institutes of Health. The company completed a \$5 million Series A financing in 2016.
Our company benefits from the diversity of our staff. Our team of scientists has included men and women of diverse national origin (U.S., China, Kenya, Philippines, and India). Recent community education outreach by Tetra staff includes participation in the BrainSTEM day at Grand Rapids Public Museum. Our company partners are disease foundations, government scientists, academic scientists at U.S. and international research universities, small and mid-size contract service providers, and U.S. or international contract research organizations.
Tetra Discovery Partners has a “can do” culture of rapid, accountable decision making in a flat organizational structure. By being nimble, the company controls costs and drives projects towards success.



Tetra Discovery Partners Inc.
Grand Rapids, Kalamazoo
Mark Gurney, chairman/CEO
Founded in 2011;
current leadership since 2011
Primary business: pharmaceutical R&D
Sites in Michigan: 2
Full-time equivalent
employees in 2017: 7
www.tetradiscovery.com



TGI Direct is a leader in print, fulfillment and digital communication. TGI Direct helps our clients to optimize their communication and distribution activities utilizing best of class technologies. We provide a single source dedicated to integrating the required know-how for these two crucial areas, along with best-in-class software, equipment and facilities. Our focus is on maximizing our client’s results. Our service offerings include facilitation of multi-channel communications and fulfillment of both virtual products and physical. We work with a wide range of clients from approximately 10 different vertical markets, which allows us the ability to bring the best-of-the-best to our clients in every market. Through ClientZone®, our proprietary web portal/business management tool, giving our clients a single access point for real-time visibility, allows us to optimize client communication for consistent delivery of messages and products, while managing the constant interplay of multiple activities.
TGI is a privately held company celebrating over 50 years of delivering customer print and digital communications throughout the Midwest and essentially all over the U.S. and Canada. We are ISO 9002:2008 and SSAE 16 (SOC2, type 1) audited and we apply disciplined quality procedures to everything that we do, each and every day.



TGI Direct
Flint
Doug Bacon, president
Founded in 1964;
current leadership since 1988
Primary business: communications,
eCommerce and distribution
Sites in Michigan: 4
Full-time equivalent
employees in 2017: 100
www.tgidirect.com



TorranceLearning
Chelsea
Megan Torrance, founder/CEO
Founded in 2002;
current leadership since 2002
Primary business: custom corporate
learning design and development
Sites in Michigan: 1
Full-time equivalent
employees in 2017: 12
www.torrancelearning.com

TorranceLearning is a nationally recognized and awarded learning design and development company, leading our industry by speaking, writing and teaching our approaches to instructional design, Agile for instructional design and data-rich learning environments.

TorranceLearning employs a team of nearly 20 instructional designers, multimedia developers, software developers and LMS specialists at our office in the historic Clocktower building in Chelsea. From here we create unique online learning experiences for our clients' learners, along with custom learning software and systems implementation.

The team combines hard work with fun in an extremely transparent organizational culture. Open-book management and participative problem-solving means everyone has a role to play in managing the business. We are driven to share what we know: the free industry conferences and learning experiences we host drew over 1,000 people globally in 2017.

TorranceLearning has developed the LLAMA® (Lot Like Agile Management Approach) that offers modifications of the software industry's Agile project management for instructional design projects. TorranceLearning projects have won multiple Brandon Hall Group (2010, 2014, 2016, 2017) awards, the 2014 xAPI Hyperdrive contest, and back-to-back eLearning Guild DemoFest Best-In-Show awards in 2016/2017.



Triterra
Lansing
Don McNabb, CEO/principal scientist
Founded in 2008;
current leadership since 2013
Primary business: environmental and
brownfield consulting
Sites in Michigan: 3
Full-time equivalent
employees in 2017: 13
www.triterra.us

Triterra is a professional consulting firm that specializes in brownfield development, environmental consulting, and natural resource management services. The company's team is dedicated to improving the quality of the natural environment within the surrounding community while providing consulting services that are tailored to the best interests of their clients.

The philosophy behind Triterra is to provide prompt and timely service, while continually finding methods to increase the level of value delivered to their clients. Through a team approach, the staff at Triterra is committed to providing practical environmental solutions through a creative process that incorporates integrity, innovation, and responsiveness. The staff also understands the necessity for quality environmental services that balance our client's goals with regulatory compliance through complete and realistic solutions.

Whatever the challenge may be, Triterra identifies an appropriate solution and sees the job through to completion. While the approach may vary based upon each unique project, the goal of meeting and exceeding each specific project's needs in a cost-effective, timely, and thorough manner remains the same.



Tumbl Trak was founded from a passion for education and a need for effective tools to help athletes to safely progress in the very physically and emotionally demanding sport of gymnastics. Over the years, gymnastics has evolved dramatically—and so has Tumbl Trak! Every four years the world watches the Olympics—and in living rooms everywhere, Olympic dreams are born. Tumbl Trak aims to nurture all athletes, from the beginner who is learning their first forward roll to the Olympic contender earning their next gold medal. We have been a support to athletes, coaches, families, business owners, and colleagues in the trade.

Tumbl Trak is planning for 2018 to be a banner year as we celebrate our 30th year in the business. Professionals in the industry have grown to depend on Tumbl Trak to provide innovative tools that help with teaching and training in various sports. Although our foundation began in gymnastics, we have made great strides being recognized by a growing number of dance, martial arts, cheerleading, and special needs programs nationwide.



Tumbl Trak
Mt. Pleasant
Stacy Finnerty, CEO
Founded in 1988;
current leadership since 2015
Primary business: online retailer of
gymnastics, cheer, dance and martial
arts training equipment
Sites in Michigan: 1
Full-time equivalent
employees in 2017: 18
www.tumbltrak.com



Ann Arbor-based UTEC is not your ordinary office copy and printer company. While the core business was and continues to be selling and servicing office copiers and printers, this company has expanded their line of products and services into several new areas.

Kevin Van Kannel, president, assumed ownership of the company in 2008 during tough economic times. His philosophy with customers and staff was to instill a "customer experience that would separate UTEC from all competitors." This experience entails strong attention to details, strong support and technical experience and "creating a buying experience that exceeds expectations."

Today, UTEC employs a staff of over 40 and has expanded their services to include: multi-functional devices, managed network services, interactive display whiteboards, managed print services and document management solutions. UTEC can attribute much of their growth over the past several years by offering customized IT solutions.

UTEC takes pride of their many philanthropic efforts to support the community in which they operate. Team UTEC volunteers their time and efforts in community events and supports many non-profits and local charities.



UTEC
Ann Arbor
Kevin Van Kannel, President
Founded in 1975;
current leadership since 2008
Primary business: office technology
solutions
Sites in Michigan: 1
Full-time equivalent
employees in 2017: 41
www.utecit.com



Utilities Instrumentation Service
Dexter
John Patry, CEO
Founded in 1976;
current leadership since 2010
Primary business: utilities
Sites in Michigan: 3
Full-time equivalent employees in 2017: 51
www.uiscorp.com

UIS Holdings Inc., founded in 1976, is a specialty electrical service company for facilities where downtime from loss of power is not an option. Some of these facilities consist of hospitals, airports, manufacturing, water and wastewater plants, commercial buildings, and universities. Our company has three divisions: Utilities Instrumentation Service Division delivers 24 hours a day, 365 days a year, emergency service for power loss or controls failure in addition to performing routine maintenance of medium- to high-voltage apparatus such as transformer, breakers, relays, motor control, and switch gear; our UIS SCADA division provides Disney-like screens to monitor power and under/above ground municipal water and wastewater processes; and finally, CTC Engineering division provides medium- to high-voltage electrical engineering services. Our staff consists of some of the best professional electrical engineers, master electricians, technicians, and programmers.

Our competitive advantage is the quality of our work. We do not have salespeople on staff. The quality of our work has prompted our clients to tell others. The referrals that call us only talk to experts. That's worked very well for us.

We have offices in Dexter, Mich., our headquarters, Ann Arbor, Mich., New Hudson, Mich., and Dayton, Ohio.



Vaughan Industries
Detroit
Katie Balash, president/CEO
Founded in 1977;
current leadership since 2014
Primary business: parts, equipment and cleaning compounds for car wash and light industrial
Sites in Michigan: 1
Full-time equivalent employees in 2017: 25
www.vaughanind.com

Vaughan Industries is a manufacturer of parts, equipment and cleaning compounds for car wash and light industrial cleaning solutions.

Founded in 1977 by Lawrence Balash, this family-owned business is now run by his daughter, Katie. At its inception, the business focused primarily on car wash cleaning compounds. Mr. Balash had identified a need for better car wash cleaning chemistry which was not readily available at the time. As the business took hold and grew, Mr. Balash expanded his facility, staff, and services. In the late 1980s, Mr. Balash's son, Andy, joined the business. Together the pair continued to address wider needs in the car wash industry and moved into the creation and production of equipment manufacturing.

In the early 2000s, production began on patented OEM replacement parts and equipment, and the business expanded its reach in the national market.

In 2014, Andy Balash died suddenly of a heart attack. This left his aging father, and his sister, Katie, to run the business. As Mr. Balash was seeking retirement—he turned the responsibility over to Katie.

In the few short years since the death of Andy, Ms. Balash has worked tirelessly to lead a team of dedicated employees. She re-branded the company, created strong mission and vision statements, and has offered tangible added value to their customers through increased production, product improvements, and reduced delivery times.



Venturi is an omni-channel distributor of SlipX Solutions® bathroom safety products and TarGard® cigarette filters. Eighty-six percent of our revenues are generated by our SlipX Solutions brand of bath safety and accessory items such as bath mats, shower mats, adhesive safety treads, shower curtains and liners, dozens of bath and shower accessory items. We provide our goods to some of the largest retail chains in the country, such as Bed Bath & Beyond, Kroger, Menards, Meijer, Fred Meyer, and even QVC. We also sell very successfully direct to consumer via Amazon, Amazon Canada, Amazon UK, HomeDepot.com, Walmart.com, eBay, Houzz, Wayfair, and via our own websites (www.slipxsolutions.com and www.targard.com). In a retail environment, where the brick-and-mortar landscape is changing daily, our omni-channel capabilities are uniquely relevant to the product category in which we participate.

The current bath accessories world is full of unimaginative, “Me Too” products. At Venturi, we see this as a golden opportunity for our SlipX Solutions brand. As a result, we push ourselves every day to shed the shackles of the ordinary and bring truly innovative “Me First” solutions to our customers across the marketplace. In our ongoing efforts to surprise and delight SlipX Solutions shoppers, we consistently ask ourselves, “What if?” quickly followed by, “Why not us?”

Company culture takes center stage at Venturi because it helps retain great team members, generates excitement in the recruiting process and places a value on contributions within the organization and our local community. While we can see the tangible results of having a strategic, focused vision, our teamwork originates from our culture. Culture is not only a part of our long-term planning with regular tactics, it also emerges from a committee of cross-functional team members. This makes our culture unique—we invest in culture on an enterprise-level and on a volunteer-based internal committee to ensure retainment, recruitment and local community opportunities are being met. Good culture doesn't just happen—it requires prioritization.



Venturi
Traverse City
Tim Dutmers, president
Founded in 2002;
current leadership since 2002
Primary business: distribution of household goods
Sites in Michigan: 1
Full-time equivalent employees in 2017: 17
www.venturi-inc.com



Voices For Health Inc.® provides language solutions to improve access to health care, education and social services for limited-English proficient, deaf/hard-of-hearing and blind individuals/families. Our services include interpreting, translation, continuing education activities, Braille transcription, audio recording and film production. Our CEO, a registered nurse, is vice president of the California Healthcare Interpreting Association, and our COO is governor-appointed to the Hispanic/Latino Commission of Michigan. We help our customers comply with language access mandates, understand cultural differences, and provide safer care. We serve over 12 hospital systems and hundreds of businesses throughout Michigan and the U.S., including health departments, mental health agencies, private practices, community clinics, advocacy organizations, schools, and social service agencies.

We are a leader in technology in our industry. As the first medical language agency in Michigan to introduce video interpreting and to incorporate an online scheduling portal for our customers, we are forward-thinking in anticipating and implementing technologies.

We are a nationwide leader of continuing education for health care interpreters with our website, www.voicesacademy.com, designed to be a virtual conference experience. Our videos are accredited by multiple professional organizations, giving interpreters a resource to earn the credits required for state or national recertification.



Voices For Health
Grand Rapids
Michelle Scott, CEO;
Carlos E. Pava, COO
Founded in 1997;
current leadership since 1997
Primary business: health care interpreting, translation and education
Sites in Michigan: 1
Full-time equivalent employees in 2017: 12
www.voicesforhealth.com

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Atomic Object helps companies innovate and grow by creating custom software that's beautiful, reliable, and easy to use. We develop products that cross web, mobile, desktop, and custom devices. With offices in Grand Rapids and Ann Arbor, we serve a national base of clients across many industries. Atomic has always been 100 percent employee-owned and became a certified B Corps in late 2017.

Atomic Object was founded in 2001 on the belief that not all software is created equal. Many people can write code, but it takes a close-knit team of passionate people to create exceptional, innovative software products that change the way people do business.

Since that time, we've enjoyed stable, organic growth and a healthy backlog of projects. Carl Erickson, our co-founder and CEO, wants Atomic to be a 100-year-old software consultancy. If the first 17 years are any indication, we're off to a pretty good start.

The company works with a wide range of clients—from startups to Fortune 500 companies, across many different industries. Custom software development is a big investment, and Atomic helps its clients mitigate risk, make smart trade-offs, and get the maximum value for their budget.

Atomic was named a 2017 Top Workplace by the *Detroit Free Press*. We take pride in being a great place to work, where people care about each other and want to learn, grow, and have fun together.



Atomic Object LLC Grand Rapids, Ann Arbor

Carl Erickson, founder/CEO

Founded in 2001;
current leadership since 2001

Primary business: custom software design and development

Sites in Michigan: 2

Full-time equivalent employees in 2017: 60

www.atomicobject.com



Strategically Focused



Redi-Rock International is a growing Charlevoix-based company that has taken a seemingly boring idea (concrete block manufacturing)—and turned it into a brand and a technical authority that has led the large block retaining wall industry since its founding in 2000.

Redi-Rock licenses a steel forming system used to manufacture huge retaining wall blocks that weigh more than one ton each. Redi-Rock blocks interlock like a giant Lego® blocks, creating structural walls for development, road, bridge, and stormwater projects. Today, 132 independently owned Redi-Rock manufacturers provide retaining wall solutions for incredible projects. You'll find Redi-Rock walls surrounding the New England Patriots' stadium, supporting the skeleton track at the 2018 winter Olympics in South Korea, creating space for the FBI regional headquarters in Cincinnati, and providing infrastructure in communities throughout North America, Europe, and Asia.

"There's a lot more national and international business going on in northern Michigan than most people realize," said Jake Manthei, president at Redi-Rock. "Our strategy for 6X growth in 10 years has truly transformed our business. We're excited to be recognized as a 'Strategically Focused' company because we want to create more quality jobs here in northern Michigan and attract professionals back 'Up North.'"



Redi-Rock International Charlevoix

Jacob Manthei, president

Founded in 2000;
current leadership since 2015

Primary business: retaining wall licensing, forms, and equipment

Sites in Michigan: 1

Full-time equivalent employees in 2017: 39

www.redi-rock.com



Innovation of the Year

KMS Design Inc. is a leading-edge innovative design company creating eco-friendly, every-day easy solutions for home, school and traveling needs.

Founded in 2014 by entrepreneur and inventor Karen Smoots, KMS Designs manufactures the newest innovative drying solution for wet gear, TheGreenGloveDryer®/TheEcoDryer®—made in Michigan.

KMS Designs became the first company in Michigan to introduce an eco-friendly, energy free drying solution to retail shelves and the public, private and charter K-5 elementary school communities in 2016. TheGreenGloveDryer® is an energy-free drying solution that utilizes only forced air (heat), drying wet gear from the inside out. Reversing the drying process by drying from the inside-out allows for efficient and effective drying during the coldest winter months, 24-hours a day. Eliminating the need for plug-in dryers saves homeowners, schools and resorts on energy costs by reducing kilowatt hours as much as .08 kWh/hr every 20 minutes compared to dryers utilizing gas or electric.

KMS Designs continues to innovate and is currently in the final phase of testing and will launch their newest design, TheEcoDryer® Generation 2, with antimicrobial protection in the fall of 2018. TheEcoDryer® combines both a new design and antimicrobial protection, which is molded into the plastic using Sanafor® (Janssen PMP; Johnson & Johnson), an FDA-approved, long-lasting protection against bacteria, mold and mildew.

KMS Designs strives for constant innovation by creating new, easy solutions for consumers. Every customer becomes family and equally deserves genuine attention, honesty and transparency, as they are the voice and the drivers of small business. From hand-written thank-you notes to personal phone calls, Karen Smoots continually strives to exceed her customers' expectations.



KMS Designs Inc.

Portage

Karen Smoots, president

Founded in 2014;
current leadership since 2014

Primary business: consumer products/
manufacturing

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 1

www.thegreenglovedryer.com

Congratulations to all of today's award winners!
Thanks for all you do to make Michigan Awesome.

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events

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Traverse City, MI www.307events.com 231.486.5307



SBA Award: Young Entrepreneur

Genesis is a direct service provider that specializes in supporting people with intellectual and developmental disabilities to live at home and in fostering community inclusion throughout Michigan. We've been helping others flourish at home and in the community since 2012. We specialize in around-the-clock care where

the person lives on their own or with a few others.

No matter the need, we focus on building relationships and unconditional companionship. Our caregivers are well-equipped to assist even the most vulnerable person.

Also, we strive to create an environment for our team that fosters their growth and builds the necessary skills to be prepared and successful in challenging endeavors.

We are very proud to be acknowledged as an organization that can work with some of the most complex cases. Our dedication is to serve others, while centering all that we do on building meaningful relationships.

Focusing on the person and not the action is the essence of our beliefs. Creating a community where everyone feels connected through meaningful relationships is what we hold to be true.

Since the company's inception in May of 2012, we have been awarded provider of the year in 2014 by the ARC of Oakland County and have presented at numerous conferences on the philosophy of care we stand by. We have grown to become a company that supports over 75 individuals and 150 team members.



Genesis In-Home Care Waterford

Paul J. Gallagher Jr., president/CEO

Founded in 2012;
current leadership since 2012

Primary business: long-term care

Sites in Michigan: 25+

Full-time equivalent
employees in 2017: 140

www.genesiscares.com



Michigan Small Business Person of the Year

Zehnder's of Frankenmuth is a third-generation family-owned business bought by the Zehnder family in 1928. Today, Zehnder's draws three million tourists

annually and was voted best day trip in Michigan. The company added a golf club, bakery and acquired the Bavarian Haus Motel. It pioneered the concept of a winter destination in Frankenmuth with the addition of a waterpark, arcade, dining and family suites. In 1991, they started a snow and ice carving festival which attracts 200,000 people annually. They received a \$5 million SBA 504 loan for a \$20 million expansion to its Splash Village, which has grown from 30 percent of corporate sales to 46 percent, and has provided over 50 percent of corporate profits. The company has 942 employees and had \$33.6 million in revenues in 2016. Throughout their history, Zehnder's has played a significant role in increasing tourism in Michigan, made a long term commitment to the local and state economy, and fully supports their employees volunteer and charitable activities.



Zehnder's of Frankenmuth

Albert F. Zehnder, CEO

Founded in 1928;
current leadership since 1976

Primary business: restaurant, indoor
waterpark hotel, retail, golf course

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 942

www.zehnders.com



KBTS Technologies Inc.

Radhika Kandikonda, CEO
 Andy Chiranjeevi K., president
 Founded in 1998;
 current leadership since 1998
 Primary business: information
 technology solution provider
 Sites in Michigan: 1
 Full-time equivalent
 employees in 2017: 80
www.kbtstech.com



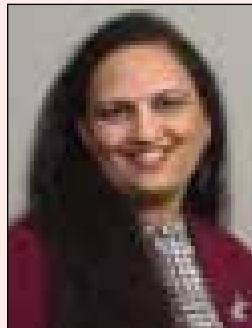
Women Owned Small Business of the Year

KBTS Technologies Inc. is an Information Technology (IT) solution provider headquartered in Novi, Michigan. We provide IT professional services, custom software development solutions and product services to various clients in several industries including health care, automotive, utilities, and public sector. With our wide range of experience in the IT industry, we also developed software products to cater to the needs of our clients in these industries.

KBTS is a SBA certified 8(a) and Small Disadvantaged Business. KBTS was awarded several federal government contracts that are set aside for 8(a) small businesses.

KBTS has been recognized by industry analysts, major publications and most importantly, our customers, for our commitment, achievement and ability to deliver quality results. We are one of the fastest growing Inc. 5000 companies in the nation. KBTS is recognized as one of the top minority, women-owned and diversity business in both the state of Michigan and in the nation by diversitybusiness.com for eleven years in a row from 2007 until most recently in 2017.

KBTS has successfully obtained a CMMI Level 3 maturity rating. KBTS is also an ISO 9001:2015 certified company. These two quality ratings differentiate us as well as assist customers in determining dependable and low-risk suppliers of services and solutions.



Michigan 8(a) Graduate of the Year

Brix Corporation is a full service design/build and general contracting firm with self-performance capabilities in concrete and the general trades. Brix's commitment, drive, and focus to deliver superior construction services that exceed the customer's expectation every time are the company's competitive advantage. The company has the ability to tailor each of its customer requests to match their expectations in quality, safety, scheduling, and budget. They have made significant investments in technology and software platforms for cost estimating, project management and accounting to ensure real time tracking and forecast of cost against budget estimates and schedules. Brix Corporation participated in the SBA's 8(a) business development program and after it was graduated out, successfully transitioned to a competitive bidding general contractor. It has also mentored several 8(a) firms since graduating.



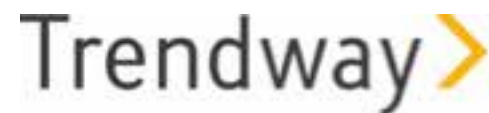
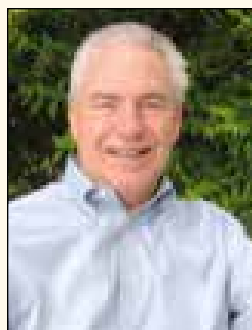
Brix Corporation

Ije Charles Osuagwu, president
 Founded in 1997;
 current leadership since 1998
 Primary business: design/build
 and general contracting
 Full-time equivalent
 employees in 2017: 29
www.brixcorporation.com



Veteran Owned Small Business of the Year

Trendway Corporation is a VA-verified veteran-owned small business, headquartered in Holland, Michigan. Trendway is an office furniture manufacturer of beautiful and effective work environments. The company has served government customers as a GSA contractor for nearly 30 years. U.S. Army veteran Don Heeringa took over Trendway in 1973 when the fledgling company was struggling to stay afloat. Heeringa was impressed by the employees and with their help, grew the company from a 13 person operation to a thriving office furniture manufacturer employing hundreds in the local community. After 9/11, when the office furniture industry dropped 40 percent, Trendway implemented a revolutionary idea in the industry at that time—to deliver on time or free of charge. The company has won the "Michigan Best and Brightest in Wellness" award two years in a row as well as the "Best and Brightest in Sustainability." Trendway donates generously to multiple organizations including Angel Tree and Hope Lodge, and encourages and empowers their employees to give both within company supported donation campaigns and in their personal lives. Heeringa supports veteran and military organizations such as K9 For Warriors and the Wounded Warrior Project. Trendway Corporation is committed to improving the health of the business, employees, and community through best practices and company-wide incentives.



Trendway Corporation

Donald G. Heeringa, chairman
 Current leadership since 1973
 Primary business: office furniture
 manufacturer
 Full-time equivalent
 employees in 2017: 300
www.trendway.com

Center of Excellence Award Winners



SCORE Chapter of Excellence

Kalamazoo Chapter in
 Southwest Michigan,
 Kalamazoo
 Debi Howe, Chapter Chair
www.kalamazoo.score.org



Women's Business Center of Excellence Award

Grand Rapids Opportunities
 for Women,
 Bonnie Nawara, CEO
www.growbusiness.org



Michigan Small Business Development Center Excellence and Innovation Award

Upper Peninsula Small Business
 Development Center,
 Laura Marohnic
www.sbdcmichigan.org



Mistequay Group Ltd.
Saginaw

Jim Paas, owner/president

Founded in 1991;
current leadership since 1991

Primary business: machining

Sites in Michigan: 4

Full-time equivalent
employees in 2017: 224

www.mistequaygroup.com



PTAC Best
Small Business
of the Year

Mistequay Group is a precision manufacturer offering a variety of manufacturing and custom-engineered solutions to solve the most complex challenges. Founded and headquartered in Saginaw, Mistequay has four locations in the state of Michigan. We offer a wide range of prototype and production machined components, with specialized product lines in commercial and military aerospace ballscrew assemblies, along with driveline solutions utilizing proprietary constant velocity prop-shaft and half-shaft components. Mistequay has a full service design engineering team, offering highly engineered components, reverse engineering services, and efficiency testing. Mistequay also offers a variety of other specialized technical services including assembly, rapid prototyping utilizing 3-D printing, and a NADCAP accredited non-destructive testing laboratory. We have a robust quality management system, and hold an AS9100D certification. Mistequay invests heavily in our most valuable asset, our dedicated team members. We offer a variety of training platforms and opportunities for advancement. Mistequay’s design and manufacturing engineers, commitment to quality and service, and team of highly skilled technicians and machinists make us your best choice for a fully integrated solutions provider for the aerospace, space and defense, heavy equipment, automotive, hydraulics, and industrial markets.



PTAC Best Small Business Honorees			
Company	Support organization	Business owner	City
Vetcon Inc.	Flint & Genesee Chamber of Commerce PTAC	David Gregg	Flint
RB Construction Company	Macomb Regional PTAC	Russell Beaver	Mount Clemens
Elevator Service Inc.	Muskegon Area First PTAC	Nathan D. McFadden	Grand Rapids
Moran Iron Works Inc.	Northeast Michigan Consortium PTAC	Tom Moran	Onaway
Fresh Baby	Northwest Michigan PTAC	Cheryl Tallman	Petoskey
Precision Control Inc.	Schoolcraft College PTAC	Kenya Thomas and Kenneth Answorth	Commerce Township
Grand Strategy LLC	Southwest Michigan PTAC	Greg Fones	South Haven



SmartZone Best
Small Business of
the Year

Proteos is a contract research organization specializing in the production of recombinant proteins and antibodies for the pharmaceutical, biotechnology, and life science communities. Proteos provides high-quality services to researchers across the globe that are focused on early discovery and proof-of-concept research in numerous disease areas.

Proteos specializes in highly customized contract research projects, often working out project details for weeks or months in advance of project initiation. Many customers seek out the expertise of Proteos’ scientists to design customized workflows that meet their individual needs.

In late 2017, Proteos expanded its website to include an online ordering portal for purchasing assay services, recombinant protein products, and protein production packages with the click of a mouse. Since the launch of the online ordering portal, Proteos has taken orders and delivered proteins to customers worldwide.

Founded in 2003 by Clark W. Smith, Ph.D. and Robert L. Heinrickson, Ph.D., Proteos is located within the Western Michigan University Homer Stryker M.D. School of Medicine (WMed) Innovation Center in Kalamazoo. Proteos was one of the first tenants of the Innovation Center and is currently an anchor tenant occupying 8,000 square feet of laboratory space and additional office space.

Part of the original vision for Proteos was to provide long-time Upjohn/Pharmacia/Pfizer scientists with local jobs following the elimination of Pfizer human health research departments in Kalamazoo. In that regard, six former employees were able to complete their scientific careers in Kalamazoo and retire from Proteos. Since its founding in 2003, Proteos has undergone multiple transition phases, surviving the economic downturn in 2008, and has recently enjoyed multiple years of steady growth. Proteos has continued to retain scientific talent in Kalamazoo with current scientists averaging over eight years of service and plans to hire two additional full-time scientists by the end of April.

In January of 2018, Proteos announced that the company would begin restructuring and transitioning to a majority employee-owned company. This transition allows long-time employees the opportunity to move into executive leadership roles in the organization. Moving forward, Proteos remains steadfast in its commitment to exemplary customer and employee satisfaction in the biotechnology industry.



SmartZone Best Small Business Honorees			
Company	Support organization	Business owner	City
K-Tec Systems	Automation Alley SmartZone-Southfield/Troy	Catherine Koch	Farmington Hills
OXX	Grand Rapids SmartZone	Kent Brown	Grand Rapids
Volta Power Systems	Holland SmartZone	Jack Johnson	Holland
SU2 Systems Inc.	Lansing Regional SmartZone	Pareesh Malde	Lansing
Aberro Creative	Midland SmartZone	Dustin Neumeyer	Midland
4th-IR LLC	Mount Pleasant SmartZone	David Dittenber	Bay City
Cogent Hex	Port Huron/St. Clair County Innovation & Technology SmartZone	Scott McQueen, Scott Morris, Eric Krohn, Anthony Assinara, Matthew Brushaber, Jacob Hudson	Port Huron
Human Balance and Stability Systems	Sterling Heights SmartZone	Jerry Sitek, Cathy Sitek	Warren



Proteos Inc.
Kalamazoo

Mary Shuck, president

Founded in 2003;
current leadership since 2018

Primary business: contract
research services

Sites in Michigan: 1

Full-time equivalent
employees in 2017: 11

www.proteos.com



Saddleback BBQ

Lansing

Matthew Gillett and Travis Stoliker, co-owners

Founded in 2015; current leadership since 2015

Primary business: restaurant

Sites in Michigan: 2

Full-time equivalent employees in 2017: 45

www.saddlebackbbq.com



SBDC Best Small Business of the Year



Saddleback BBQ is Lansing, Michigan’s premier craft BBQ joint. We feature authentic Southern BBQ with a unique Midwestern flair. We smoke all of our meats on site using wood-fed smokers. We use a mixture of hardwoods sourced from the mid-Michigan area, which includes apple, cherry, and hickory. Our first restaurant opened in Lansing on June 9, 2015. In November 2017, we were proud to open our second location in Okemos.

Matt Gillett and Travis Stoliker founded Saddleback BBQ in 2015. Matt spent more than half his life working in the food industry. He spent more than a decade at one of the premier restaurants in Lansing. Matt has a passion for making customers happy through food. Travis’ background has been working in the technology industry for the past 15 years with a unique talent for growing businesses. Travis is also an active angel investor.

Saddleback BBQ’s success is attributed to the hardworking and talented team members that are committed to providing our customers with remarkable food and outstanding service. As we look to the future, we have plans for BBQ school educational classes, bottling our BBQ sauces, retailing our BBQ rubs, and expansion of our restaurants.

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SBDC Best Small Business Honorees			
Company	Support organization	Business owner	City
Diamond Solutions Inc.	SBDC Great Lakes Bay Region	Parker Perrien	Midland
Our Family Friend	SBDC Greater Washtenaw Region	Dee Petry	Hillsdale
Legacy Metal Services	SBDC I-69 Trade Corridor Region	Terry and Sherry Moore	Imlay City
Mid Michigan Upholstery & Awning	SBDC Mid Michigan Region	Rod McCormick	Alma
Kiss Me Specialty Coffee Shoppe	SBDC Northeast Michigan Region	Steven Bush	Prudenville
Chateau Chantal	SBDC Northwest Michigan Region	Marie Chantal Dalese	Traverse City
K-Tec Systems	SBDC Southeast Michigan Region	Catherine Koch	Farmington Hills
Texas Corners Brewing Company	SBDC Southwest Michigan Region	William V. Schultz	Kalamazoo
Trenary Home Bakery Inc.	SBDC Upper Peninsula Region	Andy Reichert	Trenary
Chris' Canines LLC	SBDC West Michigan Region	Christine Oosdyke	Cedar Springs

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Congratulations to the 2018 awardees of Michigan Celebrates Small Business. Your forward-thinking ways have brought you to this point in your company's history. We applaud your past efforts and celebrate your potential for even greater success in the future.

Established in 1985, the Edward Lowe Foundation focuses on second-stage companies, providing research, recognition and educational programs to help these important job creators scale larger.

Located in southwest Michigan, the Edward Lowe Foundation also has a mission of land stewardship. Its 2,000-acre headquarters property, known as Big Rock Valley, features woodlands, prairies and wetlands and has become a regional model for conservational best practices. Big Rock Valley also figures prominently in our educational retreats. In addition to other outdoor activities, participants are able to take reflective walks and "ponder," which was one of Ed Lowe's favorite pursuits. When he and Darlene Lowe, now the foundation's chairman, lived on the property, pondering was where Ed got some of his best ideas for creating new products, improving processes and resolving thorny issues.

Ed continues to influence the foundation in other ways. A staunch proponent of "continuous improvement," Ed



regularly asked why something was done a particular way and wanted to know how it could be done better. He viewed life through "funnel vision"—a metaphor for looking beyond what was happening in the present to imagine what could be accomplished in the future.

Ed's legacy challenges us not to be content with the status quo but to strive for constant innovation. Among new initiatives, the foundation has:

- Adapted its PeerSpectives Roundtable System for online peer learning. Our new virtual roundtables leverage video conferencing technology to serve cohorts of second-stage entrepreneurs in far-flung locations.
- Developed a program to help second-stagers successfully implement research findings and knowledge gleaned from an Economic Gardening engagement.
- Created video content for just-in-time learning on a number of topics, from addressing new challenges to honing leadership skills.
- Developed retreat formats to address second-stagers' operational needs such as HR. And, in the spirit of pondering, we've introduced "Think Week," a retreat that combines cutting-edge business content with lots of time for contemplation.

To learn more about our programs, visit www.edwardlowe.org or contact Chris Ryback at 269.445.4253.



Innovating for second-stage



These are dramatic days for anyone with a dream to own a business.

From Marquette to Detroit, there has never been a better time to be in business in Michigan. And, this is an especially auspicious time for those growing their small business in the Great Lakes state.

Businesses are coming to Michigan and expanding their operations because of a business-friendly environment that ranks among the best in the nation. Fiscal stability, regulatory reforms and a sensible tax structure are among the many compelling reasons businesses are flourishing throughout the state.

Throughout the state, Michigan Economic Development Corporation maintains key collaborations with our partners in economic development. Support to small businesses is delivered on many different levels.

MEDC has a range of programs tailored to the myriad needs of today's small business.

These initiatives include:

Access to capital: At every stage of development, MEDC can connect your business with capital providers, including federal grants, venture capitalists, banks and other financial institutions.

Pure Michigan Business Connect (PMBC): An invaluable and strategic tool to connect buyers and suppliers, Pure Michigan Business Connect services is an ideal program for small- and medium-sized business to make key contacts and expand their prospects while reducing business-development costs.

There's no cost to participate. And the benefits include access to a business-to-business network, and timely opportunities to find new customers while leveraging procurement resources to increase supply chain.

Entrepreneur and Innovation Initiative: MEDC's entrepreneur and innovation team oversees the state's entrepreneurial ecosystem, including Michigan's 17 SmartZones featuring technology business accelerators that provide essential services to the startup community.

MEDC's collaborations with partners are specially designed to meet the needs of the small business community. These partnerships include alliances with:

Michigan's Talent Investment Agency (TIA): Created to address the gap between workers with the right skills and employers in need of highly skilled workers, TIA helps to provide employers with the talented employees that help business grow.

TIA coordinates programs related to job preparedness, career-based education, training, employment assistance and unemployment insurance.

Small Business Development Center (SBDC): Michigan's Small Business Development Center is the state's most comprehensive entrepreneur and small business development program. SBDC provides counseling, training, research and advocacy for startups, small businesses and tech companies. Counselors provide support and guidance in helping to evaluate a businesses use of technology, strategic course and more.

Small Business Association of Michigan (SBAM): Serving small business in all 83 Michigan counties, SBAM focuses on serving the needs of the state's small business community. SBAM promotes entrepreneurship, leverages buying power and serves as an advocate for small business issues.

For more information on MEDC, please visit www.michiganbusiness.org

Innovation drives Michigan economy



MICHIGAN BUSINESS
NETWORK.COM

Amere 15 years ago, all the founders of this great event sat around a conference table trying to find ways to work more collaboratively to help bring prosperity to the small businesses of Michigan. It was decided that to sustain this effort we should meet more often to share our program information, initiatives and best practices. In short, what we were doing and what we were planning to do to help small business. We also felt that it would be a good idea to host an event to ensure that we would continue to meet in perpetuity. Michigan Celebrates Small Business enjoys its 14th year and has been, for most of those years, the premier small business event in this great state.

The evening is a true reflection of Michigan's small business community, filled with enthusiasm, loud raucous networking and that indomitable spirit that runs through our small business community. This is the same spirit that allows entrepreneurs to see a successful enterprise at the far end of an idea where others see only risk. That same spirit that allows them to overcome innumerable obstacles that would bring most to regret ever having tried. The same spirit that starts and builds successful companies that then go on to bring great products and services to the market place, hire

employees and pay taxes that fund fire and police, schools, and so much more. What does that spirit create; the majority of our economy. Fifty-four percent of the state's employees work for small businesses and a staggering 94 percent of Michigan's businesses are classified as small businesses. The Little Engine That Could," but even more so, it is the engine that drives our entire economy.

So why should there be a Michigan Celebrates Small Business awards dinner? To do just that, celebrate. To raise a glass to those who tried and failed but tried again. To those who created successful endeavors, and especially to those who have weathered the challenges of the ever changing market place, regulatory encumbrances, and the thousands of other roadblocks that must be overcome and have still achieved success.

Yes, Michigan Celebrates Small Business is exactly what the founders wanted it to be. Toasting your prosperity and to all that you do on a daily basis to continually improve our great state.

Thank you and congratulations.



When small business owners follow their dreams, everyone benefits. They create jobs and drive our economy, and as the world transforms, small business owners are our problem solvers. Faced with social, technological and economic changes, they see opportunities to build. At the U.S. Small Business Administration, we have the unique privilege of providing some of the tools to do that. Since 1953, our mission has remained the same—to help small businesses start, grow and succeed.

SBA Michigan District Office staff members based in Detroit and Grand Rapids and resource partners throughout the state, including Small Business Development Centers, SCORE volunteers, Women's Business Centers, and a Veterans Business Outreach Center, provide low and no-cost services to assist entrepreneurs, training in essential management skills, and one-on-one counseling to review business plans and answer your questions.

If you need financial capital, SBA's loan guaranty programs help lenders extend credit on favorable terms to small business owners. In FY17, the SBA approved more than 2,700 loans in the 7(a) and 504 programs in Michigan, providing \$1.087 billion to small businesses throughout the state. The SBA can also help you sell to the world's largest customer, the U.S. government, and the HUBZone and 8(a) Business Development programs ensure small businesses compete on a level playing field for billions of dollars in federal contracts awarded every year.

In fact, small business government contracts have seen tremendous success in the past year, with the highest-ever percentage of contracting dollars going to small businesses:

25.75 percent totaling \$90.7 billion. Also, for the first time ever, the federal government met its 5 percent statutory goal for contracts awarded to women-owned small businesses. Further, small disadvantaged businesses received their highest percentage of federal contracts—10 percent—double SBA's goal. In Michigan, nearly \$1.2 billion with approximately 3,700 federal contracts was awarded to small businesses in FY16.

Another way the SBA helps small businesses expand is with exporting. In late 2017, Michigan received \$900,000 in State Trade Expansion Program funding to assist small businesses with export-related activities or other export initiatives in line with the STEP objectives, including participation in foreign trade missions, foreign market sales trips, subscription services provided by the U.S. Department of Commerce, as well as design of international marketing campaigns, export trade show exhibits, training workshops and more.

Meanwhile, entrepreneurs on the cutting edge can feel confident that the SBA is working to harness the power of technology for small business owners in every corner of the nation. The SBA has launched online tools to simplify the lending space and make it easier for lenders and prospective borrowers to make connections and do business together. We also offer approximately 100 online classes so owners and entrepreneurs can educate themselves on their own schedules.

The SBA is proud to stand up for entrepreneurs and be part of a community that champions small businesses. To hear more about what we're doing, visit www.sba.gov/mi, text SBA to GOV311 (468311) for subscription link for email updates, or attend an in-person or online event. Small business ownership is a long, exciting journey, and the SBA looks forward to continuing to be your partner along the way.



Congratulations to the 2018 award winners! Enabling small businesses to grow and thrive is the most rewarding part of the work we do for you at the Small Business Association of Michigan. Our mission is the success of Michigan's small businesses. We are extending you a heartfelt congratulations for the work you have put into your business in order to achieve your successes!

Small business owners are the job creators that fuel Michigan's economy. Our more than 26,000 members are as diverse as they come! With accountants, inventors, manufacturers, consultants, retailers and every business in between, what unites the SBAM membership is the spirit of entrepreneurship...a spirit that drives your innovations that allow you to develop and succeed in your own business because you know you can do something better than anyone else!

Choosing that path is not always easy. Through challenges and triumphs, you often face the biggest moments alone. That's where the network at SBAM can help guide your way.

Advocacy

SBAM is the only statewide and state-based association that focuses solely on serving the needs of Michigan's small business community. We have been successfully serving small businesses like yours in all 83 counties since 1969. Our advocacy team works to ensure pro-small business legislation is passed and that small-business friendly legislators are elected to office. Our non-partisan approach guided by volunteer leaders allows our team to focus on the issues that matter most to our members.

Bringing business owners together to share knowledge

When you become part of the Small Business Association of Michigan, you are gaining access to the power of an

owner-to-owner network. With other owners just like you, you have the opportunity to learn and grow from your peers, and to share challenges and triumphs. We know that being a small business owner can sometimes feel lonely—let us connect you with our owner network.



Rob Fowler

Creating collaborations and partnerships

SBAM's more than 26,000 members offer you the ability to collaborate and for SBAM to offer members special opportunities. A prime example is SBAM Energy Solutions, a collaboration between SBAM, Consumers Energy and DTE Energy. Together our organizations are able to provide additional energy saving services to SBAM members. We also work to provide members with important content that's crucial to the success of your business. We choose reliable, resourceful partners that you can trust.

Delivering group buying power

Our large membership profile not only provides opportunities to collaborate, it offers buying power and the ability to negotiate special services and pricing on a variety of member benefits. The SBAM team does the research and negotiation, offering members unparalleled vetted business solutions. Whether it is employee benefit solutions, compliance resources or office savings, you can find most any business solution at SBAM.

Your hard work, diligence and dedication has brought you here. We know that joining the Small Business Association of Michigan will open more doors for your business and keep it moving in the path of success.



Day-in and day-out, entrepreneurs are hard at work across the state of Michigan. Each year we gather to celebrate the impact they are creating in Michigan communities and the innovation they drive across many sectors. As the managing partner of Michigan Celebrates Small Business, the Michigan SBDC welcomes you to this year's awards gala and extends its congratulations to each awardee and their employees.

The Michigan Celebrates awards gala is made possible by leveraging the support of many organizations. One of their hopes for this event is that it heightens your awareness of the many organizations that can serve as resources to your business.

Michigan business owners and business builders have been fortunate to receive support and assistance from many of these same organizations. Through their collective support, encouragement, and assistance, these businesses are key in propelling small business success throughout the state.

The Michigan SBDC, together with these organizations, works to provide value and support to entrepreneurs all over our state. One of the goals for tonight is to heighten your awareness of this ecosystem of support organizations.

The organizations that provide entrepreneurial support to Michigan's businesses work collaboratively to create a vibrant Michigan small business economy. The organizations in Michigan's small business ecosystem provide a rich range of resources. Collectively, these organizations foster multiple stages of business evolution, strengthen the economy, workforce, and growth as a state.

The Michigan SBDC is proud to play a role in Michigan's growth by providing no-cost business consulting, market research, business education, cybersecurity and technology commercialization assistance to businesses of all stages, across all 83 counties of Michigan. Our team of experts offer business assistance on areas like business planning, financial forecasting and financial infusion strategies, market research, and strategic planning, to name a few.

The Michigan SBDC also strives to be on the forefront of identifying and providing innovative strategies and programs to meet the evolving landscape of small business needs. These efforts include areas such as raising small business awareness of cybersecurity, with a program now adopted by many states across the nation (www.smallbusinessbigthreat.com). The Michigan SBDC also works with a variety of key partners to educate small businesses about the eventual impact of autonomous vehicles and other technologies, and how their adoption will create a ripple effect across main street businesses of many industries.

The Michigan SBDC wants businesses to be strong today, carry out smart and practical planning for tomorrow, and even peek around the corner to be ready for the future.

While it may seem overwhelming at times, the most important element for businesses to know is they are not alone in this task. You have a team to support you, including the expertise of over 90 Michigan SBDC consultants spread across the state, as well as an entire ecosystem of great partners. The founding partners of Michigan Celebrates Small Business are dedicated to helping you achieve success and celebrate your accomplishments. Congratulations to all of this year's awardees! The Michigan SBDC looks forward to your continued success.



Michigan Celebrates Small Business is made possible because of countless individuals and organizations across the state of Michigan. Thousands of hours of service and significant financial contributions have been invested throughout the past year to provide a celebration suitable for awardee companies. We would like to extend a sincere thank-you to the following:

FOUNDING ORGANIZATIONS

Michigan Business Network, Edward Lowe Foundation, Small Business Administration, Small Business Association of Michigan, Michigan Small Business Development Center, Michigan Economic Development Corporation

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THE JUDGES OF MCSB

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Are you about to make a \$3 million ransomware mistake?

Healthcare is a growing target: ransomware attacks have no quick cheap fixes.

If you're in healthcare, you're at risk.

Your users are giving away too much information

From using the same passwords at work and home to freely giving out personal details or office intel, users give criminals the keys to your network and they don't have a clue. Cybercriminals use personal information to socially engineer their ways into infecting your network.

Your software isn't patched

Most hospitals don't even have a clue whether their network is completely patched. Left unpatched for even a few weeks could mean the difference from a massive data breach or ransomware attack and a healthy network.

Personal devices can infect your network

If users bring personal devices on your network, they normally bring infections with them.

Your users fall victim to serial phishing attempts

Phishing attacks have gotten so sophisticated that users aren't able to easily tell the difference between legitimate emails and those malicious phishing scams aimed at getting them to simply click an attachment or link.

Your network isn't protected

More than 80% of healthcare use firewalls and monitoring systems that are so outdated that they do nothing but give false security that their networks are protected when they really aren't. A simple network scan reveals to a cybercriminal that healthcare is ripe for attacking.

Rogue devices are on your network

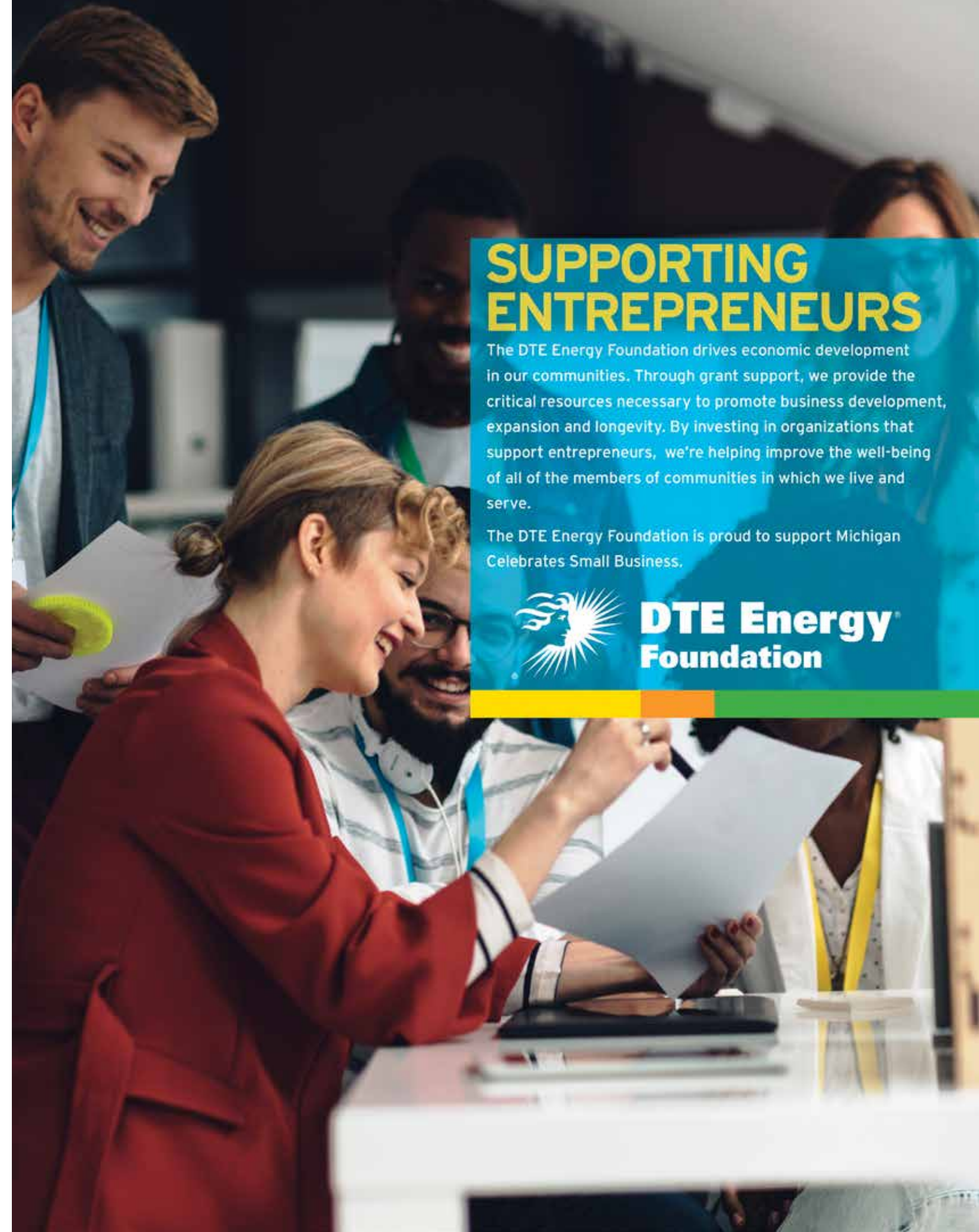
Rogue devices are phones, laptops, practically anything that might be able to connect to your network that isn't being maintained and that could carry viruses that spread throughout your office. Even one rogue device is enough for an attack!

Your Wi-Fi is opening the door

By not protecting your working network, any patient or visitor could bring in ransomware virtually unnoticed.

Your EHR vendor doesn't understand security

9 out of 10 EHR vendors do not protect data transmitted to and from your office.



SUPPORTING ENTREPRENEURS

The DTE Energy Foundation drives economic development in our communities. Through grant support, we provide the critical resources necessary to promote business development, expansion and longevity. By investing in organizations that support entrepreneurs, we're helping improve the well-being of all of the members of communities in which we live and serve.

The DTE Energy Foundation is proud to support Michigan Celebrates Small Business.



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