

Michigan Celebrates Small Business



*16TH ANNUAL AWARDS GALA
JULY 2020*

HERE TO HELP MICHIGAN BUSINESSES.

Michigan Economic Development Corporation is committed to helping small businesses in our state. If you own a business, MEDC has dedicated resources and services available to you now:

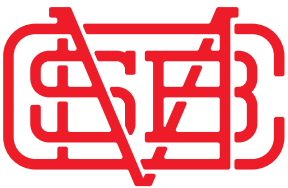
- Small business support
- Access to capital
- Entrepreneur resources
- Buyer and supplier matchmaking

To learn more, visit michiganbusiness.org/pure-partnership

MICHIGAN ECONOMIC
DEVELOPMENT CORPORATION
PURE PARTNERSHIP



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Michigan Celebrates Small Business website: www.MichiganCelebrates.org
MCSB is a collaboration of trusted statewide organizations who offer collective resources to support, connect and celebrate small business. Michigan Celebrates is presented by its founding organizations: Michigan Economic Development Corporation (MEDC); Small Business Association of Michigan (SBAM); Michigan Business Network; Edward Lowe Foundation; Michigan Small Business Development Center (SBDC); and the U.S. Small Business Administration (SBA)–Michigan District Office.
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Michigan 50 Companies to Watch

The **Michigan 50 Companies to Watch** is the premier MCSB awards category that recognizes the 50 Michigan companies that are up-and-coming with high potential for the future. Award criteria requirements includes 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 2020 cohort of the Michigan 50 were selected from a process that included more than 550 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 800 companies strong, and grows each year. This community represents a substantial amount of the vitality that is foundational to the Michigan economy. MCSB recognizes alumni companies each year that best demonstrate the continued success of the alumni community.

The **Most Great Place to Work Award** recognizes a previous Michigan 50 Companies to Watch recipient for their increased contributions to their community and who have fostered a creative, collaborative workplace culture to enhance performance and sustain a competitive advantage.

The **Strategically Focused Award** recognizes a previous recipient that has strategically increased their sales since they were awarded to ensure 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 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, sand community contributions.

SBA 8(a) Graduate of the Year: A firm that has a demonstrated history of successful performance on 8(a) contracts while in the 8(a) Business Development Program.

Michigan Exporter of the Year: Significantly increased export sales and profits, encouraging other firms to export, increased jobs through exports, and innovative methods of creating markets.

Michigan Family-owned Small Business of the Year: A family owned business that has passed from one generation to another and owner has responsibility for operating the business with at least a 15 year track record.

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: Small business owned 51% by a woman or women with outstanding growth, innovative product(s), increasing jobs, increasing sales, overcoming adversity, and community contributions.

Region 5 Small Business Prime Contractor of the Year: A small business that has provided the government with outstanding goods and services as a prime contractor.

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.

2020 Michigan 50 Companies to Watch

ABA Insight LLC	Ann Arbor	Fenton Winery & Brewery	Fenton	Midtown Fresh Market	Kalamazoo
Accurate Analytical Testing LLC	Romulus	Fifth Wheel Freight	Kentwood	Monica’s Gourmet Cookies	Grand Rapids
Alta Vista Technology LLC	Royal Oak	Foster Coffee Company	Owosso	Morgan Composting Inc.	Sears
American Plumbing	Lansing	Frankenmuth Woolen Mill	Frankenmuth	MySwimPro	Ann Arbor
Array of Engineers LLC	Grand Rapids	Global Battery Solutions LLC	Holland	Ngage Management	Okemos
B&P Manufacturing	Cadillac	Great Lakes GrowthWorks	Ann Arbor	Northern Jet Management Inc.	Grand Rapids
Boyne Boat Yard Inc.	Boyne City	GSH Group LLC	Clawson	Northern Wings Repair Inc.	Newberry
Brightly LLC	Grand Rapids	GS3 Global	Livonia	Orbion Space Technology	Houghton
Certified Training Institute	Traverse City	HandyPro Handyman Service Inc.	Farmington	Pets Naturally	Traverse City
Delta Force P.I. LLC	Gladstone	High Five Spirits	Petoskey	Prime Energy Contract Services	Troy
Detection Systems and Engineering	Troy	InsTe Business Solutions Inc.	Zeeland	Rolar Manufacturing Corp.	Muskegon
Detroit School for Digital Technology (DSDT)	Detroit	Janel’s Industries	Dowagiac	Ruby + Associates Inc.	Bingham Farms
dig	Grand Rapids	LaFleur	Grand Rapids	Sommerset Paving Companies LLC	Whitmore Lake
Enterprise Tax Solutions Inc.	Farewell	M & M Home Care	Livonia	Sportsman Tracker Inc.	Grand Rapids
Environmental Resources Group	Wixom	Meulenberg Painting & Decorating Inc.	Grand Rapids	Temper Inc.	Cedar Springs
Envision Health LLC	Bloomfield Hills	Michigan Woodwork	Williamston	Town & Country Group	Zeeland
Fakhoury Global Immigration USA PC	Troy			Workit Health	Ann Arbor

Michigan 50 Distinguished Alumni Award: Strategically Focused

Tech Defenders	Grand Rapids
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Michigan 50 Distinguished Alumni Award: Most Engaged Workplace

Walker-Miller Energy Services	Detroit
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Michigan SBDC Best Small Businesses

1st Chance Garage LLC	Lake City
3 North Vines LLC	Croswell
ABA Insight LLC	Ann Arbor
AIRS	Newaygo
Cam Packaging LLC	Gladwin
Frankenmuth Clock & Germany Gift Company	Frankenmuth
Landmark TapHouse & Grille	Three Rivers
Onyx Enterprise Inc.	Deroit
Peak Performance Physical Therapy	Lansing
Rozie’s Foods	Negaunee
Sand Bay Trading Co. and Woody’s Grand Lake	Presque Isle

PTAC Best Small Businesses

Advanced Matrix Inc.	Plymouth
B&P Manufacturing	Cadillac
Cignys	Saginaw
Debora Smith Energy Partners	Attica
Fulgham Machine and Tool Co.	Jackson
Macomb Sheet Metal	Clinton Township
Premier Group Associates LC	Detroit
Virtual Sandtable	West Olive

SmartZone Best Small Businesses

86 Repairs	Grand Rapids
ChargeOver	Mt. Pleasant
CrossBraining	Pleasant Lake
Delray Systems LLC	Rochester
Global Battery Solutions LLC	Holland
HoneyCure	Detroit
Hyvida Brands Inc.	Muskegon
ImmediPay	Port Huron
Iontox LLC	Kalamazoo
LucidCoast	Marquette
May Mobility	Ann Arbor
nuBoxZ	Sterling Heights
Orbion Space Technology	Houghton
Pivot Materials	Detroit
Skoop	East Lansing

Michigan–U.S. Small Business Administration

Advanced Environmental Management Group LLC (AEM Group)	Plymouth
Aldevra LLC	Kalamazoo
Beth Millner Jewelry	Marquette
Detroit SCORE Chapter 0018	Royal Oak
Elevated Technologies Inc.	Grand Rapids
Federal Reserve Bank of Chicago	Chicago
Great Lakes Women’s Business Council	Livonia
J.J. Barney Construction Inc.	Rochester Hills
Redi-Rock International	Charlevoix
West Michigan SBDC	Grand Rapids

Economic Impact of the 2020 Michigan 50 Companies to Watch 50 Awardees

Increasing Impact

[4-year look]

From 2016 through 2019, these companies generated \$1 billion in revenue and added 723 employees (both in Michigan and out-of-state), reflecting a 101.9% increase in revenue and 93.8% increase in jobs for the four-year period. That translates into a 26.9% annual revenue growth and 24.8% annual growth in employees.

[5-year look]

These companies project continued growth in 2020, with a 29.1% revenue increase and 27.2% growth in employees (both in Michigan and out-of-state) compared to 2019. If their projections hold, these companies will have generated \$1.5 billion in revenue and added 1,129 employees over the last five years—a 160.8% increase in revenue and 146.4% increase in jobs since 2015.

Regional Distribution

Region	# of Companies
Detroit Metro	13
East	2
East Central	2
Northeast	0
Northwest	5
South Central	3
Southeast	5
Southwest	2
Upper Peninsula	4
West	14

Economic Impact in 2019

\$364 million in total annual revenue

29% increase in total annual revenue compared to 2018

1,494 full-time equivalent employees

1,413 in Michigan • 81 out-of-state

406 net new jobs projected for 2020

254 in Michigan • 152 out-of-state

Business Sector Distribution

Business Sector	# of Companies
Accommodation or food services	1
Agriculture	2
Construction	5
Educational services	2
Finance or insurance	0
Health care or social services	4
Information technology	4
Manufacturing	10
Medical devices	0
Other	1
Professional services	8
Publishing	0
Real estate, rental and leasing	1
Retail trade	3
SaaS	4
Scientific or technical services	3
Transportation and warehousing	2

Clean Energy is Smart for Your Business

We're passionate about making life in Michigan better today while keeping an eye on improving the future. Our vision includes adding more renewable energy from wind and solar and to stop using coal. We also offer rebates and programs that can help your business run more efficiently, save money and deliver the clean energy profile your customers are looking for.

Choose Clean Energy for Your Business
MICleanEnergy.com



	2016	2017	2018	2019	2020 (projected)
Revenues in \$ millions	181	203	282	365	471
Employees*	771	1,002	1,184	1,494	1,900

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



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CELEBRATING THE RESILIENCE OF MICHIGAN'S SMALL BUSINESSES



By Courtney Overbey, Communications Specialist
at Michigan Economic Development Corporation

IN MICHIGAN, nearly every indicator of our state's success is influenced by our small businesses. They play a vital role in attracting talent to live and work in our small towns and big cities alike, offering both an exciting workplace atmosphere and contributing to a high quality of life after hours.

They are the economic drivers of our local communities, offering charismatic shops and hidden gems for tourists that make Pure Michigan an irresistible destination for people of all ages.

And our small businesses help instill a sense of hometown pride for residents spanning generations, bonding people of all backgrounds and beliefs together through a sense of shared community.

MICHIGAN SMALL BUSINESSES ARE THE LIFEBLOOD OF OUR COMMUNITIES

When COVID-19 hit Michigan in March, the critical role that small businesses play in communities across the state became abundantly clear as the state economy all but halted in response to the virus. As Michiganders began staying home and staying safe to help slow the spread of COVID-19, Michigan's small businesses were undoubtedly among the hardest hit.

In the face of many economic and public health challenges presented by the COVID-19 outbreak, the small businesses recognized in this year's 2020 Michigan Celebrates Small Business awards rose to the occasion, displaying a level of creativity, collaboration and resilience that has brought their communities together during the global pandemic.

By deploying this "Arsenal of Innovation," Michigan's small businesses across all industries and all corners of the state have pivoted and retooled in response to the virus to better protect workers on the frontlines in the fight against COVID-19, while at the same time continuing to support their employees and their communities during the outbreak.

In Grand Rapids, Tech Defenders focused on giving back to the community while supporting the region's overall response efforts. As a company that specializes in repurposing old technologies and mobile devices, it teamed up with Zeeland Public Schools to donate hundreds of face masks and iPads to the Zeeland Community Hospital. As a result, the personal protection equipment (PPE) supported the safety of the healthcare workers while serving patients, while the donated technology made telemedicine appointments possible for patients to receive virtual care sessions and connect with their loved ones over video, so as to keep them safe

**AT THE MEDC, WE ARE INSPIRED BY THE
INGENUITY AND RESILIENCE THAT SMALL
BUSINESSES...DEMONSTRATE WHEN FACED
WITH ANY NUMBER OF CHALLENGES EVERY
DAY. THE COMMITMENT THEY HAVE TO
SERVING THEIR COMMUNITIES — AND GIVING
BACK WHEN THEY CAN — ENCOURAGES US
IN OUR WORK TO CONTINUE PROVIDING
PATHWAYS TOWARD SUCCESS FOR SMALL
BUSINESSES IN ALL CORNERS OF THE STATE.**

from the virus. Thanks to Tech Defenders stepping up to support its community during a time of need, Zeeland Community Hospital was able to provide additional critical testing for COVID-19 patients.

Shortly after the pandemic appeared in Michigan, High Five Spirits Distillery, in Petoskey, pivoted its production lines, shifting from vodka to hand sanitizer to meet the growing need in nearby hospitals. By providing hundreds of gallons of hand sanitizer to nearby McLaren Health Care hospitals, it not only continued to keep its workers paid and its business afloat, but it did so while supporting healthcare workers on the frontlines.

Meanwhile, in an effort to keep its communities safe and supported during the pandemic, Midtown Fresh Market, in Kalamazoo, stayed open during the outbreak, with its employees classified as an essential workforce. It did so responsibly by implementing CDC health and safety guidelines, encouraging face coverings to protect both its workers and its customers, and allowing curbside pickup and home deliveries to accommodate its customers. All the while, it used each month's profits to help donate more than 5.3 million meals for Feeding America, providing necessary meals and assistance to people in need.

At the Michigan Economic Development Corporation (MEDC), we are inspired by the ingenuity and resilience that small businesses like these demonstrate when faced with any number of challenges every day. The commitment they have to serving their communities—and giving back when they can—encourages us in our work to continue providing pathways toward success for small businesses in all corners of the state.

MEDC CREATES ECONOMIC OPPORTUNITIES FOR SMALL BUSINESSES



When the outbreak of COVID-19 began in March, MEDC quickly responded with agility and creativity to not only develop new programs and initiatives, but to expand our existing programs in nearly all of our in-state service program areas to reach a wide base of businesses and communities, from capital access, international trade, and entrepreneurship and innovation initiatives, to our Community Development Match on Main program and PlanetM mobility efforts. These conventional programs are focused on supporting the growth and success of small businesses in Michigan.

MEDC's Pure Michigan Business Connect (PMBC) program, for example, is a demand-driven, multi-billion-dollar public/private initiative that connects Michigan suppliers of goods and services with local, domestic and global demand. During the outbreak, the PMBC program transitioned its efforts to support a virtual procurement platform for suppliers of critical health and human services across a broad range of categories in accessing critical supplies and products, including food, medical devices, paper products, cleaning equipment and more. Today, the platform is focused on supporting businesses in need of non-medical PPE as Michigan begins safely reopening its economy in phases.

Meanwhile, MEDC's traditional Match on Main program expanded to provide access to more communities and to refocus resources on recovery efforts of existing businesses, rather than helping new businesses open. Michigan's small businesses and traditional downtowns are the heart of our communities; by providing the necessary resources for communities and small businesses to engage in economic recovery efforts, MEDC is helping ensure Michigan downtowns not only recover, but thrive.

In Marquette, Beth Millner Jewelry stands as a testament to both MEDC programs, having received support that allowed it to continue providing handcrafted, nature-inspired jewelry made from eco-friendly materials. During the COVID-19 pandemic, the team manufactured and facilitated the delivery of metal nose pieces for face masks for the Upper Peninsula community using the PMBC team's COVID-19 procurement platform. Following its success in pivoting to provide critical PPE materials, Beth Millner Jewelry received additional

support through the Match on Main program. Through the support it received from MEDC's various in-state programs, Beth Millner Jewelry was not only able to rehire all of its workers from before the pandemic, but it also brought on additional employees to help sew masks and other materials from home to support frontline workers during the outbreak.

In times of crisis and otherwise, a key ingredient in MEDC's efforts to support small businesses is our work to catalyze entrepreneurship throughout the state, as we bolster Michigan's entrepreneurial reputation and world-class innovation in high-tech, automotive and mobility industries. No other state in the nation provides the breadth and depth of entrepreneurial support to emerging high-tech companies and small businesses like Michigan.

Much of this work is accomplished through the support of 21 statewide SmartZones, strategically located throughout Michigan where technology-based firms, entrepreneurs and researchers are in close proximity to all of the community assets that support their endeavors. Through these SmartZones, Michigan provides business accelerator services including mentoring, networking events, product development, grant writing, business planning, technology mining, market analysis and more. And through Michigan's mobility initiative, "PlanetM," MEDC is able to support small businesses in bringing their mobility solutions and technologies to life.

In 2018, Detroit-based Pivot Materials realized that by leveraging these support systems, it could expand its reach and accelerate its growth while doing business in Michigan. With a mission to bring sustainable biomaterials in the mainstream by replacing plastics with bamboo fibers, Pivot Materials sought support from its SmartZone in Detroit, where it received business developments assistance from the MEDC-funded Small Business Development Center's Tech Team. Pivot Materials also received support from MEDC's PlanetM initiative for using its technology to improve future mobility solutions, allowing it to participate at "Plug and Play" in California where it increased access to potential investors, pilot projects and networking events, and was introduced to the Silicon Valley ecosystem. The assistance it received through MEDC's entrepreneurial support and PlanetM initiative, has allowed Pivot Materials to continue growing its team and creating jobs right here in Michigan.

Finally, by supporting service providers throughout the state, MEDC also expands its reach by empowering those organizations to support small businesses within specialized industries.

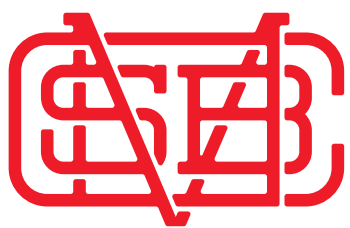
With 11 office locations in all corners of the state, procurement technical assistance centers (PTACs) help

enhance national defense and economic development in the state of Michigan by assisting Michigan businesses in obtaining and performing on federal, state and local government contracts. The seminars, training, consultations and events hosted by PTACs are made possible through funding and support provided by MEDC, making PTACs a significant partner in strengthening Michigan's economy and creating opportunities in industries including defense and aerospace.

Take Northern Wings, for example. The company was founded in 2001, by Marine Corps veteran Dave Goudreau, and focuses on precision machining and fabrication, with capabilities in aerospace and military welding, machining and non-destructive testing. As Northern Wings began to grow, it recognized it needed support in accessing and training the type of talent necessary to support its vision. By connecting with its nearby PTAC in Onaway, Northern Wings employees have been able to consistently attend the trainings, seminars and counseling sessions provided by PTAC offices for nearly 20 years. By working with PTAC, Northern Wings has enhanced its capabilities as an aviation program manager and has been able to complete diverse projects for the U.S. Army Corps of Engineers, the U.S. Coast Guard and the U.S. Department of Interior. This success has also allowed it to grow its physical location and develop an award-winning staff, where 80 percent of its employees—and all its manufacturing, distribution and repair work—remains housed in its office in Michigan's Upper Peninsula.

In looking back, it is already clear that if 2020 has taught us anything, it is how vital our small businesses are to the fabric of Michigan's communities and economic prosperity. As we continue to move toward economic recovery throughout the year, our hundreds of small businesses around the state will continue to serve as proof of how Michigan remains a place where businesses of all sizes can access opportunities, grow and succeed, no matter the circumstances.

**BY SUPPORTING SERVICE
PROVIDERS THROUGHOUT THE STATE,
MEDC ALSO EXPANDS ITS REACH BY
EMPOWERING THOSE ORGANIZATIONS
TO SUPPORT SMALL BUSINESSES WITHIN
SPECIALIZED INDUSTRIES.**



Michigan Celebrates Small Business

ENTREPRENEURS ARE MICHIGAN’S FUTURE!
Whether they own a business in a rural community of Petoskey or have two locations in metro Detroit, these individuals pave the way for continued growth, regional employment opportunities and prosperity across the state. The passion they have for their businesses and employees is nothing but inspirational. These small business owners not only devote countless hours working to ensure their business exceeds the norm and is at the forefront of their industry, they also find time to give back to the community.

For the previous 15 years, Michigan Celebrates Small Business (MCSB) has recognized this entrepreneurial spirit by celebrating small business innovation and excellence at an annual MCSB gala. This year, we will honor a total of 94 small businesses at the 16th annual awards ceremony. A panel of judges selected the companies 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, diversification and marketplace performance. They are the ones who stood out from nearly 600 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 and 99 full-time employees and have between \$750,000 and \$50 million in annual revenue.

Each of these companies have demonstrated unique success in their industry and economic impact to their communities. Collectively they have had an even greater influence on the progress and prosperity of Michigan. From 2015 through 2019, these companies generated \$1.8 billion in revenue and added 1,046

employees (both in Michigan and out of state), reflecting a 59.9 percent increase in revenue and 79.4 percent increase in jobs for the four-year period. That translates into a 17.3 percent annual revenue growth and 21.6 percent annual growth in employees. These companies project continued growth in 2019, with a 43.9 percent revenue increase and 25.4 percent growth in employees compared to 2018. If their projections hold, these companies will have generated \$2.5 billion in revenue and added 1,646 employees over the last five years—a 130.6 percent increase in revenue and 124.9 percent increase in jobs since 2015.

A successful company is one led by a strong leader and a great team. These companies are no exception. They are led by forward-thinking business leaders who engage their teams to achieve new heights and strive to make their communities a better place to live and work.

These entrepreneurs who balance business growth with community engagement are inspirational to the next generation of Michigan business owners. All the Michigan 50 Companies to Watch engage with supporting their community, many of the companies actively support numerous community development and strengthening activities. They are active in donating to food banks, veteran initiatives, homeless shelters, youth development, cancer centers, community festivals and many other notable causes. We celebrate you this evening not only for your growth and innovation, but also for your commitment to community.

Learn how these thriving small businesses are impacting Michigan by reading about each of them on the subsequent pages. 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.

When business is booming, your need for tax planning and all-inclusive business consulting is top of mind. Your first call should be to someone who knows you and your business. Our trustworthy advice, answers and guidance take the stress out of every challenge and change.

Business solutions. Peace of mind. That’s The Rehmann Experience.



**ABA Insight
Ann Arbor**

Angie Fuqua, executive director
Founded in 2017
Industry: health care or social services
Sites in Michigan: 5
Full-time equivalent employees: 16
www.abainsight.net

**Describe the company
in one sentence.**

ABA Insight provides evidence-based applied behavior analysis therapy to individuals on the autism spectrum.

**What is the next major
accomplishment planned
by the company?**

ABA Insight will become re-accredited once again with the Behavior Health Center of Excellence (BHCOE) for our superior clinical services.

What makes the company truly unique?

ABA Insight focuses on the family and clients improvement in life, over the business and overall financial prosperity for personal gains.

What small business trend is impacting you the most? Thinking in terms of responsible growth to remain focused on quality of our services.

Describe the company culture in three words.
Empowered, equipped, inspired.

How is the company engaged with the community? ABA Insight hosts community events for information dissemination. Insight deploys marketing through our website to provide resources to families, and provides local physician offices, schools and other community partners with information about ASD, ABA treatment, and early intervention.



**Accurate Analytical Testing LLC
Romulus**

Robert Theys, CEO and owner
Founded in 2004
Industry: analytical testing laboratory
Sites in Michigan: 1
Full-time equivalent employees: 37
www.accurate-test.com

**Describe the company
in one sentence.**

Accurate is a state-of-the-art analytical testing laboratory servicing the nation testing samples for the presence of lead in soil, air, paint, waste, dust and water.

**What is the next major
accomplishment planned
by the company?**

Additional facility expansions to increase daily sample analysis to greater than 5,000 samples per day.

What makes the company truly unique?

We are the largest lead testing laboratory in the nation. We perform only the testing and analysis of lead in paint, soil, air, water and dust wipes. While all other labs juggle many different tests on the same instruments- we are focused on only one analyte (lead) and we can mass produce thousands of samples per day. Our on time daily turnaround is always 99.72 percent or greater.

What small business trend is impacting you the most? Technology improvements and efficiencies.

Describe the company culture in three words.
Teamwork, comradery, family.

How is the company engaged with the community? We support hundreds of local, county, state and federal organizations (as well as private individuals) helping to determine sources of lead poisoning/contamination in both children and adults. We do it efficiently and accurately. We are helping to save lives and identify sources of lead contamination nationwide every day.



**Alta Vista Technology
Royal Oak**

Scott Jackson, president
David Valade, CTO
Hollie Murray, vice president of services
Founded in 2014
Industry: SaaS
Sites in Michigan: 3
Full-time equivalent employees: 22
www.altavistatech.com

**Describe the company
in one sentence.**

Premier accounting software and BI consulting, implementation, and support.

**What is the next major
accomplishment planned
by the company?**

Continued growth and expansion across the country. We had a record-setting 2019 and aim to shatter those records again in 2020.

What makes the company truly unique?

Our ability to craft custom solutions with quick and clear communication really sets us apart. We treat our customers like partners working both for them and with them. World-class customer service makes us one of the top ERP providers in North America.

What small business trend is impacting you the most? The growth of small business and the need to automate and adopt new technology to succeed. Small businesses don't always stay small. When the business starts to grow so do their accounting needs. That's where we start to walk with the company, helping them lift some of the weight and freeing them up to focus on further growth and development.

Describe the company culture in three words.
Family, fun, dedication.

How is the company engaged with the community? Alta Vista Technology has worked through personal efforts and through companies, like DonorsChoose, to fund projects in local schools. We give to underfunded classrooms to advance literacy and the use of technology.



**American Plumbing Contractors Inc.
Lansing**

Michael Tenniswood, owner/president
Founded in 2015
Industry: plumbing
Sites in Michigan: Approx. 44
www.americanplumbing.pro

Describe the company in one sentence.

American Plumbing is a company that prides itself on quality of work, customer satisfaction, and desire to cultivate the very best from each employee.

What is the next major accomplishment planned by the company?

American Plumbing's next major accomplishment will be the continuation and advancement of two items: 1) Safety—our goal is to always hold our safety standards to the very highest industry level. The safety of our people and job sites are the top priority of American Plumbing. Advancements to the training and safety equipment will continue to be a major focus; and 2) Launching another specialized division. Within the plumbing world, there are many specialized fields. The next arm, or division, we would like to open will be coming within next 12 months. This allows for more specialized training for the technicians serving that division as well as a more focused customer interaction.

What makes the company truly unique?

American Plumbing is truly unique because of our people. We have an extremely diverse work force. People from many ethnicities and all walks of life. American Plumbing focuses on uniting our workforce in the common goal of believing in what we can accomplish together as a team in this amazing country, as well as providing each with a rewarding future.

What small business trend is impacting you the most? We have seen a tremendous impact from different technologies in relation to the construction industry. Investments into GPS locating tools for underground plumbing systems, as well as new computer systems connecting our onsite foremen with all job site information, and giving the ability to share and quickly problem solve.

Describe the company culture in three words.
Integrity, employee engagement, teamwork.

How is the company engaged with the community? American Plumbing is constantly engaging with our local community in many ways. A few of our most current are: donating materials and labor to build a new homeless shelter in Owosso; assisting the charity "Give All I can Give" to help aid local struggling veterans; engaging members of Lansing and Dewitt Chamber of Commerce; helping sponsor Junior Achievement Award; and reaching out to next generation to inform and teach them about the value and benefits of a skilled trade career.





Array of Engineers
Grand Rapids

Stacy Paul, CEO
Howard Paul, COO
Founded in 2018
Industry: aerospace
Sites in Michigan: 1
Full-time equivalent employees: 17
www.arrayofengineers.com

Describe the company
in one sentence.

Array of Engineers (AoE) is a software and hardware engineering company.

What is the next major
accomplishment planned

by the company? AoE hopes our next major accomplishment is doing a project for the DoD. We have been actively speaking with a software testing group since last year.

What makes the company truly unique?

Our success is based on our engineers working as a unified team, producing creative and efficient solutions, continually learning and utilizing cutting edge technologies, and applying them to our projects.

What small business trend is impacting you the

most? I can't think of any small business trend that is impacting AoE at this moment.

Describe the company culture in three words.

Community, team work, innovation.

How is the company engaged with the

community? AoE is very involved with the community.

We are a member of the Tech Council at The Right Place.

We are a member of MiDevice at The Right Place. We are

a very active member of AIAM. AoE is very active in STEM, mentoring for younger generations through FIRST Robotics.



B&P Manufacturing
Cadillac

Craig Hewett, owner
Tracy Hewett, owner
Founded in 1943
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 75
www.bpmfg.com

Describe the company in one sentence. A designer, manufacturer, and distributor for material handling and custom fabricated products and solutions for industry.

What is the next major accomplishment
planned by the company?

Expanding operations in order to accommodate larger DOD contracts that will solidify work for our company through 2026.

What makes the company truly unique?

Our company's business is divided into three segments: 1) Material handling: Where we design, manufacture, and distribute hand trucks, ramps, dollies, and carts to through a distribution network; 2) Commercial fabrication: Where we design and manufacture customized solutions in order to accommodate efficiency, safety, or logistics for end use clients like PepsiCo, American Red Cross, Dominos, Tropicana, and Ryder Truck; and 3) Military fabrication: Where we manufacture DoD projects such as airtight aluminum storage containers for torpedoes, long range missiles, radar units, FLIR turret units as well as nuclear storage vessels. Having all three segments operating at the same time allows us financial stability for our company and our employees. This level of work has given us the opportunity to quickly re-invest in our company with equipment and talent in order to improve longevity and additional growth capabilities. Being a smaller, locally owned company allows us to be very nimble and quickly make important decisions or direction changes without delay. This also allows our management team to be very accessible to the employees and the daily requirements. We are very committed to our local community and get involved with programs and charities that are important to our employees and their families. We are a "Made in the USA" company and we take great pride to be able source our materials and manufacture our goods locally and distribute our finished good throughout North America.

What small business trend is impacting you the most? As you look around the media and other business segments, there is a very strong emphasis on buying American made products and supporting your local retailer. Fortunately, we just happen to check both of those boxes. Because of our "Made in the USA" products and our products are sold, serviced, and supported by our nationwide local distributor network. B&P Manufacturing products have become our customers first choice for quality fabricated products.

Describe the company culture in three words.

Meeting customer needs.

How is the company engaged with the community? Munson Health Care; After 26 Depot Project; Veterans Serving Veterans; Epilepsy Awareness; Cadillac Leadership Program; Local Food Bank; Wexford Missaukee Career Tech Center; Backpack Program; New Hope Center.



Boyne Boat Yard Inc.
Boyne City

Charlie Harrett, CEO
Founded in 2014
Industry: marine service
Sites in Michigan: 1
Full-time equivalent employees: 9
www.boyneboatyard.com

Describe the company
in one sentence.

Boyne Boat Yard, a Van Dam Company, has worked hard to build a reputation as a leader in the northern Michigan marine service industry.

What is the next major
accomplishment planned
by the company?

Our vision is to expand our service capabilities.

What makes the company truly unique?

Boyne Boat Yard is unique because of its culture.

What small business trend is impacting you

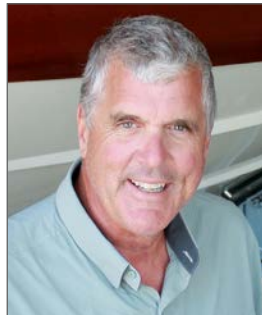
the most? We are most impacted by utilizing service-related innovations.

Describe the company culture in three words.

Positive, productive, family.

How is the company engaged with the

community? We have a presence in various community events, such as Boyne Thunder, Off The Clock, Stroll the Streets, and the Charlevoix Waterfront Art Fair. Boyne Boat Yard supports our local Boyne chamber with continuous collaboration. We give donations to local causes, such as the Boyne City Public Schools yearbook program. Every year, we host an open house and welcome the community to see who we really are. You can find us everyday interacting with the people of Boyne City at the harborage on Lake Charlevoix.



Brightly
Grand Rapids

Larry Faragalli, founder and CEO
Founded in 2012
Industry: information technology
Sites in Michigan: 2
Full-time equivalent employees: 18
www.teambrightly.com

Describe the company
in one sentence.

Brightly is a data-driven, design-led software consultancy, focused on solving complex business problems for mid-market and enterprise customers.

What is the next major
accomplishment planned
by the company?

Expanding our team by 35 percent this year.

What makes the company truly unique?

Our design leadership, our focus on research and our methodical process that has led to consistently successful outcomes.

What small business trend is impacting you

the most? Difficulty recruiting talent in Michigan.

Describe the company culture in three words.

Curious, honest, collaborative.

How is the company engaged with the

community? We support numerous arts organizations and nonprofits. We frequently sponsor Michigan-centric events and technology conferences.





Certified Training Institute
Traverse City

Joshua Francis, vice president

Founded in 2003

Industry: e-Learning

Sites in Michigan: 1

www.certifiedtraininginstitute.com

Describe the company in one sentence.

We provide online and classroom training for professionals across the country.

What is the next major accomplishment planned by the company?

We're very proud of our online training system and administrative services to state and federal government agencies.

What makes the company truly unique?

We create and deliver online education, from start to finish, entirely in house, including video production and software development.

What small business trend is impacting you the most? The need for high quality, user-friendly, online education with a workforce focus.

Describe the company culture in three words.
Dynamic, efficient, responsive.

How is the company engaged with the community? Our services are designed to meet community needs, and we offer many scholarships and educational opportunities to forward career development within the trades.



Delta Force P.I. LLC
Gladstone

Molly Barron Rebholz, COO and K9 handler

Jim McNeil, chief executive officer and founder

Founded in 2013

Industry: professional services

Sites in Michigan: 1

Full-time equivalent employees: 45

www.deltaforcepi.com

Describe the company in one sentence.

Delta Force P.I. is a woman-owned small business licensed in Michigan and Wisconsin for private security and private investigations.

What is the next major accomplishment planned by the company?

To expand growth as we evolve with our clients through change and adaptability within the scope of private security and investigations.

What makes the company truly unique?

We are truly unique because we utilize a combined perspective of social work and law enforcement for the services we provide. Our combination of professional experience make us a dynamic duo for the duties we are tasked, the staff we manage, and the clients we serve.

What small business trend is impacting you the most? Mobile applications have increased our efficiency and transparency for scheduling, billing, and payroll purposes. Digital marketing and social media have also increased our online visibility and advertisement of services.

Describe the company culture in three words.
Ambitious, determined, professional.

How is the company engaged with the community? We donate explosive detection services to all local law enforcement with our K9 team, this resource is scarce in the U.P. Delta Force P.I. also supports our local pony club, baseball teams, and youth assistance programs. We are highly visible and involved within our community.



Detection Systems & Engineering
Troy

John Rathwell, President

Founded in 1967

Industry: security

Sites in Michigan: 1

Full-time equivalent employees: 19

www.dsesecurity.com

Describe the company in one sentence.

As a Michigan-based security systems integrator, Detection Systems and Engineering has provided fully integrated video surveillance, access control, intrusion alarm, gate, turnstile, intercom, and secure storage systems for the commercial, industrial, financial, health care, municipal, and university markets since 1967.

What is the next major accomplishment planned by the company?

Working to double the size of our company in the next three years.

What makes the company truly unique?
We're a family-owned and operated business that's invested in the success of our customers.

What small business trend is impacting you the most? For our customers, right now cybersecurity is crushing small business, and most entrepreneurs never see it coming.

Describe the company culture in three words.
Honest, innovative, collaborative.

How is the company engaged with the community? We're actively engaged with the local community, supporting our local Boy Scouts, Girl Scouts, public and private schools, hospitals, police, and other first responders.



Detroit School for Digital Technology (DSDT)
Detroit

Jamie Kothe, founder and CEO

Karlos Harris, COO and chief digital strategist

Founded in 2009

Industry: educational services

Sites in Michigan: 2

Full-time equivalent employees: 20

www.dsdt.edu

Describe the company in one sentence.

DSDT trains Detroiters in high-paying tech jobs.

What is the next major accomplishment planned by the company?

We expanded our facility adding nine new training rooms and we are adding a satellite campus in 2021.

What makes the company truly unique?
We train in a fast-paced, hands-on environment in less time than a four-year degree, and help individuals with gainful employment barriers.

What small business trend is impacting you the most? Information technology and the high-demand for talent consortium.

Describe the company culture in three words.
Train, employ, empower.

How is the company engaged with the community? We are a training organization helping our community by providing training in high-growth technology sectors and employment opportunities which wouldn't otherwise be available.



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dig (digital industry group)
Grand Rapids

Mike Simon, co-founder

Nate Smith, co-founder

Founded in 2018

Industry: marketing and advertising

Sites in Michigan: 1

www.dig.solutions

Describe the company in one sentence.

We're a digital agency driven by our desire to connect brands and consumers in an intentional, human way through effortless interactions.



What is the next major accomplishment planned by the company?

Expanding our team so we can continue delivering innovative solutions to our clients.

What makes the company truly unique?

We've built a new type of agency that is able to help companies accelerate digital performance at all stages of digital transformation.

What small business trend is impacting you the most? Adjusting to the ebb and flow of rapid growth and transforming market needs.

Describe the company culture in three words.

Smart, passionate, invested.

How is the company engaged with the community?

We are a philanthropic-minded agency with giving back to our community ingrained in our DNA. We regularly set aside time to volunteer for various local non-profits and provide pro-bono consulting and services to deserving local organizations.



Enterprise Tax Solutions Inc.
Mount Pleasant

Tina McCormick, CEO and founder

Founded in 1999

Industry: information technology

Sites in Michigan: 2

Full-time equivalent employees: 11

www.etaxsolutions.com

Describe the company in one sentence.

We are a global tax technology consulting and software development company that specializes in tax reporting and data retention for the Fortune 200.

What is the next major accomplishment planned by the company?

Rolling out eTaxAudit International and eTaxEcho to the global corporate tax community! eTaxAudit creates XML files used to transfer accounting data from companies to tax authorities. eTaxEcho compares XML files to government defined XSD requirements, identifying technical errors before submission.

What makes the company truly unique?

We live and work in a small town and conquer big challenges for big companies! Our detail-oriented people feel knowing "Why" is one of the most important questions. "Why" allows us to understand an issue and creatively solve it. We encourage cross-functional people, not just cross-functional teams.

What small business trend is impacting you the most? The support for entrepreneurs in Michigan is very beneficial to our business and community. However, the demand for talent in Michigan is high for professionals in accounting, tax, and programming. All these types of professionals are needed to fill our current and future needs as we grow.

Describe the company culture in three words.

Supportive, innovative, fun.

How is the company engaged with the community?

We provide high tech jobs in the heart of Michigan. Employment opportunities offered include internship programs in which we hire students interested in accounting, tax, computer science, and related degrees. In fact, we have several Central Michigan University interns and alumni on staff.





Environmental Resources Group
Wixom

Robert T. Reichenbach, president

Founded in 2009

Industry: environmental consulting

Sites in Michigan: 3

Full-time equivalent employees: 25

www.ergrp.net

Describe the company in one sentence.

Environmental consulting services, including assessment, remediation, risk assessment, and compliance.

What is the next major accomplishment planned by the company?

Development of stronger federal contracting focus with expanding outside of Michigan.

What makes the company truly unique?

We try to keep it laid back and fun, while still maintaining a high level of professionalism work ethic. ERG’s biggest investment is our people!

What small business trend is impacting you the most? The newest normal! Work has become creative! Remote and telework challenges are making us healthier both physically as well as creating a more robust company!

Describe the company culture in three words.

Experience, quality, value.

How is the company engaged with the community?

ERG is very active in several of our local chambers of commerce and trade organizations. We support many local fundraisers, including charity fun runs, golf outings, trash pickups, guest speakers at local schools. We believe we must walk the walk as environmentalists and in order to do that, we stay engaged anywhere we can promote clean water, clean air and healthy living.



Envision Health
Bloomfield Hills

Tim Busche, president and CEO

Founded in 2014

Industry: health care or social services

Sites in Michigan: 2

Full-time equivalent employees: 8

www.envhealthsolutions.com

Describe the company in one sentence.

Envision Health is a full-service marketing and public relations consulting firm focused on the health care industry.

What is the next major accomplishment planned by the company?

We plan to build out our strategic consulting capabilities to help our clients refine their vision, select target markets, and inform their product road map.

What makes the company truly unique?

Envision Health has a unique combination of marketing and PR experience combined with deep domain expertise across the spectrum of health care.

What small business trend is impacting you the most? We are benefiting from the fact that proximity is no longer a primary purchasing criteria, and as a result, our client base extends across North America and Europe.

Describe the company culture in three words.

Positive, strategic, collaborative.

How is the company engaged with the community?

We support a wide variety of local charities, as well as several clients who are dedicated to promoting the health of the community, including BCBS of Michigan, and a company called Wellogg that helps identify and address barriers associated with social determinants of health.



Fakhoury Global Immigration
USA, PC
Troy

Rami D. Fakhoury, managing director

Founded in 1997

Industry: corporate immigration law firm

Sites in Michigan: 1

Full-time equivalent employees: 80

www.employmentimmigration.com

Describe the company in one sentence.

Fakhoury Global Immigration is one of the top independently owned, business-based, legal immigration firms in the U.S.

What is the next major accomplishment planned by the company?

We are actively pursuing new clients in multiple fields including automotive, IT, health care and other essential workers. Our intention is to help the USA, and in particular hospitals, medical facilities, and auto/IT companies, to bring in critical resources to our country.

What makes the company truly unique?

FGI has been a pioneer in the development of lean Six Sigma and web-based case management processes. This enabled us to introduce flat-fee based pricing, which was not standard practice in legal immigration firms, and to achieve high approval rates for our clients in many major visa categories including H-1B, L-1, and PERM (green cards).

What small business trend is impacting you the most? The (pre-COVID) economic revival of the Detroit metropolitan area has been fueled in part by a growth in small businesses. Thus, we see a lot of interest in the small business community, and especially in Tier-1 auto suppliers, to supply much needed skilled talent to grow their operations. We have been able to work with these firms, as well as immigration advocacy groups, like Global Detroit, to develop effective talent mobility strategies. In turn, this has had a major impact on the size of our client base. We have developed a reputation for reliability and effectiveness that has established us as a true force for talent mobility in the southeast Michigan area and beyond.

Describe the company culture in three words.

Cosmopolitan, dedicated, professional.

How is the company engaged with the community? FGI has contributed to numerous civic and charitable organizations. These include: Alkebu-lan Village; Sara’s House; Global Detroit (Mr. Fakhoury received the Global Detroit Champion Award in 2016 and serves as a board member); St. Ignatius Antiochian Orthodox Church; Global Michigan; MICHauto; the Abel Ogundokun Odeleye Foundation (AEOF); Alana’s Foundation; and the FBI Citizen’s Academy.



Fenton Winery & Brewery
Fenton

Matt and Ginny Sherrow, owners

Founded in 2007

Industry: hospitality

Sites in Michigan: 1

Full-time equivalent employees: 21

www.fentonbrewery.com

Describe the company in one sentence.

A team of passionate, dedicated people who strive to be apart of your story through crafted experiences.

What is the next major accomplishment planned by the company?

To not just survive the COVID-19 shutdown, but to emerge a better, stronger company for employees and the community.

What makes the company truly unique?

Its people and their focus on doing what it takes to be the best we can in our industry.

What small business trend is impacting you the most? The shift in buying habits of consumers and its impact on small business economics.

Describe the company culture in three words.

Passion, teamwork, dedication.

How is the company engaged with the community?

We engage through major sponsorship of local events; hosting fundraisers; providing cash donations to local programs and community enrichment projects; providing in-kind donations; membership in local chambers and organizations; and serving on local boards and committees.





**Fifth Wheel Freight
Kentwood**

Grace Sharkey, chief strategy officer
Founded in 2012
Industry: transportation warehousing
Sites in Michigan: 1
Full-time equivalent employees: 74
www.fifthwheelfreight.com

**Describe the company
in one sentence.**

Fifth Wheel Freight is a third-party logistics company and transportation provider, headquartered in Grand Rapids.

**What is the next major
accomplishment planned
by the company?**

The implementation of new technology.

What makes the company truly unique?

FWF has created a culture in which we celebrate the successes of our team, and facilitate a contagious energy that excites our team to come into FWF every day.

What small business trend is impacting you the most? The impact of women in key strategic leadership positions.

Describe the company culture in three words.
Energetic, innovative, collaborative.

How is the company engaged with the community? FWF believes in partnering with community outreach programs and integrating sustainable business initiatives that demonstrate our values.



**Foster Coffee Company
Owosso**

Nicholas Pidek, CEO
Jonathan Moore, COO
Founded in 2015
Industry: accommodation or food services
Sites in Michigan: 20
Full-time equivalent employees: 3
www.fostercoffee.com

**Describe the company
in one sentence.**

We foster community through coffee.

**What is the next major
accomplishment planned
by the company?**

We are doing what we need to do to create scalable growth.

What makes the company truly unique?

We pride ourselves on being an approachable craft coffeehouse, with a community-building approach through partnerships with local businesses, non-profits, and civic entities.

What small business trend is impacting you the most? Downtown revitalization.

Describe the company culture in three words.
Communal, hospitality, coffee.

How is the company engaged with the community? We spend local and build local partnerships with other businesses, non-profits, and civic entities. We develop and host community events across our locations and participate in community events outside our physical locations. We are active with Michigan Main Street, our local city councils, and DDAs.



**Frankenmuth Woolen Mill
Frankenmuth**

Abby Curtis, president
Matt Curtis, vice president
Founded in 1894
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 12
www.wool-bedding.com

**Describe the company
in one sentence.**

We manufacture all-natural wool bedding that we retail and wholesale from coast to coast.

**What is the next major
accomplishment planned
by the company?**

We are in the midst of a \$1.2 million expansion project that will make our operations more efficient and allow us to hire up to four more employees in the coming years.

What makes the company truly unique?

Our company is over 125 years old and we still use the same processes and machines in the original building that was built in 1894.

What small business trend is impacting you the most? Customers are searching for green and socially responsible companies to purchase from. Our processes and products offer both, and are 100 percent made in the USA.

Describe the company culture in three words.
Commitment to quality.

How is the company engaged with the community? We support many area causes and encourage our employees to do the same. Ownership is active on many area boards and make an effort to especially support the youth and school programs in our community of Frankenmuth.



**Global Battery Solutions
Holland**

Gary Noel, CEO/managing partner; Ellington Ellis, managing partner; Dave Baaman, managing partner; Jennifer Sierra, managing partner; Kris Hunter, managing partner
Founded in 2014
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 18
www.globalbatterysolutions.com

**Describe the company
in one sentence.**

We develop wireless electrification solutions for OEMs.

**What is the next major
accomplishment planned
by the company?**

Licensing our IP internationally.

What makes the company truly unique?

We are the creators of the "Battery with a Brain; incelligent cell™."

What small business trend is impacting you the most? The expansion of electrical vehicles and energy storage systems.

Describe the company culture in three words.
Innovative solution ecosystem.

How is the company engaged with the community? Working with educational institutions to help create an environment of electrification innovation.





Great Lakes GrowthWorks
Ann Arbor

Phil Roos, CEO

Founded in 2015

Industry: professional services

Sites in Michigan: 1

Full-time equivalent employees: 10

www.glgrowthworks.com

Describe the company in one sentence.
GrowthWorks is a strategy and innovation consulting firm that helps organizations navigate disruption in a rapidly changing world.



What is the next major accomplishment planned by the company?
We are staying ahead of the accelerating pace of disruption by developing methods to mine data and expanding our growth hub of visionary experts and futurists. This will allow for even more comprehensive, leading-edge inputs to solve our clients' challenges.

What makes the company truly unique?
Our proprietary disruptor analysis approach helps organizations decipher and leverage disruption impacting their business. It is a core differentiator that delivers eye-opening, future-focused learning to inform the strategic planning, brand strategy, and/or innovation work we do for clients.

What small business trend is impacting you the most?
Rising uncertainty over political and economic conditions.

Describe the company culture in three words.
Caring, collaborative, energized.

How is the company engaged with the community?
GrowthWorks engages in a range of pro/low-bono work with nonprofits to help them grow and drive impact. We have a powerful connection to Ann Arbor and bring the community into our work, hosting charity events and providing space to startups.



GSH Group LC
Clawson

Gideon Pfeffer, managing member

Hannan Lis, member

Shmuel Cohen, member

Founded in 2017

Industry: real estate

Sites in Michigan: 1

Full-time equivalent employees: 22

www.gshrealestate.com

Describe the company in one sentence.
GSH Group acquires multi-family communities with opportunities to be enhanced through value-add programs, while providing safe and affordable housing.



What is the next major accomplishment planned by the company?
In 2020, we are planning to fully take advantage of our internal organizational capabilities which we carefully constructed over the past two and half years to further expand our acquisitions and accelerate our growth.

What makes the company truly unique?
GSH Group believes in a work life balance. We believe that without proper attention to life outside of work, one cannot be productive at work. While GSH continues to grow and build its human resource and employee handbooks, the vision is to not become a corporate bureaucracy.

What small business trend is impacting you the most?
Technology. The ability to mobilize multiple team members, across multiple projects, in many locations is only possible through the integration of technology.

Describe the company culture in three words.
Integrity, honesty, accountability.

How is the company engaged with the community?
The biggest charitable work to date has been donating the working appliances to charity. The partners also sponsor certain families and pay for all or a portion of their rental payments. Lastly, the company has begun a "Second Chance" program to help ex-prisoners get on their feet through employment.

You've taken the lead. And today is better for it.



You've shown us that when we work together toward a common goal, we make progress day after day. Thank you, to all of the Michigan Celebrates Small Business award winners.

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GS3 Global
Livonia

Lisa Lunsford, CEO and founder
Robert Gruschow, co-founder and president
Founded in 2010
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 35
www.gs3global.com

Describe the company in one sentence.

We are a tier-1 automotive manufacturer who provides industry design services such as fabrication, assembly, test, procurement, shipping, and delivery.

What is the next major accomplishment planned by the company?

We strategically rebuilt the company from a commoditized component provider into an innovation manufacturer. Our vision is to influence the innovation of transportation. Our service ensures fewer headaches by increasing value and trust.

What makes the company truly unique?

We maximized the impact of our foundational commitment to workplace diversity through a broader employee base that bring unique approaches to areas critical to maintaining market edge, and by effectively communicating with our diverse workforce, business partners, suppliers and vendors.

What small business trend is impacting you the most?

Finding the talent to support manufacturing automation activities.

Describe the company culture in three words.

Strategic, scalable, sustainable.

How is the company engaged with the community?

GS3 supports educational organizations through sponsorship and in-kind donations. Lisa previously served on the board of the Detroit-Area Pre-College Engineering Program and continues to contribute through financial support. She’s a heavily involved member of Detroit Public Schools Community District



HandyPro Handyman Service
Farmington

Kieth Paul, president
Debra Paul, vice president,
Founded in 1996
Industry: construction
Sites in Michigan: 1
Full-time equivalent employees: 13
www.handypro.com

Describe the company in one sentence.

HandyPro improves the quality of life for homeowners by providing professional handyman and home modifications services. HandyPro is a franchiser of 13 other HandyPro locations nationwide.

What is the next major accomplishment planned by the company?

Launching an “Uber-like” app and online booking for clients. HandyPro’s customers “touchless” experience.

What makes the company truly unique?

HandyPro’s team dedication and commitment to our HandyPro code of ethics.

What small business trend is impacting you the most? The digital trend of offering convenience increased client experience through digital innovations. Online booking, loyalty points, craftsmen arrival notifications, before-and-after photos, etc.

Describe the company culture in three words.

Caring, committed, integrity.

How is the company engaged with the community? HandyPro Yearly Give Back Day. Since 2008, HandyPro provides services for one homeowner in need for no-cost, labor or material. We’ve built wheelchair ramps, finished home for a Detroit pastor who was stabbed 28 times.



High Five Spirits
Petoskey

Michael and Adam Kazanowski, owners
Founded in 2017
Industry: distillery
Sites in Michigan: 3 (one more on the way)
Full-time equivalent employees: 8
www.gypsyvodka.com

Describe the company in one sentence.

High Five Spirits is a northern Michigan distillery, specializing in award-winning spirits that speak to adventure seekers and free spirits all over the world.

What is the next major accomplishment planned by the company? The next major accomplishment is the July launch of our “Clean Cocktail” canned beverage line. Clean Cocktails will put Michigan spirits on the map by delivering a truly crafted cocktail in a can that contains no sugar, carbs, artificial flavors, and is plant based, with no gluten, dairy, or soy. They are truly unlike anything that has ever been in the market.

What makes the company truly unique?

The grassroots story that got us started. High Five was started with no money and little resources, but what we lacked in those areas we made up for in heart and a determination to succeed. We started the company while living/working out of a van at music festivals for three years. It was this life experience that has shaped not only our company but us into the people we are today.

What small business trend is impacting you the most? Michigan has always supported local, but unfortunately the spirit world is dominated by big brands. During COVID-19, Michigan distilleries were called to the front line to produce hand sanitizer for hospitals and first responders. In doing so, Michigan distilleries were put in the spotlight and hopefully that leads to Michiganders starting to support smaller Michigan distilleries all over.

Describe the company culture in three words.

Let love conquer.

How is the company engaged with the community? High Five is a community-driven company, whether it’s making and donating hand sanitizer to local hospitals and first responders, to hosting campaign rallies and Q&As for local politicians. We have hosted and sponsored many, many local events that have raised thousands of dollars for our local community and families in need. We understand our company gives us a voice and we want to make sure we use our voice to positively impact the people around us, and the community as a whole.



InsITe Business Solutions
Zeeland

Mike Schipper, CEO/owner
Founded in 2012
Industry: information technology
Sites in Michigan: 1
Full-time equivalent employees: 19
www.trustedinsite.com

Describe the company in one sentence.

We create measurable business success through technology for our clients, colleagues, and community.

What is the next major accomplishment planned by the company?

Enabling productive remote work for our clients in the wake of the COVID-19 pandemic and working with the community to make sure that local kids are still provided with basic needs while school is out.

What makes the company truly unique?

Our strategy-focused approach ensures that we fully understand every company’s unique business needs in order to help drive business success through technology.

What small business trend is impacting you the most? Enabling remote work (COVID-19).

Describe the company culture in three words.

Service, one-team, community.

How is the company engaged with the community? We’re currently partnered with local schools and non-profits to help make sure that school aged kids have access to food and basic needs during this extended mandated break due to COVID-19.



Janel's Industries

Janel's Industries
Dowagiac

Larry Kuntz, president

Founded in 2002

Industry: defense

Sites in Michigan: 1

Full-time equivalent employees: 14

www.janelind.com

Describe the company
in one sentence.

Janel's Industries is a family-oriented business that strives to provide quality product to the men and women of our military, as well as a comfortable and friendly work environment for our employees.

What is the next major
accomplishment planned
by the company?

We hope to expand our operations to allow for more specialized packaging procedures to broaden our customer base (i.e., clean-room packaging).

What makes the company truly unique?

We are a service-disabled, veteran-owned small business (SDVOSB) who has employed three generations of family.

What small business trend is impacting you the most?

As we are a defense contractor, small business trends do not necessarily affect us.

Describe the company culture in three words.

Family, supportive, flexible.

How is the company engaged with the community?

Janel's Industries is very active in supporting various projects in our community through donations and sponsorships. We have also made schedules for employees flexible to allow time for them to coach sports teams within our community. Lastly, this year we changed our business model to bring in both hand sanitizer and masks to help with the effects of the COVID-19 outbreak. We also donated to numerous local businesses who were in need.



LaFleur
Grand Rapids

Chip LaFleur, president

Founded in 2014

Industry: professional services

Sites in Michigan: 1

Full-time equivalent employees: 21

www.lafleur.marketing.com

Describe the company
in one sentence.

We are a results-driven digital marketing partner.

What is the next major
accomplishment planned
by the company?

Publishing a book on digital legal marketing. We are also really excited about our 2020 pro-bono website getting started!

What makes the company truly unique?

Our commitment to seeing results for our clients and making the needed adjustments to our strategy if needed. We also have a unique approach to community engagement we are very proud of.

What small business trend is impacting you the most? Companies understanding the importance of automation within their marketing campaigns is impacting our growth and really helping us to expand our clients reach.

Describe the company culture in three words.

Connected, empathetic, authentic.

How is the company engaged with the community? Every month, a non-profit that our employees are passionate about, is selected and our entire team spends a half-day helping out. LaFleur also partners with one west Michigan nonprofit organization each year, building them a new website and working with them to develop their digital content.



M & M Home Care
Livonia

Michael Malecki, RN, CBIS

Founded in 2014

Industry: health care/home care

Sites in Michigan: 1

Full-time equivalent employees: 85

www.mmhomecare.com

Describe the company
in one sentence.

We provide patient centered, comprehensive home care services.

What is the next major
accomplishment planned
by the company?

Growth. As we look to 2020 and beyond, we will continue to grow organically but we are actively seeking, through acquisition of home care companies, to expand our market share.

What makes the company truly unique?

As a nurse-owned company, we understand the value of continuity of care. We can provide skilled nursing, home health aides, and occupational, physical and massage therapy, all within the homes of our patients.

What small business trend is impacting you the most?

On the positive side, working remotely has actually made us a better company—twice daily Zoom conferences has made our team communication 1,000% better! On the negative side, the extended unemployment benefits, in addition to the \$600 per week supplements, have made it exceedingly difficult to hire new staff during our time of growth.

Describe the company culture in three words.

Consistently patient-centric.

How is the company engaged with the community? During the pandemic, M & M Home Care has distributed over 4,000 pounds of fresh produce to our staff and most vulnerable patients. We have supplied all staff and patients (and their families, when requested) with high-filtration, washable, N-99 masks; hand sanitizer; and other PPE. We have donated 100 of those same high filtration, washable N-99 masks to members of the Detroit Fire Department, and an additional 100 masks to a non-profit in Troy.



Meulenberg Painting
Grand Rapids

Jeremy Meulenberg, president

Founded in 1994

Industry: construction

Sites in Michigan: 1

Full-time equivalent employees: 87

www.meulenbergpainting.com

Describe the company
in one sentence.

Meulenberg Painting specializes in interior and exterior residential and commercial painting.

What is the next major
accomplishment planned
by the company?

We hope to expand our business into northern Michigan and expand our exterior painting division.

What makes the company truly unique?

We have a great team and a culture that promotes quality, service, and professionalism.

What small business trend is impacting you the most? Technology that is helping us increase customer service and day-to-day operations.

Describe the company culture in three words.

Caring, quality, service.

How is the company engaged with the community?

We offer our time and our resources to local nonprofits as nominated by employees.





Michigan Woodwork
Williamston

Matt Gustafson, founder
Founded in 2012
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 23
www.miwoodwork.com

Describe the company
in one sentence.

Michigan Woodwork is a multi-family cabinet manufacturer.



What is the next major accomplishment planned by the company?

Expand further and grow the workforce by offering more capacity to current targeted markets.

What makes the company truly unique?

We make a great quality product that we are able to offer at a globally competitive price, built in Michigan.

What small business trend is impacting you the most?

The need for our type of product in a variety of markets.

Describe the company culture in three words.

Grateful, efficient, driven.

How is the company engaged with the community?

Outside of employing locals, we invite anyone in for an open house once a year for a tour to get to know us, and a chance to donate to our annual “Toys for Tots” drive.



Midtown Fresh Market
Kalamazoo

Kiar Gamsho, owner
Founded in 2018
Industry: grocery/retail
Sites in Michigan: Kalamazoo
Full-time equivalent employees: 50
www.midtownfresh.com

Describe the company
in one sentence.

Family-owned nostalgic local supermarket, offering quality customer service and products.



What is the next major accomplishment planned by the company?

Online ordering groceries and catering.

What makes the company truly unique?

Owner/operators.

What small business trend is impacting you the most?

Online ordering.

Describe the company culture in three words.

Friendly, dedicated, innovative.

How is the company engaged with the community?

Various events, fundraisers, social media giveaways, communicating daily via social media. Providing local vendors free shelf space.



Monica's Best Gourmet Cookies
Grand Rapids

Monica Mitidieri, founder/CEO
Frank Mitidieri, exec VP sales
Founded in 2000
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 9
www.monicasgourmet.com

Describe the company
in one sentence.

Our company bakes, packages and ships our upscale, handcrafted gourmet cookies, for retail, corporate and wholesale distribution.



What is the next major accomplishment planned by the company?

We currently ship worldwide and customers ask for our product in their stores in various parts of the U.S. Our plan is to sell our cookies on a national level.

What makes the company truly unique?

Our cookies have a signature look and we create this by making all cookies by hand.

What small business trend is impacting you the most?

We try to stay on top of all the various health concerns: gluten-free, vegan, grain-free, sugar-free, nut-free.

Describe the company culture in three words.

Happy, creative, proud.

How is the company engaged with the community?

We engage with our community by donating to many school events and a variety of fundraisers throughout Michigan. We also donate to our homeless here in Grand Rapids.



Morgan Composting Inc.,
Sears

Brad Morgan, president and CEO
Justin Morgan, vice president
Jeremie Morgan, project coordinator
Founded in 1996
Industry: agriculture
Sites in Michigan: 3
Full-time equivalent employees: 32
www.dairydoo.com

Describe the company
in one sentence.

Morgan Composting designs, manufactures, and distributes powerful soil amendments and mixes for the homeowner and agriculture sectors of Michigan.



What is the next major accomplishment planned by the company?

We are expanding our production by adding on an additional building this year and are creating exciting new granulated products with our own in-house granulating system.

What makes the company truly unique?

From day one, we've been innovating by taking what no one wants and making it into something we can all use. Whether it is manure or other waste products, we help the recycling process by making them into fertilizers, potting soils, and amendments that improve soil health and grow healthier plants!

What small business trend is impacting you the most?

Current trends in consumers toward healthier options, organic products, and educated purchasing really lines up with who we are. We are environmentally minded, always creating new products, and participate in research to better understand soil health problems and solutions. The increase in specialty crops, like hops and vineyards for Michigan's booming winery and brewery industry, has also impacted us. For those wanting organic hops and grapes, we are the best choice!

Describe the company culture in three words.

We are family!

How is the company engaged with the community?

Morgan Composting puts emphasis on supporting projects that involve gardening and agriculture efforts in Michigan, such as 4H programs and donating products to community gardens, school greenhouses and ag programs, and garden clubs.



MySwimPro
Ann Arbor

Fares Ksebaty, CEO
Founded in 2015
Industry: SaaS
Sites in Michigan: 1
Full-time equivalent employees: 8
www.myswimpro.com

Describe the company in one sentence.

We create mobile and wearable apps that help swimmers improve their performance and health.

What is the next major accomplishment planned by the company?

Launching new training programs to deliver a more personalized coaching experience.

What makes the company truly unique?

We are all swimmers! Our shared passion for helping people improve their fitness through swimming is what has allowed us to grow so quickly!

What small business trend is impacting you the most? The growth of subscription software as a service.

Describe the company culture in three words.

Empowering, global, community.

How is the company engaged with the community?

We highlight swimmers who are an inspiration to others and donate money to learn to swim organizations, like Detroit Swims, through our philanthropic initiatives around World Swim Day (www.worldswimday.org).



Ngage Management
Okemos

Tobi Moore, CEO
Founded in 2013
Industry: professional services
Sites in Michigan: 1
Full-time equivalent employees: 26
www.ngagellc.com

Describe the company in one sentence.

Ngage Management is a full-service association management company working with associations across the globe.

What is the next major accomplishment planned by the company?

Opening an office in Washington, D.C. and becoming accredited by AMC Institute. Ngage will be the only association management company in Michigan that will be accredited.

What makes the company truly unique?

We perfect operations and accelerate growth for the associations we manage. We create a true partnership with members, developed through trust, and mutual respect. Allowing volunteer leaders to focus on advancing the organization with confidence, knowing that the operations are in expert hands.

What small business trend is impacting you the most? Advances in artificial intelligence.

Describe the company culture in three words.

Innovation, transparency, enthusiasm.

How is the company engaged with the community?

Ngage Management and its staff contribute to the community through membership, pro bono services, financial contributions, board representation, and volunteer hours to over 50 different organizations and charities.



Northern Jet Management
Grand Rapids

Charles Cox, CEO
Founded in 1985
Industry: transportation and warehousing
Sites in Michigan: 2
Full-time equivalent employees: 80
www.northernjet.net

Describe the company in one sentence.

We provide a premier jet travel experience to customers who seek the convenience, safety and quality that private jet travel promises.

What is the next major accomplishment planned by the company?

A recently opened new hangar and base in Naples, Florida. We look forward to expanding our capacity and presence and bring the Midwest feel there.

What makes the company truly unique?

We provide exceptional service and because of this we retain our customer's. There is no one else that has the model that we do.

What small business trend is impacting you the most? For us, it's the pilot shortage, which is a trend in the entire industry. We work hard to provide a great working environment to retain our pilots and staff.

Describe the company culture in three words.

We create smiles.

How is the company engaged with the community?

CEO Chuck Cox is the executive committee chair of the Forest Hills Public Schools Foundation Board. In 2019, we hosted the Cascade Community Foundation "Iron Chef" event. This year we are hosting the "Wine and Wig" event in support of four cancer organizations. We support local aviation.



Northern Wings Repair Inc.
Newberry

David M. Goudreau, president
Founded in 2001
Industry: aerospace and defense
Sites in Michigan: 1
Full-time equivalent employees: 26
www.anorthernwings.com

Describe the company in one sentence.

Northern Wings is truly a quality-driven, customer-focused company that continues to adapt and evolve in order to better solve our customers problems and support the American warfighter.

What is the next major accomplishment planned by the company?

Our company has experienced immense growth throughout the last decade, to a point in-fact that we have migrated from being a "mom & pop" organization, located in a small pole barn, to an industry-known well-respected corporation, located in a modern 20,000+-square-foot facility. Although we are still considered small, the maturity and eloquent nature of our systems and processes allow our company to punch well above our weight and compete with companies across the nation that are several times larger than our own. Obviously, it is our expectation that we continue to grow. However, with that being stated, it is also our intention to develop and begin a skilled trades program in the coming year with a focus on CNC manufacturing. It is our hope that, with the program we can to some level contribute further to introducing varied industry to our region and bring about continued economic development for our community.

What makes the company truly unique? Northern Wings is one of the most successful small business procurement and logistics support companies to the aerospace and defense industry in the nation...and we're located in the U.P.! It doesn't get much more unique than that, really. In-fact, our geography is a direct contradiction to what most JIT or Sigma-focused companies would consider to be a viable hub for successful international supply chain management. However, our company supports the procurement and logistics needs of global corporations and defense programs to a level that is seemingly rarer than most would expect. Additionally, we never compromise our integrity and we do not sacrifice quality for quantity.

What small business trend is impacting you the most? The pendulum is always swinging in one trend direction or another. Right now, in our industry, supply-chain cybersecurity is a real concern for the United States. With the ongoing evolution of cloud computing, virtual commuting, and nefarious intentions, the ability to keep proprietary data and controlled information from leaking out will continue to be a growing issue for the nation. Especially as long as others stand to profit from it.

Describe the company culture in three words. Quality, profit, people.

How is the company engaged with the community? Northern Wings has been a long-time sponsor and primary donor for many area events and public school programs, such as reading programs, the robotics team, and the area youth center. Additionally, several members of our team are heavily involved with the local public school board, economic development, and regional manufacturing alliance.



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Orbion Space Technology Inc.
Houghton

Brad King, CEO

Jason Sommerville, co-founder and CTO

Founded in 2016

Industry: manufacturing

Sites in Michigan: 1

Full-time equivalent employees: 10

www.orbionspace.com

Describe the company in one sentence.

Orbion builds plasma thrusters that power small satellites.

What is the next major accomplishment planned by the company?

Orbion's thrusters will be used to propel a fleet of government defense satellites, a commercial telecommunications fleet, and a private mission to the moon.



What makes the company truly unique?

We combine rocket science and advanced manufacturing to enable assembly-line production of high-performance engines.

What small business trend is impacting you the most? The exponential growth of small commercial and government satellites is fueling our success.

Describe the company culture in three words.
Innovative rocket science.

How is the company engaged with the community? We provide access to high-tech jobs that retain Michigan Tech graduates in the local area.



Pets Naturally
Traverse City

Kathy Hyland, owner

Founded in 2013

Industry: retail trade

Sites in Michigan: 1

Full-time equivalent employees: 11

www.petsnaturallytc.com

Describe the company in one sentence.

Pets Naturally is a healthy pet food and supply store offering 100 percent safe products for cats and dogs.

What is the next major accomplishment planned by the company?

Pets Naturally is launching its franchise in the name of Your Pets Naturally.

What makes the company truly unique?

What makes Pets Naturally unique is our dedication to knowledge of our products and top-notch customer service.

What small business trend is impacting you the most? E-commerce sales.

Describe the company culture in three words.
Fun, family, warm.

How is the company engaged with the community? Pets Naturally sponsors a major fundraiser for a local shelter annually, called Fundraiser for Fido. This event took place on April 26 this year at a local restaurant. We also support all of the local animal shelters.





**Prime Energy Contract Services
Troy**

William Koetting, president
Founded in 2015
Industry: scientific or technical services
Sites in Michigan: 1
Full-time equivalent employees: 10
www.primeenergycs.com

**Describe the company
in one sentence.**

Prime Energy Contract Services manufactures custom and production intent energy storage modules for industrial and commercial applications.

**What is the next major
accomplishment planned
by the company?**

The start of regular module production for an OEM material handling equipment manufacturer.

What makes the company truly unique?

Prime Energy Contract Services management team combines more than 150 years of battery experience related to all battery form factors and applications: cylindrical, prismatic can, and prismatic pouch cells.

What small business trend is impacting you the most? Traditional manufacturing disciplines applied to a new technology—electrification—are hard to promote on social media.

Describe the company culture in three words. Integrity, quick, practiced.

How is the company engaged with the community? FIRST Robotics sponsorships (2); local university internships; Boy Scouts of America technology training; recycling old equipment for new applications.



**Rolar Manufacturing Corporation
Muskegon**

Jack Russell, owner
Founded in 1989
Industry: manufacturing
Sites in Michigan: 1
www.rolarproducts.com

**Describe the company
in one sentence.**

We CNC machine products from various materials for pumps, solar arrays, gearboxes and transportation.

**What is the next major
accomplishment planned
by the company?**

Complete the expansion of our facility and enter the automotive market.

What makes the company truly unique?

The company culture created by our team: Make perfect quality parts, be fair to all we do ,and have fun while we work together.

What small business trend is impacting you the most? The continued loss of domestic production to overseas competition.

Describe the company culture in three words. Progressive, innovative, rewarding.

How is the company engaged with the community? We support the United Way, the Hope Project, Read Muskegon, and the Muskegon Heights Business Association. Host STEM events for schools.



**Ruby+Associates Inc.
Bingham Farms**

Tricia Ruby, president and CEO
Founded in 1984
Industry: engineering
Sites in Michigan: 2
Full-time equivalent employees: 44
www.rubyandassociates.com

**Describe the company
in one sentence.**

Ruby+Associates Inc. is a structural engineering firm dedicated to serving the construction industry and helping their clients “build it better.”

**What is the next major
accomplishment planned
by the company?**

In 2020, Ruby+Associates will seek official Women Business Enterprise (WBE) certification through the Women’s Business Enterprise National Council. The firm anticipates that this certification will expand industry visibility, increase opportunities and elevate the Ruby brand.

What makes the company truly unique?

Ruby engineers consider constructability in all that they do, incorporating collaborative design, in-depth construction knowledge and real-world experience. As a certified Great Place to Work® since 2016, the firm has a transparent, trust-based culture that encourages staff to lead at all levels, develop new initiatives and grow professionally.

What small business trend is impacting you the most? An efficient and seamless remote workforce has become not just a trend but a necessity in response to COVID-19. Ruby’s crisis management plan, developed in 2017, included operational direction and a technology plan for staff to work remotely as they self-quarantined, which supported uninterrupted service to its clients.

Describe the company culture in three words. Trust, transparency, team.

How is the company engaged with the community? Ruby’s CEO has inspired philanthropic efforts with her own service and actions. Ruby’s community service committee plans a calendar of charitable events each year. Staff participates in several events that support Judson Center, Life Remodeled, Boy Scouts/Girl Scouts, Alternatives for Girls, HAVEN and several other community organizations.



**Sommerset Paving Companies LLC
Whitmore Lake**

Louise Pernicano, owner/president
Founded in 2007
Industry: construction
Sites in Michigan: 1
Full-time equivalent employees: 25
www.getpaving.com

**Describe the company
in one sentence.**

We are an asphalt and concrete installation company.

**What is the next major
accomplishment planned
by the company?**

We will be adding cold milling capabilities to our service offerings.

What makes the company truly unique?

We pride ourselves on providing fast response and getting the job done correctly the first time for our customers.

What small business trend is impacting you the most? Policies to adhere to the utilization of diverse suppliers.

Describe the company culture in three words. Happy, family-oriented, energetic.

How is the company engaged with the community? We give back by providing training and real-world experience for young, high school graduates.





Sportsman Tracker
Grand Rapids

Jeff Courter, CEO
Founded in 2015
Industry: outdoor tech
Sites in Michigan: 2
Full-time equivalent employees: 11
www.huntwise.com

Describe the company
in one sentence.

Sportsman Tracker equips outdoorsmen with world-class tools so they can achieve success.

What is the next major accomplishment planned by the company?

We are launching HuntCast 2.0, the most advanced and accurate wildlife prediction algorithm in the world.

What makes the company truly unique?

We smoke elk meat and ribs at work while coding our apps.

What small business trend is impacting you the most? Learning to efficiently grow a remote team while still having amazing in-person culture.

Describe the company culture in three words.

Cohesive, energetic, selfless.

How is the company engaged with the community? From the outdoors side, we host archery get-togethers with local outdoors men and women. From the technology side, we mentor newer startups and participate in the local startup ecosystem.



Temper Inc.
Cedar Springs

Bill Dykstra, CEO
Founded in 2001
Industry: aerospace
Sites in Michigan: 1
Full-time equivalent employees: 8
www.temperinc.com

Describe the company
in one sentence.

Temper is a research and development company that uses magnetic fields to force behavior in tooling or materials to make parts.

What is the next major accomplishment planned by the company?

The refinement of a process to densify titanium powders into parts in minutes, instead of days, with 3-D printing.

What makes the company truly unique?

We have taken ideas from a TRL-2 and made them into TRL-7 production multi-million dollar processes. currently in use by the Boeing Company.

What small business trend is impacting you the most? As all, COVID-19 is affecting travel, and the first budget item that gets cut is research.

Describe the company culture in three words.

Independent, culture, delivery.

How is the company engaged with the community? Through outreach programs and is a supporter of AA through work performed by Dr. Bonnie Dykstra.



Town & Country Group
Zeeland

Ken Bing, president
Founded in 1983
Industry: construction
Sites in Michigan: 3
Full-time equivalent employees: 94
www.tcgroupinc.com

Describe the company
in one sentence.

Town & Country Group is an electrical, technologies, controls and security contractor, with a long-standing reputation of providing high-quality work and excellent service to its clients, community and employees.

What is the next major accomplishment planned by the company?

Town & Country Group is doubling the size of our warehouse space to allow for our growing controls/automation department. The addition also will feature a spacious conference room and 14 offices.

What makes the company truly unique?

At Town & Country Group, you don't have co-workers and supervisors, you have a family. Together, we celebrate personal and professional achievements, marriages, additions and other life milestones. We also are very respectful of an employee's—and his or her family's—health, both physical and mental. We provide support in any way we can to ensure each person and his or her family are successful.

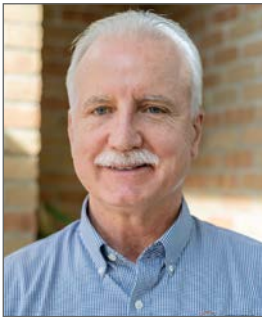
What small business trend is impacting you the most? The construction industry is facing a shortage of about 300,000 skilled tradespeople, thus creating the need to promote careers in the trades.

Describe the company culture in three words.

Family, safety, service.

How is the company engaged with the community?

As a small, family-focused company, Town & Country Group's leadership team is keenly aware of what groups, educational institutions and causes our employees are involved with. The leadership team then pays close attention to opportunities to support the things that are important to our community, staff and families.



Workit Health
Ann Arbor

Lisa McLaughlin, co-founder and co-CEO
Robin McIntosh, co-founder and co-CEO
Founded in 2014
Industry: health care or social services
Sites in Michigan: 1
Full-time equivalent employees: 20
www.workithealth.com

Describe the company
in one sentence.

Workit Health provides digital addiction care via web and phone apps, including medication and online therapy.

What is the next major accomplishment planned by the company?

Workit plans to expand our opioid and alcohol use disorder offerings to five additional states this year.

What makes the company truly unique?

We are founded by two women in recovery with backgrounds in tech, allowing our product and offerings to be built from experience as patients.

What small business trend is impacting you the most?

We've seen a rise in the importance of consumer reviews across all small businesses, but especially in addiction care. We're proud to have members of our program act as Workit advocates and share their stories with us and rate our apps and programs highly.

Describe the company culture in three words.

Open, authentic, relentless.

How is the company engaged with the community?

We've partnered with community organizations and governments to provide addiction care to uninsured or under-insured individuals who wouldn't be able to afford treatment otherwise, and our staff speaks publicly to fight stigma in the community against life-saving medication-assisted recovery.



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Tech Defenders
Grand Rapids

Garry VonMyhr, owner and CEO

Founded in 2015

Industry: information technology

Sites in Michigan: 1

Full-time equivalent employees: 150

www.techdefenders.com

Describe the company in one sentence.

At Tech Defenders, we provide large-scale device refurbishing and repair, focused on sustainability, data security, and employee safety.

What is the next major accomplishment planned by the company?

We will continue increasing sales by making strategic investments in our facility, on the right certifications, and on our systems. These investments will not only increase efficiency and productivity, but they also open new sales channels and allow us to grow our market share in the ITAD industry.

What makes the company truly unique?

We operate in a niche industry that provides affordable used technology to people, school, and organizations while creating an eco-friendly end of life process for devices.

What small business trend is impacting you the most?

Coronavirus is obviously impacting significantly. Also, just sustainability efforts and social responsibility.

Describe the company culture in three words.

Innovative, fun, fast.

How is the company engaged with the community? Tech Defenders has become more involved in community events over the last year. Our vision for Grand Rapids is supporting organization, through technology, and closing the digital divide. We donate to local charities and schools throughout the year.



Most Engaged Workplace



Walker-Miller Energy Services
Detroit

Carla Walker-Miller, founder and CEO

Founded in 2000

Industry: professional services

Sites in Michigan: 1

Full-time equivalent employees: 116

www.wmenergy.com

Describe the company in one sentence.

Walker-Miller Energy Services is a 20-year-old high-performing firm that changes lives through energy.

What is the next major accomplishment planned by the company?

Walker-Miller Energy Services is in the process of converted it's headquarters to a NetZero building within the next two years.

What makes the company truly unique?

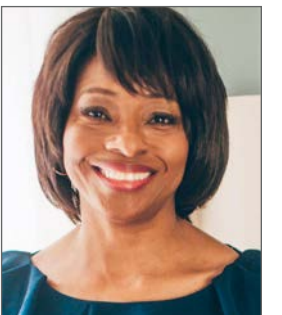
Walker-Miller Energy Services is one of the largest African American- and woman-owned energy waste reduction companies in the country.

Describe the company culture in three words.

BHIVE Core Values.

How is the company engaged with the community?

Walker-Miller Energy Services engages the community by offering workforce training opportunities to unemployed and economically disadvantaged individuals in the city. WMES is committed to using energy to empower people and enrich communities.



Join us for the SBAM Golf Outing to benefit Michigan Celebrates Small Business

Thursday, August 27 2020, at the Medalist Golf Course in Marshall.

SBAM is using the Michigan Golf Course Association's "Guide to Running a Safe Outing" and following CDC guidance to create a safe outing environment. Please be assured, your safety is our utmost priority.

Register at www.sbam.org/event/sbam-golf-outing

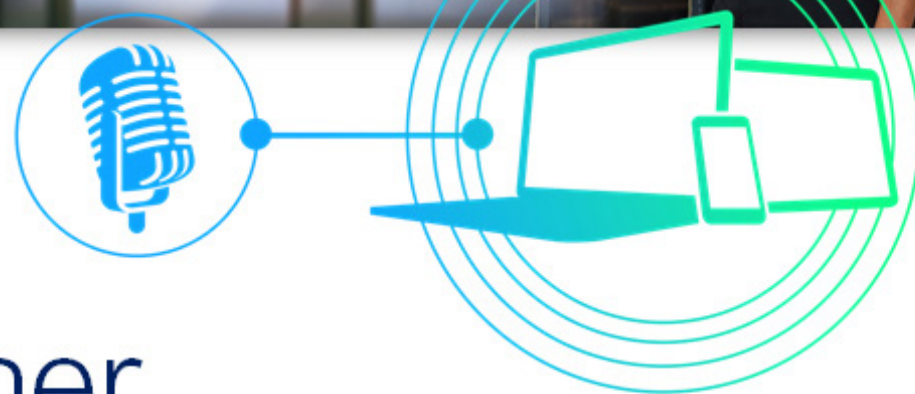
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SBDC

Best Small Businesses



1st Chance Garage, LLC

1st Chance Garage LLC Lake City

Dennis Kenny Jr., owner/operator

Founded in 2015

Industry: auto repair

Sites in Michigan: 1

Full-time equivalent employees: 4

www.1stchancegarage.com

Describe the company in one sentence.

1st Chance Garage provides ASE-certified vehicle repair and maintenance services.

What is the next major accomplishment planned by the company?

1st Chance Garage is expanding two additional service bays to meet demand and adding additional services in house that were previously sub contracted.

What makes the company truly unique?

We pride ourselves on outstanding communication and a friendly, comfortable, clean environment.

What small business trend is impacting you the most?

We are greatly challenged by the lack of skilled technicians available for employment.

Describe the company culture in three words.

Honest, reliable, personable.

How is the company engaged with the community?

We are members of the Lake City and Cadillac Area of Commerce. We contribute regularly to local charitable auctions and events.



SBDC

Best Small Businesses



3 North Vines LLC

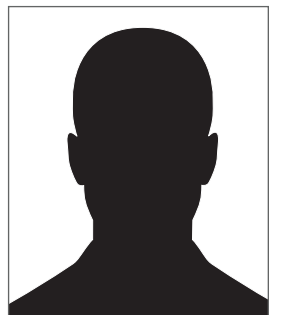
3 North Vines LLC Croswell

Nathan and Kristi Shopbell, owners

Industry: agriculture

www.3northvines.com

3 North Vines was founded by Nathan and Kristi in 2007, grapes planted in 2008, and opened its doors in 2014. The couple met at MSU and formed a bond over a wine tasting class. After that their love of each other and wine continued to grow. Nate and Kristi married, landed jobs and soon realized something was missing, and that was working for something more than a paycheck. They turned their hobby of making wine into a dream come true in 2007, when they literally bought the farm. They grew their business and their family, and continue to live on the vineyard today.



SBDC

Best Small Businesses



ABA Insight
Ann Arbor

Angie Fuqua, Executive Director

Founded in 2017

Industry: health care or social services

Sites in Michigan: 5

Full-time equivalent employees: 16

www.abainsight.net

Describe the company in one sentence.
ABA Insight provides evidence-based applied behavior analysis therapy to individuals on the autism spectrum.

What is the next major accomplishment planned by the company?
ABA Insight will become re-accredited once again with the Behavior Health Center of Excellence (BHCOE) for our superior clinical services.

What makes the company truly unique?
ABA Insight focuses on the family and clients improvement in life, over the business and overall financial prosperity for personal gains.

What small business trend is impacting you the most?
Thinking in terms of responsible growth to remain focused on quality of our services.

Describe the company culture in three words.
Empowered, equipped, inspired.

How is the company engaged with the community?
ABA Insight hosts community events for information dissemination. Insight deploys marketing through our website to provide resources to families, and provides local physician offices, schools and other community partners with information about ASD, ABA treatment and early intervention.



SBDC

Best Small Businesses



AIRS
Newaygo

Valerie Obenchain, founder and CEO

Founded in 2013

Industry: medical devices

Sites in Michigan: 2

www.oxygenalarms.com

Describe the company in one sentence.
AIRS has developed oxygen solutions that are consumable and also digital health products.

What is the next major accomplishment planned by the company?
We plan on launching our oxygen flow monitor that remotely monitors the oxygen user.

What makes the company truly unique?
We have unique designs that are patent protected. They meet the needs of the oxygen user, family, caregiver and supplier.

What small business trend is impacting you the most?
We service a growing elder population and remotely monitor their oxygen.

Describe the company culture in three words.
Helping oxygen users.

How is the company engaged with the community?
We provide continuing education, and even CPR classes.



SBDC

Best Small Businesses



Cam Packaging LLC
Gladwin

Joe Oberloier, owner

Founded in 2013

Industry: manufacturing

Sites in Michigan: 1

Full-time equivalent employees: 29

www.cam-pack.com

Describe the company in one sentence.
Cam Packaging provides a wide range of thin gauge plastic thermoforming services, specializing in food containers, as well as plastic containers, for automotive and retail packaging.

What is the next major accomplishment planned by the company?
Just recently, Cam Packaging crossed a major milestone of receiving the safe quality food certification for food packaging.

What makes the company truly unique?
State-of-the-art equipment, yet small and nimble enough to remain personable in responding quickly and answering phone calls.

What small business trend is impacting you the most?
Off-shore competition; vendor reduction.

Describe the company culture in three words.
Focused, easy-going, dedicated.

How is the company engaged with the community?
Cam packaging is a member of the Gladwin County Chamber.



SBDC

Best Small Businesses



Frankenmuth Clock & Germany Gift Company
Frankenmuth

Greg Burton and Dr. Bradford Bopp

Founded in 1984

Industry: retail clock sales/service; German gifts/souvenirs

Sites in Michigan: 1

Full-time equivalent employees: 7

www.frankenmuthclock.com

Describe the company in one sentence.
We are a full service clock repair center, and German gift shop.

What is the next major accomplishment planned by the company?
We are currently working closely with the Carmel Christkindlmarkt in Carmel, Indiana, to expand our product line and offering in a German-themed Christmas market that was voted the No.1 Christmas market in the U.S. in 2019. We first partnered with the Christkindlmarkt in 2019, and are working closely to expand our presence at the market over the next few years.

What makes the company truly unique?
We are able to fix nearly any clock that comes into our shop for repair. We take great care and pride in each repair that we complete. We know that each clock that comes into our store is an heirloom, and we do our very best to be sure that the clock is returned to our customers in the very best condition. We are in the business of preserving and keeping memories alive! Each and every one of us love what we do and have a great passion for clocks and German-handcrafted items. We feature German handcrafted smokers, nutcrackers, pyramids, schwibbogen, wooden figurines, Old World German wooden toys and Reuge Swiss music boxes. You can come into our shop and find a gift for any member of the family, at the best possible price. We also have over 1,000 clocks on display in our shop, from miniature clocks, wall, mantel and grandfather clocks, and the most exquisite selection of handcrafted German cuckoo clocks, straight from the Black Forest.

What small business trend is impacting you the most?
With being such a 'niche' business - we really don't fall into many of the small business trends. We work very hard to provide the best possible selection to our customers, both in our store, and also on our website where we not only offer everything we sell in our shop, but also thousands of clock parts, of which we ship all over the world.

Describe the company culture in three words.
Enthusiastic, caring and Experienced.

How is the company engaged with the community?
We provide as much local service to nearby customers as we can possible handle. We maintain the Frankenmuth Woodcarvers Pavilion which is located right next to our store, and do all we can to help each and every customer who walks into our shop.



SBDC

Best Small Businesses



Landmark TapHouse & Grille
Three Rivers

Nancy Russell, owner; Larry Russell, owner
Industry: accommodation or food services
www.landmark3rivers.com

Describe the company in one sentence.

Full service restaurant/bar that brings friends and families together, with great food, delicious drinks, and a welcoming staff in an industrial atmosphere.

What is the next major accomplishment planned by the company?

Continue to build up our clientele; expand into a larger market of retail, entertainment; space; and become profitable.

What makes the company truly unique?

Owned and operated by a local couple, Mike and Nancy Russell, who were born and raised in the community.

What small business trend is impacting you the most?

Craft beer industry.

Describe the company culture in three words.

Talented, teamwork, fun.

How is the company engaged with the community?

Supports local farmers' markets and orchards; participates in downtown events; supports school functions and sporting events



SBDC

Best Small Businesses



Onyx Enterprise Inc.
Detroit

Tarolyn Buckles, president and CEO
Industry: professional services
www.onyx-enterprise.com

Describe the company in one sentence.

Onyx provides civil engineering and construction services for the built environment.

What is the next major accomplishment planned by the company?

Onyx will expand operations in Atlanta, Georgia, and Tampa, Florida.

What makes the company truly unique?

Onyx has projects in various industries from infrastructure (roads, bridges, water and sewer utilities), transportation (rail systems), airport (building demolition-PM/QA/QC, safety), to building commercial and residential building renovations.

What small business trend is impacting you the most?

Partnerships now more than ever are critical for small businesses to scale and grow.

Describe the company culture in three words.

We execute the results.

How is the company engaged with the community?

Onyx is active in the community by mentoring young engineers, participation on boards, and speaking to students. Onyx president, Tarolyn Buckles, is also the founder of the National Association of Minority Consulting Engineers (NAMCE) and a member of many organizations.



SBDC

Best Small Businesses



Peak Performance Physical Therapy
Lansing

Jill Marlan, CEO and founder
Founded in 2011
Industry: health care or social services
Sites in Michigan: 3
Full-time equivalent employees: 35
www.peakperformanceompt.com

Describe the company in one sentence.

Peak Performance Physical Therapy revolutionizing the way rehabilitation is delivered by infusing compassion, quality, collaboration and education.

What is the next major accomplishment planned by the company?

Peak Performance Physical Therapy is opening a fourth clinical location Mason in summer 2020.

What makes the company truly unique?

The two things that make Peak Performance unique is the customer service from the moment someone arrives through our door and the high quality of care they will receive throughout a patient's time here. We collaborate with local physicians to ensure our patients are taken care of.

What small business trend is impacting you the most?

Being able to be a hometown clinic and be a part of our local communities have given us the ability to make our patients feel at home and a part of our health care family when they enter our clinic. Community involvement is a huge part of what we do.

Describe the company culture in three words.

Collaborative, quality, caring.

How is the company engaged with the community?

Peak Performance provides two monthly free educational presentations in collaboration with local organizations, as well as countless volunteer hours to provide free assessments and care.



SBDC

Best Small Businesses



Rozie's Foods
Negunee

Rose Pietila, owner
Founded in 2019
Industry: manufacturing
Sites in Michigan: in 50 stores
Full-time equivalent employees: 6
www.rozies.online

Describe the company in one sentence.

The perfect blend of farm fresh ingredients to enhance the flavor of your favorite foods. You make it good, RelSa makes it great.

What is the next major accomplishment planned by the company?

We anticipate expanding our sales to the Lower Peninsula of Michigan and beyond!

What makes the company truly unique?

Our product is not a relish or a salsa, But instead is RelSa! We use only natural grown products: fresh peppers, cauliflowers, carrots, celery, garlic, leeks, cucumber, spices, and oil.

What small business trend is impacting you the most?

The increased customer interest in buying Michigan natural-made products. The fact that Michiganders are willing to support Michigan-based companies.

Describe the company culture in three words.

Fresh, natural, tasty.

How is the company engaged with the community?

Work with other aspiring entrepreneurs on building their company's growth. Donate products and attend local community benefits, events and initiatives.



SBDC



Sand Bay Trading Co. and
Woody’s Grand Lake

**Sand Bay Trading Co. and
Woody’s Grand Lake
Presque Isle**

Gary Plankell, co-owner; Todd Chase, co-owner

Describe the company in one sentence.
We are a convenience store and bar/grill at same location, located on the north end of Grand Lake in Presque Isle.

What is the next major accomplishment planned by the company?
Adding covered outdoor seating with a new patio deck area at waterside.

What makes the company truly unique?
Customer service is most important, along with quality food, and our interior space is very unique with waterfront dining.

What small business trend is impacting you the most?
Customer service.

Describe the company culture in three words.
We are a “family feel” team that has fun, works hard and work together.

How is the company engaged with the community?
We sponsor, donate and support local groups, organizations and any sporting events on Grand Lake. We ask the question to our customers, “What else we can offer?” to make us an even more added asset to the community.



PTAC



**Advanced Matrix Inc.
Plymouth**

Biplab Roy, owner
Founded in 2002
Industry: environmental, health, and safety consulting and engineering services
Sites in Michigan: 1
Full-time equivalent employees: 4
www.advanced-matrix.com

Describe the company in one sentence.
AMI is a client-focused company offering environmental, health, and safety consulting and engineering services to all business sectors.

What is the next major accomplishment planned by the company?
AMI is projecting high revenue growth in the coming years by forming teaming alliances with larger companies to market our services to the federal, state and, local governments. Strategic teaming alliances are effective because our small business certifications, combined with the vast project experience of our teaming partners, works as a winning combination.

What makes the company truly unique?
AMI utilizes a scalable model to manage projects. Our project management status can be tactically adjusted based on the nature and size of each project.

What small business trend is impacting you the most? The use of technology to offer web-based products and services is being viewed as a beneficial business trend by AMI.

Describe the company culture in three words.
Team work, client focus, integrity.

How is the company engaged with the community?
AMI is involved in mentoring the youth, especially high school students who are seeking career counseling in the environmental and sustainability fields.



PTAC



**B&P Manufacturing
Cadillac**

Craig and Tracy Hewett
Founded in 1943
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 75
www.bpmfg.com

Describe the company in one sentence. A designer, manufacturer, and distributor for material handling and custom fabricated products and solutions for industry.

What is the next major accomplishment planned by the company? Expanding operations in order to accommodate larger DOD contracts that will solidify work for our company through 2026.

What makes the company truly unique? Our company’s business is divided into three segments: 1) Material handling: Where we design, manufacture, and distribute hand trucks, ramps, dollies, and carts to through a distribution network; 2) Commercial fabrication: Where we design and manufacture customized solutions in order to accommodate efficiency, safety, or logistics for end use clients like PepsiCo, American Red Cross, Dominos, Tropicana, and Ryder Truck; and 3) Military fabrication: Where we manufacture DoD projects such as airtight aluminum storage containers for torpedoes, long range missiles, radar units, FLIR turret units as well as nuclear storage vessels. Having all three segments operating at the same time allows us financial stability for our company and our employees. This level of work has given us the opportunity to quickly re-invest in our company with equipment and talent in order to improve longevity and additional growth capabilities. Being a smaller, locally owned company allows us to be very nimble and quickly make important decisions or direction changes without delay. This also allows our management team to be very accessible to the employees and the daily requirements. We are very committed to our local community and get involved with programs and charities that are important to our employees and their families. We are a “Made in the USA” company and we take great pride to be able source our materials and manufacture our goods locally and distribute our finished good throughout North America.

What small business trend is impacting you the most? As you look around the media and other business segments, there is a very strong emphasis on buying American made products and supporting your local retailer. Fortunately, we just happen to check both of those boxes. Because of our “Made in the USA” products and our products are sold, serviced, and supported by our nationwide local distributor network. B&P Manufacturing products have become our customers first choice for quality fabricated products.

Describe the company culture in three words.
Meeting customer needs.

How is the company engaged with the community? Munson Health Care; After 26 Depot Project; Veterans Serving Veterans; Epilepsy Awareness; Cadillac Leadership Program; Local Food Bank; Wexford Missaukee Career Tech Center; Backpack Program; New Hope Center.



PTAC



Cignys

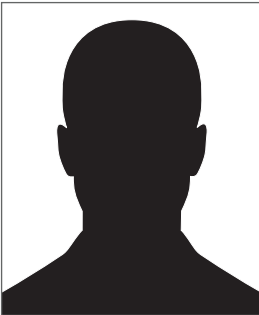
**Cignys
Saginaw**

James Kendall, president
Industry: manufacturing
www.cignys.com

Cignys is a high-end design, engineering, machining, and fabricating company, specializing in custom solutions for military, aerospace, automotive and more.

Because our products are so reliable and versatile, one of our most consistent customers since World War II has been the United States military.

At Cignys, we know that our men and women defending our country need to be able to rely on the machines they use day in and day out. That is why we have not only made lasting products of the highest quality and reliability, but have taken steps to make these devices increasingly user-friendly and capable in nearly any environment. Versatility meets the KISS principle (Keep It Simple, Soldier).



PTAC

Best Small Businesses



Debora Smith Energy Partners
Attica

Debora Smith, president
Founded in 2018
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 3
www.dsenergypartners.com

Describe the company in one sentence.

Supplier of custom fabricated products, mechanical components and project management services.

What is the next major accomplishment planned by the company?

To be listed on the 50 Companies to Watch in the next two years.

What makes the company truly unique?

We are reliably dependable. We strive for superior quality in ourselves and our products. We have a smart group of people with various backgrounds.

What small business trend is impacting you the most?

The support that we have found as a small business is extraordinary. We are grateful to the SBA, Michigan SBDC, PTAC, VetBiz Central, Lapeer Development Corp., Great Lakes Women’s Business Council, and WBENC for the guidance and support in many areas of our business. We also have built our own “coalition” of small businesses as our supply chain; we wouldn’t be successful without them.

Describe the company culture in three words.

Friendly, hardworking, collaborative.

How is the company engaged with the community?

We strive to keep our supply chain local, we hire local whenever possible, and keep the money in our community. As we grow we will be able to engage more with local charities and hope to sponsor many youth activities.



PTAC

Best Small Businesses



Fulgham Machine & Tool Co.
2347 W. HIGH STREET • JACKSON, MICHIGAN 49203

Fulgham Machine and Tool
Jackson

Chuck Fulgham, owner
Founded in 1975
Industry: tool and die
Sites in Michigan: 1
Full-time equivalent employees: 2
www.brokenbolt.com

Describe the company in one sentence.

Fulgham Machine and Tool designed a broken bolt extraction tool that provides the military and businesses the ability to recover from broken bolt issues quickly, saving hundreds of dollars and hours of equipment downtime.

What is the next major accomplishment planned by the company?

Work with the Department of Defense and our client base to design and build tools that solve their issues.

What makes the company truly unique?

Chuck Fulgham (owner) has over 50 years of experience in tooling and has a proven track record of creating cost effective solutions.

What small business trend is impacting you the most?

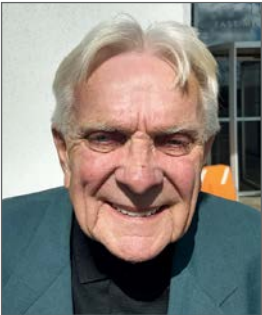
NAFTA has negatively impacted our company.

Describe the company culture in three words.

Responsive, flexible, innovative.

How is the company engaged with the community?

Fulgham Machine and Tool has been active with our local PTAC for years. We have designed military and business maintenance solutions that have saved taxpayers substantial dollars.



PTAC

Best Small Businesses



Macomb Sheet Metal Inc.
Clinton Township

Christof Traidl, president,
Dave Meli, general manager
Founded in 1982
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 22
www.msmetal.com

Describe the company in one sentence.

Government contractor, specialist in fabrication, laser cutting, forming, machining and welding.

What is the next major accomplishment planned by the company?

Diversify the customer base, further improve business processes, achieve growth targets.

What makes the company truly unique?

Diversify the customer base, further improve business processes, achieve growth targets.

What small business trend is impacting you the most?

As you look around the media most flexible and reliable fabrication company in the defense industry.

Describe the company culture in three words.

Team, lean, effective.

How is the company engaged with the community?

Yes the company is engaged in Clinton Township.



PTAC

Best Small Businesses



Premier Group Associates LC
Detroit

Elizabeth Housey, CEO
Founded in 1988
Industry: facilities services
Sites in Michigan: 2
www.pgalc.com

Describe the company in one sentence.

Premier Group Associates is a full-service property maintenance company with divisions in athletic fields and construction services.

What is the next major accomplishment planned by the company?

As a company, our next planned major accomplishments are renovating commercial properties and expanding growth of the company to include divisions into new markets.

What makes the company truly unique?

Premier Group Associates services a diverse range of projects while providing personal attention to quickly and efficiently exceed our customer’s expectations.

What small business trend is impacting you the most?

City of Detroit is utilizing small businesses, women-owned and Detroit based businesses. This has allowed Premier Group Associates to advance towards our core focus, “Cultivating Better Communities.”

Describe the company culture in three words.

Exciting, passionate, inclusive.

How is the company engaged with the community?

Premier Group Associates performs 95 percent of our services inside the city of Detroit and 90 percent of our employees live in the city of Detroit. We are proud sponsors of the St. Patrick’s Day Parade and donate our time and services to multiple non-profits that are based in the city of Detroit.



PTAC



Virtual Sandtable LLC
West Olive

Aaron Shradin, CEO
Founded in 2017
Industry: scientific or technical services
Sites in Michigan: 2
www.virtualsandtable.com

Describe the company in one sentence.

VST is an immersive solution that empowers users to easily show data overlaid on terrain in useful ways so intelligent decisions are obvious.

What is the next major accomplishment planned by the company?

VST will be adopted as a planning, training, overwatch, and after-actions reporting tool for DoD and civilian first responder groups.

What makes the company truly unique?

We are truly a David among the Goliath companies in the areas which we cater.

What small business trend is impacting you the most?

The Air Force, and some other DoD entities, are recognizing their past mistakes of not focusing on the innovations and advantages of small business.

Describe the company culture in three words.

Collaborative, creative, convergent.

How is the company engaged with the community?

Working with states to create programs using our cutting edge technology to equip those that protect our schools, public utilities, places of gathering and worship.



SmartZone



86 Repairs
Grand Rapids

Joe Gallagher, COO
Daniel Estrada, CEO
Founded in 2018
Industry: SaaS
Sites in Michigan: 2
www.86repairs.com

Describe the company in one sentence.

86 Repairs manages the entire repair process for restaurants.

What is the next major accomplishment planned by the company?

Using machine learning to take automated action on behalf of our customers by leveraging never-before-collected data within the industry.

What makes the company truly unique?

We're fixing an overlooked problem in the restaurant industry—the painful process of managing repairs—through tech-enabled service and never-before-collected data.

Describe the company culture in three words.

Humble, adventurous, focused on relationships.

How is the company engaged with the community?

Committed to giving back to the community from which it came, 86 Repairs is heavily connected to the entrepreneur community in Michigan and beyond. Building relationships with groups such as Invest Detroit, Start Garden, and 1871, as well as many aspiring solo-preneurs.



SmartZone



ChargeOver
Mount Pleasant

Ryan Bantz, CEO
Keith Palmer, CTO
Founded in 2011
Industry: information technology
Sites in Michigan: 1
Full-time equivalent employees: 7
www.chargeover.com

Describe the company in one sentence.

ChargeOver helps businesses manage their subscription billing and automated payments.

What is the next major accomplishment planned by the company?

Hosting our first all company retreat in 2020 for the team, to get away and spend time together in a new environment.

What makes the company truly unique?

ChargeOver was founded by people that experienced the challenges around subscription billing first hand across some pretty different industries. This helped to build a product that is helpful to many different types of industries.

What small business trend is impacting you the most?

The need to automate is a constant trend and probably so more than ever. Maintaining a control and having visibility into those automated processes is key, especially when dealing with a businesses revenue. ChargeOver has been able to confidently help businesses automate their payment processes while still keeping them in the look as to what's going on.

Describe the company culture in three words.

Have fun, grow or die, do what you say.

How is the company engaged with the community?

Globally, ChargeOver supports the open-source community by development of QuickBooks libs (QuickBooks, other repos on GitHub). Locally, ChargeOver is a sponsor of the Gus Maker. ChargeOver has also renovated an abandoned a building in downtown Mt. Pleasant into an office.



SmartZone



CrossBraining
Pleasant Lake

Josh Nichols, Founder
Founded in 2017
Industry: e-Learning
Sites in Michigan: 1
www.crossbraining.com

Describe the company in one sentence.

CrossBraining provides a video-based skill assessment platform.

What is the next major accomplishment planned by the company?

Selling our product as a solution to enable remote assessment.

What makes the company truly unique?

Our patented process for video-based assessment.

What small business trend is impacting you the most?

The current transition to remote work.

Describe the company culture in three words.

Freedom, responsibility, empowerment.

How is the company engaged with the community?

We work closely with our local schools to deliver a platform that fits the needs of their students in a rapidly changing environment.



SmartZone

Best Small Businesses



DELRAY Systems

Delray Systems
Rochester

Joseph Rocca, president

Founded in 2015

Industry: mechanical/industrial engineering

Sites in Michigan: 1

www.3d-printer.com

Describe the company in one sentence.

Delray Systems provides process improvement solutions for automating manufacturing, reverse engineering and product development processes.

What is the next major accomplishment planned by the company?

Implementing both non-reactive metal and high speed photopolymer 3-D printing solutions.

What makes the company truly unique?

Our experience in additive manufacturing since 1996 and our ability to provide technical support to the industry.

What small business trend is impacting you the most?

The effects of e-commerce and social media.

Describe the company culture in three words.

Fun, challenging, innovation.

How is the company engaged with the community?

We are currently 3-D printing PPE face shields and donating to the community, including health care facilities, to help in the battle of COVID-19.



SmartZone

Best Small Businesses



Global Battery Solutions
Holland

Gary Noel, CEO/managing partner; Ellington Ellis, managing partner; Dave Baaman, managing partner; Jennifer Sierra, managing partner; Kris Hunter, managing partner

Founded in 2014

Industry: manufacturing

Sites in Michigan: 1

Full-time equivalent employees: 18

www.globalbatterysolutions.com

Describe the company in one sentence.

We develop wireless electrification solutions for OEs.

What is the next major accomplishment planned by the company?

Licensing our IP internationally.

What makes the company truly unique?

We are the creators of the "Battery with a Brain; intelligent cell™."

What small business trend is impacting you the most? The expansion of electrical vehicles and energy storage systems.

Describe the company culture in three words.

Innovative solution ecosystem.

How is the company engaged with the community?

Working with educational institutions to help create an environment of electrification innovation.



SmartZone

Best Small Businesses



HoneyCure by Enbiologics Inc.
Detroit

Ramy Habib, co-founder

Sean Carroll, co-founder

Founded in 2016

Industry: veterinary care

Sites in Michigan: 1

Full-time equivalent employees: 2

www.gethoneycure.com

Describe the company in one sentence.

Produce 100% natural, scientifically backed veterinary wound care product.

What is the next major accomplishment planned by the company?

Three major milestones, including FDA regulation, new sales goals, and new customer outreach.

What makes the company truly unique?

The company was founded by two young biomedical engineers, one local to Detroit, and one from Cairo, Egypt, who have worked hard to create more effective alternative wound care that is easy for pets and humans alike.

What small business trend is impacting you the most?

The rise of incubators and small business hubs have made it possible for entrepreneurs like ourselves to have a chance at success.

Describe the company culture in three words.

Innovation, honesty, care.

How is the company engaged with the community?

We are constantly giving back by helping fellow entrepreneurs and working with animal rescues.



SmartZone

Best Small Businesses



HyVIDA Brands Inc.
Muskegon

Rick Smith, President

Bradley Patt, co-founder of the board

Founded in 2017

Industry: food and beverage

Sites in Michigan: 1

Full-time equivalent employees: 1

www.hyvida.com

Describe the company in one sentence.

Beverage brand that developed a method of infusing molecular hydrogen gas into sparkling waters to enhance health function.

What is the next major accomplishment planned by the company?

Raising capital on a convertible note.

What makes the company truly unique?

We are the first in the world to infuse hydrogen gas into carbonated beverages.

What small business trend is impacting you the most?

Leveraging e commerce more than ever.

Describe the company culture in three words.

Transparently, innovative, wellness.

How is the company engaged with the community?

HyVIDA is a member of the chamber, purposefully occupies space in a HUB zone, and donates product to health care facilities.



SmartZone

Best Small Businesses



ImmediPay Inc.
Port Huron

Founded in 2016
Industry: health insurance
Sites in Michigan: 1
Full-time equivalent employees: 3
www.immedipay.com

Describe the company in one sentence.

The ImmediPay health care shopping program gives employees and dependents an effective way to buy quality medical services at efficient prices—lowering health care costs for themselves and their employers.

What is the next major accomplishment planned by the company?

Beta 2 launch with multiple clients in southeast Michigan.

What makes the company truly unique?

The ImmediPay health insurance program has no deductibles, reimburses every medical procedure up to a market benchmark price, and displays real prices charged by providers. Users are informed and motivated to shop smart on every purchase—resulting in significant savings for employees and employers versus typical health insurance plans. ImmediPay users also pay smart. Providers are paid immediately via credit card with no claims hassles; eliminating administrative and collections costs, and encouraging program acceptance.

What small business trend is impacting you the most?

Leveraging cloud-based information technology and mobile phone users to crowd-source market intelligence.

Describe the company culture in three words.

Passionate, determined, disruptive.

How is the company engaged with the community?

By building connections between patients and doctors.



SmartZone

Best Small Businesses



Iontox
Kalamazoo

James McKin, president/founder
Founded in 2013
Industry: life sciences
Sites in Michigan: 1
www.iontox.com

Describe the company in one sentence.

Iontox provides innovative research solutions for cell-based safety testing of new medicines.

What is the next major accomplishment planned by the company?

Launching our integrated organ platform as a packaged product. A human on a plate. Innovation.

What makes the company truly unique?

Iontox provides solutions to pharmaceutical, chemical, and cosmetic companies globally.

What small business trend is impacting you the most? Affordable health insurance options for employees. This is necessary for recruiting.

Describe the company culture in three words.

Professional, innovative, family.

How is the company engaged with the community?

Iontox supports local bike team, Clark Logic.



SmartZone

Best Small Businesses



LucidCoast
Marquette

Keith E. Glendon, CEO
Founded in 2016
Industry: technology consulting and innovation services
Sites in Michigan: 1
Full-time equivalent employees: 4
www.lucidcoast.com

Describe the company in one sentence. We help clients solve problems, build opportunities and launch ventures with innovation and agility.

What is the next major accomplishment planned by the company? Next significant accomplishment will be the launch of our 2020 Accelerator Cohort with Global Innovation Catalyst, supporting four founding teams and bringing an exceptional innovation program to market in Michigan.

What makes the company truly unique? We are a startup company with an audacious vision: to be a platform for the rise of entrepreneurship in underserved areas like rural, urban, veteran and women-led business communities. Even as we are building our startup, our mission includes helping other startups succeed. Even as we employ highly skilled, deeply experienced business and technical leaders, we also include apprentices and interns in our services teams—helping us serve not only our clients but the next generation of innovators. Even as we are a for-profit company, we place high value on impact—in our community, our state, our country and the world. We are a different kind of company. We exist to serve, collaborate, innovate and build win-win-win outcomes in all we do.

What small business trend is impacting you the most? Covid-19 and the overall hit to the economy that has developed in the past few months is far and away impacting us the most.

Describe the company culture in three words. Creativity, authenticity, love.

How is the company engaged with the community?

Community is key for us. We have engaged with the community by supporting and leading local economic development efforts, leading opportunities for youth technology education, leading significant grant and program efforts to roll out education for cybersecurity across 21 school districts in the U.P. When a local co-working space went out of business and the Marquette Chamber of Commerce dissolved leaving a prime downtown space with dire future potential, we took on that challenge and committed to keep the space alive for the community. Re-envisioning the coworking space as a community-centric innovation hub, we have offered pro bono space and services to entrepreneurs, community groups, non-profits and creative arts organizations. We believe small businesses are foundational pillars of community and are committed to building value in our community—both locally and across the state. To that last point, we recently launched www.michiganvirtualfoundersclub.org, a not-for-profit project aimed at bringing virtual community to entrepreneurs, founders and ecosystem partners in Michigan. We are committed to a model of conscious capitalism and to building a better world, one community at a time.



SmartZone

Best Small Businesses



May Mobility Inc.
Ann Arbor

Edwin Olson, CEO
Founded in 2017
Industry: transportation and warehousing
Sites in Michigan: 3
Full-time equivalent employees: 86
www.maymobility.com

Describe the company in one sentence.

May Mobility re-imagines transportation by developing and deploying autonomous shuttles that get people where they need to go, safely and easily.

What is the next major accomplishment planned by the company?

While our team is small, it's mighty. We've already provided over 250,000 rides to our passengers, and we have our sights set on one million rides as our next milestone.

What makes the company truly unique?

We're bringing autonomous vehicles to city streets today, not in the faraway future. We help cities, businesses, and communities lead the way with innovative solutions from which they can learn and grow.

What small business trend is impacting you the most?

We love that small businesses increasingly prioritize sustainability. The ideals of the communities we launch in often align with our choice to deploy electric vehicles.

Describe the company culture in three words.

Innovative, collaborative, fun.

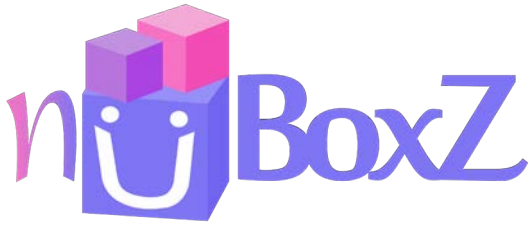
How is the company engaged with the community?

We immerse ourselves in the cities we launch in. Whether it's holding information sessions for the public, engaging with local advocacy groups and public safety, or collaborating with local businesses (like "Mobile Moolah" with LMCU), we get intentional and fun with it.



SmartZone

Best Small Businesses



nuBoxZ
Sterling Heights

Ali Berjaoui, CEO, co-founder
Founded in 2018
Industry: information technology
Sites in Michigan: 1
Full-time equivalent employees: 6 part-time employees
www.nuboxz.com

Describe the company in one sentence.

We make smart lockers for online-used markets, where sellers and buyers from Craigslist, OfferUp or Facebook Marketplace can drop-off and pick-up items.

What is the next major accomplishment planned by the company?

Proof-of-concept validation with customers and 10 smart lockers in the field.

What makes the company truly unique?

With our combination of smart lockers (tech) and second-hand market (market segment) combination, we address our users problem of safety and convenience.

What small business trend is impacting you the most?

Second-hand sales using online marketplace apps, like Craigslist, Facebook Marketplace, OfferUp or Letgo.

Describe the company culture in three words.

Diverse creative team.

How is the company engaged with the community?

We support sellers and small businesses in the community with more sales.



SmartZone

Best Small Businesses



Orbion Space Technology Inc.
Houghton

Brad King, CEO
Jason Sommerville, co-founder and CTO
Founded in 2016
Industry: manufacturing
Sites in Michigan: 1
Full-time equivalent employees: 10
www.orbionspace.com

Describe the company in one sentence.

Orbion builds plasma thrusters that power small satellites.

What is the next major accomplishment planned by the company?

Orbion's thrusters will be used to propel a fleet of government defense satellites, a commercial telecommunications fleet, and a private mission to the moon.

What makes the company truly unique?

We combine rocket science and advanced manufacturing to enable assembly-line production of high-performance engines.

What small business trend is impacting you the most? The exponential growth of small commercial and government satellites is fueling our success.

Describe the company culture in three words.

Innovative rocket science.

How is the company engaged with the community? We provide access to high-tech jobs that retain Michigan Tech graduates in the local area.



SmartZone

Best Small Businesses



Pivot Materials
Detroit

Kylee Guenther, CEO
Founded in 2015
Industry: manufacturing
Sites in Michigan: 1
www.pivot.eco

Describe the company in one sentence.

Pivot is a sustainable materials manufacturer, making alternatives to traditional plastics to help reduce the plastics crisis.

What is the next major accomplishment planned by the company?

The first-ever bamboo fiber reinforced car part is going to production, using our material.

What makes the company truly unique?

Our ability to take agricultural waste and turn it into a high-value product.

What small business trend is impacting you the most?

Sustainability.

Describe the company culture in three words.

Modern, flexible, helpful.

How is the company engaged with the community?

Part of our mission is to educate the public about plastics and plastic waste. There's a lot of misinformation out there and we want to help resolve that.



SmartZone

Best Small Businesses



Skoop
East Lansing

Josh Cooper, chairman/CEO
Founded in 2018
Industry: SaaS
Sites in Michigan: 2
Full-time equivalent employees: 4
www.skoop.digital.com

Describe the company in one sentence.

Plug Skoop signage into any screen to turn it into a looping digital billboard.

What is the next major accomplishment planned by the company? Skoop is getting ready to release "Skoop Signage Premium," an SaaS that will be one of the most advanced AI-powered advertising management systems in the world. Skoop Signage Premium will make it easy for any high-traffic business to turn their empty walls into new-found revenue through digital signage.

What makes the company truly unique? Skoop is one of the only cloud based systems for digital billboards. All Skoop-enabled screens use audiences intelligence to scan for demographic information. Based off of who is standing in front of the screen, custom messages from local and national advertisers will be displayed.

What small business trend is impacting you the most? AI-enabled "Software as a Service" (SaaS). Digital transformation is forcing the billboard industry to move away from traditional media buying methods and switch to more current online buying methods. Skoop builds the digital marketplace system that these static billboard networks need to make the digital switch.

Describe the company culture in three words. Intelligent, focused, compassionate.

How is the company engaged with the community? Our core mission at Skoop is to foster community through unique digital experiences. Skoop works with Michigan State University's Hatch Incubator for Student Entrepreneurs. Cooper and the Skoop team help student business owners leverage an entrepreneurial spirit to challenge the status quo.



Person of the Year



Elevated Technologies Inc.
Plymouth

Nate McFadden, president
Founded in 1987
Industry: elevator
Sites in Michigan: 1
Full-time equivalent employees: 15
www.elevatedinc.com

Describe the company
in one sentence.

For over 30 years, Elevated Technologies Inc. has been exclusively dedicated to delivering safe and reliable elevator maintenance, repair and construction projects for our clients.

What is the next major accomplishment planned by the company? In the past five years, ETI has expanded into more than 30 states; our goal for the next few years is to have operations in all 50 states.

What makes the company truly unique? ETI is the only SDVOSB-verified elevator company in the United States. We serve some of the more noteworthy institutions in the private and public sector for over 30 years, including Consumers Energy, Ford, the Department of Veterans Affairs and the Department of Defense.

What small business trend is impacting you the most? Access to significant business technologies puts small businesses on a level playing field with their large competitors.

Describe the company culture in three words.
Dedicated, gung-ho, conscientious.

How is the company engaged with the community? Our approach to community engagement is to roll up our sleeves, get dirty and serve. We make sandwiches at the kids food basket; we have built a playground for an inner city preschool in need; we have installed elevators at the homes of veterans in need and a battered women’s shelter; as well as other broad financial contributions. In addition, our owner and president still serves on the board for the Small Business Association of Michigan.



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Region 5 Small Business
Prime Contractor of the Year



ALDEVRA
Kalamazoo

Rodney Marshall, owner
Founded in 2009
Industry: government contracting
Sites in Michigan: 1
Full-time equivalent employees: 13
www.aldevra.com

Describe the company
in one sentence.

Aldevra is a small business government contractor that takes great pride in providing equipment and staffing to the VA and DoD.

What is the next major accomplishment planned by the company?

To bring together an awesome team of passionate people to support the Louisiana Army National Guard (LAARNG) and its facilities.

What makes the company truly unique?

We aim to treat people how we want to be treated. It’s not always about the bottom line.

What small business trend is impacting you the most?

Helping customers obtain PPE in a dysfunctional supply chain.

Describe the company culture in three words.

Passionate, dedicated, accountable.

How is the company engaged with the community?

Aldevra is engaged in the community in many ways. Nationally, we promote and support U.S. small businesses, including manufacturers. Our subject matter experts are frequently called upon to provide input and advocacy for small business issues, especially those impacting veterans. We mentor other entrepreneurs and, before COVID-19, hosted a “Minority Business Matters” event. Our staff are active in their local communities, and our owner is often asked to speak with community youth and support youth programming.



8(a) Graduate



Advanced Environmental
Management Group LLC
Plymouth

Amarjit Singh Sidhu, president
Founded in 1998
Industry: environmental consulting
Sites in Michigan: 1
Full-time equivalent employees: 11
www.aemgroup.biz

Describe the company
in one sentence.

AEM Group provides environmental services to governmental and private clients to assist them with environmental health and safety and regulatory compliance issues.

What is the next major accomplishment planned by the company?

We plan to expand geographically to better service our customers.

What makes the company truly unique?

AEM Group provides the expertise and experience of large environmental services company with intimate customer service.

What small business trend is impacting you the most?

Small business acquisitions and mergers into large corporations.

Describe the company culture in three words.

Professional, focused, committed.

How is the company engaged with the community?

We regularly assist local housing authorities, development authorities, and the Michigan Housing Development Authority, with information and solutions for low-income housing. We also support civic organizations. Currently, AEM Group is mentoring a small 8(a) company to grow.



Woman-owned Business



Beth Millner Jewelry
Marquette

Beth Millner, owner

Founded in 2007

Industry: jewelry

Sites in Michigan: 1

Full-time equivalent employees: 5

www.bethmillner.com

Describe the company in one sentence.

Beth Millner Jewelry is a small woman-owned business that handcrafts nature-inspired jewelry and artisan goods in a socially and environmentally responsible way, servicing customers through both e-commerce and a brick-and-mortar location located in the heart of downtown Marquette.

What is the next major accomplishment planned by the company? We believe strongly in supporting the arts. We are now working closely with several other local artists to develop new lines of artisan goods branded with Beth Millner’s signature designs as means of supporting our arts community and expanding our line of eco-friendly handmade goods to our customers.

What makes the company truly unique? Beth Millner Jewelry is a small handcrafted jewelry business that has grown to local and regional brand recognition. Beth Millner’s nature-inspired designs are unique and high quality, resulting in hearing many customer testimonials state they have others approach them and ask, “Is that a Beth Millner?” Combining the jewelry’s down-to-earth appeal with the business’s strong environmental and social ethos makes the brand and its jewelry attractive to many customers.

What small business trend is impacting you the most? Customers seeking more ethically produced goods from businesses as well as customers supporting businesses who give back and invest in their communities.

Describe the company culture in three words.
Creative, connected, acceptance.

How is the company engaged with the community?
Beth Millner Jewelry has a strong commitment to giving back to our local community by collaborating with various charities and organizations each year with our fundraiser jewelry program. A portion of the proceeds from the custom designed jewelry in the fundraiser program is donated back to our partner organizations.



Exporter of the Year



Redi-Rock International
Charlevoix

Andrew Nickodemus

Founded in 2000

Industry: concrete wall block manufacturer

Sites in Michigan: 1

Full-time equivalent employees: 61

www.redi-rock.com

Describe the company in one sentence.

Redi-Rock International invents and patents equipment to manufacture innovative retaining wall products for the commercial construction space. It packages and sells the equipment as a business opportunity and as a result, our network partners around the world have become the leader in large block retaining wall solutions.

What is the next major accomplishment planned by the company?
Expand our international footprint by developing our solutions in South America as well as continued innovation investment.

What makes the company truly unique? We have a clear vision and we’ve built a passionate team of people who have produced a competitive advantage in the marketplace because we love what we do and we want to make it better every single day.

What small business trend is impacting you the most?
Caring for the health and wellness of our team members.

Describe the company culture in three words.
Lead, grit, caring.

How is the company engaged with the community?
Providing high impact jobs with a purpose; supporting local robotics clubs; Providing summer internships for college students; participating in National Manufacturing Day for local high school students.



Jeffrey Butland Family-owned Small Business of the Year



J.J. Barney Construction Inc.
Rochester Hills

Joshua T. Barney

Founded in 1927

Industry: civil and commercial construction

Sites in Michigan: 1

Full-time equivalent employees: 45+

www.jjbarney.com

Describe the company in one sentence.
Founded in 1927, J.J. Barney Construction is a fourth-generation owned and operated civil and commercial construction company specializing in concrete placement and excavation throughout the state of Michigan and several of the continental United States.

What is the next major accomplishment planned by the company? Doubling gross revenue within 1 – 2 years.

What makes the company truly unique?
J.J. Barney Construction takes pride in and goes to great lengths to achieve the optimal balance between a professional, collegial family atmosphere while at the same time delivering an excellent product on time and under budget.

What small business trend is impacting you the most? The most immediate trend is the uncertainty of the effect that the COVID-19 pandemic will have on the global and local economy and the future ways of conducting business as a result of the pandemic. The peripheral trend, but still as concerning, is the unprecedented skilled labor shortage. This issue is partly due to our culture’s emphasis on going to college. Many high schools look to their university placement as the best judge of a quality education. The effect is that many high-paying trade jobs with great benefits sit empty, while high school graduates line up for universities. While a shortage of workers is pushing wages higher in the skilled trades, the financial return from a bachelor’s degree is softening, even as the price—and the average debt into which it plunges students—keeps going up. This poses a real threat to the economy.

Describe the company culture in three words.
Flexible, inclusive, trusting.

How is the company engaged with the community? J.J. Barney Construction pursues the highest standards of corporate responsibility in every aspect of our business. We are committed to reducing our environmental impact while improving the communities where we live and work. When it comes to giving back, we invest in the community. Whether it’s a team service project or giving financial assistance, J.J. Barney Construction supports many faith-based organizations and nonprofits that share similar goals and missions. Making a difference goes far beyond the day-to-day work we perform. It’s about making a real difference in the community and transforming lives.



Center of Excellence Award



Great Lakes Women’s Business Council
Livonia

Founded in 1985

Industry: women’s business center

Sites in Michigan: 1

Full-time equivalent employees: 1

www.greatlakeswbc.org

Describe the company in one sentence.
We accelerate women and minority business growth.

What is the next major accomplishment planned by the company?
Delivering the same high-impact and customer focused counseling, training, mentoring and large-scale annual conference on virtual platforms.

What makes the company truly unique?
Great Lakes WBC provides game-changing and growth-promoting services, including women’s business certification, which opens the door to corporate America and the federal government; small business loans; training and counseling and group mentoring and coaching. We are one of the first women’s business centers and microloan programs in the country.

What small business trend is impacting you the most?
The public health crisis has brought to head the emergence of virtual services. We converted face-to-face services to a virtual environment that was able to deliver services with the same intimate and caring environment that the organization has always provided.

Describe the company culture in three words.
Mission-oriented, customer-centric, spirit of excellence.

How is the company engaged with the community?
We conduct outreach to many community-based organizations; we collaborate with other non-profit and corporate organizations that serve the women and business community; and we recently launched a campaign “WE-Give!,” which matched donations 1:1 to provide PPE for women business-owners.



Center of Excellence Award



Michigan SBDC:
West Michigan Region

Ed Garner, West Michigan regional director

Industry: business services

Sites in Michigan: 1

www.michigansbdc.org

Describe the company
in one sentence.

The Michigan Small Business Development Center (SBDC) provides consulting, training, and market research for new ventures, existing small businesses, and advanced technology companies to enhance the well-being of Michigan's economy.

What is the next major
accomplishment planned
by the company?

The SBDC West Michigan Region plans to assist more underserved and minority businesses with supplemental funding received through the CARES Act.

What makes the company truly unique?

The Michigan SBDC is one of the most comprehensive business service organizations of its kind. As a state-wide network, entrepreneurs and small business owners have access to a team of over 75 business consultants with varied backgrounds and experiences. We are also part of a national network with about 1,000 SBDC centers located across the country. We are funded through a cooperative agreement with the U.S. Small Business Administration, the MEDC, and local host institutions, therefore our services are provided at no or little cost.

What small business trend is impacting you the most?

Helping companies survive through the COVID-19 pandemic and beyond.

Describe the company culture in three words.

Client-focused, teamwork, supportive.

How is the company engaged with the community? We work with a number of resource partners throughout our region to stay engaged with the community. This includes, but not limited to, organizations such as chambers of commerce, economic development organizations, minority business associations, United Ways, rotary clubs, and others.



Center of Excellence Award



Detroit Score Chapter 0018
Detroit

Donna Hover-Ojeda, co-chapter chair

Armando Ojeda, co-chapter chair

Founded in 1963

Industry: counseling services to small businesses

Sites in Michigan: southeast Michigan Chapter

www.score.org

Describe the company
in one sentence.

Score provides free mentoring and education to small businesses.

What is the next major
accomplishment planned
by the company?

Score is implementing an entrepreneur assessment and training program for those thinking of starting a business. We will also be expanding our CEO roundtable activities to add an additional 30 companies. We will also be starting a leaders program focusing on company culture to attract the right employees for the right seats.

What makes the company truly unique?

Score is the only organization focusing on business people mentoring business people.

Describe the company culture in three words.

Diverse ideas make a difference.

How is the company engaged with the community?

Score has 125 mentors working with 12 small business agencies, serving over 9,000 small business in the southeast Michigan area.



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District Director Award



Mark Hands,
Federal Reserve Bank of Chicago,
Detroit Branch

Founded in 1927

Industry: central banking system for the
United States of America

Sites in Michigan: 1

www.chicagofed.org

Describe the company
in one sentence.

The Federal Reserve is the central banking system for the United States of America.

What is the next major
accomplishment planned
by the company?

The next major accomplishment of the Federal Reserve is to help keep the economy strong and recover during these extraordinary times.

What makes the company truly unique?

We are a mission driven organization whose goal is to foster a strong economy and maximize employment.

What small business trend is impacting you the most?

The COVID-19 pandemic is causing extreme stress to our small businesses and this pandemic will negatively impact the economy as many small businesses will not survive this pandemic.

Describe the company culture in three words.

Engaged, inclusive, diverse.

How is the company engaged with the community?

Through our strategic partnerships, including, but not limited to, the SBA, Michigan Minority Supplier Development Council, and the Great Lakes Women's Business Council.



Thank YOU

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:

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Chamber of Commerce, LEAP Inc., Lenawee Now, Macomb Regional PTAC, MDOT Office of Business Development, MichBio, Michigan Association of Chamber Professionals, Michigan Bankers Association, Michigan Chamber of Commerce, Michigan Technological University, Michigan West Coast Chamber of Commerce, Midland Tomorrow, Mobile Technology Association of Michigan, Michigan State University Product Center, Muskegon Area First, Muskegon Innovation Hub/GVSU, Northeast Michigan Consortium PTAC, Northern Michigan University (Innovate Marquette SmartZone), Northwest Michigan PTAC, Oakland OU INC (Oakland University), Pinnacle Aeropark, PTAC of Schoolcraft College, PTAC of South Central Michigan, Saginaw Future Inc., Sault Ste. Marie Economic Development Corporation, Score, Southfield Area Chamber of Commerce, Southwest Michigan First, Southwest Michigan PTAC, Southwest Michigan Innovation Center, Start Garden, Tech Town, Troy Chamber of Commerce, Waterford Area Chamber of Commerce, Wayne State University, West Michigan Hispanic Chamber of Commerce

Judges of MCSB

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The DTE Foundation helps drive 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 economic development, we're helping improve the well-being of those communities.

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