



2010 **TOP 100** MINORITY BUSINESS ENTERPRISES



Systems Application and Technologies, Inc

TIMOTHY ADAMS, PRESIDENT AND CEO

1101 Mercantile Lane, Suite 200

Largo, MD 20774

301-731-3983

www.sa-techinc.com

BUSINESS DESCRIPTION

Systems Application & Technologies, Inc. (SA-TECH) is a progressive and steadily growing, professional services firm, providing quality products and services to a wide range of clients since 1989. SA-TECH currently provides program management, operations and maintenance, logistics, and engineering support services to the Department of Defense. Approximately 75% of SA-TECH's current business is providing test and training, range operations, and maintenance support for U.S Navy and Army customers. The majority of the remaining business involves providing program management support, systems engineering services, and logistics expertise to support Anti-Terrorism Force Protection effectiveness for the U.S. Navy's facilities worldwide.

BUSINESS SUCCESS AND CONTRIBUTIONS

My decision to become an entrepreneur was based on having a vision that I could fill a void in the marketplace. I saw certain needs that were not being met or were being underserved, and I believed my skills and experience made me uniquely qualified to fill the niche. My vision has resulted in steady growth and carried the company internationally. I believe the success of my company comes from building relationships with my clients, exceeding their expectations, and placing trust in the men and women of SA-TECH to do the right thing. As I ponder SA-TECH's years of service to the nation, my pride continues to grow. SA-TECH has provided tools and training to countless armed services members to successfully prepare them for the defense of our nation. It is difficult to pick one moment as the proudest, but being able to celebrate over 20 years in service to the Department of Defense as a trusted defense contractor is quite special.



AULtec, Inc.

JAMES AFFUL, PRESIDENT
ELEANOR AFFUL, DIR. HR/PR

7895 Cessna Avenue, Suite D

Gaithersburg, Maryland 20879

301-947-6695

www.aultecinc.com

BUSINESS DESCRIPTION

AULtec, Inc., headquartered in Gaithersburg, Maryland is an independently owned, progressive multi disciplinary engineering firm providing professional services in both governmental and public sectors in land development, land use and the environment. Licensed to operate as a business entity in Maryland, Virginia and Washington, DC., the company has seen tremendous growth and activity from 2001 till present and has within this short time established validity in Civil and Environmental Engineering, Land Surveying, Geographic Information Systems and Global Positioning System. AULtec, Inc., includes among its clients some of "Design Firm top 500 Companies" as well as well renowned engineering and construction companies.

BUSINESS SUCCESS AND CONTRIBUTIONS

I had reached a point of "stagnation" in my career where promotion to a position of more responsibility had become elusive in spite of long tenure of service, excellent professional experience and academic backing in addition to professional accolades I had obtained. My wife and I, with basically no money in hand, the huge responsibility of raising our four young children, unpleasant prospect of losing health insurance coverage for the family but being mindful that hard work undergirded by our faith, could help us achieve our dream of being entrepreneurs; we established AULtec, Inc. B. My proudest accomplishment as a business owner is to have been the first African American to receive licenses in both Civil Engineering (August 1998), a Land Surveying (January 2001) by the DC Engineering Board (Refer to Gazette Community News (MV), Wednesday February 27, 2002, Page A-3 for featured article), and also to be the first to hold a third license in addition to the two as a registered surveyor by the Office of the Surveyor, Washington, DC (May 2009).



Astor & Sanders Corporation

SADHNA AGRAWAL, PRESIDENT

9900 Belward Campus Drive
Suite 275
Rockville, Maryland 20850
301-838-3420
www.astor-sanders.com

BUSINESS DESCRIPTION

Astor & Sanders Corporation (Astor) is a woman-owned, Small Business Administration (SBA) 8(a) certified company that provides information technology (IT) services for the government and commercial clients. Our service offerings include computer programming, systems design, software engineering, information security, telecommunications, project management as well as operations and maintenance. Our innovative, cost-effective solutions, which are grounded in industry best practices, help our customers achieve their IT goals in a performance-driven, results-oriented environment. Every Astor customer has our commitment to a healthy sustained partnership that focuses on successful project milestones, adherence to budget and delivery of results that meet and exceed expectations.

BUSINESS SUCCESS AND CONTRIBUTIONS

Ms. Agrawal made the decision to start her own business during the years she worked for a large corporation. Ms. Agrawal felt inspired to make a difference in her business community and prove that a minority, woman-owned company could excel in a predominantly male IT industry. Her belief that women could offer new perspectives and innovation within the industry proved to be foundational to her business practices and a guiding principle to her future successes. Her ability to incorporate open communication, collaboration, and commitment to the tasks at hand stood as a differentiator from the corporate culture of her previous employers. Ms. Agrawal's entrepreneurial spirit allowed her to make the changes to the corporate environment she had hoped for, and gave her the will to inspire others toward the same goal. Ms. Agrawal's greatest accomplishment as a business owner lies in Astor's high quality reputation within the IT industry. Astor is well known in the federal and state government communities and has acquired many prime contracts on a competitive basis. Ms. Agrawal takes pride in the fact that her vision has come true and she is regarded as a leading representative of small businesses on various industry advisory boards.



DeAnder Associates, LLC

LISA ANDERSON, PRESIDENT

7233 Hanover Parkway, Suite D
Greenbelt, Maryland 20770
301-262-0111
www.deander.com

BUSINESS DESCRIPTION

DeAnder Associates, LLC is a minority, woman-owned, small disadvantaged, 8(a) and MBE certified business located in Greenbelt, Maryland. Servicing the business world since 1997, DeAnder Associates, LLC specializes in financial management and customized professional business solutions in the areas of finance and accounting, contract administration, regulatory compliance assistance, payroll and accounting system and implementation.

BUSINESS SUCCESS AND CONTRIBUTIONS

From an early age Ms. Anderson had a strong desire to serve. In her early business experience she quickly noticed the struggle of small minority-own businesses to find a foothold into the government contracting industry. They had no support available regarding understanding and maneuvering through government compliance concepts. Ms. Anderson used that observed need to learn as much as she could about the requirements to then incorporate a business solution into the DeAnder Associates capabilities portfolio thereby creating an in-demand service to match the perceived need. Ms. Anderson has successfully managed and grown a small business since December 1997. In thirteen years, Ms. Anderson has grown her business from supporting only three customers to supporting over 75 customers today. Ms. Anderson prides the company successes on the reputation centered on integrity and honesty. For this reason, the company has grown as a result of customer referrals and recommendations. The company was originally founded to serve as a consultancy to support small and medium sized businesses. In 2006, Ms. Anderson decided to grow the business into a professional services firm and has since grown the business by increasing both employee and customer base. Ms. Anderson further obtained 8(a) certification from the U.S. Small Business Administration and has successfully ventured into providing support to federal government agencies. Ms. Anderson is a teacher at heart. One of the many successes achieved is that of teaching and training those around her to reach beyond their comfort zone and to pursue greater goals. As a result of her contribution to the business world and to society, Ms. Anderson was recognized by The Washington Business Journal as one of its 2010 Minority Business Leaders.



Design Engineering Incorporated

PRITAM ARORA, PRESIDENT

18229-A Flower Hill Way
Flower Hill Professional
Gaithersburg, Maryland 20879
301-258-1173
www.deius.com

BUSINESS DESCRIPTION

DEI is an independently owned, civil engineering firm with office in Gaithersburg, Maryland. Clients include corporations, governments, and nonprofit organizations. Headquartered in Gaithersburg, DEI includes among its clients prominent developers & institutions (The Pettit Companies, The Tower Companies, Minkoff Company, Jerry's System Inc, Saint Mark Presbyterian Church, Bradley Hills Presbyterian Church, Rajdhani Mandir, Federal Democratic Republic of Germany, Marriott Corporation, McDonald's Corporation, Checkers Restaurants Inc., Lowe Enterprises, Shady Grove Adventist Hospital, Smithsonian Institution,). Core services include civil/site planning, engineering, and related services for the development of Commercial, institutional, religious, industrial, residential, & recreational buildings and related site improvements.

BUSINESS SUCCESS AND CONTRIBUTIONS

In 1983 and after serving two local A/E firms (PRC Toups & Sheladia Associates), I became an entrepreneur to meet my long term goal to be independent in providing professional services the field of civil engineering. It was a difficult decision in 1983 to forego the comfort of a regular paycheck and become a part owner of a firm. During the last 27 years, there have been many ups and downs but my interest in continuing the firm to provide the civil/site planning and engineering services to public & private clients remain unchanged. My interest in this field of civil/site planning & engineering started in March 1972 when I joined VVKR Architects & Engineers in Alexandria, Virginia. I had the opportunity to learn and work in the field to meet the applicable requirements of zoning, master plans, grading, storm water management, sediment control, utilities, sediment control, waste water treatment facilities, pumping stations, and civil/site development requirements. My proudest accomplishment as a business owner has been to meet our firm's commitment, for the last 27 years, to provide expert professional civil/site planning and engineering services to our clients to meet their goals.



Instituto de Educacion Infantil, Inc.

MIRIAM BALDWIN, PRESIDENT-FOUNDER
ROBERT BALDWIN, VICE-PRESIDENT

5910 Natasha Drive
College Park, Maryland 20740
301-982-1596
www.ineduin.com

BUSINESS DESCRIPTION

Instituto de Educación Infantil, Inc (IEI) is approved as a training institution by the Maryland Department of Education, the Department of Human Resources and Early Childhood Education in Washington, D.C., and the D.C. Council for Early Childhood Professional Recognition. Established in 1996, IEI helps to meet needs in the community for professional training in Early Childhood Education in Spanish and in English. IEI has trained more than 4,000 students in 14 years and its director Dr. Miriam P Baldwin was the pioneer in providing these services to the Spanish Speaking community in the states of Maryland and Virginia. IEI prepare candidates to become teachers, or teachers' assistants for young children in Day Care Centers and Child Development Centers. IEI also helps Family Child Care Providers to become entrepreneurs in the field of Education, owning their own businesses.

BUSINESS SUCCESS AND CONTRIBUTIONS

My love for children motivated me to study to become an Elementary School Teacher in Buenos Aires Argentina. For about 28 years, I have dedicated my life to teaching children and adults. I began work as an Elementary School Teacher. After arriving in the United States, I had the opportunity to work as a Day Care Teacher and Director in Washington, D.C .for eight years. In those years I saw the need for training in the Latino Community. I established the Instituto de Educación Infantil Inc. becoming the pioneer in the State of Maryland offering classes in Spanish. It is the mission of the Instituto De Educación Infantil, Inc. to provide professional development in Early Childhood Education, inspiring individuals to become effective educators and to face the daily challenges of their calling. We also prepare educators to make the difference in society by providing the tools required to meet the best standards in education, and positively impacting those around them. We strive to promote the development of Spanish-Speaking professionals by offering the opportunity to learn in their native language. We offer professional development to teachers and professors who come to the United States and wish to contribute their knowledge in the field of Early Childhood Education in this country. My proudest accomplishment as a business owner has been to help thousands of students to achieve their American dream to become professionals and open their own businesses, to provide for their families in the United States and in their own countries. My ultimate goal is to serve as an advocate for the rights of each individual in this profession so that they can be recognized as the valuable and highly committed professional that they are.



The Barbour Group, LLC

KAREN BARBOUR, PRESIDENT

20 Liberty Street, Suite 2D
Westminister, Maryland 21157
410-876-9610
www.thebarbourgroup.com

BUSINESS DESCRIPTION

The Barbour Group, LLC is a commercial insurance and bonding agency specializing in construction bonds and related services. As the first woman-founded surety agency in Maryland, The Barbour Group provides bonding and insurance to contractors located throughout the United States and internationally through the U.S. State Department. The company has initiated, authored and driven landmark legislation in Maryland and on Capitol Hill to open up the barriers to bonding faced by many small business contractors. Karen Barbour is the first surety professional to be named the "Maryland Small Business Person of the Year" (2008) by the U.S. Small Business Administration.

BUSINESS SUCCESS AND CONTRIBUTIONS

Karen Barbour started her agency, The Barbour Group, LLC, in 2002, with the mission of helping construction companies acquire the bonding they need to achieve better and smarter growth. Karen prides herself by thinking and stepping outside of the box. She has been working with the construction business for over 26 years, which has allowed her to learn how to build an edge in her business. A key factor contributing to Barbour's success is her ability to draw on her experience as both a surety company underwriter and a construction company owner to find new ways to meet the surety bonding needs of her construction clients. Karen is not afraid to go where others have not and creates win-win situations for everyone she works with. The Barbour Group has authored and pushed landmark legislation in Maryland and on Capitol Hill to open up the barriers to bonding that many small business contractors face. She is a business leader who likes to be "driving the train" and shake up her industry. Contractors know what she is doing for them, and they appreciate her initiatives and efforts.



Hanover Land Service, Inc.

KRISTIN BARMOY, PRESIDENT
DOUGLAS BARMOY, SECRETARY/TREASURER

5856 McAllister Street
Hanover, Pennsylvania 17331
410-857-0210
www.HLSINC.net

BUSINESS DESCRIPTION

Hanover Land Services, Inc. provides professional land surveying, planning, site and hydrology/hydraulic engineering services in south central Pennsylvania and Maryland. We serve both public and private clients. Our goal is to help our clients increase the value of their property by providing the surveys and site plans and securing the permits they need to move forward with their project. Surveying services we provide include projects ranging from a small property line survey to plat preparation or stakeout of a major subdivision.

BUSINESS SUCCESS AND CONTRIBUTIONS

While working as an engineer at a consulting firm in Baltimore, I recognized the need for a competent and responsive woman owned surveying and engineering company. This experience and the advice of a few co-workers planted the seed for what would grow into my WBE/DBE certified Surveying and Engineering company. I became an entrepreneur in 1995. At this time, my husband was working as a freelance designer, but he did not have the professional licenses or business training necessary to start an Engineering company. Seeing an opportunity, I left a job as a government employee to build my engineering business. Recently, I have drawn from my business training, the help of the Carroll County SBDC, and a business coach to rework my business and create a new marketing plan to weather the recession. We were just selected as the WBE component on our first Maryland State Highway Administration contract. My proudest accomplishment as a business owner was both my company's and my personal part in the design and construction of the Carroll Lutheran School. We provided design for the project at no-cost and reduced cost, and I personally acted as assistant-general contractor during the construction of the school.



TCE Incorporated

GAIL BASSETT, PRESIDENT

5801 Allentown Road, Suite 305

Camp Springs, Maryland 20746

301-316-0501

www.tceincorp.com

BUSINESS DESCRIPTION

TCE, Incorporated is a strategic management consulting firm providing a broad range of support and advisory services. Clients include the federal, state and local governments and corporations. Headquartered in Camp Springs, Maryland, TCE, Incorporated's core services include program management, organizational development and training, construction management, staff augmentation and business management solutions. TCE also provides capacity building technical assistance and advisory services to small, minority and women-owned businesses. TCE has managed several multi-year IDIQ task order contracts with the federal government, delivering over 50 task orders with awards totaling over \$40 million dollars.

BUSINESS SUCCESS AND CONTRIBUTIONS

Quite frankly, I became an entrepreneur 13 years ago when my boss found out that I wanted to start my own business and was threatened by the idea. Although unanticipated at that moment, starting my own business was the best thing to ever happen to me. When I began the business, I made the usual business blunders – I purchased equipment that soon became obsolete; I never retooled my business plan; I took on overhead expenses that were out of synch with my revenue and I spent money with vendors who said they could help me when they really didn't know what they were doing. I survived the critical first five years when most business owners throw in the towel. My proudest accomplishment as a business owner was being awarded the largest multi-year contract that the U.S. Department of Labor (DOL), Employment and Training Administration (ETA) has ever awarded a small business, while at the same time successfully graduating from the U.S. Small Business Administration 8(a) Program. The contract is valued at \$79 million dollars bringing the number of employees to 200. TCE's contract involved the provision of professional and administrative support services to the DOL's Office of Foreign Labor Certification.



Belstar, Inc.

OSMUND BELCHER, PRESIDENT & PRINCIPAL
DANIEL BELCHER, SR. VP & FOUNDER

8408 Arlington Boulevard, Suite 200

Fairfax, Virginia 22031

703-645-0280

www.belstar.com

BUSINESS DESCRIPTION

Belstar, Inc. is a construction cost and project management company providing comprehensive services relating to the design, pre-construction, procurement, construction, and post construction phases of building and infrastructure development. We work with numerous public and private sector organizations. Established in 1985, Belstar is a full service cost and project management firm offering a staff of over 30 professionals. Belstar also has a Mentor Protégé Program. We promote small businesses and help them achieve entrepreneurial success so that they, in turn, can help contribute back into our economy. Belstar currently mentors ten different firms.

BUSINESS SUCCESS AND CONTRIBUTIONS

I always wanted the freedom of owning my own business to pursue the classic American dream. My Father, from the beginning, instilled in our family the axiom of giving something back. Recently celebrating our 25th year Anniversary, one of our proudest accomplishment is the mentoring relationship we have with 10 recently founded small business firms in a variety of endeavors. The success Belstar has had and the experience gained in our 25 years provides a great model for assisting and helping guide new entrepreneurs to success. In our construction management business, our strict policies regarding the quality of project performance and deliverables has resulted in the successful completion of many large-scale projects. Many of Belstar's clients are repeat clients and one large firm contracted with Belstar prior to the end of our trial period. The corporate role of Belstar and the promise of giving something back are deeply instilled in our everyday business and we hope those same values and beliefs will be instilled in the future entrepreneurs that we mentor and work with as well as our clients.



Candice Bennett & Associates, Inc.

CANDICE BENNETT, PRESIDENT

9621 Massey McQuire Court

Lorton, Virginia 22079

703-919-6231

www.candicebennett.com

BUSINESS DESCRIPTION

Candice Bennett & Associates, Inc. is a consulting firm committed to providing clients with creative, cost-effective business strategies that help build their DNA for success. Our services focus on our core competencies of marketing research, communications, and organizational assessment and development. We specialize in using quantitative and qualitative research at all levels of strategic planning, from brand positioning to customer satisfaction tracking. Our flat organizational structure and experienced team allow us to rapidly respond to our clients' evolving requirements as projects move from inception to completion. We provide our clients with specifically tailored projects that are right 'the first time'.

BUSINESS SUCCESS AND CONTRIBUTIONS

I have been developing and implementing communication strategies for corporations, political candidates, and not-for-profit organizations since 1998. After several years in a large polling company, I felt the need for better balance in my personal and professional life. I firmly believe that quality principles apply to all businesses and strive to ensure my company exemplifies these practices. We lead by example, making every effort to treat our employees with the same respect and consideration provided to external customers and vendors. We realize that a service-oriented organization is only as good as its employees. We feel that offering competitive salaries, an excellent benefit package, and flexible work environment will attract and retain talented professionals. 2009 was a tough year for smaller businesses, and CBA was not immune from the credit crisis. Difficult market conditions led quite a few of our customers to tighten their belts and postpone research projects until the next year. We were able to make cuts in expenses without reducing our workforce. Today we are happy to report that not only has CBA exceeded sales revenues for 2009, but we are poised to have a record \$2 million year, our best ever year.



Harvel Travel, Inc.

LINDA BENNETT-FLAGG, CEO

8765 Centre Park Drive, Suite 2

Columbia, Maryland 21045

410-884-9900

www.harvest-events.com

BUSINESS DESCRIPTION

Harvest Events & Travel Planning Harvest Events is a premier event company serving the D.C. and Baltimore Metropolitan areas including most of Central Maryland. Harvest Events has a reputation for providing excellent travel services, creating flavorful meals and arranging memorable events. We cater large and small parties for our clients that regularly include elegant weddings, corporate retreats, appetizer parties, and rustic barbecues. Our approach to cuisine is "fresh and modern" and we always strive to craft creative menus that fit the taste and vision of our clients while incorporating local produce at its seasonal peak. We are also a full service travel agency! Our expertise includes all aspects of travel for corporate, government and religious organizations as well as leisure groups and individuals. We are particularly sensitive to bridal couples planning destination weddings offshore. And, for your convenience, we provide additional services such as passport photos and "must have" travel insurance. You can't get these services online.

BUSINESS SUCCESS AND CONTRIBUTIONS

When I was 18 I wanted to attend school to be a clothes designer, but my mother sent me to travel school instead. It makes me laugh to think how different my life would be if my mother had allowed me to go to design school. I love what I do and have no regrets. My proudest accomplishment has been the ability to continue as an entrepreneur in my area of business despite the many pitfalls that a lot of small businesses may encounter. I stepped out on faith and started my own business. I enjoy what I do and servicing the people that I encounter on a daily basis gives me great joy.



MyCity4Her, Inc.

MONYKA BERROCOSA, CEO/FOUNDER

The Factory Building
2400 Boston Street, 3rd Floor #360
Baltimore, Maryland 21211
410-327-9090
www.mycity4her.com

BUSINESS DESCRIPTION

Baltimore, Maryland based MyCity4Her, Inc is an independently, woman-owned media company publishing news, information and resources for women in business in Annapolis, Baltimore, Columbia, DC, Delaware, Philadelphia, New York City and Los Angeles. Its signature site MyCity4Her.com is a nationally standardized, regionally focused online destination published with the mission to help women save time, grow their business and develop professionally efficiently and productively. MyCity4Her counts thousands of women in business subscribers to its monthly news and has hundreds of affiliated businesses and partners all over the country. Core services include media publishing, special events, networking opportunities and supporting community initiatives.

BUSINESS SUCCESS AND CONTRIBUTIONS

I thoroughly enjoy being an entrepreneur – to be honest - I have a hard time imagining myself working for someone other than me. Prior to starting MyCity4Her, Inc – I founded a strategic promotion and branding consultancy (Grape Ventures LLC). After years of seeing my (mostly) female clients struggle with the ageless conundrum of needing to promote their business but not being able to afford conventional means of promotion and advertising, I decided to create a tangible and sustainable way to assist more than one client at a time gain visibility successfully. Hence MyCity4Her, Inc the country's first nationally and regionally focused online, print, special event, promotion and media initiative for women in business. My mission with this company is to provide an affordable, effective and unique venue for women to promote themselves, do business, find inspiration and connect with the community. My greatest achievement in business is the privilege of serving an amazing, dynamic and inspirational community of women in business on a day to day basis. That alongside our ability to donate thousands of dollars in sponsored media and financial support to worthy causes in the markets we serve, make me feel extremely fortunate to be honored to enjoy entrepreneurial success so rewardingly.



Small Office Solutions

DORALEE BILLINGS, OWNER

4900 Morello Road
Baltimore, Maryland 21214
443-708-3601
www.smallofficesolutions.biz

BUSINESS DESCRIPTION

Small Office Solutions is an independently owned regional provider of accounting, and administrative services. Clients include small businesses, CPA's, government contractors, and non-profits. Headquartered in Baltimore, MD, Small Office Solutions includes among its clients an artist/film maker, nuclear energy expert, association management firm, service providers, two retail firms and several non-profit organizations. Core services include day-to-day bookkeeping, client invoicing, monthly review and reconciliation, payroll services to include monthly, quarterly, and annual tax filings, budgeting assistance and ongoing budget performance data, interface with CPA or tax preparer, QuickBooks training, support, set up and cleanup, database management, and digital document management.

BUSINESS SUCCESS AND CONTRIBUTIONS

I cannot say becoming an entrepreneur was always my plan, but I can say I believe the seed was planted in the form of rebelliousness as a young adult. I spent my "corporate" career learning all the jobs performed in an office. I went from receptionist to Office Manager and Accountant in my 25 years of experience and performed every job in between. I found that I particularly enjoyed the first six months of a new job, but soon after that started to become boring, I decided to increase my interest in my work by providing services for different types of companies. I realized that there were plenty of small businesses out there who really needed help with the back office part of their business, so it seemed like a win-win situation. Since I started my business, I have helped over 200 small companies and a few medium sized companies with their accounting and/or administrative needs. My proudest accomplishment was accepting the 2010 Woman of Distinction award from the Business Women's Network of Howard County. I had served on their board for five years and felt I had made significant contributions. It was wonderful to know they agreed. future entrepreneurs that we mentor and work with as well as our clients.



Oxford Bellevue Ferry

JUDY BIXLER, PRESIDENT/OWNER

27456 Oxford Road
Oxford, Maryland 21654
410-745-9023
www.oxfordbellevueferry.com

BUSINESS DESCRIPTION

The Oxford Bellevue Ferry was officially established in 1683 and is believed to be America's oldest privately owned ferry. It plies the waters of the Tred Avon River between Oxford and Bellevue on Maryland's Eastern Shore, providing a short cut to the St. Michaels area. Although once a commuter vessel, today's ferry has become one of the premier tourist destinations in Talbot County. It is also one of America's Top 25 bicycle routes. The current ferry, TALBOT, carries nine vehicles, lots of bicycles, and passengers; the record load so far is eighteen Mini Coopers but what about Smart Cars!

BUSINESS SUCCESS AND CONTRIBUTIONS

Owning and operating the Oxford Bellevue Ferry is a culmination of years of small business experience. How many people can say they are living their own personal "ferry tale"? My husband likes to tell people that I did not know which end of an oar to hold onto when he married me; therefore, we are both very proud. Despite having no boating experience, with lots of hard work and determination, I was able to accomplish the rigorous requirements to be a federally licensed captain for vessels up to 100 tons. It is an awesome responsibility to pilot a 30 foot wide ferry, which carries vehicles, bicycles and passengers, with no cables attached. It is a daily challenge that I do not take lightly! Among my accomplishments, I count a great marriage, three successful children, unique careers, special friendships and contributions to my community. I am blessed to own a business that I truly enjoy and I want to share that joy with others. In today's challenging world, when some one's eyes light up and an expression of pleasure comes over their face, that is when I know I have achieved my greatest accomplishment ... to make someone smile!



Omega World Travel

GLORIA BOHAN, PRESIDENT AND CEO

3102 Omega Office Park
Fairfax, Virginia 22031
703-359-0200
www.owt.com

BUSINESS DESCRIPTION

Omega World Travel is an independently owned travel management company, founded in 1972 and headed by President & CEO, Gloria Bohan. We are the third largest travel management company in the U.S., with 200 offices worldwide. We service a diverse clientele from individual travelers and Fortune 500 enterprises to major government agencies. Omega provides customized Corporate and Government Travel Management, Meeting and Housing Services, Convention and Incentive Management, Group and Leisure Travel. Omega owns Cruise.com, the premiere seller of cruises online. Our goal is to become your #1 source for all aspects of travel.

BUSINESS SUCCESS AND CONTRIBUTIONS

As a school teacher, I dreamed of opening my own business, 39 years ago. I created Omega World Travel around a personal passion - my love of travel, and built this company from humble beginnings, as a one-stop, mom and pop shop, into a globally recognized brand. With the encouragement and support of my dear husband, many dedicated employees, great ideas and hard work, we have emerged as an established force in the travel industry. At Omega, our business is Travel Management - we deliver exceptional service with the right attitude, opening doors to the world for our customers. My story is about people who have achieved things they never thought possible; it is about a diverse group who have brought to the company creativity and innovation. I am so very proud of the diverse mix of employees representing Omega. We have people of varying ages and different cultures, who speak many languages and come from countries spanning the globe. We are 80% women and 20% men.



Summit Insight

JUDY BRADT, CEO/FOUNDER

494 N. Pickett Street
Alexandria, Virginia 22304
703-627-1074
www.summitinsight.com

BUSINESS DESCRIPTION

Summit Insight is an independently owned, global consultancy based in Alexandria, Virginia. Summit Insight's clients range across established and small companies, industry associations, nonprofit organizations, and government on four continents. Our mission is to provide affordable, personalized counsel for market-ready companies that want government contracts made easier. Core services support clients through all aspects of U.S. government contracting via a unique structured approach based on Strategy, Focus, Process, Competition, Teaming, Relationships and Marketing. Summit Insight delivers executive consultation, group programs, presentations, webinars, custom classes, articles, a newsletter and a blog.

BUSINESS SUCCESS AND CONTRIBUTIONS

Judy had advised over 5,000 companies who credited her efforts for over \$200 million in U.S. federal contract wins. During her 15 years as the foremost expert on U.S. government contracts at the Canadian Embassy in Washington DC, she launched award-winning initiatives including www.sell2usgov.ca (Canada's premier online resource on US government contracting), and cross-border programs that brought millions in new business to US and Canadian women entrepreneurs. Yet, Judy wanted to work with clients – especially woman-owned and minority-owned business leaders – in even greater depth and creativity. Founding Summit Insight made that possible. Taking on the risk and uncertainty of building her business gave her added credibility and empathy: her clients know she grapples with the issues they face every day. She developed a sophisticated body of work, including strategy workbooks and methodology, entertaining yet substantive presentations on critical topics, and her forthcoming book, "Government Contracts Made Easier." As a foremost national procurement expert, she's received accolades from audiences, widespread media coverage, and kudos from the business community, but her proudest accomplishment as a business owner is this: the client after client who says she made it possible for them to win government contracts...and then refer her to their friends.



Specialty Marketing and Printing

GLADYS BRAGG, OWNER

2707 N. Rolling Road, Suite 112
Baltimore, Maryland 21244
410-944-8500
www.smpshop.com

BUSINESS DESCRIPTION

Specialty Marketing and Printing provides promotional products and printing services to businesses, government agencies, communities, churches as well as individuals and families who need items for special events and occasions. Over the years, we have added specialized products that are produced in-house, such as custom ordered and designed banners, engraved plaques and awards, and embroidered shirts, jackets, towels and specialty items.

BUSINESS SUCCESS AND CONTRIBUTIONS

As a faculty member teaching Marketing at Morgan State University, I began assisting students with resume writing by holding workshops on "How to Develop Your Resume." During that time, several organizations, of which I was a member, needed souvenir items for our events. There were only a few businesses in the area I could contact to assist me, but none of them was minority owned. Thus, the idea for me to start my own business to provide promotional products and printing services was born. I sought to share the skill and knowledge of creating, developing, and giving a professional touch and design to printed and imprinted products for individuals, organizations, and businesses. As new products or service needs have developed, Specialty Marketing and Printing has opened the door by providing those products and services. My proudest accomplishments as a business owner was having my business to move from the basement of my home to a store front location, and then to a strip mall area where I am able to service a much larger population and with more to offer.



A. Bright Idea, LLC

ANITA BRIGHTMAN, PRESIDENT

210 Archer Street
Bel Air, Maryland 21014
410-836-7180
www.abrightideaonline.com

BUSINESS DESCRIPTION

A. Bright Idea is an award-winning advertising and public relations agency that excels at identifying opportunities, generating ideas and executing creative campaigns that deliver results for our government, commercial and non-profit clients. Based in Bel Air, Maryland, our full line of services includes creative conceptualization, writing, editing, proofreading, graphic design, interactive media, illustration, media placement, public relations, sports marketing, print specification and print press coordination.

BUSINESS SUCCESS AND CONTRIBUTIONS

When I was 13, I helped my father organize a political campaign at his local Steelworkers Union. He was impressed with my strategic planning skills and suggested I go into public relations. After college, I worked for a large defense contractor for about five years and was traveling more than two weeks a month. At the age of 25 and with the encouragement of my husband, I started A. Bright Idea as a home-based business in 1996 to achieve a better work/life balance, as we started our own family. I grew the agency slowly, adding staff with different, but complementary skill sets to my public relations and design background that allowed us to expand our services. A. Bright Idea now employs a staff of 15. My proudest accomplishment as a business owner was when my husband and I purchased a piece of real estate in downtown Bel Air to use as an office. I loved renovating the small cottage (affectionately called “the dollhouse”) with our signature corporate colors of purple and silver. That creative space offered us increased visibility and spurred rapid growth.



Leonie J. Brooks, Ph.D Counseling & Consulting Psychology

DR. LEONIE BROOKS, OWNER

20 Crossroads Drive
Suite 104
Owings Mills, Maryland 21117
410-303-6722

BUSINESS DESCRIPTION

Leonie J. Brooks, Ph.D., Counseling & Consulting Psychology Services, is an independent private practice in Owings Mills, Maryland, that provides culturally sensitive psychotherapy for adolescents, adults, couples and families. A MD. state licensed psychologist, Dr. Brooks specializes in women’s issues, immigrant adjustment, life transition/lifestyle changes, depression/grief and loss, family of origin issues, relationship difficulties and spirituality. She conducts educational programs on various topics including diversity and social justice, effective parenting and college survival and success skills. She provides clinical supervision for post-doctoral psychology students in need of supervision for licensure, serves as a referral source for the Black Mental Health Alliance, the Social Security Administration EAP program, and Pro Bono Counseling Services, and offers training/consultation to agencies and organizations on workforce development and multicultural competence. An MBE/DBE, she partners with Psychology Consultants Associated to conduct structured psychological interviews and comprehensive assessments of applicants to Baltimore City, Maryland State Police and Maryland Department of Juvenile Services.

BUSINESS SUCCESS AND CONTRIBUTIONS

After completing my psychology doctoral training and working as a psychologist in college counseling center for nearly 7 years, I decided to change my career path by moving into academia—teaching full time as a professor at a local university in 2000. This change has allowed me the opportunity and flexibility to pursue a lifelong dream of owning my own private practice, where I provide psychotherapy services to a wide range of clients, particularly clients of color and underserved minority populations. As a therapist of color, one of my core missions is to remove the stigma and eradicate the barriers associated with seeking help from mental health professionals within communities of color, as well as to assist institutions and businesses in diversifying their workforce and strengthening their multicultural competencies. I am proud that using social justice and psychological principles, I have been able educate, inspire and help individuals, couples and organizations to make meaningful life changes using their own strengths and resources, and to promote awareness of the importance of caring for one’s mental health as part of one’s overall health and wellbeing.



Universal Staffing Associates, Inc.

DR. TAHISHA B. BROOKS,
PRESIDENT & CEO

15020 Dahlia Drive
Bowie, Maryland 20721
202-710-8534
www.UniversalStaffingAssociates.com

BUSINESS DESCRIPTION

Universal Staffing Associates, Inc. provides staffing solutions and consulting services to all sectors and industries; local government, Federal Government, private and non-profit organizations. We also provide Security Cleared Professionals to the Federal Government and private agencies. We also offer Human Resources and Payroll services to our clients as well.

BUSINESS SUCCESS AND CONTRIBUTIONS

Universal Staffing Associates started as a resume service for the homeless. I have been in the staffing, recruiting, management, and global market industry for 18 years. Community development and creating jobs for the people in our community is my passion. I became an Entrepreneur to empower working class and non-working citizens with career options and opportunities. If I could do anything for free and not be paid for it; it would be my total involvement in job readiness, self-awareness, rehabilitating the minds of people, and establish the career track for the citizens of our community and ultimately our Nation. My proudest accomplishment as a business owner is having the power, ability, and opportunity to employ a single mother of 5; an ex-offender with no other opportunities; an unemployed lawyer or a retired grandmother. It strengthens my humility and lessens my pride to fulfill life changing events in the lives of other people. I take great honor in providing people with the opportunity to work, that they may be able to take care of their families, loved ones and ultimately; give back to their community.



Edie Brown & Associates, Inc.

EDIE BROWN, PRESIDENT

12246 Roundwood Road
Suite 509
Timonium, Maryland 21093
410-627-9600

BUSINESS DESCRIPTION

Edie Brown & Associates provides media relations, event coordination, marketing and crisis management services to national corporations and associations, Maryland- and Baltimore-based businesses and communities, non-profit organizations and government agencies.

BUSINESS SUCCESS AND CONTRIBUTIONS

Edie Brown served as the director of public and community relations for the First Mariner Arena in Baltimore for 17 years and upon her retirement, founded Edie Brown & Associates. Actively involved in promoting and organizing many events on behalf of the City of Baltimore, Brown has chaired the public relations efforts for the Army-Navy Game, the All-Star Baseball Game, the opening of the Reginald Lewis Museum of African American History and Culture, and the Miss America Pageant. She has served on the Board of Directors for First Mariner Bank (an elected position), as well as on the boards of many non- and for-profit organizations. Brown has handled the public relations efforts for the Baltimore Ravens and the NCAA Lacrosse Finals. The firm's clients include restaurants, retail shops, elected officials, community organizations, national corporations and associations, local hotels affiliated with international chains, transportation services and area attractions.



Metamorphosis Wardrobe & Accessories Boutique

SHARON BULLOCK, OWNER

811 Wayne Avenue

Silver Spring, Maryland 20910

301-588-8801

www.Metamorphosisboutiques.com

BUSINESS DESCRIPTION

Metamorphosis is a high end boutique featuring ladies clothing and accessories at affordable prices. Located in the heart of downtown Silver Spring, MD, this sophisticated, quaint boutique, offers some unique, one of a kind, hard to find items for a complete wardrobe enhancement, or makeover. With customer service as our main focus, you will be transformed and Metamorphosized into a new you! Our concept is to assist you in expanding your existing wardrobe by accessorizing, and/or to create new exciting pieces for you to coordinate into several different outfits. Our trained staff will suggest colors that are best for your complexion through color analysis, and will keep a profile of your favorite colors, likes, dislikes, style, and wardrobe needs. We provide personal shopping services for that special event, important meeting, or "just because" you don't have the time to shop. In our private VIP lounge, on the mezzanine level, you may prefer to come in by appointment, for that personal touch, where your wardrobe ensembles will be presented for your review, and approval. At Metamorphosis, "if it's not unique, we don't carry it!"

BUSINESS SUCCESS AND CONTRIBUTIONS

Entrepreneurship has always been ingrained in me since I was a teenager working as a shampoo girl and receptionist in my Aunt's salon. She inspired me to want my own business, as well as be a part of the beauty industry. Beverly Johnson was my idol and I dreamed of becoming a model. I was accepted into the Barbizon School of Modeling, but chose to follow my friends to a 4 year college instead. This decision would haunt me for years to come. So I decided if I can't be a model, I wanted to look like one! Since fashion was my passion, I worked in the industry for over 25 years, first in the hair care industry inspired by my Aunt, then finally made my way back to fashion by selling jewelry and accessories, at home parties and trade shows. After being encouraged to take my part time business to another level, I began seeking a store front. I knew downtown Silver Spring would be ideal, and found the perfect spot. I stalked the building for 6 months because they didn't say no. I was rified from my Verizon management job, and was pushed out there to sink or swim. I opened my doors in 2007, and all was perfect for 6 whole months. I was then faced with the challenges of a fire at my home, construction in front of my door, the economy collapsed, and my husband losing his job. I could have spiraled downward, as was expected, but I had to remember how I got here. How I had imagined my name on that building for 6 months and won it over the tenant next door who wanted to expand. My greatest accomplishment was how I fought back against all the odds that I would fail. My traffic had come to a halt but I created my own traffic through in-store promotions, fashion shows & book signings. I increased my sales over last year by 40% in April alone, and have continued to show growth in a sinking economy. I have proven "I AM" supposed to be here!



C & M Solutions, LLC

AGNES BUTLER, PRESIDENT/CEO

21552 Thames Avenue, Suite 101

Lexington Park, Maryland 20653

301-863-7113

www.comsolutions3.com

BUSINESS DESCRIPTION

C & M Solutions, LLC is a small woman-owned firm located in Lexington Park, Maryland. We provide comprehensive and affordable solutions to support various clients in the private sector, federal, state and local government entities. Services include program management support, acquisition management, IT management and technical support, facilities management security support, data management and development, etc. C & M Solutions, LLC has a consistent reputation for responsiveness, creativity and cost-effectiveness.

BUSINESS SUCCESS AND CONTRIBUTIONS

With my prior experience and skills dealing with contracts, I decided, after retirement and working with several contractors, that I could start my own business. Having my own business was just something that I always wanted to do and I thought of it as a way to help others. I would help others by; either hiring them to work for me or help them start their own business. I love explaining to others how and what is needed for getting certified as a small business. My proudest accomplishment as a business owner happened when I first received my first business contract. This contract was with the Comptroller of Maryland. My other accomplishment is supporting other start-up small businesses and explaining to new entrepreneurs "what to do" and "how to do it" to get certified as a small business.



Asphalt General

LINDA CAHOW, PRESIDENT, TREASURER

P.O. Box 358
Beltsville, Maryland 20704
301-937-3900
www.asphaltgeneral.com

BUSINESS DESCRIPTION

Asphalt General is a general paving contractor serving Maryland/DC/Northern Virginia. We've acquired an excellent reputation by providing thorough estimates and highest quality in design consultation & product implementation. We offer efficient/fast/quality work and flexibility to work nights/ weekends. Core services: Asphalt Paving – new work, repairs, rehab, resurfacing; asphalt milling; fine grading; stone; Site Concrete – curb/gutter, sidewalks, pads, entrances; crackfill; sealing; striping; signs, wheelstops/bollards; streets, roads, highway, bridge, airport runway, parking lots, pathways, sport courts. Clients include: General Contractors, military, Government, Commercial/Industrial, Schools/ Universities, Hospitals, Shopping Centers, Churches, and HOA's.

BUSINESS SUCCESS AND CONTRIBUTIONS

I was inspired to be an entrepreneur because both of my parents have always owned their own businesses. Their amazing work ethic, pride in their product and joy they felt when pleasing a client were things I saw every day. With the jobs I held throughout my teenage years and through college, I constantly challenged myself to exceed expectations, be a leader, be more productive. Post-college, I worked with my father; I created new processes, integrated new systems and, in return, got promoted. When the idea of a launching a new asphalt paving business came my way, I knew I had to take the chance. In September, I will graduate from the program where I became 1 of 15 MDOT certified contractors to be accepted into the B.O.W.D. program by SHA/DeIDOT/ FHWA for federal-aid highway contracts. Attending to the coursework, meeting deadlines and competencies all the while managing a very competitive business, raising a daughter and taking care of my family will result in the culmination as my proudest personal achievement while in business. Using all this, and my personal experience to help two start-up businesses, while growing my own, is a great reward.



L. S. Caldwell & Associates, Inc.

LORETTA CALDWELL, PRESIDENT & CEO
C. EUGENE HARVEY, VICE PRESIDENT & CFO

5427 14th Street, N.W.
Washington, D.C. 20011
202-587-7800
www.lscaldwell.com

BUSINESS DESCRIPTION

L. S. Caldwell & Associates, Inc. headquartered in the District of Columbia is a unique company providing contracting, employment and community participation compliance services. For twenty years on goal required projects, LSC has ensured public, private and non-profit organizations, paid billions of dollars to small, local, minority, woman owned, disadvantaged and other protected class firms; additionally, thousands of job opportunities went to residents. Core compliance services include: crafting/analyzing legislation, contractor certification, training owners/contractors, contractor/resident outreach; tracking, monitoring and documenting contractor payments. LSC's clients include federal, state and local government, national corporations and major utilities.

BUSINESS SUCCESS AND CONTRIBUTIONS

For a decade, I served in positions of authority that required me to develop and implement economic development programs that supported small and minority businesses. We pride ourselves in being an economic development engine that continues to do that. Our scope of work is simple; create implement, track, monitor and report data to ensure contracting, employment and community participation compliance with local, state and federal laws. We rely upon enacted legislation to ensure firms participate in this American dream. This is the reason I became an entrepreneur and one that LSC takes pride. Upon departing government, businesses requested my help in identifying contracts and surprisingly corporations sought my assistance in strategizing to meet goals. In 1981 there weren't many firms, if any, with expertise in delivering this service. I loved this work; was expert in the industry and so, L.S. Caldwell & Associates, Inc. was born. My proudest accomplishments as an owner have occurred at the end of projects when Clients exceed their goals. This is true of many projects: Georgetown Incinerator, Pulte Homes, Woodrow Wilson Bridge, Greater Washington Urban League etc. At these moments, we know we have satisfied our Client and assisted protected class firms in obtaining contracts.



Substance 151

IDA CHEINMAN, PRINCIPAL

2304 E. Baltimore Street
Baltimore, Maryland 21224
410-732-8379
www.substance151.com

BUSINESS DESCRIPTION

Substance151 is a strategic brand communications firm for organizations on the edge of evolution – whether that evolution is inspired by growth, changing conditions, stronger competition, new customers, products and services, or a desire for a stronger, more relevant brand. Substance151 enables brands to re-imagine themselves through our thoughtful analysis, an eye for opportunity and an unwavering commitment to excellence in execution. Our expertise includes every step of the branding process, all forms of media and all aspects of marketing communications. Industries: Professional Services, Built Environment, Technology, Green/Social Enterprise, Higher Ed, Non-Profit.

BUSINESS SUCCESS AND CONTRIBUTIONS

I wanted to create a company where the success is measured not only on its profitability, but also on its environmental and social impact. When founding Substance151, I made a commitment to advance sustainable values through the firm’s design practice, education and community involvement. Under my leadership, Substance151 has built a solid reputation for its stellar strategy and design work, as well as its passion for advocating environmentally and socially responsible business practices. Substance151 is now a Green America (formerly “Co-op America”) certified business, joining the ranks of 2010’s progressive business leaders and the oldest, largest, and most diverse network of socially and environmentally responsible businesses in America. I was also recently featured in Bmore Media’s article “Baltimore’s Green Masterminds.”



LC Systems

Laurie Collins, PRESIDENT

3100 Connecticut Avenue, N.W.
Suite 334
Washington, D.C. 20008
202-986-5710
www.lcsystems.com

BUSINESS DESCRIPTION

LC Systems is a woman-owned and operated business providing inventive consulting and technology solutions to government and private sector clients. Our fundamental goal is to build positive, long-term relationships with our customers, relationships characterized by mutual respect, and integrity, by a helpful, effective response to customer needs and concerns, and by a strong commitment to providing support services of the highest quality.

BUSINESS SUCCESS AND CONTRIBUTIONS

As a female Systems Engineer, I have had to compete not only against men in the business world, but against men in the technology field. I began my business in 1991 after coming back from maternity leave and being laid off by the company who bought out the company I was originally working for (before I left on leave). However, the new company needed an Engineer to migrate their local area network. I used my employee discount to buy a computer, a printer and fax machine, ended my employment on Friday; came in on Monday as a consultant and completed their migration. While there, all my previous clients signed up with my new company and I made \$250,000.00 that year! I also certified as a Microsoft Trainer, teaching networking to, of course, mostly men!



Momentum, Inc.

LORI DANIELS, PRINCIPAL
KAREN SARABOK, PRINCIPAL

2120 Market Street, Suite 100

Camp Hill, PA 17011

717-214-8000

www.m-inc.com

BUSINESS DESCRIPTION

Momentum, Inc. is a small, women-owned Business Management and Information Technology consulting firm based in Camp Hill, Pennsylvania. Founded in 1998 by Lori Daniels, Karen Sarabok, and Steve Clay, Momentum has grown to employ 35 consultants and staff. For over a decade, Momentum consultants have provided services in Management Consulting, Process Improvement, Project Management, and Implementation Support to federal, state, and local governments, as well as various commercial entities. Momentum has an established reputation as a top company by completing over 100 successful projects with state and federal governments including extensive work within Pennsylvania and Maryland.

BUSINESS SUCCESS AND CONTRIBUTIONS

Following employment at a large software development organization, Lori Daniels, Karen Sarabok, and Steve Clay shared a belief that a small organization could provide a higher level of consulting services to clients. Collectively, the skills and talents of the three principals define Momentum's success. They strongly possess their own style of creativity, leadership skills, and innovation. Used collaboratively, their skills and expertise in these three areas have grown Momentum into a reputable and profitable company. They have each taken a leadership role in seeking potential clients, consultants, and partnership opportunities. While they are the ones responsible for strategic planning and vision, they maintain an active role as consultants working at the client site. To this end, they lead their staff by example. Momentum's proudest accomplishment is simple – it is that Momentum has had the ability to sustain growth for over a decade as a small business. According to the U.S. Small Business Administration office of Advocacy, only 31% of small businesses survive seven years. The fact that Momentum continues to grow and prosper even during times of national economic difficulty demonstrates that excellent leadership, quality work and lasting relationships are key to Momentum's success. Simply put, Momentum produces results!



Patty's Gifts and Baskets LLC

PATRICIA DESIDERIO, PRESIDENT

2144 Mardic Drive

Forest Hill, Maryland 21050

410-638-6918

www.pattyspromotions.com

BUSINESS DESCRIPTION

Patty's Gifts and Baskets LLC, T/A Patty's Promotions is a women owned ad specialties/ promo products distributor and gift basket company. Headquartered in Forest Hill (Harford County) the company ships their gift baskets, flowers and fruit to over 40 countries internationally. Patty's Promotions currently does business with Fortune 500 companies through WBE supplier diversity programs. The company takes pride in its customer service and business relationships they have formed with their clients.

BUSINESS SUCCESS AND CONTRIBUTIONS

I had always dreamed of owning my own business. After 20 years of working for major corporations, I wanted to take control of my life and feel in charge of my own destiny. I felt it was time to work at creating my own success. I was not prepared to start my own business and failed two times previous. I finally decided that I would give it one more try but in order to do so, I needed assistance so I researched the business and took classes on running a business. Third time is a charm, a daily struggle, and very challenging. I survived two recessions and believe in the give to get principle. You do good works, you will get the assistance you need to succeed. Of course, you also need to be the poster child for perseverance.



EMD Sales, Inc.

ELDA DEVARIE, PRESIDENT

3335 75th Avenue

Landover, Maryland 20785

301-322-4503

www.emdsalesinc.com

BUSINESS DESCRIPTION

E.M.D. Sales offers over 1,500 groceries, refrigerated and frozen products to Hispanic, Asian, West Indian and American supermarkets. Among our customers: Shoppers Food & Pharmacy, Stop and Shop/Giant, Food Lion, Super Fresh, Wegmans, Weis, Magruders, Bestway, Grandmart, Hmart, Restaurant Depot, Kmart, Save a Lot, Acme, Davidson, Millbrook, Haddon House and over 600 independent stores and other wholesalers. E.M.D. Sales' current distribution area covers the Metropolitan area of Washington, D.C., Maryland, Virginia and Delaware.

BUSINESS SUCCESS AND CONTRIBUTIONS

As a military wife in 1989 with constant moving to a new station, it was hard to find a job in the food industry. Companies were reluctant to invest in me based on the limited amount of time I could have in a particular location. My answer was to have my own business and develop sales both remotely and locally. The experience serves me in many ways including supplying my own livelihood when my marriage ended. My proudest accomplishment is to be able to provide financially for myself, my son and the 100 families that makeup the EMD family. We are an example of perseverance, hard work and gratitude for all of those who have opened their doors to us.



Diggs! Executive Search & Business Consulting

CAROL DIGGS,
MANAGING DIRECTOR & CEO

2775 Westminister Road

Ellicott City, Maryland 21043

410-465-2775

BUSINESS DESCRIPTION

DiGGS! Executive Search & Business Consulting is a woman-owned, full services executive search, recruiting and consulting business. The company serves companies of all sizes, from Fortune 30, Fortune 500 and regional companies to smaller, entrepreneurial start-ups. Using advanced technology, social media and high level industry contacts, DiGGS! is able to identify top talent for positions in finance, marketing, operations and legal roles in client companies. Client companies are located throughout the United States and many of them have global operations that require candidates with international experience. With a passion for people and performance, DiGGS! is able to solve business problems by thoroughly understanding the challenges and the opportunities, then bringing resourceful, talented people to the client company. Many of the positions are unique, highly confidential or for situations that require more than ordinary results.

BUSINESS SUCCESS AND CONTRIBUTIONS

Entrepreneurship is a way to use many talents, especially the ability to “see the big picture” which translates problems into opportunities and opportunities into success. I became an entrepreneur so that I could have a range of outlets for my creativity in service to people and companies. I love the complexity of business issues and the partnership that my company develops with thought leaders in a variety of organizations. I also love meeting many talented individuals and playing a role in their professional and personal development. I am most proud of these individuals and companies, that, one at a time, have allowed me to help them to grow during lasting relationships that span many years.



e&e IT Consulting Services, Inc.

LINDA ETTER, PRESIDENT
TRACY ETTER, SECRETARY/TREASURER

2010 State Road, Suite 100

Camp Hill, PA 17011

717-975-1664

www.ene-it-consulting.com

BUSINESS DESCRIPTION

e&e provides Information Technology staffing services across Pennsylvania, Virginia, Maryland, and New Jersey. With our corporate office located in the greater Harrisburg area, e&e offers a variety of staffing capabilities including staff augmentation, project-based services, and permanent staff placement. Our areas of expertise include applications maintenance and development, and information and telecommunication infrastructure support and administration. e&e is a Certified Woman Owned Business Enterprise (WBE) for the Commonwealths of Pennsylvania and Virginia, the State of New Jersey, and the City of Philadelphia. Our customer base represents a wide variety of industries, including state and federal government, communication, retail, healthcare, and manufacturing.

BUSINESS SUCCESS AND CONTRIBUTIONS

My husband, Tracy, and I both have extensive experience (25+ years each!) in the information technology and business worlds. As an information technology (IT) training specialist, I was very involved with technical training, consulting, project planning, development, and management. Tracy was an account executive for a large publicly-traded IT consulting firm. He had extensive experience in sales, marketing, and recruiting. While working our full-time jobs, Tracy and I also owned and operated several arcade game rooms in the central PA area, founding our understanding of what was needed to start, staff, and manage a business. As time went on, Tracy felt his employer was becoming too large and impersonal, to both clients and employees. I was looking for new career challenges. We decided to pool our talents and start our own IT consulting company. At e&e, we are employee and customer focused, striving to achieve and maintain a 100% satisfaction rating from our employees and clientele. Over the past eight years, we have provided jobs to hundreds of people and have helped dozens of businesses meet or exceed their business goals. e&e is able to deliver the right consultants to fulfill our clients' needs.



NFD, Inc.

NANCY FOREMAN, PRESIDENT

112 Lakefront Drive
Hunt Valley, Maryland 21030
410-785-7795
www.nfd.com

BUSINESS DESCRIPTION

NFD, Inc. provides interior design and space planning services for commercial/contract clients in Maryland and various states within the US. Services include programming, schematic design, site surveying, design development, inventory surveys, furniture and finish selections and specifications, construction documentation, construction administration, move coordination, artwork/accessories and signage. NFD is committed to achieving innovative, creative design and helping projects stay on time and with in budget.

BUSINESS SUCCESS AND CONTRIBUTIONS

My career started at an interior design firm that held few opportunities for growth or challenges for me. My boss would not allow me to explore any marketing opportunities for his firm, so I decided to move out on my own. I felt if I had ever worked at a firm where I received credit and salary commensurate with my contribution, I probably would never have started my own firm. I am dedicated to ensuring my client's satisfaction and my employees' happiness. I believe that a synergetic approach to design, business and problem solving in general will reap benefits for all parties involved. My philosophy of encouraging employees to gain experience in all aspects of the Interior Design Profession, while acting as a mentor or supervisor in their particular areas of specialty, has helped the staff at NFD, Inc. maximize their personal and professional knowledge base. My proudest moment was when my partners and staff successfully ran the business they had helped grow while I attended to my dying husband during his battle with cancer.



Maryland Secretarial Services, Inc.

CINDY FRELAND, PRESIDENT

12105 Whiston Court
Bowie, Maryland 20715
301-352-7927
www.marylandsecretarial.com

BUSINESS DESCRIPTION

Maryland Secretarial Services, Inc. (MSS) provides exceptional administrative support to businesses, non-profit groups, government agencies and individuals throughout the United States. We offer word processing, data entry, desktop publishing, transcription, high-speed scanning and business card scanning at very reasonable rates. MSS is an "S" corporation and an MBE/DBE woman-owned business and certified through the Maryland Department of Transportation.

BUSINESS SUCCESS AND CONTRIBUTIONS

I became an entrepreneur because I wanted to be available for my daughters. When I started my business in 1997, my daughters were only five and seven years old and I wanted to be available for them when they needed me. I also wanted the freedom to make my own decisions. It is always great to make as much money as you want and not be forced to take the income that someone thinks you are worth. My proudest moment was when I was able to quit my job and go full-time with my business. From 1997 to 2000 I was operating my business part-time while I worked for a health insurance company. In 1998 I became a member of the Greater Bowie Chamber of Commerce. I met Doug Peters at my first chamber event and we kept in touch over the next three years. In 2001 Doug enlisted my services to complete a major data entry project. Now this wasn't just any project. It took over a year to complete and it took the help of 10 subcontractors. Working with Doug enabled me to leave my job and gross almost \$200,000 in 2001. That was my proudest moment.



Insurance Solutions Associates, Inc.

LORETTA FULLER, PRESIDENT/CEO

8181 Professional Place, Suite 115

Landover, Maryland 20785

301-505-6006

www.theinsursolutions.com

BUSINESS DESCRIPTION

Insurance Solutions Associates provides insurance and bonding placement, insurance consulting and education services along with Risk Management for the business community. Insurance Solutions Associates is a Woman owned minority business firm, licensed in Maryland, District of Columbia, Virginia, North Carolina, Pennsylvania and Louisiana. Our clients are Public and Private sectors, Construction, Government, Non-Profits, Private and Public Schools as well as individuals. Our products are, but not limited to General Liability, Professional Liability, Workers Compensation, Property, Transportation, Dwellings, Builders Risk, Bonding, Risk Management, Major Health, Life, Dental, Retirement plans, Insurance Consultant, and Education.

BUSINESS SUCCESS AND CONTRIBUTIONS

I have always had an entrepreneurial spirit. My grandfather who was a sharecropper influenced my life greatly. He was instrumental in my growth and development. It has always been my desire to help others achieve their business goals and to that end I have been a catalyst for other businesses in their infancy and development stages. Insurance Solutions & Associates was started to help urban area businesses obtain affordable and adequate insurance. We always seek opportunities to level the playing field and open doors for equal access. We are not just an insurance agency – we are a one stop shop! African Americans make up less than 3 % of the financial services' industry, which makes one believe that if we don't have sufficient partners, who are in the financial services industry to educate us, we will always be one step behind our counterparts. Insurance Solutions Associates serves the communities in which we live and work with a variety of insurance and financial products that will enhance our clients to achieve success in an expedient manner with honesty, compassion and respect.



Exhibit Edge Inc.

BEV GRAY, PRESIDENT & CEO

4315-A Walney Road

Chantilly, Virginia 20151

703-230-0000

www.exhibitedge.com

BUSINESS DESCRIPTION

Exhibit Edge provides all-inclusive services and innovative products to the trade show exhibit, museum exhibit, and commercial environment industries. We listen to our customers' unique needs and apply visionary, 3-D strategies to engage their audience and provide an effective return on customers' investments. Exhibit Edge is committed to responsiveness, creativity, integrity, and the pursuit of excellence. This reputation and relationships have led us to become a premier full-service exhibit agency.

BUSINESS SUCCESS AND CONTRIBUTIONS

I became an entrepreneur in the exhibit industry because I could envision providing a more detailed service to clients. The exhibit industry is very fast paced, constantly evolving, with numerous unforeseen issues. I knew that pre-planning, detailed procedures, checklists, etc. could help alleviate the stress our clients face when preparing to exhibit at a tradeshow. That was 18 years ago and I still love what Exhibit Edge does for our clients. A successful tradeshow is our reward! My proudest accomplishment as a business owner is successfully providing products and services to Fortune 500 companies. While we love to assist all businesses, knowing that Exhibit Edge can manage an entire tradeshow program for a large, well-known corporation or government agency makes me proud of the Exhibit Edge Team!



Ra Studio

NORMON GREENE, SOLE PROPRIETOR

3415 Windom Road
Brentwood, Maryland 20722
240-793-6776
www.normonra.com

BUSINESS DESCRIPTION

Ra Studio provides instruction for youth and adults in teambuilding and group interaction, using art, communication and activities to assist groups in being strong teams. Ra Studio creates the "Main Event" using the strength of the team to learn, have fun, and feel successful...in one night. Ra Studio provides art for the public. With the objective to honor the human form through reflecting their relationships with themselves, each other and their environments. Using sculptures, reliefs, and other mediums.

BUSINESS SUCCESS AND CONTRIBUTIONS

My dream came true in 2008 when I had the opportunity to create another one of my sculptures larger than life for the public. This one in the new National Harbor, Maryland. Through this success I was able to obtain my studio to create more art and activities to assist youth and adults in becoming strong teams. As a facilitator, I recently retired from 20 years at the Washington Metro YMCA where I directed programs for youth and adults in working together, learning about themselves and having fun. I worked with inner city youth providing years of success building, challenges and "Fun". Ra Studio is my dream in action reaching out to organizations who work with youth and teaching adults new ways to look at teaching youth a new way to be successful. Having fun...and taking challenges and learning. I am an artist. I have worked as an artist since I was 6 years old. Paint on my fingers, clay in my hand. Creating art trying to express what I see in my people. Americans. How we love each other, feel good with each other, and our love for our space. I use my work to honor the human form and its joys with the world...I want to make you smile...in parks, homes, and other spaces.



Panum Group, LLC

SUJATA GUPTA, CEO & MANAGING MEMBER
VAIKUNTH GUPTA, GENERAL PARTNER

7315 Wisconsin Avenue, #800W
Bethesda, Maryland 20814
301-299-6271
www.panum.com

BUSINESS DESCRIPTION

Panum Group, LLC (Panum), located in Bethesda, Maryland, is an award-winning, small disadvantaged woman-owned business. Panum has won company of the year awards in 2 of the the last 3 years. Our Federal client base and contract awards have increased significantly over the last three years due to our subject matter experts and skill set necessary to provide innovative and state-of-the-art solutions. We offer a magnitude of Management Consulting Services and Next-generation information and communications technologies. Our most recent Federal awards have been in the areas of on-site acquisition support, acquisition support of OMB's recommended 7-steps to Performance Based Contracting for large IT service re-competitions, project management support, risk assessments, e-gov initiatives compliance support, IV&V, IT system modernization, IT environment migration, requirements analysis, IT governance organizational change management, and COTR training. Panum's management team consists of seasoned executives with both industry and government experience. Panum's management boasts decades of business experience in diverse businesses with domestic and international operations, small and large businesses.

BUSINESS SUCCESS AND CONTRIBUTIONS

The founders have worked for large and small businesses. We wanted to create a company where we and the employees worked hard and played hard and everyone benefited from the company's growth. Over the last 3 years, we have seen that objective come to fruition. We have achieved more than 95% employee retention rate over the last year. Our work is for federal agencies that help individuals and small businesses. USDA Food & Nutrition Service helps those who individuals/families including women, infants and children with basic food and nutrition. US Small Business Administration helps small businesses. The company has been able to attract and retain top talent including former CEO's/CTO's/ CIO's/CFO's and Head of Contracting Activities for federal agencies. Our biggest moment was when three years ago, our 1st major contract for approximately \$25,000 led to a \$3.5M contract and a "Company of the Year" award. Since then, two additional \$3.5M contracts will follow from the same client. It is due to our company's employees that twice in the last 3 years, the company has been recognized with the "Company of the Year" Award. The company shares its growth/profits with its employees. To further give back to the community, the company is in the process of setting up a charity to help those who need slight help to be successful in life e.g. the unemployed, the children and others. The company helps to do so, by setting up training programs for those in need.



Occupational Medical Services, Inc. (OMS)

JOYCE HAHN, PRESIDENT

4807 Benson Avenue
Arbutus, Maryland 21227
443-524-2737
www.omsmd.com

BUSINESS DESCRIPTION

Occupational Medical Services, Inc. (OMS), is a fully licensed Maryland Minority Business Enterprise (MDOT: 05-421) operating four (4) locations throughout the State of Maryland. We continue to be dedicated to providing cost-efficient, quality employee health services to Maryland's business community for over 7 years. Our menu of services includes, but is not limited to: workers comp injury care, pre-employment physicals, CDL evaluations, vaccinations, fitness for duty evaluations and drug/alcohol testing. Our mission is to deliver high quality, cost-efficient employee health services to our clients while providing an environment that puts patient care first. We deliver this commitment to our patients and/or their designated representatives through friendly, well-trained team members who reinforce our mission every day.

BUSINESS SUCCESS AND CONTRIBUTIONS

After 8yrs in the sales industry, I finally found a medical sales job I fell in love with!! After doing so well there for 6 years the company decided to sell there 2 medical centers. It was then that I knew I had to buy them especially since I knew the industry so well and had a lot of loyal customers. I knew in my heart what it would take to make this company grow at the same time making our customers happy!!! It was then in 2003 when my partner Will Phillips and I purchased the existing 2 medical centers. I was very excited to have received my MBE/DBE Certification as well. Over the next 7 years we grew Occupational Medical Services, Inc. into 4 centers throughout the Maryland area. We have had the pleasure to help our community with the H1N1 Flu vaccine last year. I also frequently give free lectures for our customers on Drug and Alcohol Awareness in the work force as well as promoting a healthy work force through health fairs, free hand outs and at the same time giving them the opportunity to reduce their on the job injuries! Along with our success with growing the centers we have been very fortunate to have had the opportunity to service both state and local contracts, which most of them we still hold today. I truly believe our success is due to our hands on approach to customer service which has given us a great record for customer and employee retention.



Marcia Hall & Associates, LLC

MARCIA HALL, PRESIDENT & CEO

507 Devonshire Lane
Severna Park, Maryland 21146
410-987-0857
www.reputationcounts.com

BUSINESS DESCRIPTION

Marcia Hall & Associates, LLC, located in Severna Park, Maryland, provides training in job readiness, business networking, and customer service skills. Clients include businesses, educational institutions, governmental agencies, associations and other non-profits. The company has two trade names: Reputation COUNTS, which offers the keynotes and training workshops, and Parker Stanton Publishing, which publishes the books that award-winning author Marcia Hall writes for use in her job readiness programs. The firm also provides workshops and keynotes about business and professional networking using the Contacts Count 8 Networking Competencies®.

BUSINESS SUCCESS AND CONTRIBUTIONS

For 11 years I was executive director of the West Anne Arundel County Chamber of Commerce where I talked with entrepreneurs daily. While working at Anne Arundel Community College, I was coordinator of non-credit business programs, supervising courses to help entrepreneurs succeed. Those experiences caused me to become excited about establishing my own company. My passion is teaching people how to get and keep their jobs by demonstrating attributes employers value. I also came to understand during my chamber tenure how important networking is to an entrepreneur. So that I could train students and adults in both areas, I became a professional speaker by meeting the rigorous standards of the National Speakers Association. In addition, I qualified as a Certified Contacts Count Trainer, one of nine in the United States. My proudest accomplishment as a business owner has been to write and publish two books about the attributes all employers want to see demonstrated in the workplace, to have my book, Jumpstart Your Job: 12 Simple Ways to Shift Your Career into High Gear, approved for use in the Anne Arundel County Public Schools, and to give back to the community through pro bono programs.



Sahara Communications, Inc.

SANDRA L. HARLEY, PRESIDENT & CEO

1607 Saint Paul Street

Baltimore, Maryland 21202

410-576-7245

www.saharainc.net

BUSINESS DESCRIPTION

Sahara Communications is a streamlined organization designed to maximize product, promotion and positioning for all clients. We are a strong, dynamic, highly creative and energetic organization that is always accessible to the client. At Sahara, fiscal prudence is at the forefront of every client project. Production is always balanced with budgets, and we keep cost down, which leads to a high return on client's investment. At Sahara Communications, we also coordinate community meetings on behalf of clients to build and strengthen relationships with community and neighborhood groups, businesses and organizations, civic groups, elected officials and other stakeholders. Sahara Communications includes a diverse discipline of projects among its varied client base, including civil rights, higher education, childcare, healthcare, recycling, transportation, water and wastewater.

BUSINESS SUCCESS AND CONTRIBUTIONS

In 1985, Sandra Harley ignored her calling to become an entrepreneur, opting instead to work for a national civil rights organization. Refusing to obey the spirit within did not quell the loud voice, which after four years had become a rage. So in 1989, Sandra decided to listen and obey, throwing in the towels to quit working for someone else. While doing high impact aerobics at a downtown Baltimore fitness club, the name "Sahara" saturated her mind, and she knew then and there that the epiphany was to be her new company's name. When one thinks

of Sahara, images of the desert come to mind, but quite the contrary for Sandra. She has always described Sahara as an oasis – a company with a wellspring of public relations, marketing, advertising and new media ideas. Sahara's clients – like the Maryland Department of Health & Mental Hygiene, City of Baltimore, Montgomery County, and the University of the Virgin Islands – all agree. A crowning achievement for both Sandra and Sahara, among many, was the \$1 million Baltimore Believe advertising campaign in 2002, a citywide anti-drug initiative to reduce drug trafficking and drug use in the City of Baltimore. And the company has staying power! In May 2010, Sahara

Communications completed its 21st consecutive year in the business of meeting the community outreach and public information needs of its various clients. Sahara is one of the oldest surviving African-American, female-owned public relations and advertising firms in Maryland. With a steady hand, President and CEO Sandra Harley has successfully navigated a small minority/woman-owned company through obstacles all too familiar to M/WBEs – some of which proved too great to overcome for many of her colleagues who began this journey with her in the late eighties, early nineties. Along the way, Sahara built a solid reputation for quality service that transcends race, gender and class, and consistently delivers a quality product – even in an economic downturn. Over two decades later since opening its doors, Sahara continues to earn the respect of a loyal following of clients, as well as her competitors, with an undisputed record of success, a keen eye to details, and personal involvement. Being an entrepreneur also means "being in the business of giving back," Sandra explains. For the past five years, Sandra has volunteered at Our Daily Bread, a soup kitchen in downtown Baltimore that provides food, shelter and employment training for the poor and homeless. Sahara enters its third decade in pursuit of new and bigger ventures throughout the United States on the federal, state, county and city levels.



We Can Help

DARCEL HARRIS, OWNER

P.O. Box 1626

Westminster, Maryland 21158

410-751-5600

BUSINESS DESCRIPTION

We Can Help is an independently owned educational/ life-skills company. Our clients range from pre-school to senior citizens, and at-risk reading students. Among its clients is the Carroll County Education Association. The services provided computerized assessment, music lessons (drums, Sax, piano, reading music), support for five subject areas (Math, English, Social Studies, Science, Language (Writing), tax help, computer training (internet, typing), GED, SAT and ACT prep. We Can Help is a force in the Westminster Maryland community, providing a place for young people to have fun while they learn how to become good citizens, 12 step groups, conflict resolution, and how to communicate, employment interviewing skills, and college counseling (application, research, financial aid).

BUSINESS SUCCESS AND CONTRIBUTIONS

The founders have worked for large and small businesses. I became an entrepreneur because I saw a need for a tutoring service that was for anyone; along with being priced so the poorest person could get the support they or their children need to be successful. There are so many proud moments that I can mention, like receiving my MBE certification, or owning the building were my business resides, or receiving my PhD in Educational Psychology, to seeing the students I supported move on independently to the next step in their lives. Or, the fact, that a person who hit rock bottom, who had to overcome circumstances that painted a picture of failure-loser could become their own boss. However, I think the proudest accomplishment as a business owner is putting to shame the person who told me a tutoring business would never make it, that was 18 years ago.



Chesapeake Environmental Management, Inc.

260 Gateway Drive, Suite 21-C

Bel Air, Maryland 21014

410-893-9016

www.cemscience.com

STEPHANIE HAU, PRESIDENT/CEO

BUSINESS DESCRIPTION

Chesapeake Environmental Management, Inc. is an independently owned environmental consulting firm serving the mid-Atlantic region. The mission of the firm is simple – To apply practical science to improve communities. To accomplish our mission, we provide scientific assessments, assist with permitting, and prepare remediation designs for a myriad of land and water resource issues to both government and private clients. Our clients include MD State Highway Administration, MD Port Authority, Washington Suburban Sanitation Commission, MD Transit Administration, Baltimore County, Baltimore City, Howard County, Maryland-National Park and Planning Commission, Maryland Environmental Service, and Maryland Department of the Environment.

BUSINESS SUCCESS AND CONTRIBUTIONS

I don't really believe that anyone chooses to become an entrepreneur, any more than they choose to be tall, or brown-eyed, or good with maps. An entrepreneurial outlook is something you are either born with or you aren't. If you are born with this distinct outlook on life, you will either decide to run your own company, or will remain frustrated trying to run someone else's. Since patience with the slow, plodding process of meetings and decision-making in corporations is not my strong suit, being an entrepreneur was the only path for me. My proudest accomplishment as a business owner occurred this year, when we completed the implementation of all phases of our "Shared Success Plan". Since a company's success is measured by its profitability, our plan is designed to share our profits with our staff and our community. In CEM's Shared Success Plan, we share an unprecedented 50 percent of our annual profits with all full-time and part-time staff. Each employee is then given the opportunity to use one half of his/her profit distribution to buy stock in CEM. This system allows everyone to become an owner, not just those with high salaries or management positions.



Edwards & Hill Communications, LLC

9130 Red Branch Road, Suite D

Columbia, Maryland 21045

410-884-8450

www.edwardsandhill.com

TONY HILL, MANAGING PARTNER
HANS EDWARDS, PARTNER

BUSINESS DESCRIPTION

The Edwards & Hill Communications, LLC is unique in that we have a Multi-Media and Furniture division. We started out doing Marketing and event planning for customers like Mercedes Benz USA. After investing 4 months developing a conference that was stopped because of budgetary constraints, we asked the customer to keep us in mind for other opportunities. That opportunity was to supply six office chairs. We eventually won the contract to install the 2000 Guest Rooms at the Gaylord National Harbor Hotel. We attribute our success to being flexible, paying attention to detail and providing solutions to our customer's needs.

BUSINESS SUCCESS AND CONTRIBUTIONS

I have always been an entrepreneur. I remember being in kindergarten envisioning myself traveling and conducting business around the world. In public High School in Baltimore City, I wore a tie and carried a brief case. I have always marched to the beat of my own drum and feel that I am required to use the gifts that I have been given to benefit others as well as myself. Because I believe that my larger purpose is to inspire others, being a business owner provides me the platform and the flexibility to reach and impact many people, including those who work for and with me. I have always operated under the pretense that reputation is everything. With that in mind our company functions with great integrity in everything that we do. It is the one thing that can't be taken away from you.



Shipley, Horne & Hewlett, P.A.

ARTHUR HORNE, PRESIDENT, MANAGING PARTNER
ELIZABETH HEWLETT, CORPORATE SECRETARY & PARTNER

1101 Mercantile Lane
Suite 240
Largo, Maryland 20774
301-925-1800
www.shhpa.com

BUSINESS DESCRIPTION

Shipley, Horne & Hewlett P.A. is a general practice law firm whose clientele include several Fortune 500 companies as well as many small businesses. The firm zealously represents its clients in myriad legal matters ranging from real property rights to contractual rights, and from employment rights to constitutional rights. Shipley, Horne & Hewlett P.A.'s successful representation of its clients has resulted in the firm enjoying a stellar professional reputation, which is matched only by the firm's reputation for outstanding community service. The firm's attorneys champion a panoply of causes and participates in an array of local community activities, by serving on boards of organizations, representing non-profit community organizations and engaging in partnership with schools and community youth.

BUSINESS SUCCESS AND CONTRIBUTIONS

Growing up in Birmingham, Alabama, and viewing the economic oppression of African Americans, a resolve in me to strive for economic self-sufficiency was created. As my life progressed, that mindset strengthened and my aspiration to control my own economic destiny became paramount. Although my parents had visions of the same dream, understandably, they mostly aimed to maintain financial stability through steady public employment. My entrepreneurial ambition was a break from the family norm. This fervor was ironically rooted in the lessons I had learned from my parents: go to work every day, and be a role model for the youth living and working in a metropolitan area which is recognized for having the largest concentration of affluent African Americans in the nation. I understand the importance of not only living the dream of business ownership, but to model that dream to someone else, and to perpetuate economic independence and solvency for future generations. My proudest achievement as a business owner is my ability to employ individuals and supply them with a livelihood. Maintaining a positive work environment has rewarded me with a loyal staff and low employee turnover. Establishing myself as a respected member of the legal community affirms to me the power and fulfillment of entrepreneurship.



Horton Mechanical Contractors, Inc.

KEITH R. HORTON, PRESIDENT/OWNER

7909 Philadelphia Road
Baltimore, Maryland 21237
410-866-4900
www.hortonmechanical.com

BUSINESS DESCRIPTION

Horton Mechanical Contractors, Inc (HMC) is a 100% Certified African American owned company located in Baltimore, MD. HMC is a full-service mechanical contractor specializing in industrial piping, power plants, air conditioning, heating, plumbing, sheet metal, automatic temperature control, electrical, water/wastewater treatment, energy retrofit, life safety systems, and preventative maintenance. Horton Mechanical Contractors, Inc. has established a tradition of quality craftsmanship in the Mechanical industry. Our clients include commercial, industrial, municipal, private business, non-profit organizations, and government institutions. Qualified estimators, draftsmen, project managers, and field personnel allow HMC the ability/capacity to handle any size project with maximum supervision.

BUSINESS SUCCESS AND CONTRIBUTIONS

Keith Rodney Horton, founder/president of Horton Mechanical Contractors (HMC) was born and raised in Baltimore City, MD. After graduating from Frederick Douglass High, I joined Plumbers Local Union #48, completing the plumbing apprenticeship program in 1978. I reached Master Plumber in 1980 becoming the 2nd African-American in Local #48's history and 1 of only 10 in Maryland's history to reach this level. I completed the Mechanical Instructors Training Programs at Perdue University and University of Maryland to become an instructor at Local #48's training school. I became the first African-American plumbing instructor at the training school teaching 1st year apprentices from 1980-1983. Working in an industry where I saw few African-Americans in the position of ownership, and wanting to be a beacon for those in my community that opportunities exist, I decided to start Horton Mechanical Contractors. In 1983, with 1 vehicle and 2 employees HMC's doors opened as a full service Mechanical Contractor. Achievements: January 1996 Baltimore City MBE contractor of the month; Appointed to the Maryland State Board of Plumbing in 2000, served as Vice-Chairman 2002, and currently is a board member. Responsive, responsible, reliable is how I was raised and that's the service my customers receive.



Technology Alliance, LLC

JOHN L. HUGGINS, JR.,
MANAGING PARTNER

P.O. Box 173

Oxon Hill, Maryland 20750

301-706-5433

www.techalliancellc.com

BUSINESS DESCRIPTION

Technology Alliance, LLC is a consortium of small Telecommunications and Information Technology companies, formed to provide a spectrum Telecommunications and Information Systems solutions; to include cable (voice, data, video & security) infrastructure engineering, installation & certification, cable technician training services, AutoCAD™ drawing services, call center & help desk services, software and IT systems consulting, development of software applications and digital imaging & content management support services for Government, State and Commercial Clients. We also provide technology services and support in the mixed-use commercial and residential construction arena; focusing on incorporating technology and its efficiencies into all aspects of a project.

BUSINESS SUCCESS AND CONTRIBUTIONS

I've had the entrepreneurial spirit and the desire to "make things happen" since I was a teenager. Several newspaper routes, a car washing business and a host of other activities; kept me in the income generating business. This desire continued throughout the 21 years I served in the military. I continuously sought opportunities to take the "tough" Telecommunications Systems and Information Technology assignments and I avidly sought educational opportunities. By the time I retired from the U.S. Air Force, I had completed my Bachelor's degree, a dual Masters program, and was within two years of completing a MBA. My proudest business moments were the establishment of my first company Quality Telecommunication Services, Inc. (QTSI) – just two and a half years after I retired from the Air Force. Second, was building a successful technology company; taking the QTSI to over \$12 mil in annual revenues in less than 8 years; with 11% annual retained earnings. And finally, the formation of Technology Alliance, LLC; which was the only minority company that qualified to bid on the requirement to install voice, data & video cable infrastructure in the Gaylord Resort Hotel and Convention Center; and the winner of a Maryland State Cable contract.



KMJ Consulting, Inc.

KAREN JEHANIAN,
PRESIDENT & FOUNDER

120 East Lancaster Avenue, Suite 105

Ardmore, PA 19003

610-896-1996

www.kmjinc.com

BUSINESS DESCRIPTION

KMJ Consulting, Inc. is an independently owned, client-focused transportation engineering and consulting services firm providing a broad spectrum of transportation services, including: traffic engineering and operations; transportation planning, ITS services, and strategic planning, traveler information, road weather applications; and risk analysis / risk assessment services. Located in Ardmore, Pennsylvania, KMJ's clients include federal transportation entities, turnpike commissions, state departments of transportation, and county and local governments. KMJ Consulting, Inc. is certified as a Disadvantaged Business Enterprise (DBE) / Women's Business Enterprise (WBE) in Pennsylvania, Arizona, Connecticut, Delaware, Maine, Maryland, New York, and South Carolina.

BUSINESS SUCCESS AND CONTRIBUTIONS

It was my stated goal to own an engineering consulting firm. It became reality and I have been working hard on it ever since. My objective has and continues to be to provide great service, thoughtful analyses and engineering work while offering staff a work environment that challenges their intellect and inspires them. Our firm recently expanded and moved to a new location in the midst of a challenging economy. I have had the opportunity and good fortune to hire folks who had been laid off and to date, have been able to keep all staff employed. The firm has grown from one person to 15 in 12 years with revenues increasing each year. Our scope of services has increased each year. Our staff takes pride in meeting the objectives of our clients and exceeding their expectations.



NOVAD Management Consulting

DAVON KELLY, PRESIDENT/CEO

8181 Landover Road
Landover, Maryland 20785
301-429-5961
www.novadconsulting.com

BUSINESS DESCRIPTION

NOVAD provides full service Management Consulting services. An essential part of NOVAD's business philosophy is our core values of collaboration, best practices and high performance. NOVAD's mission is to provide innovative management solutions that address complex business issues with seamless execution, with expertise in:

- Project Management
- Organizational Development and Business
- Process Reengineering
- Financial and Compliance Auditing Services
- Program Financial Advisory Services
- Property and Portfolio Management

NOVAD's primary customer markets are federal and state governments. – FDA – AHRQ – Administration of Children and Families – HUD – Department of Navy – SBA – DOJ – DHS – MDOT – The Centers for Medicare and Medicaid Services

BUSINESS SUCCESS AND CONTRIBUTIONS

NOVAD Management Consulting was started based on the vision Davon Kelly had that he could start a business and give back to the community. He was determined that his consulting firm would not focus on quick fixes, short-term answers or one-off solutions; instead, he cultivates long-term relationships based on ongoing dialogue, mutual trust and integrity. Davon is a "boots straps" businessman. His start-up funds were through temporary part time positions. He had no family members who could help him with seed money. With his personal mantra, "slow and steady wins the race", Davon's business has flourished despite the challenging economic times. NOVAD's exemplary customer service is evidence in the work performed for a Federal client that provides long-term recovery assistance to disaster victims throughout the United States and territories. NOVAD stood out through the ability of the team to work seamlessly with all levels of the client organization from senior executives to clerical staff. The results were driven by the intentional approach by NOVAD to understand the culture of the client, key drivers for maximizing performance within the client, external pressures that the client faced and how they responded, pressure points for the executives, and motivational elements for the staff.



Key & Associates, P.C.

BEATRICE KEY, OWNER

8630 Fenton Street, Suite 316
Silver Spring, Maryland 20910
301-608-3033
www.bkeycpa.com

BUSINESS DESCRIPTION

Key & Associates, P.C. is a full service accounting, management and computer consulting firm located in Silver Spring, Maryland. Key was incorporated in 2002 in the state of Maryland. A woman-owned business, Key was established to provide its clients (which comprise of federal government, state and local government agencies and commercial organizations) with proficient, affordable and quality auditing, accounting, tax, management and computer consulting and business and financial advisory services.

BUSINESS SUCCESS AND CONTRIBUTIONS

As an accounting student, at the University of Maryland, I never realized the magnitude of the number of small businesses. Sure the case studies were of public companies such as Coca Cola and Pepsi but once I started to work for a local CPA firm and saw how many small businesses there were just in Montgomery County, I was hooked. Today, our firm is assisting several government agencies. While we provide staff for a variety of projects, one of our critical contracts requires the review of financial statements of lenders that provide HUD approved loans to the general public. This diversity has allowed our staff to grow. We are able to place out staff in a variety of accounting tasks. In 2009, one of our client's owners passed. The owner wanted to sell the business to someone who cared about her employees, someone whom had been with her over 15 years. We worked diligently with our bank and the estate's representatives to purchase the company. We settled on the purchase in June 2010 and incorporated the company as a division of Key. This division will provide temporary and permanent staffing to the federal government as well as commercial clients.



Abilities Network

LEE ANN KINGHAM,
EXECUTIVE DIRECTOR

8503 LaSalle Road
Towson, Maryland 21286
410-828-7700
www.abilitiesnetwork.org

BUSINESS DESCRIPTION

Abilities Network is a 501(c) (3) non-profit organization that assists people with disabilities to achieve their personal goals and reach their maximum potential. Services are customized to offer individuals and families choices. We provide extensive training opportunities for families, child care providers, teachers, and community members with the goal of fostering inclusion. The children, adults and families we serve are affected by a variety of at-risk factors, including a diagnosed disability, lack of environmental supports, low-socioeconomic levels, and limited knowledge about resources and/or the capacity to access them. Through its six divisions, Abilities Network has served over 12,000 people statewide.

BUSINESS SUCCESS AND CONTRIBUTIONS

The reason that I applied for the job as Executive Director of Abilities Network is that I thought I could use my creativity and passion for people with disabilities and their families to not only integrate individuals with special needs in their communities but also to help communities better accept and understand that people with disabilities have much to offer. My proudest accomplishment is that I believe that we are a very mission-driven organization. Decisions are made on a day-to-day basis based on that mission and that ensures that we maintain the high quality of services that we are recognized for in the disabilities field.



Facility Logix

PATRICIA LARRABEE, PRESIDENT

3919 National Drive, Suite 310
Burtonsville, MD 20886
301-760-7550
www.flgx.com

BUSINESS DESCRIPTION

Facility Logix is a privately owned, national real estate consultancy with offices in Montgomery County, Maryland. Facility Logix includes among its clients prestigious non-profit research institutes, biotechnology and bio-pharmaceutical companies, leading research institutions, economic development organizations, and real estate firms. Core services include: strategic planning; project/program management for new or renovated lab and bio-manufacturing facilities; business development and marketing for lab facilities; best practices in lab facility management and operation; incubator feasibility studies; and life science incubator development and management.

BUSINESS SUCCESS AND CONTRIBUTIONS

Growing up in a family of entrepreneurs and surrounded by entrepreneurs in the life sciences community and throughout the Maryland Business Incubation network in particular, it was only a matter of time before Pat took the leap and founded the boutique consulting firm, Facility Logix. At Facility Logix, Pat combines her experience working directly for an ag-biotech company, complete with the highs and lows inherent in the industry, with extensive knowledge gleaned from hands-on involvement in multiple diverse life science real estate projects over several years. For every client, the objective is to create a real estate or facility plan or solution that assists the firm in achieving its business objectives, often playing a small but important role in unearthing new discoveries or bringing new therapies to market. Repeat business from clients and frequent referrals are a source of pride for Pat and form the foundation that enables her to pay forward that success through strong financial support of the Blanchette Rockefeller Neuroscience Institute and to communities devastated by hurricanes through the Women Build Program of Habitat for Humanity along the Gulf Coast.



GANTECH, Inc.

THOMAS LASKOWSKI, PRESIDENT

9175 Guilford Road, Suite 101

Columbia, Maryland 21046

443-276-4760

www.gantech.net

BUSINESS DESCRIPTION

GANTECH is a systems integrator specializing in optimizing Data Center services while reducing the environmental impact through innovations of virtualization technology. Since its inception in 1999, the company's mission to be a Responsive Strategic Partner Delivering Secure Innovative Solutions has been the basis for its growth and differentiation. Headquartered in Columbia, Maryland, GANTECH is an emerging, Hispanic-American, small business enterprise that designs IT solutions to meet the business goals of clients in the government and commercial sectors.

BUSINESS SUCCESS AND CONTRIBUTIONS

"If it's worth doing, it's worth doing right." This lesson was instilled into Mr. Laskowski from a young age, by his late father. Mr. Laskowski lives by this sentiment today. The son of a mechanic, Mr. Laskowski learned from an early age the value of a hard day's work. From repairing bicycles to car engines, Mr. Laskowski applied the wisdom of his father's teachings and his father's strong work ethic to 'do it right'. Wanting to own responsibility for his career drove Mr. Laskowski to become an entrepreneur. GANTECH recently celebrated their 10 year anniversary with friends and family. "At the end of the day, there could be no one to blame for failure other than myself," said Mr. Laskowski. "However, I also believe success is always shared since it is achieved by delivering value through the support of clients, partners, and employees."



Leahy & DeSmet, LLC

ANDREA LEAHY-FUCHECK, MANAGING MEMBER
STEVEN DESMET, MEMBER

11785 Beltsville Drive, Suite 900

Calverton, Maryland 20705

301-572-9292

www.leahylegal.com

BUSINESS DESCRIPTION

Leahy & DeSmet is a woman owned law firm and is a certified Minority Business Enterprise (MDOT-MBE 09-320). Many of our clients hire us to provide general counsel, as we have exceptional experience with business and government operations at the federal, state and local levels. We concentrate our legal practice in civil litigation, administrative law, corporate transactions, state and federal procurement, construction law, intellectual property law that includes patent, trademark and copyright prosecution and licensing, election law, business law, land use, employment law, contract preparation, and the resolution of commercial disputes in the courts and by alternative dispute resolution procedures.

BUSINESS SUCCESS AND CONTRIBUTIONS

After enjoying the first 15 years of my legal career in public service, I entered the private sector and realized, among other things, there was a growing need for quality legal services at affordable rates. I also noticed that women and minorities were underrepresented in leadership roles in large firms and businesses, especially in corporate and intellectual property law. Although I had absolutely no desire to open my own law firm, I began to see a need and an opportunity. Just after we opened our offices in 2007 the recession hit. The "need" and "opportunity" were amplified in ways I would never have imagined. I am very proud that we have been able to serve small businesses and individuals who otherwise could not have afforded legal representation. Leahy & DeSmet, LLC is dedicated to making a positive contribution to the legal profession and the community at large. Leahy & DeSmet has been awarded an "AV" rating by Martindale-Hubbell, the highest ranking for competence and ethics in the practice of law. We believe that our experience and reputation with regard to quality of service, civility and ethics benefit our clients.



Connect International Inc.

DANNY LEE, PRESIDENT

2275 Research Blvd, Suite 500
Rockville, Maryland 20850
240-603-1216
www.connectintl.com

BUSINESS DESCRIPTION

Connect International (Connect), a leading provider of Information Technology consulting services since 1996, has managed mission-critical tasks and provided IT solutions for the government and top fortune 500 industries. It is SBA Certified 8(a), SDB, and Minority Business Enterprise (MBE) with award-winning performance records for over fourteen years. Connect has expertise in System Life Cycle Development (SDLC) Services, Enterprise Architecture, Cyber Security, Search Engine, System Integration, IV & V, Certification & Accreditation, E-Commerce, Shopping Cart, Web Portal Design, Disastrous Recovery, SOAP/XML, Training, and documentation.

BUSINESS SUCCESS AND CONTRIBUTIONS

I became an entrepreneur because I have an intense desire to create, and I believe in my abilities. I recognized that I was continuously thinking of new ideas, and I became determined to bring them to market. I am willing to take risks and never afraid of failure. In 2002, Connect was certified as an 8(a) and an ambitious business plan to compete in the government business was strategically developed. In January 2005, Connect received its first prime contracts from two federal agencies with a growth rate exceeding 800% in just a month. An important milestone was reached when the company was awarded a prime contract from the National Institute of Standards and Technology to provide IT services in 2005. This demonstrates that the capabilities of Connect are highly competitive in the IT services industry. In 2009, the company growth rate exceeded 150%. The company was awarded the 2009 Small Business of the Year in Information Technology Services by the Small Business Commerce Association in California.



FASTech, Inc.

MATTHEW LEE, PRESIDENT

14504 Greenview Drive, Suite 420
Laurel, Maryland 20708
301-931-2001
www.fastechinc.com

BUSINESS DESCRIPTION

FASTech, Inc. is a successful minority-owned SDB certified company. FASTech has built its reputation by providing quality Information Technology (IT) products and services to Federal, State and Local Agencies, and commercial clients. Established in 1990, FASTech is located in Laurel, Maryland. FASTech is certified as a Minority Business Enterprise (MBE) by the State of Maryland. Our clients include the Federal Aviation Administration, Department of Treasury, the Department of Defense, and Maryland Department of Transportation. We offer a number of services and product capabilities including Security Technology, Custom Software/ Database Development, Network Engineering, Facilities Management, Security Products, and Hardware/Software Products.

BUSINESS SUCCESS AND CONTRIBUTIONS

I was 19 when I came to America with my family from Korea. My English was shaky, but I found confidence in technical studies. I attended Virginia Tech on a ROTC scholarship and earned my B.S. in electrical engineering and continued my studies at Johns Hopkins earning a Master's of Science in Electrical Engineering. My education and experience led to working for the U.S. Army Adelphi Research Laboratory, which furthered my engineering knowledge. After several years of working in the trenches, I realized that I was not just an electrical engineer – I wanted to be an entrepreneur. Starting FASTech Inc, I began selling IT products and created a network of customers within the Korean community. From there, I began to grow the business into commercial sectors, state and local governments and the federal government. FASTech, Inc. is now a multi-faceted company focusing on IT products and services. Running a company has not been easy, especially since I am a single parent with two boys. However, in my spare time, I have been able to mentor colleagues as they start their own companies. I truly believe that this is my greatest achievement.



Phase V Pharmaceuticals, Inc.

DWAYNE LESLIE, CEO

2139 Darcy Green Place

Silver Spring, Maryland 20910

301-495-0786

BUSINESS DESCRIPTION

Phase V Pharmaceuticals, Inc. is a pharmaceutical company that develops new formulations for drugs used to treat central nervous system injury. We focus on the special needs of 1.5 million people with severe traumatic brain injury, spinal cord injury or cerebral palsy. Our first SBIR-supported product improves the care of patients with both spasticity (uncontrolled high muscle tone) and dysphagia (difficulty swallowing) by providing a liquid formulation of baclofen, the first line anti-spastic medication. Phase V's development pipeline addresses over \$500 million of the \$5 billion spent annually on drugs for this patient population.

BUSINESS SUCCESS AND CONTRIBUTIONS

Upon graduation from law school at Berkeley, I spent six years in private practice at two large law firms in Washington, DC, where I focused primarily on health care and pharmaceutical clients. My entrepreneurial interest was piqued after leaving corporate law for a position as an early employee and in-house lawyer for Healthcare Financial Partners, a commercial finance company for health care providers in Chevy Chase. While there, I had a unique opportunity to observe two very talented leaders (both former corporate lawyers) who started a small company with a great idea. They subsequently took the company public and sold it to a much larger entity a few years later for \$483 million. Shortly after the acquisition closed, I knew that I wanted to leverage my HCFP experience and focus on growing and developing my own entrepreneurial venture. Equally important was finding an opportunity where I could develop a profitable business, while still giving back to society. This desire led me to my current position with Phase V. I am extremely proud to be a co-founder of a pharmaceutical company that is developing lower cost alternatives for drugs used to treat patients with central nervous system injuries. Phase V's research efforts have been validated and supported through the awarding of two competitive grants from NIH.



The HR Team

EILEEN LEVITT, PRESIDENT

9841 Broken Land Parkway, Suite 215

Columbia, Maryland 21046

410-381-9700

www.thehrteam.com

BUSINESS DESCRIPTION

The HR Team – A JPBE Powered Company is an award winning human resources consulting and outsourcing firm. We help companies find cost effective solutions to better manage their HR function - ranging from compensation and management training to recruiting, general HR support, HR audits, and management of the entire HR function. The HR Team's human resources outsourcing provides all the functions usually associated with a traditional in-house HR Department, while offering the breadth and depth of HR solutions usually available only to large companies.

BUSINESS SUCCESS AND CONTRIBUTIONS

I have worked for some dynamic companies that were founded and led by visionary leaders. As a matter of fact, the CEO's for my two prior employers were both named Entrepreneur of the Year and SBA Person of the Year. When I decided to leave the last company, I interviewed at a number of emerging businesses. It was 1996 and there were a lot of start-ups, particularly in the technology arena. While they were well funded, they didn't have the "spark" I had seen in the past. That is when I had the "aha" moment. "Why am I expecting others to create opportunities for me?" "I should create opportunities for myself." Growing up, my parents had their own business, so I was well aware of the sacrifices, challenges and rewards of being a business owner. I see now that having that background helped me to create a practical approach to business and the ability to understand closely held businesses. In 2009, I gained a business partner with JPBE enterprises. By joining JPBE, I was able to gain a deeper reach through shared resources and business practices, while still maintaining ownership and operating control of the firm. My proudest accomplishment is reaching the level of being the largest provider of human resources consulting services exclusively serving small to medium sized companies in the Baltimore Washington corridor.



L & N Transportation Company, Inc.

4300 32nd Street

Mt. Rainier, Maryland 20712

SHIRLEY LOVE, PRESIDENT & CEO

202-744-7196

BUSINESS DESCRIPTION

The L&N Transportation Company, Inc. is a minority-owned, non-emergency transportation service for hire dedicated to serving the Prince George's County and Washington, D.C. communities, with an emphasis on promptness, sensitivity, and integrity. Since its inception, L&NNTC has coordinated and implemented a client centered transport delivery system to provide a safety net to persons with specialized transportation needs. Clients are comfortably and safely shuttled to healthcare services, church, and institutions of learning. L&NNTC is a preferred method of travel for those with special needs.

BUSINESS SUCCESS AND CONTRIBUTIONS

One day I heard someone say some special needs children needed transportation to a weekend program. I volunteered, but the parents were so grateful they wanted to pay me. From time to time I would transport seniors to church and they wanted to pay me too, so it did not take long for me to see transportation as an ideal small business opportunity. With God's help and a loving family's support, I started the L&N Transportation Company, Inc., initially transporting special needs children. I then contracted with Medicaid and expanded the business to include adults. After placing an ad in the yellow pages L&NNTC became an overnight success. We even received calls from NASA. As a matter of fact, we became NASA's service of choice for astronauts like John Glenn; transporting them to and from meetings, the airport and hotels. We started getting increasing numbers of calls for trips to dinner theaters, amusement parks, and shopping outlets. Most memorable was when L&NNTC provided transportation for Pope John Paul's visit to Catholic University. He wasn't our only celebrity, we also shuttled Brian McKnight, Roberta Flack, Christopher Reeves and Maureen Reagan to name a few. It's been a grand ride.



Mediquest

5310 Old Court Road, Suite 301

Randallstown, Maryland 21133

MARLENE MAHIPAT, PRESIDENT

410-655-8900

www.drmahipat.com

BUSINESS DESCRIPTION

Mediquest was established in 2004 as an independently owned and operated health and wellness facility in the Randallstown area. Mediquest provides patients with cost-effective chiropractic care and physical therapy that meets the needs of the general public as well as those with special needs such as pregnant women and infants. Dr. Mahipat is one of only a few chiropractors in Maryland who does a technique called "Webster Technique" which turns babies that are in a breech position. This helps pregnant women from having to undergo unnecessary cesarean section surgeries.

BUSINESS SUCCESS AND CONTRIBUTIONS

As a child, I witnessed my mother endure so much abuse. She had no education, career or any means of making money, so she could not leave. I never wanted to be that helpless. I became an entrepreneur, so I could be self sufficient, independent and act as a role model for other women. It also allows me to be in control of my time, so I can volunteer and pursue philanthropic efforts. I started Mediquest without investor capital. Mediquest is operated on a part time basis, yet has survived in this slow economy, is able to fund 2 non-profit foundations, and offer free or discounted care for those who cannot afford to pay for these services.



Applied Technology Services

DANIELLE MARCHESE, PRESIDENT

9613C Harford Road, #201

Baltimore, Maryland 21234

410-661-2302

www.appliedtechnologyservices.com

BUSINESS DESCRIPTION

Applied Technology Services is an enterprise IT solutions and staffing company that has been serving K-12, higher-education, state and local government agencies and commercial customers in the Mid-Atlantic since 2001. We are a leading provider of network and engineering services as well as enterprise equipment maintenance solutions. As a solutions developer, we design and implement network solutions tailored to suit the needs of any business, implement these solutions, protect equipment assets and provide on-going support. ATS combines these capabilities along with strong business partnerships with many leading hardware and software manufacturers, extending our unique service offering to our clients.

BUSINESS SUCCESS AND CONTRIBUTIONS

I started Applied Technology Services in 2001 because I saw an opportunity to provide value by prioritizing one element above all others...superior customer service. ATS strives to provide the highest quality customer service by listening and responding to our customer needs, being flexible enough to meet those needs and guaranteeing those needs are met consistently. One of the main reasons we are successful in this is because we are a small, local, minority business. We have a mindset that propagates openness and collaboration, which helps us provide total solutions to our customers. There are many rewarding and challenging events that come with growing a business. Looking at the economic climate today I would have to say that the number of people we have employed and the families that have been affected by our ability to provide these opportunities is my proudest accomplishment. Since ATS has dedicated employees and has seen very little turnover in staff, I have had the opportunity to watch our employees grow both professionally and personally. I started ATS on my own and now have thirteen full-time and five contract employees. Nothing would be more rewarding then to give others an opportunity to join the ATS family.



Navarro & Wright Consulting Engineers, Inc.

PAUL NAVARRO, PRESIDENT
CHARLES WRIGHT, VICE PRESIDENT

849 International Drive, Suite 215

Linthicum, Maryland 21090

443-270-5181

www.navarrowright.com

BUSINESS DESCRIPTION

Navarro & Wright is a multi-disciplined engineering firm with qualified staff and technical expertise to successfully provide services on each phase of a project. From preliminary planning and design through construction, Navarro & Wright provides extensive in-house resources and the latest technology to deliver quality results for our clients. We specialize in Transportation engineering with our core practice areas being Water, Wastewater, Municipal and Site/Civil infrastructure engineering services. Our clients have known us as a trusted partner, committed to their success and capable of handling challenging projects. We take a hands-on approach with a clear focus on project goals, budget and timelines.

BUSINESS SUCCESS AND CONTRIBUTIONS

Paul Navarro & Chuck Wright worked for a company in Lancaster, PA for nine years in the late '80s to mid-'90s. At the time, the British-owned company was sold off to a group based in the United States. Paul & Chuck both felt that the company underwent changes and divulged from their core practices. The market for engineering services was pretty open at the time and it just seemed like a good opportunity to start their own business. Both Paul & Chuck spent more than a decade as engineers at other firms before co-founding Navarro & Wright in 1996. The 4 person company initially specializing in water/wastewater soon transitioned into major roles in the transportation and land development markets. Today the firm maintains a strong presence in the transportation sector. They credit their registration as a Minority Business Enterprise with Pennsylvania's Department of Transportation as an important milestone and catalyst in their expansion and growth. Since then, Navarro & Wright has strategically grown their services and expanded their staff in order to foster relationships with clients like this - they have always been grateful for their clients' trust and support.



Xavier Capital Management

LORENZO NEWSOME, PRESIDENT & CIO
PAMELA TURNER, PRINCIPAL & DIRECTOR OF RESEARCH

9701 Apollo Drive, Suite 461
Largo, Maryland 20774
301-322-8888
www.xaviercapital.com

BUSINESS DESCRIPTION

Xavier Capital Management is a SEC-registered investment adviser specializing in fixed income portfolios. Our primary focus is on core, core-plus, and high quality-high yield securities. The goal of delivering attractive risk-adjusted returns to institutional client portfolios by integrating the highest industry standards on a smaller, more flexible platform is what we strive for daily. Xavier Capital is nimble enough to take advantage of bond market inefficiencies. Bond market inefficiencies are opportunities for boutique firms to produce alpha with structural and tactical portfolio management. Xavier Capital is 100% minority-owned and 49% women-owned.

BUSINESS SUCCESS AND CONTRIBUTIONS

I became an entrepreneur because I want my son to have an opportunity to be a money manager (Xavier is his middle name). There are so few African Americans that get the opportunity to manage money within larger asset management firms that we wanted to create our own asset management firm that would provide employment opportunities for young, talented investment professionals who may be overlooked at other firms. Our founders of Xavier Capital created a business plan with the objective of achieving steady asset growth through effective investment management and top-quality client service. The goal of delivering attractive risk-adjusted returns to client portfolios by integrating the highest industry standards on a smaller, more flexible platform is what we strive for daily. Our proudest accomplishment happens everyday. We chip away and attempt to breakdown the artificial barriers that are firmly in place in the institutional money management industry. Xavier Capital's discipline, experience, personal integrity, alignment of interest with our clients shows a boutique firm operating with what it takes to succeed.



Select Specialty

JEANNE NOLL, OWNER

105 Croftley Road
Lutherville, Maryland 21093
410-821-9627
www.PromosEtc.com

BUSINESS DESCRIPTION

Select Specialty is a Maryland MBE certified woman-owned small business enterprise since 1993, headquartered in the Baltimore Metro area. Our mission is to provide our clients with quality promotional products, creative and innovative approaches and superior customer service which enable clients to realize success of their marketing and branding goals. We provide graphic design services, business gifts, imprinted apparel, awards, tradeshow giveaways, and packaging and direct mail services to businesses, non-profits, government agencies, healthcare and educational institutions nationwide. We also create and implement employee recognition and incentive programs focusing on sales, safety, attendance, and quality assurance goals.

BUSINESS SUCCESS AND CONTRIBUTIONS

Like many others, after high school the plan was to find a "good job" and remain there until retirement. The plan was altered somewhat to include college and ultimately a career in sales. In retrospect, it should have been apparent having a business of my own was in the future. I had an early introduction to sales selling for fundraisers in school and organizations. I have always been a self-starter, had the ability to work independently, and am detailed oriented. In 1990, a career change was necessary. I needed to look outside my current industry and I accepted a position with a local Promotional Products distributor. In March 1993, I decided to move out on my own and open my own distributorship, Select Specialty. I have been in business for the past 17 years. I feel my success is a result of staying true to my values, being ethical, superior service coupled with a strong work ethic. One of my proudest accomplishments was being honored by NAWBO (National Association of Women Business Owners), an organization of successful women business owners, with the Unsung Hero Award.



Project Masters, Inc.

APRIL O'KOREN-WENNERBERG,
CEO/PRESIDENT

5550 Sterrett Place, Suite 210

Columbia, Maryland 21044

410-772-6316

www.projmasters.com

BUSINESS DESCRIPTION

Project Masters is a valued resource helping our clients improve organizational performance in areas relating to project and program management. Project Masters is a premier provider of project / program management training and consulting services to the federal government, and commercial organizations. As a PMI Registered Educational Provider; Project Masters specializes in creating and delivering tailored, on-site client training for all levels of maturity and expertise. Our multiple contract vehicles make it easy for our clients to do business with us.

BUSINESS SUCCESS AND CONTRIBUTIONS

It was always my dream to start my own business; my only challenge was deciding what type of business it would be. While working at CAE-Link, I started work as a Project Engineer and was introduced to Program Management. After learning more about Project Management I decided it was the career and business for me. So I started down the long road of acquiring my MBA, and my PMP to prepare for starting a business in Project Management. I went to work for a Project Management consulting and training company to gain first hand knowledge of Project Management. I greatly enjoy the challenge and freedom of owning / managing my own business. Nothing satisfies me more than knowing my success rests fully in my own hands.



Kayden Premier Enterprises, Inc.

MARQUES OGDEN, CEO

6906 Fairhill Avenue

Baltimore, Maryland 21237

443-708-0829

www.kaydencontracting.com

BUSINESS DESCRIPTION

Kayden Premier Enterprises is a minority owned Construction Company out of Baltimore city. KPE was established in 2006 as a residential company. In 2008 Kayden completed its first commercial job for Manekin Construction and has never looked back. Kayden has completed jobs for Whiting-Turner, J Vinton Schafer, Commercial Interiors and many others. Our revenue in 2008 was \$197,000, in 2009 it was \$1,500,000, and in 2010 we will finish the year between \$5,500,000 and \$6,000,000. We are a qualified and competent subcontractor who happens to be minority certified. This is what keeps bringing our clients back time and time again.

BUSINESS SUCCESS AND CONTRIBUTIONS

I became an entrepreneur because my first life was in the National Football League. I played 5 years in the NFL (for the Baltimore Ravens, and the Buffalo Bills). While I was playing, my father encouraged me to start a business so when I retired I would not sit around and waste my life away. He showed me an article where 78% of NFL athletes go broke or declares bankruptcy in their first two years after playing. I did not want that to be my legacy, so I took some construction courses and I then started my company while I was playing at the age of 25. Now 29 years old, I am very glad my father pushed me to start Kayden Premier Enterprises. My proudest accomplishment as a business owner was winning the living classrooms "Rising Star Under the Age of 40" award. This award made me realize that people were starting to recognize Kayden for all of its hard work and as an up and coming successful minority company.



Business-Community Synergies

DR. A. RANI PARKER, PRESIDENT

155 Gibbs Street, Suite 412

Rockville, Maryland 20850

301-580-1289

www.BCSynergies.com

BUSINESS DESCRIPTION

Business-Community Synergies (BCS) is a dynamic company providing specialized services in corporate-community engagement to leading global companies in the energy and extractive sectors. The result is positive, mutually beneficial relationships for communities and companies. Our clients are prominent international actors such as BG Group, Chevron and the World Bank Group. BCS operates through a global network of consultants that include representatives in London, Paris, Abu Dhabi and Washington, DC. BCS has worked in 12 countries, including the U.S., and BCS's network of consultants has worked in over 100 countries. BCS was founded in October 2004, is owned by CEO Dr. Rani Parker, and is a certified 8(a) firm and Minority Business Enterprise.

BUSINESS SUCCESS AND CONTRIBUTIONS

Entrepreneurship and survival are deeply inter-twined. The roots of entrepreneurship for me are in my mother who raised chickens and sold eggs to the local bakery and had other informal business activities, which comprised our livelihood before the big move to the United States. During the 1990s, as an international development worker, I observed the extraordinary transformation of previously isolated communities as multinational companies expanded and electronic communications connected people across traditional divides. At the same time, concern increased about huge corporate profits, and also about how those profits were being generated. These dynamics made me interested in the potential for the private sector to contribute to sustainable local development as a matter of corporate self-interest. In 2000, I quit my job and got my doctorate researching the possibilities for private sector investments in communities. My findings became the focus of consultancies, and as demand grew, a business formed. The biggest accomplishment of BCS is that we have operated consistently with quality and credibility, and the evidence is that BCS has grown through word of mouth from satisfied clients, generating profits every year that we have been in operation.



Universal Adaptive Consulting Services, Inc.

COLLEEN PAYNE, PRESIDENT
SEAN PAYNE, VICE PRESIDENT

5402 Byrdhill Road

Henrico, Virginia 23228

804-288-8270

www.uacsi.com

BUSINESS DESCRIPTION

Universal Adaptive Consulting Services is a full service Information Technology & Accounting Firm. UACS Technology Staff provides the following services: System Network Integration Solutions • System Network Integration Solutions • Network & System Security Solutions • Network Analysis • Data Network Services • Mainframe and Server Services • Data Center Deployments & Build Out • Call Center Deployments & Build Out • Disaster Preparation and Data Recovery • Application Development, Customization, Integration and Support Services. UACS' financial staff members provide cost estimating and financial management support, including all activities, which occur during the life cycle of an information technology application or system. We conduct analytical studies involving complex technical analyses, schedule constraints, system benefits and system cost factors. Our financial staff identifies cost accounting or financial problems and recommends solutions. Other Accounting and Financial capabilities include: • Financial Statement Preparation (Cash, GAAP, Tax Basis, Compilations) • Financial Analysis • Depreciation Calculation • Budget Preparation • Cash Flow Preparation • Payroll Preparation • Prepare Accounting Procedures and Day to Day Operating Procedures • Business Process Review & Analysis • Fixed Assets Tracking System

BUSINESS SUCCESS AND CONTRIBUTIONS

My partner and I started UACS because we wanted to give back to our community to insure that our younger generation was afforded the same opportunity that we were given. When we hire staff or volunteer our services, we always stress that we should all strive to give back to that high school student or that college student that is looking for an opportunity to learn and excel in their field. With this philosophy in mind we have set up a Scholarship fund in Universal Adaptive Consulting Services name for \$500.00 with Virginia State University for the "Most Improved Student" in Accounting or Technology Field. We gave a \$400.00 Scholarship to Howard University in 2009 We have participated in a program called Partnership For The Future since June of 2006 in which we donate \$1000.00 a year for 3 years to a high school student that we mentor for three years. This program has been very successful in that 100% of the students that go through the program goes on to college. Our student has been accepted to Norfolk University in Virginia. We volunteer our services at VSU for Mock Interviews with the students as well as review resumes for students. Also we hired an intern from VSU as well for the 2009 & 2010 year. At the end of the day for UACS, we want to be remembered by the number of lives we touch and this is just the beginning for us.



ArcSource Group, Inc.

MEGAN PULLIAM, CEO

3691 Park Avenue, Suite 209

Ellicott City, Maryland 21043

410-707-2949

www.arcsourcegroup.com

BUSINESS DESCRIPTION

ArcSource Group, Inc. is a minority, woman-owned firm that provides technology-related services to a wide range of clients, including government and commercial sectors, non-profit organizations and educational institutions. The company was established in 2000, as a web design and development firm, and has expanded its consulting services to include project management, business intelligence, large-scale web portal development, and user interface design and usability. Over the years, we have worked successfully with non-profit and for-profit organizations to streamline business processes and implement more efficient systems, harnessing the power of the Internet and web based applications.

BUSINESS SUCCESS AND CONTRIBUTIONS

Ten years ago, I decided to start my own business so that I could do what I loved every day. I was fortunate to enjoy work related to the growing technology industry and fortunate to view the challenges of being a business owner as opportunities for growth. As I expanded the company's range of services and earned client relationships across various industry sectors, I recognized that the responsibilities of being an entrepreneur and business owner increase as your business grows. I wanted to continue to enjoy my work, but I also wanted to build a viable, credible business that provided broad-based technology solutions to clients, and successful professional opportunities to employees and consultants, while also serving the community. ArcSource Group continues to work with non-profit organizations, volunteering and providing services at a reduced cost. The company currently provides jobs to more than 20 employees and consultants. My ongoing goals, and my proudest accomplishments as a business owner, are to continue to build a rewarding business, create jobs and professional opportunities, and serve the community where I live and work.



Ritter Contracting, Inc.

JUDITH RITTER, PRESIDENT

240 Creekwood Drive

Feasterville, PA 19053

215-364-9446

www.rittercontracting.com

BUSINESS DESCRIPTION

Ritter Contracting provides cost effective union contracting construction services and construction products to owners, developers, construction managers and general contractors in the Mid-Atlantic Region. Ritter self-performs carpentry work, including but not limited to drywall, ceiling work, doors and windows and cabinet installation. Ritter is signatory with multiple trade unions enabling it to provide a skilled workforce for all stages of general conditions work on a project. Ritter is committed to creating innovative and flexible solutions for its clients.

BUSINESS SUCCESS AND CONTRIBUTIONS

Judith Ritter's experience in the construction industry is built on more than 20 years of business management, entrepreneurial leadership and contributions to the industry through professional organizations. After working for others for many years, Ms. Ritter became an entrepreneur in order to have more control over the operation and direction of a company. Within one year of becoming a majority shareholder, Ms. Ritter transformed a small, residential construction business on the verge of bankruptcy into a professional union commercial contracting firm. In 1992, Ritter Contracting became the first 100% woman owned contractor to become signatory with the carpenters, laborers and operating engineers in Philadelphia. Since then, Ritter Contracting has worked on some of the most prominent projects in Philadelphia including the Comcast Center, Cira Centre, Residences at the Ritz-Carlton, Lincoln Financial Field (Eagles Stadium) and Citizens Bank Ballpark (Phillies Stadium). Ms. Ritter's proudest accomplishment has been effectively implementing a corporate policy to employ minority and women personnel whenever possible. For the past several years, more than 40% of Ritter's work force has been comprised of minority and female employees. This far exceeds federal and local diversity goals and is even more impressive considering the culture of "economic apartheid" that City Hall has acknowledged exists in the Philadelphia construction unions.



Institute for Human Development, Inc.

BERNARD ROBINSON,
PRESIDENT/CEO

12101 Lihou Court
Fort Washington, Maryland 20744
301-292-7088
www.ihdinc.org

BUSINESS DESCRIPTION

The Institute for Human Development, Inc. (IHD) provides performance management consulting and learning development that is designed to improve the performance of workers and workplace societies. We do this by providing quality performance improvement consultations, technologicier and services that enable organizations to operate at their best and achieve the best use of human capital. For nearly 23 years, IHD has provided this support for a wide variety of customers, across a broad array of industries in both the private and public sector. Our work has enabled us to travel across the United States and Canada guiding the learning of more than 26,000 persons at senior executive, managerial and line staffs. While the Institute continues to provide an array of services, we seek to leverage our experience and expertise in the areas of: Leadership, Change and Strategic Planning and Team Development. Finally, Bernard is a Certified Management Consultant. This certification is awarded to consultants who have met the high standard of education, experience, competence, professionalism and ethics as a management consultant by the Institute of Management Consultants USA, Inc. A designation held by less than 1% of consultants.

BUSINESS SUCCESS AND CONTRIBUTIONS

My road to becoming an entrepreneur grew out of a growing realization that the support I was charged with providing, as an internal manager and trainer, was work I could do as an owner and sometimes much better. While I loved what I was doing, this reality planted in my mind and heart a desire and belief and, I dare say a need, to chase a dream of having my own consulting company. Thus the dream was born and the chase to make it a reality began. As a consequence, in 1986, I began to develop a company identity and name and began to create the Institute for Human Development, Inc. During this time, I also began to capture consulting assignments, while still engaged as a fulltime employee. This decision culminated in the personal need to fully spread my wings as an independent consultant and create value for clients under my own company's banner. Thus, in 1988, I completed all of the corporate documents and began to develop an identity as a management consultant. Finally, being an entrepreneur is, depending on your perspective and belief system, a spiritual journey in that it requires faith and belief in God, self, and others. In spite of the challenges that come with being an entrepreneur, with its ups and downs, it requires personal growth, resiliency and a capacity to manage circumstances and self. In spite of the challenges, I have no regrets. Instead, I relish each day and am thankful to do what we do. There have been a number of proud moments in my career. However, I suspect the proudest moment as a business owner was when I moved from home to an office space and created the business capacity to hire staff. We built our business with two principal consultants and two great administrative support staff. This ability to create work for others and contribute to the development of a consulting colleague and the consulting profession make me very proud. One of my consultants has opened his own company and the other has relocated to France.



LIGHT Health and Wellness Comprehensive Services, Inc.

DEBORAH ROCK, EXECUTIVE DIRECTOR

112 E. 25th Street
Baltimore, Maryland 21218
443-524-0220
www.lighthhealth.org

BUSINESS DESCRIPTION

LIGHT Health and Wellness Comprehensive Services, Inc. (LIGHT) provides direct comprehensive services to economically disadvantaged children and families that are infected/affected by HIV/AIDS, substance abuse, mental health, poverty and other health and social challenges. LIGHT provides a Maryland State Department of Education accredited childcare academy; HIV education and disease and pregnancy prevention services for teens, parents, and caretakers; technical assistance, program development and staff training for service programs, schools, and private and public community organizations. LIGHT coordinates resources and services for women, children, and families by collaborating with various health, social service, educational and vocational agencies.

BUSINESS SUCCESS AND CONTRIBUTIONS

In 1988, Deborah J. Rock changed her career goals and path. When she realized that many of the people who had supported her successful singing career were dying of AIDS and discrimination against adults and children was rampant, she began her true calling. With babies dying and children orphaned, she threw herself into the fight against the HIV/AIDS epidemic and the stigma attached to the disease. After working for ten years with infected/affected families and children, it became clear to her that this population was not being fully served by traditional programs. Deborah J. Rock, founded the Baltimore Pediatric HIV Program, LIGHT's precursor in 1998, to provide the specialized day and respite care needed by HIV infected/affected children under five and the assistance to the families, whether parents or grandparent-caretakers to help these children survive and thrive. In 2006, the organization became LIGHT, which reflects the greater variety of services provided to the expanded client-base. LIGHT's budget has grown from about \$75,000 from federal grants to over \$1,000,000 in federal and foundation grants and privately raised funds and from a staff of five to 15.



Benefits Plus Consulting Group, Inc.

NORMA ROMERO-MITCHELL,
PRESIDENT

1807 Pine Street, First Floor

Philadelphia, PA 19103

215-564-0288

www.consultbenefitsplus.com

BUSINESS DESCRIPTION

BPCG is a leading provider of insurance brokerage and employee benefit solutions for employer groups, headquartered in the Northeast Mid-Atlantic region, that are focused on cost containment and staying competitive within a more demographically diverse, compliance driven and participant directed environment. Additional services include the design and implementation of contributory and non-contributory plans, benchmarking peer group analysis; vendor reference checks, contract compliance audits, employee communication & satisfaction surveys, and executive carve out strategies.

BUSINESS SUCCESS AND CONTRIBUTIONS

Norma Romero-Mitchell's acknowledged expertise in her industry and special emphasis on meeting the unique needs of diverse workforces; including retiree populations, women, and ethnic minorities is a large part of why she became an entrepreneur. Her commitment to workplace education has afforded underserved employee populations equal opportunities to build and protect their wealth through increased participation in benefit plans and investment vehicles formerly available only to high net worth clients. After successful careers on Wall Street and executive positions in various industries, Norma's most significant professional accomplishment to date has been to create the vision for Benefits Plus Consulting Group, Inc., a financial services company that she founded seventeen years ago. She is proud of the fact that she has managed to maintain the company's independent status and succeeded within the male dominated insurance and securities industries. Under her leadership, BPCG's revenues have tripled through the integration of financial planning with the burgeoning benefits consulting field. As a result BPCG was honored as being one of the region's fastest growing firms.



HAZMED, Inc.

JACQUELINE SALES, PRESIDENT/CEO

9410 Annapolis Road, Suite 200

Lanham, Maryland 20706

301-577-9339

www.hazmed.com

BUSINESS DESCRIPTION

HAZMED, Inc. is an award-winning Prince George's County based firm offering environmental engineering and consulting, homeland security, information technology, records management, and construction management services. The company provides government and commercial clients with professional support to perform some of their most challenging objectives. Founded in 1988 by Jacqueline Sales, the company has generated a track record of technical accomplishment, client success, and growth.

BUSINESS SUCCESS AND CONTRIBUTIONS

I always wanted to have my own business, but was not sure how or when to start. I worked for the EPA for ten years writing federal regulations for the management of hazardous and medical wastes. Because of my work with the government, I'd been written about in the New York Times, Newsweek and other national media. When medical waste washed up on New Jersey beaches in 1987, major corporations began calling me to work with them. I decided to work with them through my own company. The time was right and I had the courage to move forward. I shook hands with a colleague from SAIC and quit my job. I started HAZMED as a subcontractor to SAIC. When my last government check came in, I received my first HAZMED paycheck. I worked from my guest bedroom because I had no money. My husband sold his car to buy the equipment I needed for start-up. Today, we have over 100 employees and are headquartered in our own building.



Leslie Saunders Insurance Agency, Inc.

707 E. Main Street, Suite 1375

Richmond, Virginia 23219

LESLIE SAUNDERS, PRESIDENT

www.saundersbenefits.com

BUSINESS DESCRIPTION

Leslie Saunders Insurance (LSIMI) is a benefits consulting firm with offices in Virginia, Florida and Missouri. LSIMI offers innovative insurance products to meet the complex and varying needs of small and large businesses. LSIMI is the only WBE/DBE insurance agency to be certified in United Certification Programs in all 50 states, 240 airports, and nationally by the WBENC. LSIMI develops specialized training programs for businesses of all sizes, including airports, car and truck rental operations, concessionaires, and women-owned businesses. LSIMI counts among its clients Fortune 500 company, Avis/Budget. Maryland-based Gali Services and Bolana Enterprises are among LSIMI clients.

BUSINESS SUCCESS AND CONTRIBUTIONS

I became an entrepreneur to offer clients the best insurance available and not be forced to sell a product just because the company I worked for dictated that. Having my own business allowed me the freedom to develop the kind of client relationships I chose and to build a niche business. My proudest accomplishment as a business owner is retention of long-term clients and long-term employees. I have been an advocate for small business, in particular, WBE and MBE-owned businesses. As a long-time member of the Women's Business Enterprise National Council (WBENC), I serve on the Governing Group of the WBENC's National Women's Enterprise Leadership Forum. I am a member of the Women Presidents Organization (WPO) and Women Presidents' Educational Organization (WPEO), and part of the welcoming committee for the Women's Business Enterprise National Council's 11th Annual National Conference and Business Fair. I just finished my term as a Presidential Appointee to the National Women's Business Council, a bi-partisan Federal government council that serves as an independent source of advice and counsel to the President, Congress, and the U.S. Small Business Administration on economic issues of importance to women business owners.



Your Newsy Notes, LLC

P.O. Box 101

Ashburn, Virginia 20146

BEVERLY SCHRAB, PRESIDENT

703-729-3155

www.yournewsynotes.com

BUSINESS DESCRIPTION

Your Newsy Notes, LLC is Small, Women and Minority (SWaM) certified, and an award winning desktop publishing company that specializes in the format and design of newsletters (print and email), brochures, event programs, and online survey/polls. We consider ourselves an extension of the marketing strategy for small businesses, non-profits, associations and organizations. We partner with our clients to help them: illuminate their goals, achievements, services, and products; build credibility; generate customer loyalty; and, save them time and money. Your Newsy Notes, LLC is also a Business Partner and Certified Trainer with Constant Contact, a leading email marketing service.

BUSINESS SUCCESS AND CONTRIBUTIONS

My business philosophy is that small businesses deserve to have all the advantages of larger businesses. I worked with two chambers of commerce and was accountable for the weekly e-newsletters and monthly e-resource newsletter that were sent to members. This experience reinforced my belief in the value of communicating with the business community via newsletters and other marketing materials. Interacting with small business owners, I discovered they need to create marketing materials, but may not have the expertise or skills, time to devote, or enough work to justify a full-time staff member to do so. Outsourcing on an as needed basis is a logical and cost effective solution. In this way, I identified a need for a service that produces and delivers quality newsletters (print and email), brochures, event programs, and online survey/polls. Consequently, Your Newsy Notes, LLC was born; fulfilling my lifelong dream of starting and owning my own business. The 2009 Loudoun County Fair Guide and Brochure, which I designed and produced, won 1st and 2nd place, respectively, from the Virginia Association of Fairs. These awards and my long-term retention of the Loudoun County Fair as a client are among my proudest accomplishments.



Level One Personnel, Inc.

CARRIE SCHWAB, PRESIDENT

RONNIE SCHWAB, SENIOR VICE PRESIDENT

10320 Little Patuxent Parkway
Suite 814
Columbia, Maryland 21044
410-740-3030
www.levelonepersonnel.com

BUSINESS DESCRIPTION

Level One Personnel is committed to providing outstanding personnel and employment services to our clients. Specializing in Temporary, Temp to Hire, Direct Hire, Long Term and Contract Placements, Level One Personnel has expanded its reach to cover Maryland, Virginia, Washington D.C., Pennsylvania, and Delaware. We provide full-life cycle recruitment services for administrative, information technology (IT) and executive management level personnel. Level One Personnel aggressively recruits, screens and tests applicants to insure that only qualified candidates are provided to our clients. We are experts at employment placement, human resource consulting, payroll services, professional reference checking, background examinations, and skills assessments.

BUSINESS SUCCESS AND CONTRIBUTIONS

Looking back on my journey that led me to becoming a woman business owner, I believe that this was the direction my life was supposed to take. Business ownership has been in my family for generations, and this provided an immense amount of guidance when I wanted to start this business. I earned my degree from the University of Maryland in Family Studies and became a recruiter for a staffing firm. This allowed me to take the skills from my coursework and couple that with the human aspect of staffing to become more of a career counselor. After learning the ropes of the industry, I knew that I could simply do it better. I could provide a greater service to clients to make them feel more like a business partner, instead of a revenue-provider. My proudest accomplishment as a business owner would have to be the growth we have experienced as a small business. We have gone from 8 employees in the field to now having over 150. We reached our 10 year anniversary this year during a time when the staffing industry has struggled immensely. The recognition we have received from our efforts has truly been my proudest moment.



Community Bridge, Inc.

DENISE SHELTON, PRESIDENT/CEO

SHAWN NANCE, CHIEF OPERATING OFFICER

1 Scott Circle NW, Suite 820
Washington, DC 20036
202-483-9339
www.community-bridge.com

BUSINESS DESCRIPTION

Incorporated in January 2002, Community Bridge is a leading facilities management organization, operating in the Eastern Region of the United States. The mission of the company is to provide a full range of affordable facilities management services to meet corporate, government, and residential needs in the most efficient and effective manner. Community Bridge's expansive portfolio of products and services, in combination with the knowledge and expertise of the Community Bridge team, makes the company a premier provider of full facilities management solutions!

BUSINESS SUCCESS AND CONTRIBUTIONS

The company name, Community Bridge, was inspired by the vision and dedication of the President/CEO to continuously empower, beautify, and enhance the communities in which we live, work and play. Community Bridge maintains a strong commitment to building and rehabilitating communities and careers in each market that the company serves. Our customizable facilities management services are on time, within budget, and exceed client expectations. We provide fast response times and continuously strive to be a premier provider of facilities management services and solutions. We pledge to work closely with each client to develop a scope of work that thoroughly satisfies facility needs. We take pride in our services, and value the opportunity to develop an ongoing business relationship with each of our clients! My proudest moment as an entrepreneur was when my daughter, Shawn A. Nance, joined CBI as the Chief Executive Officer. She does a superb job managing the day to day operations of CBI and its affiliates. In her first year, Shawn landed a \$2 million contract and doubled CBI's revenues.



Project PLASE, Inc.

MARY SLICHER, EXECUTIVE DIRECTOR

1814 Maryland Avenue
Baltimore, Maryland 21201
410-837-1400
www.projectplase.org

BUSINESS DESCRIPTION

Project PLASE is a nonprofit organization dedicated to aiding homeless persons in Baltimore. We have provided both direct services and advocacy on behalf of this population since 1974. Today, Project PLASE serves nearly 500 of Baltimore's homeless men and women per year in our transitional housing and permanent housing programs. One of our primary goals is to help each individual access medical care within two weeks of entry. Healthcare paired with housing creates a foundation for improved self-worth and self-sufficiency. Project PLASE has strong community support, works with community health care providers and attracts over 300 volunteers yearly.

BUSINESS SUCCESS AND CONTRIBUTIONS

In 1973, I was one of four idealistic university students who dreamed of a Baltimore where every one had a decent place to live. Inspired by Dr. Martin Luther King and a vision for a different world, I helped form Project PLASE, the first not-for-profit in the city dedicated to providing a spectrum of housing and services to special-needs homeless citizens. I feel satisfaction and gratitude to see that we've been able to be faithful to our values as an organization for over three decades. I feel tremendous contentment and sense of fulfillment that Project PLASE staff and volunteers have made such a difference in people's lives. I am most proud of our flexibility as an organization. It has been a critical characteristic that allowed us to succeed through today. In particular, we have been flexible about how we've served the homeless population in Baltimore—a population that has changed so much since we started. For instance, who in 1973 would have anticipated HIV/AIDS and its impact on the community or how many women who would face homelessness? PLASE has been able to focus our philosophy and vision to the changing needs of homeless citizens.



SharperMinds Consultants

CAPRICE SMITH, PRESIDENT & FOUNDER

Caprice Smith, President & Founder
P.O. Box 1851
Owings Mills, Maryland 21117
410-419-9043
www.sharperminds1.com

BUSINESS DESCRIPTION

SharperMinds Consultants provides engaging workshops and keynotes to develop our client's ability to affirmatively respond to youth violence, conflict resolution, dating violence, bullying, and inter-personal violence. SharperMinds Consultants has culminated partnerships with Baltimore City Schools, The Baltimore City Detention Center, Johns Hopkins Sexual Response Unit, The Department of Juvenile Justice LINKS Program, Baltimore County Department of Social Services and Harford County Government. Our strategy is to present a monthly onsite workshops throughout the year and ultimately host an Annual Youth and Adult Symposium, to stimulate raw dialogue aimed at prevention and education.

BUSINESS SUCCESS AND CONTRIBUTIONS

As an entrepreneur, I use the people skills I mastered as a tenured police detective for over sixteen years, having investigated over hundreds of child abuses, sexual assault, violence against children and women to reach the underserved community, who seemed forgotten. My passion drove me to formalize SharperMinds Consultants to stimulate real talk among youths and adults. I am determined to teach them to avoid hyper sexuality and self devaluing. The most important lesson learned as an entrepreneur, is that everyone has a hunger to connect with others and my company shows them how to connect without sacrificing personal values. I am very proud that SharperMinds Consultants has received grants and governmental contracts. However, my most memorable moment was when I was contacted by a young lady who attended a discussion, where I was a panelist. She told me that she was so moved by my words and I was reason that she was applying to be a police officer. She said that she also wanted to change lives. A tear dropped from my eye, my heart was warmed and my mission solidified.



CPC – Computer Prompting & Captioning Co.

1010 Rockville Pike, Suite 306

Rockville, Maryland 20852

301-738-8487

www.cpcweb.com

DR. DILIP SOM, PRESIDENT & CEO

BUSINESS DESCRIPTION

CPC has been the world's leading closed captioning software developer since 1986, and has been operating a leading closed captioning service since 1989. Since 1986, when CPC shipped the world's first simultaneous closed captioning/teleprompting software, through 2005, when CPC patented the world's only software closed caption encoder, and continuing today, with the world's only HD software captioning encoder, CPC has opened up closed captioning to a vast audience. CPC has also developed closed captioning software for all web formats including YouTube. In fact, President Obama's YouTube videos are captioned using CPC software.

BUSINESS SUCCESS AND CONTRIBUTIONS

I became an entrepreneur because I had a clear vision that I wanted to help deaf and hard-of-hearing people. When I started CPC in 1985, the only way to closed caption was to pay a closed captioning service \$2,200.00 per hour to caption videos. This was so expensive, that most organizations could not afford to caption. My proudest achievement is lowering the cost of closed captioning, by developing software that lets users do their own captioning. This has allowed schools for the deaf, colleges, video production houses and television stations to do their own closed captioning without busting their budgets. CPC has a vast number of closed captioning software breakthroughs over the years. These include the development of the first simultaneous closed captioning/teleprompting software, which let TV stations caption teleprompted programs for no additional cost. Development of the first low cost stand-alone captioning software, which allowed schools for the deaf and colleges to caption for the first time, instead of using an expensive captioning service. And development of YouTube captioning software, which is used to caption President Obama's YouTube videos.



HR Anew

6350 Stevens Forest Road, Suite 107

Columbia, Maryland 21046

410-381-5220

www.hranew.com

DEBORAH STALLINGS,
PRESIDENT & CEO

BUSINESS DESCRIPTION

HR Anew is a full-service human resource management, consulting and professional services firm specializing in executive search, recruitment and hiring, staff augmentation, training and professional development, employee benefits design and administration, exit interviews and records management to help employers retain a highly functioning workforce. Our work is grounded in innovation, thought leadership and performance excellence. A certified minority woman owned company, founded in February 1999, our success rests upon our commitment to value our clients' traditions while utilizing our team's diverse expertise and engaging personalities to stimulate solution-oriented outcomes that accomplish client priorities. HR Anew provides innovative and interactive human resources management, recruitment, and training programs that create a healthy, high-impact and productive work environment for executives, managers, supervisors and employees.

BUSINESS SUCCESS AND CONTRIBUTIONS

Having lived on a farm in Mississippi, growing up in public housing, and raising a child as a single parent, Deborah decided to become an entrepreneur largely due to the influence of Alhanion Holden, her deceased maternal grandfather, who was a farmer in rural Mississippi. "Big Papa" as she knew him, inspired his children and grandchildren to be entrepreneurs. He and Deborah's grandmother, Lula Holden were entrepreneurs who parented 21 children together. They taught her the importance of having a sound value system and solid work ethic; being a lifelong learner; and having great integrity and faith. Despite a dismal economy and high unemployment over the past several years, in June, 2009, Deborah took a bold risk and acquired larger office space about three times the size of her previous office while at the same time hiring additional personnel. Since last spring, HR Anew has grown from about 35 employees to over 130 full and part-time staff workers. In addition, Deborah has implemented an aggressive business development strategy hiring more full time personnel to focus on client relations, business development, proposal management, and sales. Statistically, this is verified through HR Anew's continued growth and profitability since 2003. Annual revenues in 2009 were 26% higher than 2008.



SP Arch, Inc.

KATHLEEN STARGHILL-SHERRILL, PRESIDENT

600 Reisterstown Avenue, Suite 718

Pikesville, Maryland 21208

410-580-9106

www.sparch.com

BUSINESS DESCRIPTION

The SP Arch Inc. firm provides design services for a variety of clients, building types and uses. We have a strong history in preservation and adaptive reuse projects for both private and public clients. Our efforts help our clients' visions for these spaces become real are demonstrated through our ability to listen to what they say and our experience to implement detailed drawings that are clear and concise. In addition, we can assist with pre-design services which include studies, Zoning analysis and Variance and site analysis. We strive to be available to our clients whenever needed and can be relied upon to provide accurate and timely services.

BUSINESS SUCCESS AND CONTRIBUTIONS

I wanted to be the principal of my own firm when I decided to become an architect at age of 12 and thought that all architects practiced this way. Women in my family other than the roles of wife and mother, have worked in unique careers. My mother encouraged me to continue this tradition. Two women who have inspired me are my mother and her cousin. My mother served in the army as a WAC sergeant station in Tokyo during the Korean War and my cousin traveled and rode a motorcycle during prohibition time and later owned her own car and drove until her late 80's. In addition, my wonderful husband and family have supported me throughout this journey. My proudest accomplishment to date has been the ability to continue in practice through these tough times with the hardest working employees one could ask for. All but one started with me while in college and teach me as much as I hope I have taught them. I have had many mentors along the way but the two that stand out are Mahendra Parekh my thesis instructor and one time partner and Sam Gupta who has provided support, guidance and advice.



Legacy Builders & Construction Services, Inc.

KINYA STEWART, PRESIDENT & CEO

509 S. Exeter Street, Suite 212

Baltimore, Maryland 21202

410-244-6734

www.legacybcs.com

BUSINESS DESCRIPTION

Legacy Builders & Construction Services, Inc. is a 100% minority woman owned construction management and contracting firm currently headquartered in Baltimore, MD and doing work in the Mid-Atlantic region. Business clients/partners include several large general contractors such as Hensel Phelps Construction Company, Foulger Pratt Contracting, LLC, Harkins Builders and Barton Malow Company to name a few. As a HUBZone and small business firm we have been privileged to work on some signature projects such as DISA at Ft. Meade, ATEC at Aberdeen, National Naval Medical Center, Quantico, and MDA at Ft. Belvoir. Our core and growing list of services include construction management, flooring, DIV. 10, and construction cleaning.

BUSINESS SUCCESS AND CONTRIBUTIONS

After being laid off during my high risk pregnancy and my husband losing his job due to the economic downturn I decided to put my future in my own hands. I started the firm while finishing my MBA, raising a new born along with an 8 year old, and during one of the worst economic downturns in our history in a male dominated industry. My proudest accomplishment is that we have not only survived but thrived during these challenging economic times. We have put several individuals back to work who were either unemployed or underemployed during this recession. Due to our strong business relationships, integrity, and the hard work of our employees we feel strongly about our opportunities for the future and continued growth and our responsibility to get more individuals back to work!



Broughton Construction Company, LLC

CASEY STRINGER, MANAGING MEMBER

1050 17th Street, N.W.

Washington, D.C. 20036

202-589-0066

www.broughtonconstruction.com

BUSINESS DESCRIPTION

Broughton Construction, a general contracting firm, specializes in commercial, educational, tenant-fit out and institutional construction. Under the leadership and vision of Casey Stringer, Broughton benefits from 25 years of solid construction experience and has secured its place in the industry as a thriving corporation with a seasoned staff of professionals. Broughton's mission is to build a reputation as a vital contributor to the social and economic enhancement of Mid-Atlantic regional communities, by masterfully constructing superior commercial, institutional and retail spaces. The company's vision is to become a premier general contracting firm with a reputation for superior construction service, unparalleled client satisfaction and a commitment to cultivating strategic alliances. Broughton's fundamental philosophy is to make "A Visual Difference" within each community it serves, while simultaneously providing the highest standards of quality and best price practices to its customers. The company's culture embraces the spirit of entrepreneurialism and fulfills its corporate responsibility through five fundamental principles: • Manage each contractual engagement with uncompromising integrity. • Serve every client with superior workmanship and a commitment to safety. • Attract, engage, develop and promote a highly skilled and competent workforce. •

Deliver efficient oversight through impeccable project execution, on-time and within budget. • Foster partnerships through our advocacy of small businesses and contributions to community initiatives.

BUSINESS SUCCESS AND CONTRIBUTIONS

When I was three years old, I lived in West Palm Beach, Florida with my maternal Grandmother. Every morning I watched my Grandmother open a convenience store she owned across the street from our house. Behind the house were three apartment buildings my grandmother also owned. It seemed she touched the lives of everyone in the community, either through the goods she offered at the store or, the low cost housing she provided to most everyone in town. She also earned quite a bit of money from both ventures, which I noticed even as a child. The year was 1964 when I decided I would become an entrepreneur like Mattie Lou Broughton, my grandmother. Today, Broughton Construction is a premier General Construction firm building schools, libraries and recreation centers in the community. I know my Grandmother would be proud. My proudest achievement as an entrepreneur is ongoing. I am so proud that I can offer opportunities for employment and learning to individuals from all stages of life and work experiences. We have summer interns every year from high schools and universities, recent college graduates, seasoned professionals, foreign workers and ex-offenders enrolled in work programs. All bring various talents and enthusiasm to our growing organization. As the owner of Broughton Construction, it is very rewarding to watch the growth of the company but more importantly, the growth of individuals.



Angarai International, Inc.

VENKAT SUBRAMANIAN

1100 Mercantile Lane, Suite 115A

Largo, Maryland 20774

301-583-4653

www.angarai-intl.com

BUSINESS DESCRIPTION

Angarai International Inc., takes pride in our unique role of being "additional pair of eyes" to our customers. We provide holistic oversight solutions encompassing Program/Project Management, Governance & Compliance, QA/QC, IV&V, Business Transformation, and Innovative solutions. We have demonstrated success in providing pragmatic, value based solutions to solve complex business problems. Angarai is a recipient of many awards and accolades including 2009 Inc500 & MIBRT Young Professional Award. We are MD certified MBE, SBR and Federal 8(a) SDB and hold GSA Schedule. We are also certified in multiple states including NY, DE, VA and DC.

BUSINESS SUCCESS AND CONTRIBUTIONS

I had a rewarding and accomplished career for 15 years, I felt there is a vacuum in the market to provide "Oversight" solutions to the customer. I had a very satisfying and fulfilling career progression with global blue-chip firms including IBM, Deloitte and PricewaterhouseCoopersWC. However, I began to feel as though my capabilities and qualities weren't effectively and efficiently utilized. I felt that I should leverage and combine the multi-faceted skills into a quantifiable, rewarding endeavor by providing "Value Based Consulting." We are able to partner with our customer to articulate their problems and to adapt, manage, and deliver solutions without much red tape usage, and structure. Recognizing my Indian roots, the village of Angarai and our global capabilities, I named the company Angarai International, Inc. Angarai has successfully formed a win-win partnership with our customers where they genuinely feel that we care, add value, and we look at their benefit and well being. We have grown organically, consistently and strategically. We are proud of our accomplishment, organizational culture and espoused values. Providing a career to motivated personnel encompassing various educational, gender, ethnic background resulting in the melting pot called 'Angarai Family' is indeed our proudest accomplishment.



Petron Associates, LLC

PETER TABRON, PRESIDENT

2644 Capital Trail, Suite 180

Newark, Delaware 19711

www.petronassociates.com

BUSINESS DESCRIPTION

Petron Associates is a collection agency that specializes in commercial products in domestic & international markets. Its founder is a collection manager with 29 years of experience in the collection industry. Petron Associates is a Limited Liability Corporation. The owner has worked in every facet of this industry and been one of the pivotal factors in the collection successes of past employers. Our primary objective is to provide superior B2B collection services at a competitive rate along with focusing on customer retention. There has and always will be debt. It's a by product of our capitalistic system. At Petron Associates we turn debt into what it should be, recurring revenue, cash flow brought about through an experienced proactive collection process. This process incorporates the fundamental approach to your DSO. Our clients should remember that, at one point these debtors were customers who utilized their services and promptly paid upon receipt of your invoice.

BUSINESS SUCCESS AND CONTRIBUTIONS

The main reason I started this company was to be able to send my 2 daughters to college. I can remember My Mother saying to me "Peter your good at what you do (collections) and smart enough to start your own company". While I appreciated the complement, I dismissed such a notion. However, children change everything...and while my wife and I were blessed enough to be employed it was my responsibility as a Dad & Husband to provide the opportunity. I prayed about taking such a risk, I mean we could lose everything, if I failed. I spoke with my Pastor about the vision I had about resigning my position at my present job and starting my own business. Pastor Beaman gave me a book to read called "If You Want to Walk on Water, You Have to Get out Of the Boat". After reading the book it became clear to me. The Lord said Peter, if you take a chance on me and trust Me, I'll Bless you and your Business. Well that was 6 1/2 yrs ago, we have 6 employees and my daughters are in college. Getting medical coverage for my employees has been my proudest accomplishment thus far.



The Toalston Group dba SanSeek

SANDRA TOALSTON, PRESIDENT

10194 Deep Skies Drive

Lsurel, Maryland 20723

301-915-4338

www.sanseek.com

BUSINESS DESCRIPTION

SanSeek is an independently owned quality services, training, and consultancy company with clients in CO, D.C., MD, NJ, NM, PA, IL, VA. Clients include corporations, governments, and small businesses across aerospace, information technology, manufacturing, medical research, telecommunications. Headquartered in Howard County, Laurel, MD.

BUSINESS SUCCESS AND CONTRIBUTIONS

I have always had a dream of becoming an entrepreneur, and after completing my B. S. in Information Management Systems from University of Maryland University College, I signed up for small business classes at Prince Georges Community College. The final push to leave my position as a Program Manager on a multi-million dollar NASA contract was made when one of my children was diagnosed with autism. I needed to be able to manage my time to support my child at school and in other areas of life and also provide financial support along with my husband to our family. My proudest accomplishment as a business owner is being a role model to my family and in the community. The services that I provide help businesses to implement quality management systems like ISO 9001. I help them to grow, and to expand through increased quality of services and customer satisfaction. The quality training such as the internal auditor class helps employees to expand their job skills and provides important services to their employers. What I love most about being an entrepreneur is the feeling of knowing that I am not only helping businesses in Maryland, but throughout the United States.



Staff Quest, Inc.

NANCY TRIMBLE-OLIVER, PRESIDENT

110 Painters Mill Road, Suite 6
Owings Mills, Maryland 21117
410-363-7200
www.staffquestinc.com

BUSINESS DESCRIPTION

Staff Quest, Inc. is a MBE/DBE certified, independent woman owned small business. As an extension of your HR department, Staff Quest, Inc. provides quality staff augmentation solutions for a host of professional, administrative, data entry, call center, financial and allied health organizations as well as government prime contractors in the Greater Metropolitan Area.

BUSINESS SUCCESS AND CONTRIBUTIONS

Born and raised in Maryland, I was diagnosed in 1968 with a learning disability, "Dyslexia." My educators said my achievements would be marginal at best. The ability to cope in changing situations, keeping a positive outlook and learning how to compensate for ones issues become important life skills. In 1980, I graduated with honors from Towson University, with double majors in Business and Mass Communications. While attending Towson, I started and was the first chapter president for the American Marketing Association. Starting Staff Quest is rooted in two life changing events; my 5 year old son was diagnosed with brain cancer 1994; shortly thereafter, my husband left us. In 1997, several months after Andrew's release, I realized I needed the flexibility of running my own business. This year, Staff Quest celebrates its 13th anniversary. Our success comes from always going the extra mile for our customers and applicants. As well as being a role model for others with learning disabilities and being able to say I made a difference. As a Certified Workforce Development Professional my dream to help others with disabilities was realized. In January of 2010 Staff Quest, Inc. was contracted by Social Security Administration for the Ticket to Work Program as an Employment Network. Our mission is to assist veterans and others with disabilities who are physically capable to work, find suitable employment. The is a "win-win" situation for both the employer and employee. There are no fees or cost associated with this service as SSA pays us directly. Your company could receive up to \$12,000 in Work Opportunity Tax Credits.



Aria Environmental, Inc.

MICHELE TWILLEY, PRESIDENT

5340B Enterprise Street
Eldersburg, Maryland 2184
410-549-5774
www.ariaenviro.com

BUSINESS DESCRIPTION

Aria Environmental, Inc. (AE) helps people live free from material impairment caused by chemical, physical and biological agents in the environment. We prevent injury and illness through the anticipation, identification, evaluation and control of hazards. We partner with our customers to define common objectives, anticipate and identify problems, and achieve an efficient resolution to often complex work place and environmental contaminants. Our customer base includes Industrial Hygienists, Environmental Engineers, Architects, Civil Engineers, Construction Contractors, Risk and Facility Managers for projects in industrial manufacturing facilities, hospitals, schools and universities, commercial and residential property, stadiums, civil works projects and military installations.

BUSINESS SUCCESS AND CONTRIBUTIONS

I was sure I had ended my environmental consulting career in January 2000. I was ready for some time off. Once word spread that I had left my job, I started getting calls from former colleagues and competitors that they had projects for which they needed my assistance. I was more than happy to help. Eventually there were too many projects to handle as a free-lance consultant and I needed the help. Aria Environmental, Inc. was founded in April of 2003 and I transformed into an entrepreneur. Today, we are an eight person strong consulting firm. My proudest accomplishment as a business owner was realized when I was asked by one of my customers if he was our best client. He was certain that we worked almost exclusively for him given the size and complexity of the projects we had with his company and our dedication to those projects. He was shocked when I told him in terms of sales he wasn't even in the top three. He was surprised that his firm could be so demanding of us and we could deliver while serving others at the same time. I knew then that we had achieved something special.



Exico, Inc.

EUSTACE UKU, PRESIDENT

241 Fourth Avenue
Pittsburgh, PA 15222
412-261-3073
www.exicoinc.com

BUSINESS DESCRIPTION

Exico, Inc. is a management consulting firm that provides management services to small businesses and public sector economic development agencies in the following areas: Business Planning; Marketing Research and Loan Packaging; Financial Accounting; Compliance Auditing; Planning; Budgeting and Internal Controls; Marketing Support; Pricing Strategies and Policies; Procurement Assistance; Consumer Marketing and Merchandising; Human Resources Management, Actuarial Data Validation and Compensation Analysis; Business Operations; Office Management; Procedure and Systems Development and Inventory; General Management Support and Organization Development. Exico also functions as an advocate for the interest of entrepreneurs by identifying, promoting and contributing to the growth of small, minority and women business opportunities.

BUSINESS SUCCESS AND CONTRIBUTIONS

I established Exico in 1980 to assist minority and women entrepreneurs to start their own businesses. My firm provided those entrepreneurs with business planning, financial packaging, procurement support and other management and technical assistance. We have helped to establish and grow over 400 businesses and assisted firms to obtain over \$200 million in financing. We have also assisted client firms to obtain almost \$1 billion in contracts. My proudest moment was when I assisted minority and women owned businesses to obtain contracts (24% MBE and 8% WBE) in the new \$320 million Pittsburgh Penguins Arena in Pittsburgh that was completed this month. In 1995, I represented the commonwealth of Pennsylvania in the White House Conference on Small Business.



Waldon Studio Architects & Planners, P.C.

RAVI WALDON, PRESIDENT, PRINCIPAL

6325 Woodside Court, Suite 310
Columbia, Maryland 21046
410-290-9680
www.waldonstudio.com

BUSINESS DESCRIPTION

Waldon Studio Architects provides quality architectural planning and design services throughout Maryland since 2003. Clients include the MNCPPC, the USDA, the MDGS and many satisfied private sector clients. Our staff has a genuine love of architecture and design. We believe that a passion for architecture yields the ability to design creative, functional buildings, and drives designers to go above and beyond basic requirements to design facilities of excellence and beauty. We execute every project with professionalism, recognizing that each project is a trust from our clients. We respect that trust by providing the quality of service our clients deserve.

BUSINESS SUCCESS AND CONTRIBUTIONS

Being an entrepreneur was not the first thing on my mind when starting Waldon Studio. My business foundation started from my core value of faith and the conviction that I could serve churches better if I started a firm. The same attitude of providing a high level of service and a high quality of design that is cost effective extends to both public and private sector clients. That there should be a place architects can achieve satisfaction in a job well done and enjoy their daily work environment has always been my vision. The passion to start and run a business has come from a desire to conduct business consistent with my personal values of honesty, integrity, and teamwork merged with the highest standards of design and professional excellence. The desire to be an entrepreneur is less about starting businesses but far more about doing what I do to the best of my ability and creating a situation that allows that to occur. My proudest accomplishment is that we have remained stable during these uncertain times, that clients have appreciated what we have done during and after working together, and that my employees are happy to be here every day.



Walker Benefit Services, LLC

CARL WALKER, PRESIDENT
COURTNEY WALKER, VICE PRESIDENT

4354 Butler Road
P.O. Box 134
Glyndon, Maryland 21071
410-833-7094
www.walkerbenefitservices.com

BUSINESS DESCRIPTION

Walker Benefit Services, LLC is a wellness and employee benefits consulting firm based in Glyndon, Maryland. Owned and operated by Carl Walker, Walker Benefit Services assists large municipal and private sector clients in addressing today's benefits challenges. Depending on the client need, Walker Benefit Services also has an experienced team of communication specialists, with expertise in human resource, benefits and wellness communication. We begin each client project with a clear understanding of the objectives and expected outcomes. Once our customer research is complete, we then begin to develop targeted solutions and services to meet our clients' needs.

BUSINESS SUCCESS AND CONTRIBUTIONS

After serving 25 years with The Travelers, Carl Walker was offered an early retirement option, which afforded him the opportunity to start his own business in the health benefits industry. Carl had reached a point in his career where he desired greater control over his professional future and his clients. After much thought and consideration, he welcomed the challenge of starting his own business in this ever-changing industry. His proudest accomplishment as an entrepreneur was having his daughter, Courtney Walker, join the company. This afforded him the opportunity to watch her grow and, together, expand their customer base and the services they offer.



Respira Medical, Inc.

MARIA WELCH, FOUNDER & CEO

521 Progress Drive, Suite A-C
BWI Tech Park
Lithicum, Maryland 21090
443-200-0055
www.respiramedical.com

BUSINESS DESCRIPTION

Respira Medical is one of the largest providers of clinical respiratory, sleep and home medical equipment services within the Mid Atlantic Region and is dedicated to providing the highest level of compassionate and professional care to its clients. With more than 25 years of experience in the medical field, Y. Maria Welch has built a company that truly cares about outcomes and accountability.

BUSINESS SUCCESS AND CONTRIBUTIONS

I was sure I had ended my environmental consulting Y. Maria Welch's father, Miguel A. Better, a career iron worker, was in large part the inspiration for Respira Medical. Mr. Better suffered from asbestosis and COPD and ultimately required home respiratory care. Maria and her mother, Yolanda Cruz de Better cared for Mr. Better, and they experienced the frustrations that came with the ineffective management of his illness by his various home care providers. Maria was sure there was a better way to treat patients requiring home care, so she decided to place her focus in the area of home respiratory care. To provide a much needed alternative to the poor treatment shown her father, and in honor of her Hispanic heritage, Maria formed her company, Respira, which means 'to breathe' in Spanish. Among her proudest accomplishments, in addition to founding a company to help families, Maria takes great pleasure in inspiring others to follow their dreams and holds among her most prized possessions the notes, cards and emails from families who have been helped by Respira's products and commitment to excellence.



Digidoc Inc. dba Document Managers

DARRYL WIGGINS, PRESIDENT

510 Florida Avenue N.W.

Washington, D.C. 20001

202-299-1011

www.documentmanagers.us

BUSINESS DESCRIPTION

Founded in 2000, DigiDoc, Inc. dba Document Managers, hereinafter DM, was formed by Darryl Wiggins. Leveraging 12 years of executive experience at Xerox Corporation and additional experience as a partner in a successful document management firm, he established DM's mission: to provide document management solutions to address the challenges facing a technology driven, information based market place. We are a Professional Services Organization that focuses on the management of document based information. We have a professional staff of more than 67 employees. Document Managers is able to provide Oracle DBA Support, Application Help-desk deployment as well as Document Management services. Our revenue has averaged approximately \$5,000,000 in gross receipts for the past three years.

BUSINESS SUCCESS AND CONTRIBUTIONS

After graduating from Howard University's School of Business and working for Xerox for more than 12 years, I learned that the only way to achieve economic social justice was through the creation of wealth building entities. The number one channel for wealth creation has always been the creation of business. Being an entrepreneur enables you to use your creativity, passion and drive to forge out real opportunities for yourself and your community. By developing a business model that considers the community before the company, Document Managers views societal problems with business opportunism. Being part of a business that is customer focused and problem resolution driven, has taught me that profits will already be a consequence if you follow the aforementioned edicts. It is critical for an entrepreneur to take smart calculated risks and not fear failure. Lastly, it must be the core value of any entrepreneur to guard against parochialism; face difficult situations with confidence and determination; consider the perspectives of others; develop habits based on certainty of execution and realize that service cannot be your back-end business, but the backbone of your entire business.



Jet Industries, LLC

DONALD WILLIAMS, OWNER/CEO

700 2nd Street

Ellwood City, PA 16117

724-758-5601

www.jetmetal.com

BUSINESS DESCRIPTION

Jet Industries, LLC is a structural fabrication facility. JET manufactures many types of steel structures from overhead sign structures to box trusses to cantilever structures. JET also has the capacity to custom fabricate a variety of poles including various high mast poles and decorative pole structures. Jet Industries, LLC is a certified minority owned and operated business that continuously strives to ensure a product of high caliber through skill workmanship. In order to provide our customers the service they expect, we have acquired certifications as a quality manufacturer from national and Canadian accredited agencies and many state departments of transportation.

BUSINESS SUCCESS AND CONTRIBUTIONS

I was born in Pittsburgh, PA in 1954 as an African American male and I have experienced the discrimination and lack of opportunity through the years. I reflect on the many stories of my father and mother as they struggled through the years. They eventually came to own a sign company to which I was inducted at a young age into the highs and lows of business ownership. I have worked hard to seize opportunities to prepare myself educationally, socially and economically and found that being an entrepreneur offered me opportunities that corporate America was not willing to provide. I am proud to own a business with dedicated employees who believe in the time-tested virtues of honesty, integrity & commitment. We are a family and work toward common goals. Our most exciting opportunity to date came in 2007 with an opportunity to work with The Department of Homeland Security, providing contracting services for over 100 miles of security fencing along the US Mexico border. We assisted in securing 37 miles of border in 90 days. Becoming an MBE has allowed us to overcome the barriers that we have faced in the past and has given us an opportunity for success.



EWC pr/mktg dba E. Wilson Communications, Inc.

100 West Road, Suite 300
Baltimore, Maryland 21204
410-303-6141
www.ewcprmtkg.com

ERLENE B. WILSON, PRESIDENT

BUSINESS DESCRIPTION

EWC pr/mktg (dba E. Wilson Communications, Inc.) is a minority/women-owned consultancy that provides strategic public relations, marketing, editorial, and design services to government agencies, nonprofit organizations and businesses. Located in Baltimore, MD, we are best known for the successful branding and public relations campaign and launch of the \$1 billion community revitalization effort in East Baltimore, and the Hard Working Families campaign that included an award-winning television program. Our clients include State of Maryland, Governor's Office of Minority Affairs, Correct Rx Pharmacy Services, Annie E. Casey Foundation, Department of Housing and Community Development, Lillie Carroll Jackson Museum, and Associated Black Charities.

BUSINESS SUCCESS AND CONTRIBUTIONS

Erlene B. Wilson, EWC pr/mktg is an accidental entrepreneur. I became a business owner following a lifelong pursuit of independence and belief that I could achieve my goals. First, it was working my way through college to attain a Journalism degree. That led to a position in television as a reporter/producer, coveted positions at GLAMOUR and ESSENCE magazines, and the launch of a college marketing firm that produced the SEMESTER GUIDE publication for Black Colleges, authorship of The 100 Best Colleges for African-American Students and MONEY FOR COLLEGE. Along the way were stints at advertising/public relations firms and executive positions in government but I always returned to entrepreneurship. In 2003, I launched E. Wilson Communications, Inc., now EWC pr/mktg, to provide marketing communications, editorial and design services to a diverse clientele of organizations, businesses and projects about which I am passionate. My proudest achievements include awards for the Hard Working Families campaign/TV series, and securing with Annie E. Casey Foundation, the Eastside Stories exhibit at the Reginald Lewis Museum. As I continue to build my business, I remain concerned about our youth and to that end am revising my books with information about preparing for opportunities in the global marketplace.



F & L Construction, Inc.

3104 Appian Way
Bowie, Maryland 20716
202-678-5788
fandlconstructioninc.com

FREDDIE WINSTON, PRESIDENT/CEO

BUSINESS DESCRIPTION

F & L Construction, Inc is a certified minority owned firm based in the District of Columbia and Maryland that has developed an impressive record of success in the field of general construction, solid waste and recycling to a diverse group of clients throughout the Washington Metropolitan area. F&L offers a full scope of services from project inception to post occupancy, including general building renovation work and building of new facilities. F&L has successfully completed numerous GSA projects and a wide range of projects for the District of Columbia Government as well as private clients. We do work in integrated collaborative teams focusing on customer satisfaction.

BUSINESS SUCCESS AND CONTRIBUTIONS

My vision was, and is, to provide ready access to quality cost effective construction and solid waste removal services for all customers, and to maintain the highest professional standards as a contractor and a solid waste management business owner. In line with this vision and ability to provide these services, I am very proud and grateful that I am able to help those within the community who may not otherwise have the opportunity for training and employment. We hire from within the community and from the ex-offenders programs because we know it is harder for them to join the workforce without our assistance.



WOOD Consulting Services, Inc.

MARGARET WOOD, PRESIDENT/CEO

8161 Maple Lawn Boulevard
Suite 375
Fulton, Maryland 20759
301-377-5333
www.woodcons.com

BUSINESS DESCRIPTION

WOOD Consulting Services, Inc. provides professional consulting services in the areas of system and software engineering, software assurance, portfolio/program/project management solutions, and training. WOOD has a proven track record in helping its clients maximize their return on investment by leveraging in-depth subject matter expertise, win-win partnerships, and reliance on industry standards and best practices (e.g. PMBOK® Guide, OPM3®, ISO®, and CMMI®). Our standards-based, process-driven philosophy pervades all aspects of our business practices and helps optimize our client-tailored solutions.

BUSINESS SUCCESS AND CONTRIBUTIONS

Dr. Margaret Wood has always been a hard worker and people often described her as tenacious. Her efforts were recognized by a customer that knew she would be successful if given the opportunity. Thus, in 1997, WOOD was incorporated in the State of Maryland with a mission to focus on process improvement. The theory was through process standardization and education new software development methodologies could be employed without performance degradation. With success in this contract, Dr. Margaret Wood turned her focus on Risk Management and applying techniques to determine the root-cause to executive decision making challenges. This work yielded a publication in the Encyclopedia of Decision Making in 2008. Today, Dr. Wood gives back to the community through numerous organizations to include Goal for Girls sponsored by the Gaithersburg Maryland Chapter of the American Association of University Women, Network 2000, AFCEA, and GSA's Industry Government Council. Her focus and belief is to focus on her customer's challenges while giving back mentoring the next generation of women leaders.



Correct Rx Pharmacy Services, Inc.

ELLEN YANKELLOW, PRESIDENT & CEO
JILL MOLOFSKY, VICE PRESIDENT OF OPERATIONS

803A Barkwood Court
Linthicum, Maryland 21090
410-636-9500
www.correctrxpharmacy.com

BUSINESS DESCRIPTION

Business Description

Correct Rx Pharmacy Services, Inc. is one of Maryland's largest female-owned businesses and a national leader in institutional pharmacy services focusing on the senior care and correctional markets. Founded in 2003 by President and CEO Dr. Ellen H. Yankellow, Correct Rx's model is based on pharmacy directed patient care, superior customer service and advanced technology. This, combined with our culture of caring and accuracy, has proven to be a formula for success. "If it's the Right Way it's the Correct Way" is more than a motto, but a promise of excellence surrounding everything we do.

BUSINESS SUCCESS AND CONTRIBUTIONS

Correct Rx is a women-owned and operated business. Through successful growth, expansion and mentoring, Correct Rx has been able to not only identify women for advancement from within but we have also created new opportunities for women leaders to join our team. As part of a State contract award there was a 20% minority participation goal. Correct Rx fulfilled that goal by encouraging Brenda Thompson to start her own courier business and to get the business certified as a MBE with the Maryland Department of Transportation. Brenda Thompson is a woman who has had a long relationship with Correct Rx and our owners. Today, Brenda Thompson is the President of Breniss Transportation, Inc. She, along with her able staff, provides the courier/delivery services throughout the States of Maryland and Delaware. Not only is Correct Rx a women-owned and operated company, but we are proud to have assisted in the development of Breniss Transportation, another women-owned and operated business. This is a great success story for both Correct Rx and Breniss Transportation. Correct Rx has definitely demonstrated our commitment to fostering the success of other women entrepreneurs.