

2013 LEADING

# EDGE

MAY 2013

AWARDS

## PLAYING TO WIN

Total Collaboration + Constant Innovation  
at Dealer Tire

Scott Mueller, CEO of  
Dealer Tire (center) with  
other members of the  
executive team



- 101 Leading Mid-Sized Companies
- Company Value Trumps Jobs
- Infographic Illuminates Impact
- Company Culture Drives Growth



## From the President



# Company Value Trumps Jobs

The Entrepreneurs EDGE is proud to recognize **101 value creating mid-sized companies from the Northeast Ohio Region** again this year. They collectively represent more than 10,000 jobs and \$8 billion in sales — with nearly two-thirds of these sales coming from outside the region.

Creating jobs is not a company's No.1 goal, nor should it be the primary goal of economic development. A company has many important constituents — customers, suppliers, employees, stockholders and the community. One does not need to benefit at the expense of another. A well-run company growing in value benefits all.

Job creation is important, but creating value in a company is more important, especially when it is being driven from outside the region. Job creation and increased pay at existing companies are outcomes of positive value creation. Not only does the value of a company predict its ability to stay in business, but job creation at its supplier businesses is an additional positive outcome.

In creating the *Leading EDGE Awards* program, we developed a value metric (EBIT + total taxable compensation) that would allow us to honor mid-sized companies that are creating great value for themselves and for the Northeast Ohio community. The higher this aggregate number, the more value that would accrue to the community in the form of taxes, spending with local vendors and philanthropy to serve worthy causes. With over 4,000 mid-sized businesses in our region, mid-sized companies are in a position to make the largest single impact on our regional economy.

So how does a company go about creating more value? Well, being in a growth industry helps and having highly efficient and impactful employees can't hurt. However, even without these factors, the No.1 reason for successful value creation is successful innovation. Past research shows that companies that managed and encouraged innovation grew more than 30 percent in value than those that were not focused on innovation. Many other things can contribute to positive value creation — creative HR practices, sustainability, practicing conscious capitalism or implementing a brilliant business strategy.

EDGE is proud to honor 101 such companies this year. Northeast Ohio needs more value creating companies overall. It raises the tide for all of us living and working here.

Sincerely,

D. Kirk Neiswander  
President, The Entrepreneurs EDGE

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### 2013 LEADING EDGE AWARDS PRESENTED BY:



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Case Western Reserve University  
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The University of Akron

# 101 HONOREES

BASED ON 2 YEAR GROWTH FROM 2010 TO 2012



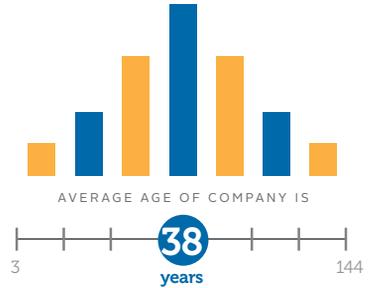
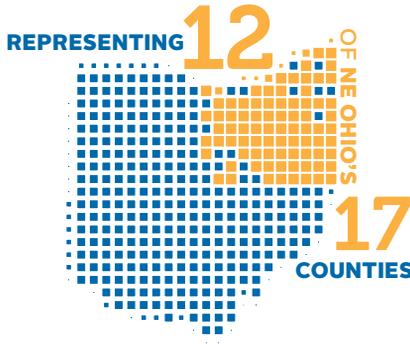
63

MANUFACTURING



38

SERVICE



## BENEFITING THE NORTHEAST OHIO ECONOMY

**VALUE = EARNINGS + COMPENSATION**

**2012 VALUE = \$1.5 BILLION**

**UP 54%**

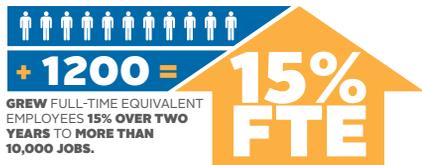
Honorees reported a **54% increase in value** from 2010 to 2012. EDGE defines Value as the **earnings before interest and taxation (EBIT) plus total taxable compensation** for all employees residing in Northeast Ohio.



## CREATING JOBS

&

## STILL GROWING



## MORE PROFITABLE OVERALL

**EARNINGS UP 42%**



**MOST GENERATED FROM THE MANUFACTURING FIRMS (UP 55%) VERSUS SERVICE (UP 5%)**

# 'PLAYING TO WIN'

## How Total Collaboration and Constant Innovation Helped Dealer Tire Thrive in a New Market

Collaboration to leverage the strength of the entire company may be the single most important principle Dealer Tire embraces to fulfill its purpose of making it profitable and easy for automobile dealers to sell tires to car owners.

Execution of that principle starts with CEO Scott Mueller and President Dean Mueller and extends through the entire organization. It sparks on the humble idea of "recognizing our limitations as leaders," Mueller explains.

"Collaboration is difficult," he says. "It requires a lot of communication up front. It's cumbersome because it requires us to slow down and explain. But we have to collaborate because our solutions are complex. To execute, we need total buy-in from everyone on the Dealer Tire team. So we take the time to communicate on the front end so we have better execution from every associate involved throughout implementation."

In addition, Dealer Tire strives to be an innovative company. "Innovation and change are hard," Mueller continues. "It's hard work to learn new things. It's risky and demanding to change behavior patterns.

"We do intense work around employee engagement," he says, which is required in this passionate, agile and collaborative environment. To make sure all employees are engaged, the company makes use of a third-party survey firm to measure how

Members of Dealer Tire executive team: (l to r) Dave Pavlich, Cindy Stull, Scott Mueller, Roger Ferguson and Pete Waters.



## “WE WANT TO HELP OUR LEADERS BECOME BETTER LEADERS.”

satisfied employees are with the leadership. Coaching and guidance are provided. “We want to help our leaders become better leaders,” Mueller says. It is all part of their dedication to total engagement.

At the top of the company is an executive team of eight officers. But Mueller is quick to point out that leadership can emerge from anywhere. “It’s not about the title,” he says. A leader can come forward to head up an initiative or project from any level.

“We put together quick project teams, a diverse group of associates who come together to solve a problem or meet a challenge. Who has the courage to stand up and fight for something? Who is the idea champion? Or who will step up from a functional area?” The answer to any one of these questions could be the next leader, Mueller points out.

Decision-making is expected and enabled to be “proactive, effective and informed based on facts, intuition and experience,” guided by its business model. How?

Dealer Tire communicates its purpose, core values and guiding principles to all associates. These inspiring values and principles are what drive the culture at Dealer Tire, and they come to life not through voice, paper or web, but through living them day in and day out. (See sidebar article on [www.RightTurn.com](http://www.RightTurn.com).)

Who wouldn’t want to work for a company that wants its associates to thrive? As one of its principles states, “We work hard. We win big. We laugh together. We win together. We are committed to creating an exciting and high-performing environment that provides opportunities for personal and career growth, a sense of belonging, and an avenue for celebration of accomplishment.” It is the embodiment of “Playing to Win.”

But as Mueller points out, Dealer Tire is not for everyone. Although the company invests heavily to recruit the right people who can succeed in this environment — putting candidates through multiple interviews with different groups of people and using assessment tools to measure simulations — “some people don’t like it here because it’s too intense, and they leave,” Mueller says.

The rewards of staying in an organization this driven, working hard and seizing opportunities to step up, are big. “Everyone is tied into a performance-based compensation structure,” Mueller explains. “We have an open book. We constantly measure results and provide feedback to all associates. There is a great line of sight throughout the organization. It’s important to us that every team member understands his or her impact on our success.”

### DEALER TIRE'S BASIC BUSINESS MODEL

The Dealer Tire basic business model is to leverage the inherent strength of the automobile dealer to better serve car owners needing tires, according to CEO Scott Mueller. Until Dealer Tire was founded 12 years ago, car dealers were not in the tire business. By training dealer technicians to identify tire wear problems and determining stocking requirements, DT helps dealers retain customers and profitably sell the right tires for the specific make and model vehicle. While a customer’s vehicle is in the shop for maintenance or repair, the dealer can check for tire wear and make appropriate recommendations if replacement is needed. Today, tires are matched to vehicles for improved stopping and mileage performance.



Learn more about  
Dealer Tire and the core values  
that shape their culture:  
[www.DealerTire.com](http://www.DealerTire.com)



# Company Culture Leads to Growth at Mid-Sized Companies

## Dealer Tire All-In Approach Nets New Buyers with RightTurn

**Dealer Tire** Dealer Tire's first foray into "pull-through" marketing, launched to capture an unreached market segment, required an all-in collaborative approach from a fully engaged cross-functional team. The project required members from IT, marketing, pricing/merchandising, sales (dealer sign ups), finance, user experience, and occasionally logistics, according to Cisco Codina, chief consumer officer, who is heading up the project.

RightTurn, as it is called, targets car owners with active, healthy lifestyles who typically are married with kids and careers. Often, these folks know when they need new tires and start their tire-buying experience online. They're not thinking of a car dealer as a logical place to buy tires and may not even go to their dealer for service. So with a business model of selling tires through car dealers, (see "Dealer Tire's Basic Business Model") how could DT reach these folks?

"The strategy came out of a process of looking for healthy growth opportunities with our OEM partners and dealers," Cisco says. "The concept came together in a series of meetings with DT team members, vetted with our partners."



Cisco Codina, Chief Consumer Officer, pictured with CEO Scott Mueller (left) and Roger Ferguson, Chief Program Management & Merchandising Officer (right) at company-wide conference, part of their total collaboration approach.

## ABC Fire Employee Engagement Drives Dynamic Pace

**ABC Fire** The ability to serve 32,000 customers with 120 employees, 85 of whom are remote field service technicians, requires accuracy, speed and nimble pace that can be achieved only with low turnover. For ABC Fire, a provider of fire protection equipment and services based in Cleveland, this pace and low turnover are key benefits of cultivating an engaged workforce. With a long-term goal of "being a world leader in employee engagement," Robert Titmas, ABCO's president, says achieving it starts with hiring mature and independent people.

"We prefer to hire for character, work ethic and flexibility. We'll train people to do the job," Titmas explains. An employee development manager sources prospective employees who are working elsewhere and not necessarily looking for a job. "We don't do a whole lot of recruiting," Titmas says. "People often seek us out."

ABCO has created a partnership with its employees. "Each technician has a book of business that's essentially like their own small business," Titmas explains. "They have flexibility and input to their job. The compensation package rewards them for managing themselves. The result is that when, treated like that, people want to do a good job. They end up being able to earn more this way than with a fixed-rate hourly wage job. So the compensation reinforces our desired culture."



Nick Lamb, National Account Manager, brings a strong work ethic and flexibility to ABCO that allowed him to process quickly into a senior management role.



## Fathom Employees First Focus Delivers Results that Matter



"Our business purpose is to hire talented people and invest in their growth" says Scot Lowry, president and CEO of Fathom, a Valley View-based digital marketing and analytics firm. The talented people he is referring to are Fathom employees, hired and retained because "they demonstrate a consistent desire to grow and learn," Lowry says. "This focus creates growth for our people and our clients. 'Everyone a leader' is a core value and speaks to the efforts of all to invest in themselves and help others grow.

"If we keep everyone on a steep learning curve and focus on their growth and development," Lowry maintains, "our clients will benefit from their creativity, and our business will be successful. We tell our employees, 'You are not here to serve the business; the business is here to serve you.'"

Fathom's culture is reinforced by fun activities like "The Love Machine," a system used to recognize employees for exhibiting core values. Monthly awards are given for exhibiting core values. One such award, the "Love Guru Award," goes to the person who gives or receives the most recognition.

Navigating the complex and dynamic digital marketing world, Fathom maintains a simple promise: To deliver measurable results. Every dollar that a Fathom client spends on marketing is tracked all the way to its customers' purchases. In 2012, Fathom customers invested \$30 million that Fathom used to deliver \$360 million in new revenue to its customers, based on the analytics Fathom creates and tracks. "What's important to our customers is that we deliver simple, accountable results that matter."



CEO Scot Lowry, dressed in medieval garb, awards the "Core Value Award" to employee Melissa Matthews as part of the "Devote to the Moat" theme for her work helping advance the company's differentiators against competitors.

## Root Candle Traditional Roots Blossom New Growth



Employee Pami Toor ensures the quality of fragrance candles coming off the line.



You might think a 144-year-old family-owned company would have trouble maintaining its rich heritage while charting a bold new course for future success. But such is not the case for the A. I. Root Co. (Root Candles), manufacturer of church and decorative candles based in Medina.

In recent years, guided by CEO Rex Mason and fifth generation President Brad Root, Root Candles has mapped out a plan that is beginning to reap benefits. The plan incorporates capital equipment investment, cultural change, lean manufacturing practices and infusion of needed talent. Much of the plan is made possible by years of conservative financial management, according to Mason.

The equipment investment allows Root Candles to mitigate extreme price fluctuations of petroleum, which is used to make paraffin, a principal ingredient in candles. The equipment allows waxes to be blended, helping the company contain costs and increase flexibility.

The cultural change and lean practices are occurring hand in hand. "Many of our workers have more than 20 years with Root Candles," Mason explains. "We have deep respect for these employees. They realized we were not trying to change the company, but instead, improve what we do. Past results had not been as good as what they wanted to achieve. They were open to finding ways to do things better."

# 101 Leading Mid-Sized Companies in Northeast Ohio

Leading EDGE Honored Companies were recognized at the annual dinner and program May 23 at Lorain County Community College. Keynote speaker Scott Mueller (pictured on cover with members of his executive team) of Dealer Tire shared his organization's success with total collaboration and constant innovation. For more event details go to [www.edgef.org](http://www.edgef.org).



## ABC Fire Protection

Robert Titmas,  
President & CEO  
(800) 875-7200  
[abcfire.com](http://abcfire.com)

ABC Fire Protection is one of the region's largest and oldest providers of fire-protection equipment and services, code and local inspection compliance, fire-related education and training, comprehensive hood cleaning and other safety-related needs.

## Aexcel Corp.

John Milgram, President  
[aexcel.com](http://aexcel.com)

## Alliance Solutions Group LLC

Aaron Grossman, President  
[alliancesolutionsgrp.com](http://alliancesolutionsgrp.com)

## Alloy Bellows & Precision Welding Inc.

Michael Canty,  
President & CEO  
[alloybellows.com](http://alloybellows.com)



## American Roll Form Products

John Lane, CEO  
(440) 352-0753  
[arfpcorp.com](http://arfpcorp.com)

What started as a dedicated roll forming operation has developed into a strong, stable, one-stop fabrication powerhouse. ARF has clients around the world in more than 50 industries and production facilities in Ohio and Nevada. American Roll Form became an employee owned company in 1996.

## AVID Technologies Inc.

Richard E. Benson, President  
[avid-tech.com](http://avid-tech.com)

## Bardons & Oliver Inc

Bill Beattie, President  
[bardonsoliver.com](http://bardonsoliver.com)

## Bialosky + Partners Architects LLC

Jack Alan Bialosky Jr.,  
Managing Partner  
[bialosky.com](http://bialosky.com)

## Blue Technologies

### Blue Technologies

Paul Hanna, President  
(216) 271-4800  
[btohio.com](http://btohio.com)

Blue Technologies is a locally owned and operated organization that provides industry-leading hardware, imaging solutions, managed print services and managed IT services, backed by world-class service: COMMITMENT TO EXCELLENCE – EVERY DAY!

## Bowden Manufacturing

C. Andrew McCartney,  
President  
[bowdenmfg.com](http://bowdenmfg.com)

## Bravo Wellness

Jim Pshock, Founder & CEO  
Dave Campbell, President  
(216) 658-9500  
[bravowell.com](http://bravowell.com)

Bravo Wellness is the leader in wellness incentive programs. We provide unique insights into industry best practices, identify ways to mitigate health care costs and minimize potential legal risks, while engaging employees toward healthy living.

## Carlisle Brake & Friction

Matt Dietrich, President  
[carlislecbf.com](http://carlislecbf.com)



## Chromaflo Technologies

Scott Becker, CEO  
(440) 997-5137  
[chromaflo.com](http://chromaflo.com)

Producer of high-performance pigment and chemical dispersions for thermoset plastics and industrial coatings.



## ChromaScape Inc.

Joseph Majewski, President  
(330) 998-7574  
[chromascape.com](http://chromascape.com)

ChromaScape® manufactures and sells lines of colorants and support products under the Amerimulch®, Innotech®, Solution Dispersions® and ChromaPave® brands.

## Columbia Chemical Corp.

Brett Larick, President & CEO  
[columbiachemical.com](http://columbiachemical.com)

## Conveyer & Caster - Equipment for Industry

Jeff Stohr, President  
[cc-efi.com](http://cc-efi.com)

## Corporate Screening

Greg Dubecky, President  
Dennis Drellishak, CEO  
[corporatescreening.com](http://corporatescreening.com)

## Corporate United

Marc Rosen, President  
[corporateunited.com](http://corporateunited.com)

## Cynergies Consulting Inc.

Ellie Chalco,  
Executive Vice President  
Debbie Holy, President  
[cynergies.net](http://cynergies.net)



## DATATRAK International Inc.

Laurence P. Birch,  
Chairman & CEO  
(440) 443-0082  
[datatrak.net](http://datatrak.net)

DATATRAK is the leader in developing cloud-based, unified eClinical® technologies and delivering related services for the clinical trials industry.

## Dealer Tire LLC

Scott Mueller, CEO  
[dealertire.com](http://dealertire.com)



## Delta Systems

Elizabeth Barry,  
President & CEO  
(330) 626-2811  
[deltasystemsinc.com](http://deltasystemsinc.com)

Delta Systems, a leader in the Outdoor Power Equipment Industry for over forty years, provides the highest quality switches and electronics. By partnering with customers, Delta will continue to bring innovation to electrical systems.

## DuneCraft

Grant Cleveland,  
President & CEO  
[dunecraft.com](http://dunecraft.com)

## Duramax Marine LLC

Richard Spangler, President  
[duramaxmarine.com](http://duramaxmarine.com)



## EBO Group

Karl Driggs, President  
(330) 239-4933  
[ebogroupinc.com](http://ebogroupinc.com)

Corporate headquarters in Sharon Center since 1978. EBO Group is a values driven, 100 percent employee-owned company made up of four subsidiaries – PT Tech – custom engineered power-train solutions for "extreme machines"; PT Tech International – promoting PT Tech products in international markets; AeroTorque – Torsional control and monitoring for wind turbine drive trains; and TransMotion Medical – designs mobile, motorized stretcher-chairs.

## ExactCare Pharmacy

Dale Wollschlegler, President  
[exactcarepharmacy.com](http://exactcarepharmacy.com)

## Fairmount Minerals

Jennifer D. Deckard, President  
[fairmountminerals.com](http://fairmountminerals.com)



## Falcon Industries Inc.

Brian FitzGerald, President  
(330) 723-0099  
[falconindustries.com](http://falconindustries.com)

For more than 30 years, Falcon Industries has been the premier supplier of custom augers and helix flighting. Falcon has earned the reputation for providing quality, on-time product that meets our customers' specifications. Falcon produces custom-made augers and auger flight for an assortment of metals for a world of industries.

## Famous Enterprises Inc.

Marc Blaushild,  
President & CEO  
[famous-enterprises.com](http://famous-enterprises.com)

## Fathom

Scot Lowry, President & CEO  
[fathomdelivers.com](http://fathomdelivers.com)



**FeneTech Inc.**

Ronald Crowl,  
President & CEO  
fenetech.com

**Findaway World**

Mitch Kroll,  
Co-Founder & CEO  
findawayworld.com

**Fire-Dex LLC**

Brett Jaffe,  
President & CEO  
firedex.com

**Flight Options**

Kenn Ricci, Chairman  
Michael Silvestro, CEO  
flightoptions.com

**Fredon**

Roger Sustar, President  
fredon.com

**Geis Construction Inc.**

Greg Geis, CEO  
Jeffrey Martin, President  
geis.us

**Grand River Rubber & Plastics**

Richard Selip, President  
grrp.com

**Great Lakes Petroleum Co.**

Thomas Arcoria, CEO  
greatlakespetroleum.com



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Hartland & Co. is an independent institutional and private wealth advisory firm advising over \$13 billion of client assets. Our clients include retirement plans, healthcare funds, endowments, foundations and private clients.



**Hastings Water Works**

David Hastings, CEO  
(440) 832-7700  
hastingswaterworks.com

Ohio's largest swimming pool service, repair and management company; including lifeguard staffing, facility management and water feature services. Serving residential, commercial and municipal clients throughout Northeast Ohio and Greater Columbus.

**Hickory Harvest**

Joe Swiatkowski, President  
Darlene Swiatkowski, CEO  
hickoryharvest.com

**I.D. Images**

Brian Gale, CEO  
idimages.com

**InterDesign Inc.**

Robert A. Immerman, President  
interdesignusa.com

**Interlake Stamping**

Lisa Habe, President  
interlakestamping.com

**Jarrett Logistics Systems Inc.**

W. Michael Jarrett, President  
jarrettlogistics.com

**Kent Displays**

Dr. Albert Green, CEO  
kentdisplays.com

**KIKO and Kiko Auctioneers**

Richard T. Kiko Jr., CEO,  
Broker and Auctioneer  
kikocompany.com

**Libra Industries**

Rod Howell, CEO  
Jennifer Altstadt, President  
(440) 974-7770  
libraind.com

**LOGISYNC**

Edward Yenni, President  
logisync.com

**LOGOS Communications/Black Box Network Services**

Chris Tjotjos,  
VP, Cleveland Operations  
logosinc.com

**Loveman Steel**

Anthony Murru, President  
lovemansteel.com

**Lumitex**

Peter Broer, President & CEO  
lumitex.com

**Main Street Gourmet LLC**

Steve Marks, Co-CEO  
Harvey Nelson, Co-CEO  
mainstreetgourmet.com

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**SAVE THE DATES!**

Registration information and details will be shared with honorees four to six weeks prior to each event via email.



**November 22, 2013**  
**Economic Forecast |**  
**Jim Meil,**  
**Chief Economist,**  
**Eaton Corp.**

*Holiday Inn,*  
*Rockside Road.,*  
*Independence, Ohio*

Join in for a glimpse into the future with Jim Meil,

Eaton's chief economist, consistently among the top 50 economists in the world on The Wall Street Journal's annual ranking. Meil's perspective tracks global markets, supply chains and commodities as well as the natural indicators common to traditional economic forecasts.

**August 27, 2013**  
**Exclusive CEO |**  
**President Golf Outing**  
*Sand Ridge Golf Club,*  
*Chardon, Ohio*

Connect with CEOs and presidents of like-minded mid-sized companies over a round of golf and lunch on EDGE.

Attendance is limited to the first 32 who register.

Stay tuned for more events to come!

# Honorees

continued from page 9



## Mar-Bal Inc

Scott Balogh, President  
Steven Balogh, Vice President  
(440) 543-7526  
mar-bal.com

A leader in the Thermoset Composites industry and headquartered in Chagrin Falls, Ohio, Mar-Bal is a compounder and molder of thermoset composite products. Mar-Bal serves the appliance, electrical, transportation and industrial marketplaces from its four facilities in North America and its Asia Sales Office located in Shanghai, China.

## Master Manufacturing

Iris Rubenfield, President  
mastermfgo.com

## MC Sign Company

Tim Eippert, President/CEO  
mcsign.com



## Midwest Precision/ Kyntrol LLC

Wayne Foley, President  
(440) 951-2333  
midwestllc.com

Midwest Precision produces complex precision-machined components and assemblies for the Aerospace, Defense, Fluid Power and Energy markets. Kyntrol provides innovative "smart actuation" solutions for precise force and positioning control in Aerospace and Industrial applications.



## Millwood Inc.

Steven Miller, Co-President  
Ron Ringness, EVP - Sales,  
Marketing, Technologies  
(330) 393-4400  
millwoodinc.com

Millwood, Inc. is a leading provider of new, used and reconditioned pallets, as well as unit load packaging systems, materials and services. Liberty Technologies, a Millwood company, provides stretch/shrink wrap film and equipment, strapping machinery and case packaging and palletizing.

## MISCOR Group LTD.

Michael P. Moore,  
President & CEO  
miscor.com



## Mold Masters International

Jim Allen, CEO  
(440) 953-0220  
moldmastersintl.com

Manufactures precision three-dimensional shaped wax, plastic and ceramic molds, fixtures and gages, and wax pattern assemblies used in the investment casting of blades, vanes, and nozzles for jet turbine engines. Major supplier to the airfoil investment casting industry.



## National Interstate Insurance Co.

David Michelson,  
President & CEO  
(330) 659-8900  
natl.com

Specialty property and casualty insurance holding company with a niche orientation and focus on the transportation industry.

## Nextant Aerospace

Kenn Ricci, Chairman  
nextantaerospace.com

## NSL Analytical Services, Inc.

Larry Somrack, President  
nslanalytical.com



## OCS Process

Beth Kloos, CEO  
(440) 871-6009  
ocsprocess.com

Engineered Fluid Process Solutions for Dairy, Food, and Beverage Manufacturers.

## Olympic Steel

Michael D. Siegal,  
Chairman & CEO  
olysteel.com

## Orbital Research Inc.

Fred Lisy, President  
orbitalresearch.com



## PartsSource

A. Ray Dalton,  
President & CEO  
(877) 497-6412  
partssource.com

PartsSource is the world's leading provider of biomedical and imaging replacement parts, and eBusiness solutions™ for parts procurement and management. Behind the people, parts and prices is our internally developed application PartsFinder™ and our customer-facing ePartsFinder™ which is utilized by thousands of health

care professionals worldwide for their parts procurement solution.



## PMI Industries

Robert Schauer, President  
(216) 881-4914  
pmiind.com

PMI designs, manufactures and tests innovative products for solving underwater cable, wire rope & tension member application problems. We are a solution provided for our customers, from initial product concept through quality assurance testing.



## Pressco Technology, Inc.

Don W. Cochran,  
Chairman & CEO  
(440) 498-2600  
pressco.com

Manufacturer of high-speed automated inspection and process monitoring systems for the global food, beverage and container industries.

## Proforma

Vera Muzzillo, CEO  
Greg Muzzillo, Founder  
proforma.com



## EDGE announces 2013 Shatten Civic Distinction Award

Richard Shatten had a strong love for the Northeast Ohio community and gave his time tirelessly in an effort to make it better for all of us. Sadly, Richard's life was cut short in 2002 by an incurable brain tumor. By shedding light on the companies that give back like Richard did, The *Entrepreneurs* EDGE honors his memory and continues to build on the ideas that he so passionately supported. Each year, the Shatten Distinction Award recognizes a Leading EDGE company that exemplifies Richard's spirit. Previous recipients include BrandMuscle, Marous Brothers, Fairmount Minerals, Human Arc, Shearer's Foods, Main Street Gourmet and PartsSource.

The 2013 Shatten Civic Distinction Award was announced at the May 23rd Dinner & Program.

Learn more about this year's recipient.  
[www.edgef.org/Shatten2013](http://www.edgef.org/Shatten2013)



Sponsored by:





**Rable Machine Inc.**  
Scott Carter, President & CEO  
(419) 525-2255  
rablemachineinc.com

Rable Machine, an employee-owned precision machining Company specializing in high technology machined components and assemblies for the medical, pumping, HVAC, oil and gas, aerospace, and agriculture industries. Equipment includes CNC lathes, mills, swiss and screw machines.

**Radix Wire**  
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Owen Colligan, CEO  
radix-wire.com

**RBB Systems**  
Bruce Hendrick,  
President & CEO  
rbbsystems.com

**Roscoe Medical Inc.**  
Paul Guth, President & CEO  
roscoemedical.com

**SecureState**  
Ken Stasiak, CEO  
securestate.com

**Sequoia Financial Group**  
Tom A. Haight, President  
sequoia-financial.com

**Shiffler Equipment Sales**  
John Shiffler, President  
shiffelerequip.com

**SIFCO Industries**  
Jeff Gtoschall, Chairman  
sifco.com



**skycasters®**  
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Donald Jacobs, President/CEO  
(330) 785-2100  
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Skycasters is the leader in broadband satellite internet solutions for business and government agencies that need more than traditional terrestrial landlines. Our high-performance network is suitable for VoIP, video and other demanding applications.

**Source Diagnostics**  
Keith Marchand, President  
sourcediagnostics.com

**State Industrial Products**  
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stateindustrial.com



**Superior Tool Corp.**  
Jeffrey White,  
President & CEO  
(216) 396-8600  
superiortool.com

Superior Tool is a 67-year-old manufacturer/marketer of quality plumbing hand tools for professional and D-I-Y markets. Products sold through leading retailers - home centers, hardware stores and industrial accounts throughout North America.



**Talan Products**  
Steve Peplin, CEO  
Pete Accorti, President  
(216) 458-0170  
talanproducts.com

Talan Products is a world-class contract manufacturer, specializing in high volume metal stamping, aluminum extrusions supply and fab, and assemblies.

**TES Engineering**  
Lawrence Thomas, CEO  
tesengineering.com

**The A. I. Root Company**  
Brad Root, President  
Rex Mason, CEO  
rootcandles.com



**The Anderson-DuBose Co.**  
Warren E. Anderson, President  
(440) 248-8800  
anderson-dubose.com

The Anderson-DuBose Co. is a distribution company which supplies fresh, refrigerated, frozen food and paper products to approximately 500 McDonald restaurants and 60 Chipotle restaurants in Ohio, Pennsylvania, New York and West Virginia.

**The Brewer-Garrett Company**  
Louis G. Joseph,  
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brewer-garrett.com

**The Dyson Corporation**  
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dysoncorp.com



**The Garland Co. Inc.**  
David M. Sokol, President  
(800) 321-9336  
garlandco.com

The Garland Co. Inc.®, is a leading manufacturer of high-performance roofing and building envelope solutions.



**The Shamrock Companies**  
Bob Troop, CEO  
Tim Connor, President  
(440) 899-9510  
shamrockcompanies.net

Shamrock is a full-service marketing communications and project management organization headquartered in Westlake, Ohio, with locations across the U.S. With more than 30 years of experience, the company specializes in building brands with integrated marketing solutions.

**The Sheet Metal Products Co. Inc.**  
Joseph J Mahovic, CEO  
smpohio.com

**TMW Systems Inc.**  
David W. Wangler, President  
tmwsystems.com



**Today's Business Products**  
Richard Voigt,  
President & CEO  
(216) 267-5000  
todaysbusinessproducts.com

Today's Business Products is a nationwide provider of office supply and office furniture Solutions based in Northeast Ohio. Our network of 40+ warehouse centers allows us to provide next-business-day service together with award-winning customer service.

**Valtronic**  
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valtronic.com

**Vocon.**  
Debbie V. Donley, Principal  
vocon.com

**Welch Packaging Cleveland Inc.**  
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**Whitespace Creative**  
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(330) 762-9320  
whitespace-creative.com

WhiteSpace Creative is an Akron-based marketing communications agency that helps businesses and organizations motivate their customers into action. We develop strategic and creative solutions for advertising, public relations, packaging, print and digital marketing.

**XIM Products Inc.**  
Richard Hardy, CEO  
ximbonder.com

**Zaclon LLC**  
Joe Turgeon, CEO  
Jimmie Krimmel, President  
zaclon.com



**Zircos Inc.**  
Ronne Proch,  
President & CEO  
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zircos.com

Zircos Inc. is the worlds' source for the widest range of engineered zirconia—based products serving the investment casting, steel, glass, mineral, paint and coatings, medical, electronics, precious metal, sensor and synthetic crystals industries.

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# TEST DRIVE THE EDGE



## TEST DRIVE THE POWER OF 15 CEOS GETTING TOGETHER FOR THE SOLE PURPOSE OF HELPING EACH OTHER SUCCEED

Even though the economy has started to improve, the pressure has never been greater on CEOs and their management teams to be sure every decision is a smart decision.

Now, imagine the power of 15 trusted CEOs sitting together for the sole purpose of helping each other succeed ... a think tank for your business.

Each month, EDGE hosts a complimentary breakfast to introduce Presidents and CEOs of mid-sized companies to the power of our approach. You will get first-hand experience of the proven techniques we use at EDGE to help CEOs make better decisions and build stronger leadership teams.

### WHY YOU SHOULD ATTEND:

- Meet and network with other like-minded CEOs who run non competing, mid-sized companies here in Northeast Ohio.
- Exchange ideas and enjoy a rigorous and rejuvenating discussion.
- Return to work with two or three ideas you can start implementing for your company that day.
- All this in a tight two hours to respect your time.

At EDGE, we know that new ideas, fresh thinking and a unique perspective are the ingredients that fuel innovation and growth.

That's why a key benefit of membership is separate peer group meetings for each key member of a company's management team to help them solve problems and implement innovation with confidence.

So, if you are committed to growing your company, please sign up for an EDGE Test Drive today. We have limited space each month, so we encourage you to act quickly to reserve your seat at the table.



**SIGN-UP TODAY AT  
[WWW.EDGEF.ORG/TESTDRIVE](http://WWW.EDGEF.ORG/TESTDRIVE)**



"I have yet to attend an EDGE event where I don't come away with at least two solid takeaways for either me in my role as CEO or from a key strategic standpoint for our business. If ever in doubt on whether to attend an EDGE event - 'Just do it' - you won't regret it."

— Fred Hunger, CEO,  
World Shipping Inc.



"I have been approached by other executive groups about membership. But when push comes

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— Chris Tjotjos,  
VP, Cleveland Operations,  
Black Box Network Services



TURNING GROWTH PLANS INTO GREAT RESULTS FOR MID-SIZED COMPANIES

EDGE drives growth for mid-sized companies by bringing together their management teams to share best practices and inspire each other to pursue the most beneficial opportunities. EDGE is a 501(c)(3) non-profit organization and is the only Northeast Ohio economic development group that is specifically focused on helping mid-sized companies strengthen their leadership teams in order to take their companies to the next level.