

The Future in Motion





Welcome to the **Wisconsin 75**

On behalf of Deloitte, I'd like to extend my congratulations to the winners of this year's Wisconsin 75. It is an honor to celebrate the accomplishments of this cohort of private companies and the influential leaders responsible for their results.

I'd also like to extend special recognition to our Distinguished Performers, a group of companies that made significant strides in DEI, sustainability, community, innovation, and succession. Their commitment to these important topics has become a catalyst for change inside and outside the workplace and our state.

Our 2023 Wisconsin 75 program theme—"The Future in Motion"—encapsulates just how much Wisconsin's leading organizations have shaped our shared future. Their ability to adapt to an ever-increasing pace of change, managing risks and building resilient organizations, has contributed to revenue growth of 14% year over year.

Within this program book, you will find highlights from our 2023 executive leadership survey results. Congratulations to all; we applaud their accomplishments and wish all future success.

Very truly,

P.J. DiStefano

Wisconsin Managing Partner
Deloitte LLP

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Keynote speaker



Nitin Mittal

Nitin Mittal is a Principal with Deloitte Consulting. He is currently the US Generative AI Innovation Leader and the Global Consulting Emerging Markets Leader. He advises organizations on the application of AI and the implications of emerging technologies on the strategy and competitive positioning of businesses. Throughout his career, Nitin has served as a trusted adviser to global enterprises and has worked across a number of industries and markets.

At Deloitte, he is responsible for shaping the AI market and creating new business opportunities by harnessing emerging technologies. He is the co-author of *All in on AI: How Smart Companies Win Big with Artificial Intelligence*, a *Wall Street Journal* bestseller. He is also the 2019 recipient of the AI Innovator of the Year award at the AI Summit in New York.

Local business trends: **2023 Wisconsin 75**

For the 21st year, Deloitte is recognizing 75 of the largest and most successful private companies—the Wisconsin 75—for their role in powering the state's economy.

The WI75 employs more than

319,000
people



\$223 B

2022 revenue



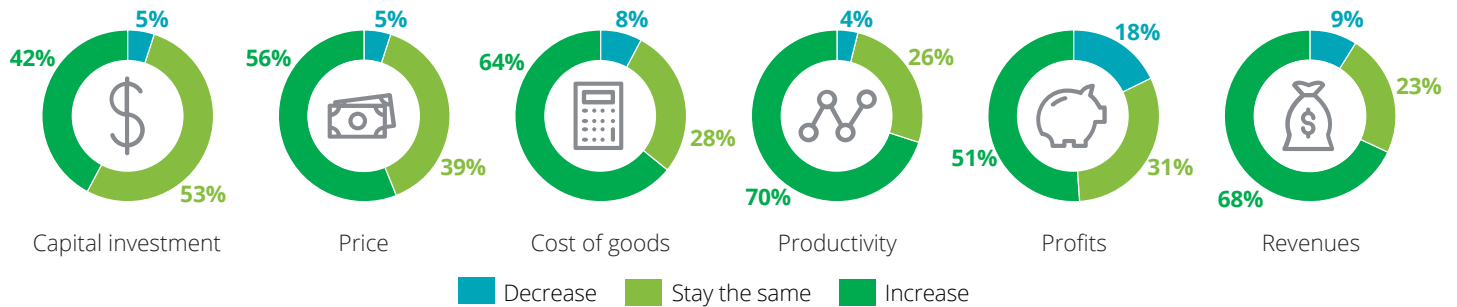
14%

growth
from 2021

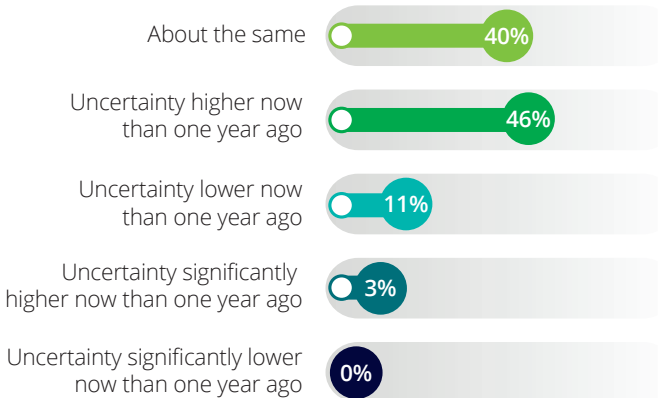
Changing key metrics

While nearly half of all companies are more uncertain in the factors that drive future business prospects than they were one year ago, confidence in business success remains very high. Despite the expectation that cost of goods will increase over the next 12 months, 92% of **winners are confident** in the success of their company over the next 12 months.

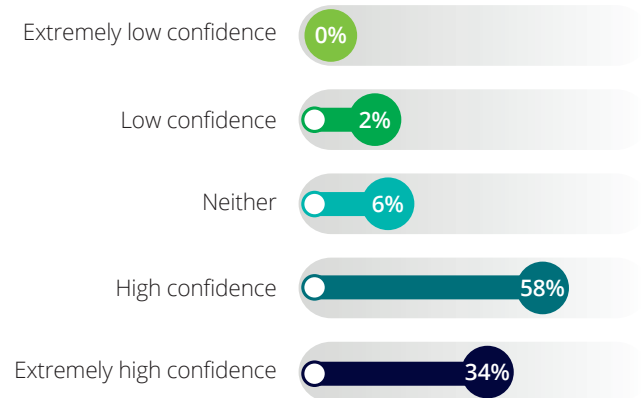
To what extent do you expect the following key metrics of your business will change over the next 12 months?



Compared to 12 months ago, which of the following best describes your level of uncertainty in the factors that drive future business prospects?



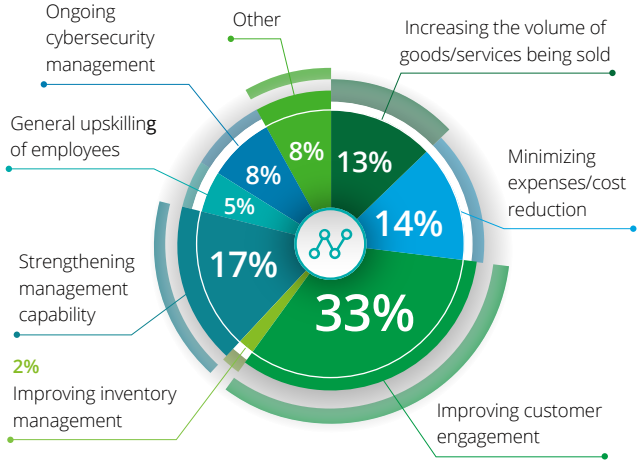
What is your level of confidence in the success of your company over the next 12 months based on revenue, profitability, and growth potential?



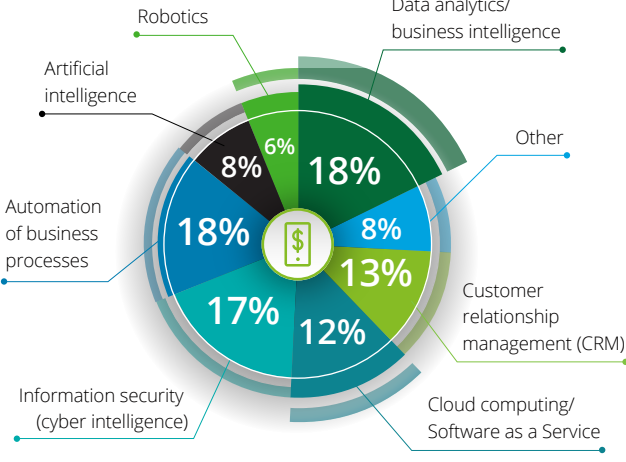
Transforming business practices

Nearly all of the Wisconsin 75 are undertaking some form of digital transformation. These transformations are focused on reducing costs, improving customer experiences, and delivering improved information for management decision-making.

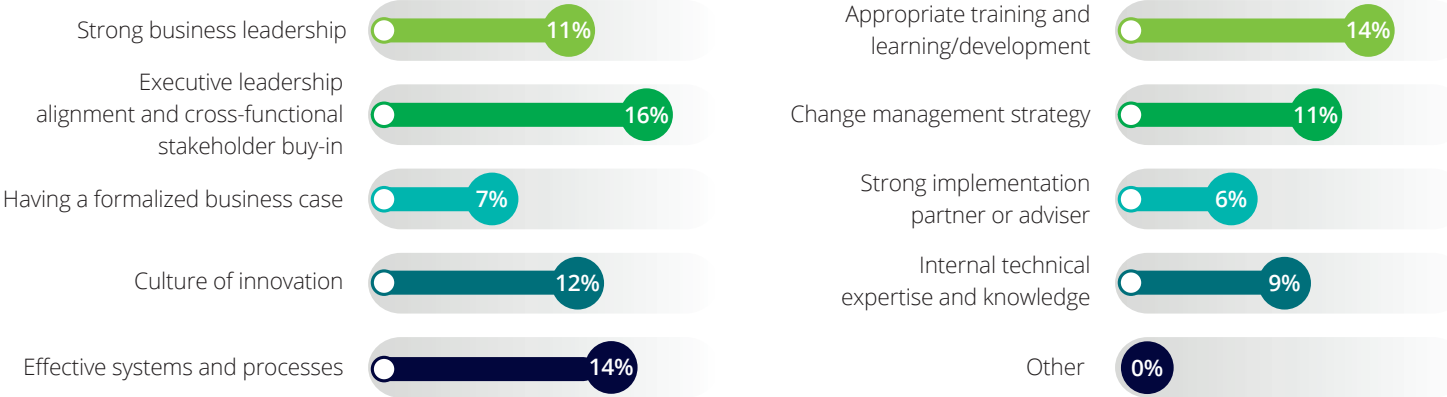
What is the key driver behind your company's digital transformation?



Which investments in technology, if any, is your company most likely to make in the next 12 months?



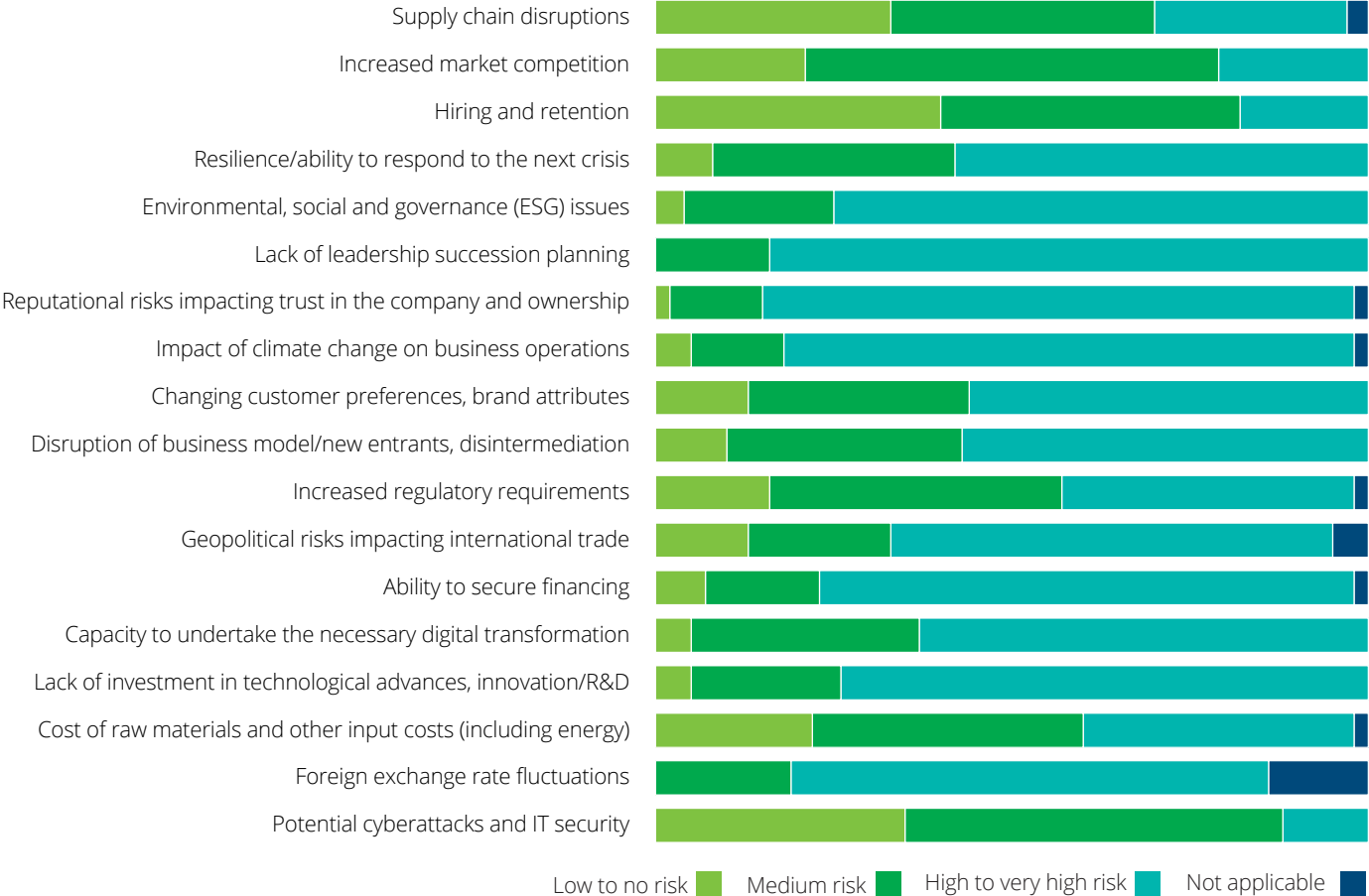
What are the most important factors to consider when undertaking digital transformation?



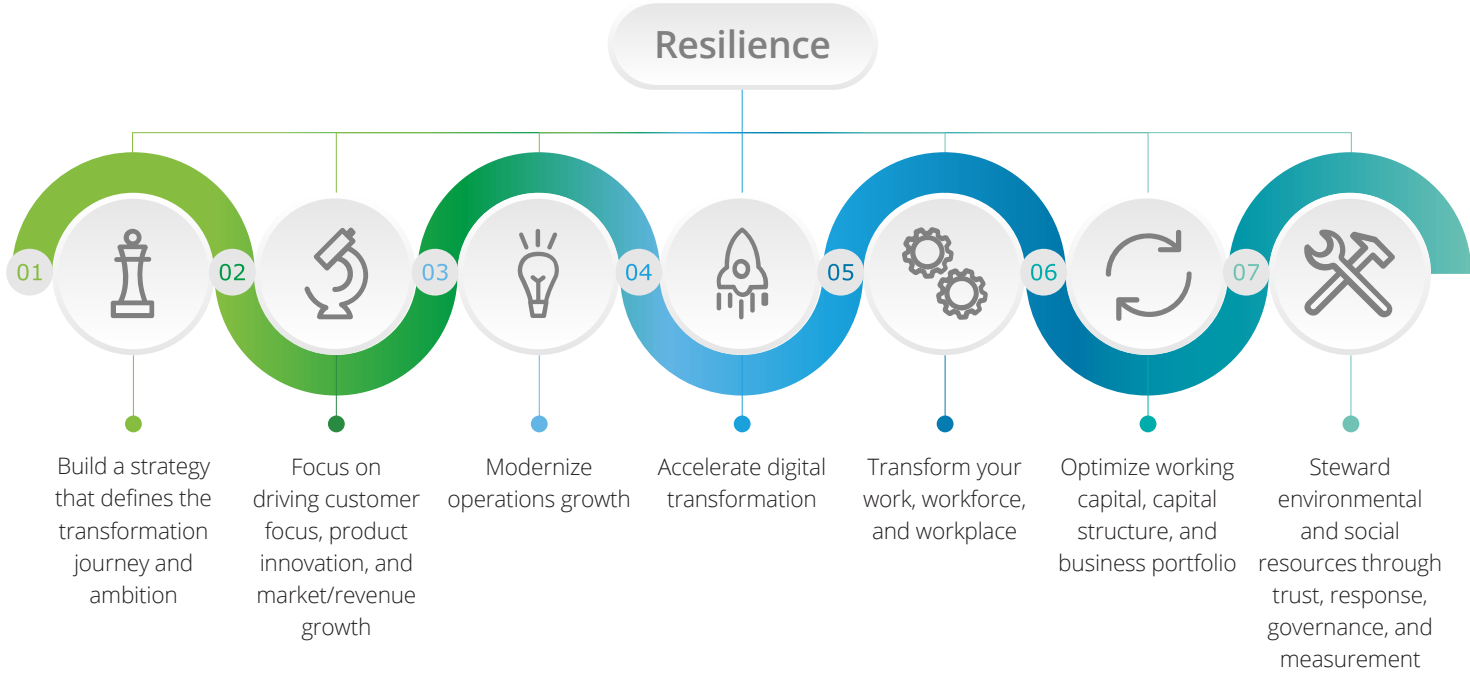
Managing risks & building a resilient organization

Wisconsin 75 leadership teams are mindful of potential risk factors that could impact their operations and success. This focus on risk management and resiliency contributes to the success of these companies and the state’s economic growth. Each company’s risks may vary depending on its industry, size, and specific circumstances, but there are several common risk factors the Wisconsin 75 companies feel are prevalent.

What level of risk do you believe these circumstances may present to your company’s growth in the next 12 months?



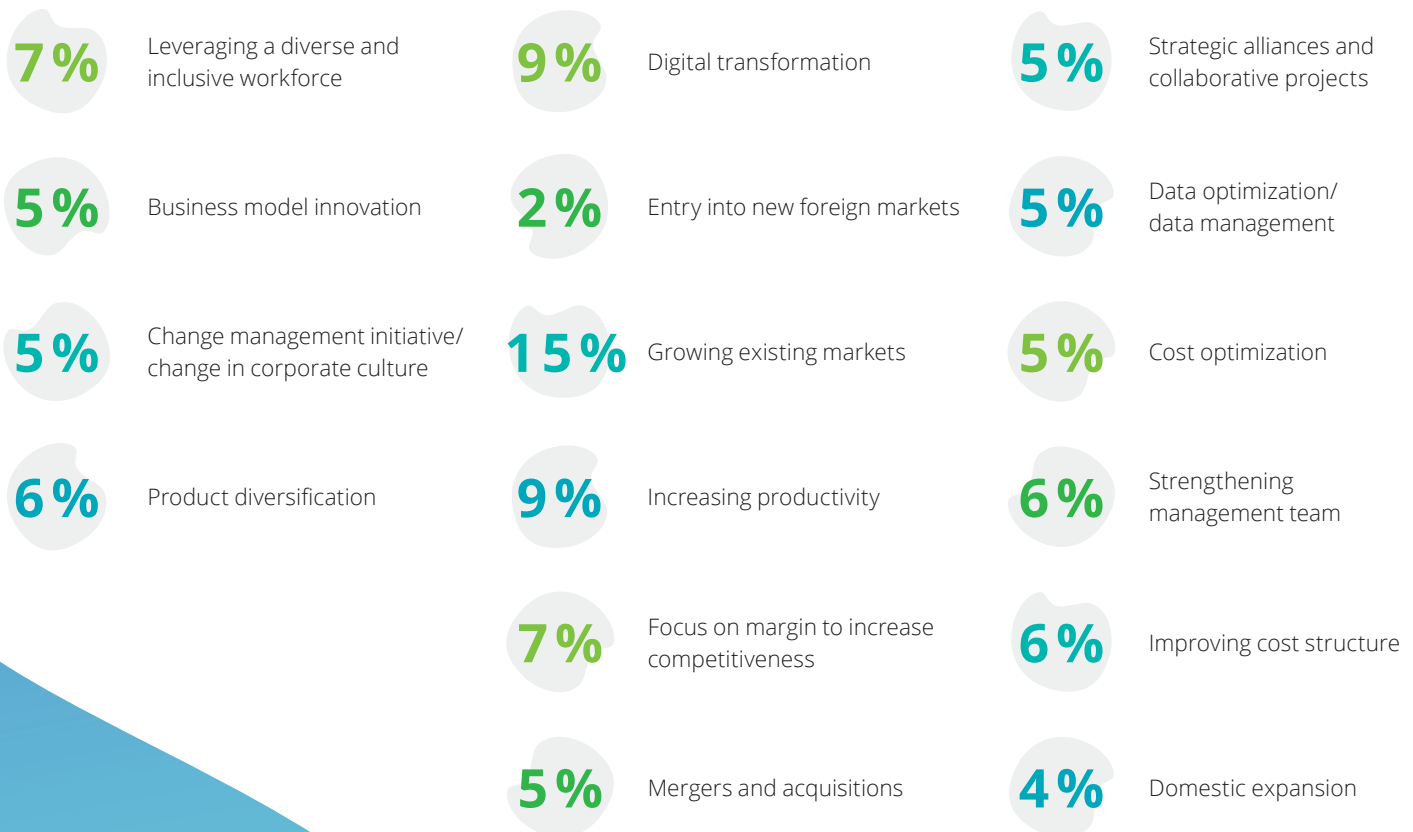
Leadership teams remain focused on navigating through uncertainty. While the challenges are many, the Wisconsin 75 companies show resilience through their ability to navigate external factors and continue to explore and invest in emerging technologies that benefit both workforce and customers. **More than 97% of respondents feel the below elements are important to building a resilient organization.**



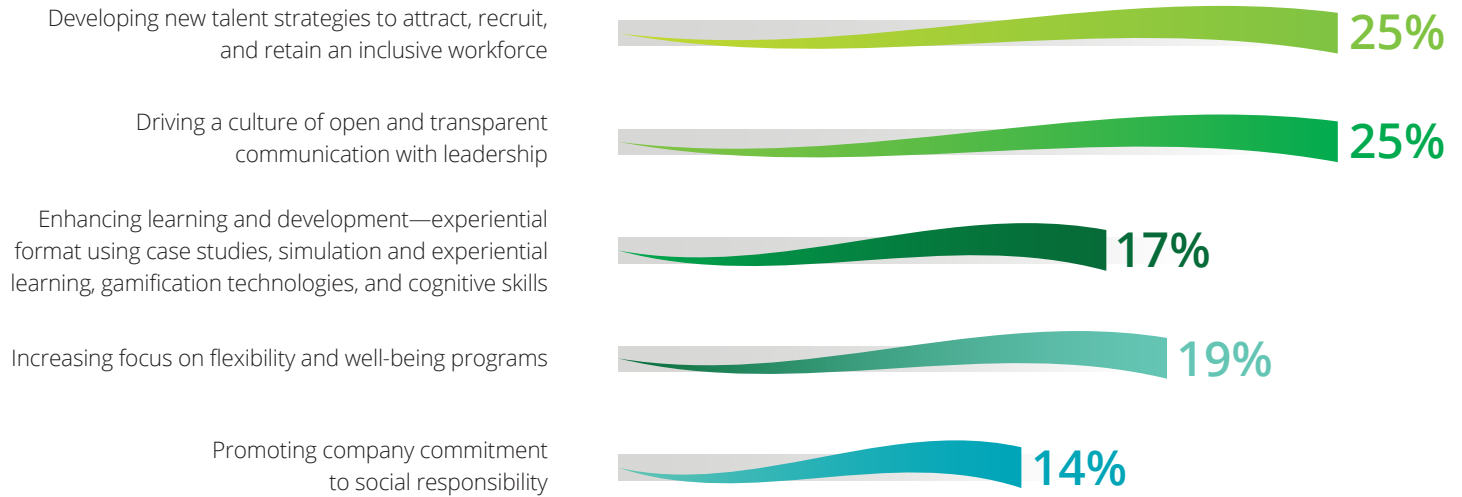
Growth strategies & the changing workplace

When survey participants were asked what their primary growth strategies will be over the next 12 months, growing existing markets rose to the top. More than half of survey respondents offer flexible work locations or hybrid work arrangements.

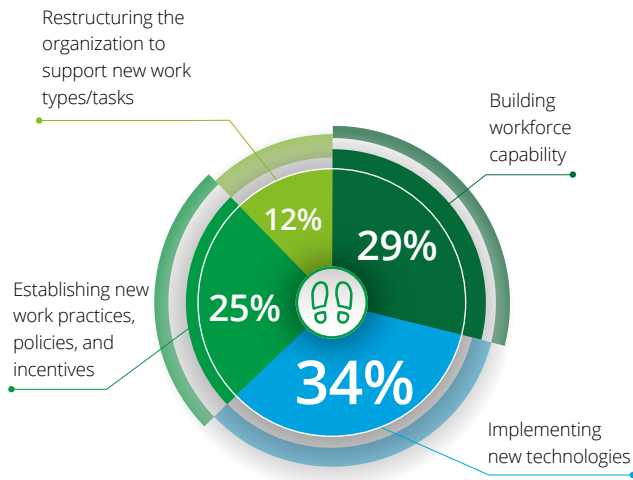
What are your company's main growth strategies over the next 12 months?



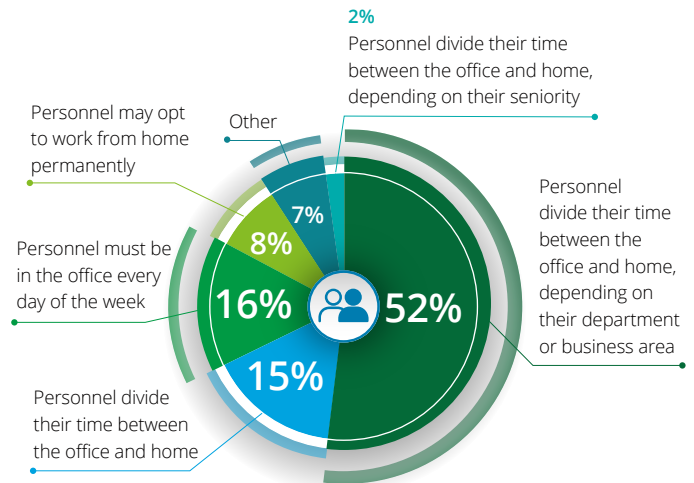
Which, if any, of the following strategies is your company adopting to attract and retain workers? (select all that apply)



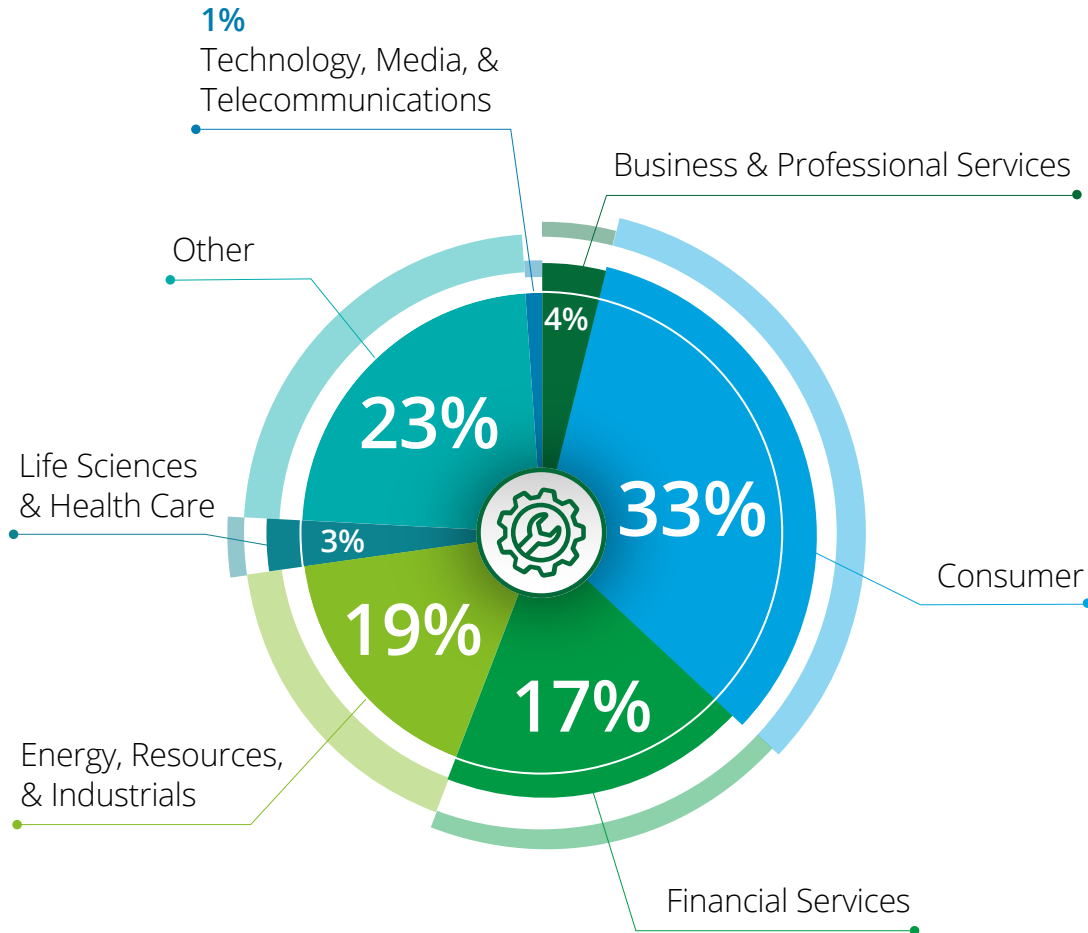
What are the priority actions you are taking (or will take) to transform the nature of work?



What is your current workforce policy as it relates to where the work is performed?



Industries



2023 Distinguished Performer Award winners

Over the past 21 years...

96

**companies have received
Distinguished Performer Awards**

27

**companies have received multiple
Distinguished Performer Awards:**

ABC Supply Co.	Northwestern Mutual
American Family Insurance	Promega
Ashley Furniture Industries, LLC	QPS Employment Group
Baird	Quad
CG Schmidt	Rockline Industries, Inc.
Creative Group, Inc.	Sargento Foods Inc.
Green Bay Packaging	Schneider
Hunzinger Construction Company	Sentry Insurance
Johnson Financial Group	Serigraph, Inc.
JP Cullen	Standard Process Inc.
Kwik Trip	The Boldt Company
Masters Gallery Foods, Inc.	TruStage
Menasha Corporation	West Bend Mutual Insurance Company
Miron Construction Co., Inc.	

Community



The Community award recognizes a company's efforts or business choices that focus on giving back to the community—especially during the pandemic and these uncertain times.

Northwestern Mutual

Diversity, Equity & Inclusion



The DEI award recognizes an individual or company that optimizes the opportunities found in the intersections among cultures, values, and perspectives—and that has positively impacted the company and/or employees.

CG Schmidt

Innovation



The Innovation award recognizes an individual or company whose new product and/or service, business processes, or technology has positively impacted how an organization is able to work, do business, or serve customers.

Jewelers Mutual Group

Succession



The Succession award recognizes a company that has successfully prepared for or moved to next-generation leadership.

QPS Employment Group

Sustainability



The Sustainability award recognizes a “green” corporation that balances economic growth, social equity, and environmental management.

Schneider

*Write-ups have been submitted by Distinguished Performer Award winners.



2023 Distinguished Performer: **Community**

Northwestern Mutual

At Northwestern Mutual, our core mission of delivering financial security also drives our commitment to our communities. We live this commitment through the Northwestern Mutual Foundation to help advance education, neighborhoods and making Milwaukee a great destination, and our support for employee volunteerism.

Since 1992, we've given more than \$400 million to advance the communities where our people live and work. We collaborate with community partners and promote volunteerism to improve outcomes in our areas of focus, including:

Education: Our education efforts focus on both students and teachers. Over the past 26 years, we've invested more than \$60 million in Milwaukee-area schools to address educational disparities and

mentored nearly 1,000 students via numerous STEM outreach events through our employee volunteer program. We also offered to teachers from Howard Fuller Collegiate a financial planning seminar to help them achieve their financial goals.

Neighborhood Revitalization: To close racial and economic disparities in our communities, we work directly with residents to advance their objectives and have invested nearly \$15 million since 2013 to foster safe neighborhoods, healthy and thriving youth, and strong families. This year we built on our neighborhood revitalization efforts with \$1.7 million in grants to nearly 30 nonprofit organizations in Milwaukee's Amani, Metcalfe Park and Muskego Way neighborhoods.

Cultural Destinations: Most recently, we announced nearly \$3 million in grants to help ensure Milwaukee's residents and visitors have equal and affordable access to the city's top attractions, such as the Betty Brinn Children's Museum, Discovery World, and the Zoological Society of Milwaukee, by meeting spatial, social and economic dimensions of inclusion.

Through strategic partnerships, programs, employee volunteer efforts, and leadership representation on local nonprofit boards, we are dedicated to creating long-term impact.



2023 Distinguished Performer:

DEI

CG Schmidt

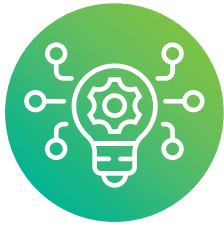
CG Schmidt's founder, Charles Schmidt, came to Milwaukee as a Dutch immigrant in the early 20th century and founded the company with his sons. Charles Schmidt & Sons was a promise of quality construction built with integrity, accountability and caring. Although the firm was renamed and incorporated in 1946 as CG Schmidt, family leadership continues to uphold these values. Today, CG Schmidt is a fifth-generation firm and has grown into one of the Midwest's top commercial builders. With over 100 years of construction experience, we live by our mission to create exceptional facilities that improve the lives of others.

In doing so, we believe it is our responsibility to encourage diversity of thought, experience and perspectives. We aim to champion inclusive approaches in our industry and provide opportunities for entire communities, including

project participation of underrepresented organizations and individuals. CG Schmidt executes a vision for a diverse, equitable and inclusive workforce in three areas: community outreach, workforce development and professional development.

We host diversity pipeline sessions and prequalification services, seek out small and local businesses to engage in mentorship, and encourage hiring of Minority Business Enterprises (MBEs) and Women Business Enterprises (WBEs). CG Schmidt has partnered with 148 underrepresented subcontractors, with 74 of these firms currently working on active projects. We strive for diverse participation on every project, regardless of contractual requirement.

At CG Schmidt, our projects have the potential to uplift and positively transform entire communities. As a devoted community partner, we take extra measures to invest beyond the construction by donating 6% of pretax earnings (six times the 1% corporate average) to local nonprofit organizations. CG Schmidt is driven to strengthen and improve the communities that we serve by creating exceptional facilities that improve the lives of others.



2023 Distinguished Performer: **Innovation**

Jewelers Mutual Group

Jewelers Mutual® Group's unwavering commitment to the jewelry industry is what has driven our success since 1913. A culture of innovation and digital transformation has strengthened our position as a trusted insurer and solutions provider to jewelry retailers, suppliers, wholesalers, and consumers.

The Zing® Marketplace technology ecosystem empowers jewelers to thrive in an ever-changing retail environment. Our Zing marketplace and technology stack consolidate software, systems, and webpages into a single interface, streamlining operations and providing access to jeweler-focused products and services. From tracking shipments to managing claim repairs, to conducting

consumer appraisals, the Zing marketplace simplifies jewelers' day-to-day operations. It also connects jewelers with industry suppliers and manufacturers enabling new relationships and business opportunities. In less than two years since launch, the Marketplace has garnered nearly 15,000 registered jewelers and nearly 5,000 jewelers utilizing the software monthly.

Jewelers Mutual continues to drive the industry forward with insurtech solutions that strengthen the bond between jeweler and consumer. Our newly launched LUX Digital Vault® mobile app, is a groundbreaking solution for how consumers can both protect and manage their valuable jewelry collection. Leveraging Luxurance® technology, the digital experience provides

customers a secure, all-in-one platform to insure jewelry as well as store and access vital jewelry documentation, certifications, and images. Consumers can also take advantage of the 15-day offer to protect new purchases while evaluating insurance needs, seamlessly within the app. The LUX Digital Vault enhances customer peace of mind and confidence to wear jewelry without worry.

As a company central to the jewelry industry since 1913, we're proud to provide products and services that extend beyond insurance as our customers' needs evolve and technology advances.



2023 Distinguished Performer: **Succession**

QPS Employment Group

QPS Employment Group was founded in 1985 by Scott Mayer. Mark Immekus joined the company shortly after, and Dan McNulty was hired in 1989. The three led QPS for many years, until Immekus' sudden passing in April 2018. Succession planning was always important to the trio, something that was discussed several years before Mark passed. The executives knew that there would be no interested family to pass to and felt very strongly about becoming employee owned one day.

To best set the company up for success, Scott and Dan hired Keith Jochims as CFO in late 2018. With Keith's financial acumen, the company began seriously planning to become an ESOP. Jeri Meyers, Senior Regional Vice President of Sales, stepped into the lead role vacated by Immekus and became the executive vice president of sales.

In 2019, Scott and Dan met Ryan Festerling and thought that he would be the perfect person to take over the company. He has over 20 years of experience from Kohl's Department Stores, where he held numerous leadership roles including executive vice president and head of human resources. Ryan became President and Chief Operating Officer, with responsibilities for the vision, leadership and growth, along with the day-to-day activities.

The newly created executive team was able to see the vision become a reality when QPS became 100% employee owned in 2021, with Dan and Keith leading the ESOP efforts. The company then created a board of directors to bring diverse leadership perspectives together.

As part of their growth plan, the team hired Lisa Cooney as Executive Vice President of Operations in 2022. Her national expertise is helping QPS with its expansion plans.

In June 2023, the board officially named Festerling Chief Executive Officer. Mayer will remain as Chairman of the Board, and McNulty will continue on as a board member.

QPS employs nearly 400 employees and 33,000 associates and works with 1,800 companies annually. The company has 57 office locations in nine states.



2023 Distinguished Performer: **Sustainability**

Schneider

Schneider is one of the few shipping and logistics companies that develops capabilities and technologies to improve sustainability and help customers report and reduce their own carbon footprint. Current sustainability initiatives include adding electric vehicles, optimizing shipping routes and leveraging our intermodal portfolio, testing other zero-emission vehicles, making updates to our existing diesel fleet and improving our facilities.

The company has set specific carbon emission and general sustainability-focused goals to measure progress:

By 2025, Schneider will reduce carbon emissions by 7.5% per mile. By 2035, the company will achieve a 60% reduction

in carbon emissions per mile. We aim to double our intermodal size by 2030, which will reduce carbon emissions by an additional 700 million pounds each year. Finally, we are working toward achieving net-zero status in all company-owned facilities by 2035.

In 2022, Schneider announced the company's order for Freightliner eCascadia Class 8 battery-electric trucks increased from 62 to 92 with delivery beginning in early 2023. We anticipate the full fleet to be operational by end of year. The eCascadia fleet has the potential to avoid over 81,000 pounds of carbon dioxide emissions per day. Annually, that's equivalent to removing 2,400 gas-powered cars from the road.

Battery-electric trucks are crucial in meeting Schneider's sustainability goals of reducing CO₂ per-mile emissions. Schneider has already achieved more than half of its 2025 goal, reducing per-mile emissions by 5% by the end of 2021.

In 2022, we increased our intermodal capacity by 11%. Moving freight by rail has significant environmental benefits—a single ton of freight can be shipped 500 miles on the equivalent of a single gallon of fuel. Our lightweight day cab tractors and lightweight chassis reduce overall weight, allowing more cargo to be moved per shipment, reducing the number of loads needed to move a given amount of product.



Wisconsin 75

Distinguished Performer
Award judges



Kaushal Chari currently serves as the Sheldon B. Lubar Dean and as Professor of Information Technology Management at the Lubar College of Business, University of Wisconsin-Milwaukee. He also serves on the boards of nonprofits such as Junior Achievement of Wisconsin, Rotary Club of Milwaukee, and FIA of Tampa Bay. Dr. Chari has engaged with businesses as a board member, consultant, or advisor. He is the winner of numerous awards including the Community Champion for Entrepreneurship Award from the Global International Entrepreneurs Organization (TiE) and the Design Science Award given by the INFORMS Information Systems Society. He has been recognized as a Notable Leader in Higher Education by *BizTimes* in 2023. Dr. Chari earned his PhD and MBA from the University of Iowa and his bachelor's degree in mechanical engineering from the Indian Institute of Technology Kanpur.

Kaushal Chari, PhD

Sheldon B. Lubar Dean,
Lubar College of Business

University of Wisconsin-
Milwaukee



Caroline V. Krider

SVP, Relationship Manager &
Milwaukee Market Leader, Global
Industrials & Services

U.S. Bank

Caroline is the SVP, Relationship Manager & Milwaukee Market Leader, Global Industrials & Services and has been with U.S. Bank and its (First Wisconsin & Firstar) predecessors for more than 35 years. She currently manages a portfolio of approximately 20 large corporate relationships in Southeastern Wisconsin and Northern Illinois.

Caroline serves on the following nonprofit boards:

- REDgen (Development co-chair)
- Zoological Society of Milwaukee (Executive Committee, Conservation Committee Chair, and past Board Chair)
- Wisconsin Humane Society (Investment Committee)

She previously served on the boards of the American Lung Association of Wisconsin, the American Lung Association of the Upper Midwest, IMPACT/2-1-1, and the St. Francis Children's Center where she served in various leadership roles. Other affiliations include Professional Dimensions, TEMPO Milwaukee, and serving as an annual judge and presenter for Deloitte's "Wisconsin 75" awards.

In addition to numerous U.S. Bank awards, Krider has received the Wisconsin Humane Society's Volunteer of the Year Award, the Milwaukee Business Journal Women of Influence Award, the Wauwatosa Public Library Foundation's Arthur B. Kohasky Leadership Award, and the Zoological Society of Milwaukee's *Pan paniscus* Conservation Award.

Caroline is FINRA licensed (63 & 79) and is a graduate of Denison University (BA, Economics), Marquette University's Graduate School of Management, and the Pacific Coast Banking School.



Derek L. Tyus

Senior Vice President &
Chief Investment Officer

West Bend Mutual
Insurance Company

Derek Tyus is senior vice president and chief investment officer of West Bend Mutual Insurance Company. He has been with West Bend since 2016.

Before joining West Bend, Tyus was a director for Northwestern Mutual Wealth Management Company in Milwaukee, Wisconsin. He has been in the insurance industry for 23 years, holding investment positions in private debt and equity, real estate, wealth management as well as strategy and administration.

Tyus is a graduate of Marquette University and received his MBA from the Ross School of Business at the University of Michigan. He is currently a member of the CFA Institute and the CFA Society of Milwaukee. He serves on the board of directors for Waterstone Financial, Inc. (NASDAQ: WSBF). He also serves as a director for several nonprofit organizations including the Greater Milwaukee Foundation, Zoological Society of Milwaukee, and Siebert Lutheran Foundation.





Presenting the
2023 **Wisconsin 75**

Rank**Company****Location****01****Northwestern Mutual****Milwaukee**

Northwestern Mutual has been helping people and businesses achieve financial security for more than 165 years. Through a comprehensive planning approach, Northwestern Mutual combines the expertise of its financial professionals with a personalized digital experience and industry-leading products to help its clients plan for what's most important.

02**ABC Supply Co., Inc.****Beloit**

ABC Supply Co., Inc. is the largest wholesale distributor of roofing and other select exterior and interior building products in North America. Since its founding by Ken and Diane Hendricks in 1982, ABC Supply's sole focus has been serving professional contractors and builders.

03**S.C. Johnson & Son, Inc.****Racine**

SC Johnson is a family company dedicated to innovative, high-quality products, excellence in the workplace and a long-term commitment to the environment and the communities in which it operates. Based in the United States, the company is one of the world's leading manufacturers of household cleaning products and products for home storage, air care, pest control and shoe care, as well as professional products.

04**U.S. Venture, Inc.****Appleton**

For more than 70 years, U.S. Venture, Inc. has been recognized as an innovative leader in the distribution of renewable and traditional energy products, lubricants, tires, parts, and using data-driven insights to manage energy and information in the global movement of goods. Through the values lived by their family of brands—U.S. Energy™, U.S. AutoForce, Max Finkelstein, LLC, Breakthrough®, U.S. Lubricants, U.S. Petroleum Equipment, and IGEN®, U.S. Venture seeks new ways to drive business success while being steadfast in its commitment to making the world a better place.

05**American Family Insurance****Madison**

Based in Madison, Wisconsin, American Family Insurance has been serving customers since 1927. Part of the American Family Insurance Group, the company sells American Family-brand products, primarily through exclusive agency owners in 19 states. The Group also includes CONNECT, powered by American Family Insurance, The General, Homesite and Main Street America Insurance. It is the nation's 12th-largest property/casualty insurance group, ranking No. 251 on the Fortune 500 list. American Family Insurance invests in communities nationwide, including through its charitable foundation.

Rank**Company****Location****Kwik Trip****La Crosse****06**

Kwik Trip is a family-owned company that serves customers with more than 850 convenient retail stores and also produces more than 80% of the products featured in the stores supplied by its own commissary, bakeries, dairy, and distribution center located in La Crosse, Wisconsin. Kwik Trip is known for sharing 40% of all the pre-tax profits with all the coworkers.

Uline**Pleasant Prairie****07**

Uline, a family-owned business, is the leading distributor of shipping, industrial and packaging materials to businesses throughout North America. For over 40 years, we've stayed committed to providing the highest levels of service and quality products to our customers.

Kohler Co.**Kohler****08**

Kohler is a global leader in the manufacture of kitchen and bath products, engines and power generation systems, cabinetry, tile and home interiors, and is an international host to award-winning hospitality and world-class golf destinations.


Ashley Furniture Industries, LLC**Arcadia****09**

Ashley Furniture Industries, LLC (Ashley) feels that everyone deserves more value for their money. Established in 1945, Ashley is one of the largest manufacturers of home furnishings in the world. From design through fulfillment, Ashley is committed to delivering the world's best home furnishing values, selection and service, and earning the loyalty and trust of its customers every day.


Schreiber Foods**Green Bay****10**

Schreiber Foods strives to do good through food every day. We're a customer-brand leader in cream cheese, natural cheese, processed cheese, beverages, and yogurt—including plant-based options. Our nearly 10,000 employees and presence on five continents enable us to be an essential ingredient in our customers' success. With annual sales of more than \$6 billion, we partner with the best retailers, restaurants, distributors and food manufacturers around the globe. We also recognize our responsibility to do good in the world and are driven to make a difference in everything we do.


Rank**Company****Location**

1 1  **Schneider** **Green Bay**


Schneider is a premier multimodal provider of transportation, intermodal and logistics services. With over \$6.6 billion in annual revenue, the company is one of the largest carriers in North America, with one of the broadest portfolios in the industry. Schneider has been delivering superior customer experiences for 88 years, while maintaining safety as its number one priority. Schneider is committed to being an industry leader in innovation, recently unveiling a new innovation center in Green Bay and adding almost electric trucks to its intermodal fleet.

1 2  **TruStage** **Madison**


TruStage™ is a financially strong insurance, investment and technology provider, built on the philosophy of people helping people. We believe a brighter financial future should be accessible to everyone, and our products and solutions help people confidently make financial decisions that work for them at every stage of life. With a culture rooted and focused on creating a more equitable society and financial system, we are deeply committed to giving back to our communities to improve the lives of those we serve. For more information, visit www.trustage.com.

1 3  **Epic** **Verona**

Epic develops software to help people get well, help people stay well, and help future generations be healthier. More than 305 million patients have a current electronic record in Epic. Our software is used in 16 countries in academic medical centers, community hospitals, hospice, children's organizations, dental clinics, payers, specialty diagnostics laboratories, and more.

1 4  **Sentry Insurance** **Stevens Point**

Headquartered in Stevens Point, Wisconsin, Sentry Insurance is a part of one of the largest and most financially secure mutual insurance groups in the United States, holding a Financial Strength Rating of A+ (superior) from A.M. Best, current as of June 2022. Sentry and its subsidiaries and affiliates sell property and casualty insurance, life insurance, annuities, and retirement programs for businesses and individuals throughout the country.

1 5  **MICHEL'S** **Michels Corporation** **Brownsville**

The Michels Family of Companies is a large, diversified energy and infrastructure construction contractor serving the Energy, Energy Transition, Civil, Marine, Renewables, Transportation, and Water & Wastewater industries. A sampling of our services includes pipeline, power, horizontal directional drilling, Direct Pipe, cured-in-place pipe, spray-in-place pipe, tunneling, gas distribution, marine, foundations, paving, and communications network construction.

Rank**Company****Location****16** **Quad****Sussex**

Quad is a global marketing experience company that gives brands a more streamlined, impactful, flexible and frictionless way to go to market and reach consumers. Quad's strategic priorities are powered by three key competitive advantages that include integrated marketing platform excellence, ongoing innovation, and culture and social purpose. The company's integrated marketing platform is powered by a set of core specialties including strategy and consulting, data and analytics, technology solutions, media services, creative and content solutions, and managed services.

17 **Baird****Milwaukee**

Baird is an employee-owned, international wealth management, asset management, investment banking/capital markets, and private equity firm with offices in the United States, Europe and Asia. Baird has 5,100 associates serving the needs of individual, corporate, institutional and municipal clients and \$375 billion in client assets as of December 31, 2022.

18 **Menasha Corporation****Neenah**

Menasha Corporation is a leading corrugated and plastic packaging manufacturer, contract services resource, and supply chain solutions provider. Headquartered in Neenah, Wisconsin, Menasha Corporation has two primary operating companies: Menasha Packaging Company and ORBIS Corporation. Together, Menasha Corporation's companies manufacture products and provide services that are used by major food, beverage, consumer products, health care, pharmaceutical, industrial, and automotive companies.

19 
GREEN BAY PACKAGING**Green Bay Packaging****Green Bay**

Green Bay Packaging Inc. (est. 1933) is a family-owned, vertically integrated company consisting of corrugated container plants, recycled and virgin linerboard mills, folding cartons, pressure-sensitive label roll stock, specialty converting operations, timberlands and a sawmill. Headquartered in Green Bay, WI, GBP manufactures in 16 states, including nine facilities in Wisconsin.

20 **Trek****Waterloo**

Trek Bicycle is a bicycle and cycling product manufacturer, distributor, and retailer under brand names Trek, Electra, Bontrager, and Diamant Bikes.

Rank**Company****Location****21****Acuity Insurance****Sheboygan**

Acuity Insurance, headquartered in Sheboygan, Wisconsin, insures more than 130,000 businesses, including 300,000 commercial vehicles, and nearly a half million homes and private passenger autos across 31 states. Acuity is rated A+ by A.M. Best and S&P.

22**Quartz****Fitchburg**

Quartz Health Solutions, Inc. (Quartz) is jointly owned by Advocate Aurora Health, Gundersen Health System, UnityPoint Health and UW Health. The company manages four provider-owned health insurance plans: Quartz Health Benefit Plans Corporation, Quartz Health Plan Corporation, Quartz Health Plan MN Corporation, and Quartz Health Insurance Corporation. As a third-party administrator, Quartz also services self-funded health plans. Through an extensive provider network, Quartz focuses on local, community-based health care and services for customers in Wisconsin, Illinois, Iowa, and Minnesota.

23**Charter Manufacturing****Mequon**

Charter Manufacturing is a fourth-generation, family-owned metals manufacturing company fueled by our will to grow and an unwavering commitment to our employees, customers, and the communities in which we operate. Our businesses include Charter Arrowcast, Charter Dura-Bar, Charter Steel and Charter Wire.

24**West Bend Mutual Insurance Company****West Bend**

West Bend, through our independent agencies, provides property and casualty insurance across 15 states. We're driven to be the company of choice by agents, associates, and policyholders. When the unimaginable happens, we're there, delivering the Silver Lining® through sound insurance and superior claims service. The Worst Brings Out Our Best®.

25**The DeLong Co., Inc.****Clinton**

The DeLong Co., Inc. is a sixth-generation, family-owned business headquartered in Clinton, WI. The company operates 38 US locations and comprises six divisions: grain, exports, agronomy, seed, transportation and wholesale feed. The DeLong Co. is the largest US container exporter of agricultural products and third-largest exporter of all containers. The company recently opened their new Agricultural Maritime Export Facility in Milwaukee, where they will ship WI grain products to Europe and Africa.

26

**Sargento Foods Inc.****Plymouth**

With more than 2,400 employees and net sales of \$1.8 billion, Sargento Foods is a family-owned company that has been a leader in cheese for 70 years. Founded in 1953, Sargento is proud to be the company that successfully introduced America to pre-packaged sliced and shredded natural cheeses and cheese blends. Today, Sargento Foods is based in Wisconsin, where they make and market high-quality shredded, sliced, and snack natural cheese products, as well as ingredients. Company leadership lives to serve local communities and employees, whom it refers to as the Sargento Family.

27

**Miron Construction Co., Inc.****Neenah**

Miron Construction Co., Inc., the largest building contractor in Wisconsin, provides innovative preconstruction, construction management, design-build, industrial, and general construction services nationwide. The forward-thinking, fast-growing, 105-year-old private company is headquartered in Neenah, Wisconsin, with regional offices located throughout Wisconsin and in Cedar Rapids, Iowa. As one of the nation's premier construction firms, Miron strives to exceed client expectations and bring their dreams to life by integrating sustainability and innovation into their projects.

28

**Masters Gallery Foods, Inc.****Plymouth**

Masters Gallery Foods is a family-owned cheese packaging company with two state-of-the-art production facilities located in Wisconsin. The company services private label, retail and foodservice customers around the world and maintains one of the largest privately held cheese inventories in the United States.

29

**The Boldt Company****Appleton**

Headquartered in Appleton, Wisconsin, The Boldt Company is among the top construction service firms in the country, with 17 offices throughout the United States. We are a fourth-generation family and employee-owned company providing construction services to customers in a variety of industrial, education, health care, commercial and renewable energy markets. Our delivery philosophy is based on safety, performance, and driving highest-value results while continuing our legacy of honesty, fairness, and hard work in business and beyond.

30

**Bergstrom Automotive****Neenah**

Bergstrom Automotive, headquartered in Neenah, Wisconsin, is one of the top 50 automotive retailers in the United States and the largest in Wisconsin. The company employs more than 1,750 team members and sells and services 33 brands in 30 facilities located throughout Wisconsin.

Rank**Company****Location****31****Church Mutual Insurance Company, S.I. (a stock insurer)****Merrill**

Church Mutual Insurance Company, S.I. serves religious institutions of all denominations, public and private K-12 schools, colleges and universities, senior living facilities, camps and conference centers, and nonprofit and human services organizations throughout the United States. Church Mutual markets most lines of commercial property and liability insurance.

32**Walbec Group****Waukesha**

Together Payne and Dolan, Northeast Asphalt, Zenith Tech, Parisi, Premier Concrete, and Construction Resources Management produce high-quality construction materials and deliver unparalleled professional design, engineering, and construction services. Our team delivers cost-effective, expert solutions to meet our customers' infrastructure design, engineering, and construction needs. By combining the strengths of the group, we have cultivated a world-class organization that takes pride in working efficiently and safely to provide innovative and environmentally friendly solutions.

32**Brakebush Brothers, Inc.****Westfield**

Headquartered in Westfield, Wisconsin, Brakebush Brothers, Inc. has been family owned since its inception in 1925. Brakebush Brothers, Inc. is a value-added processor of more than 200 innovative varieties of great-tasting chicken products. Constant process improvements and product innovation ensures Brakebush can provide superlative products for an array of consumers and occasions.

34**SECURA Insurance****Neenah**

SECURA Insurance operates through independent insurance agents to provide a broad range of commercial, personal, farm, nonprofit, and special events products in 13 states. Founded in 1900, SECURA is rated A (Excellent) by A.M. Best. The carrier is a Ward's Top 50 company and a certified Great Place to Work®.

35

**Hydrite****Brookfield**

Hydrite is one of the largest independent providers of chemicals and related services in the United States. Hydrite has manufacturing facilities, warehouses, and laboratories located in Illinois, Wisconsin, Iowa, Indiana, California, and Texas. Hydrite offers expertise in chemical manufacturing and distribution, food and dairy sanitation, organic processing, liquid sulfites, foam control and water treatment chemistries. Hydrite's dedicated chemists, engineers, and technical service staff have extensive knowledge and experience to solve challenging formulation problems and provide creative solutions.

36

**Findorff****Madison**

Findorff takes great pride in a 133-year history of providing innovative planning, management, and construction-related services. They focus daily on delivering quality facilities where we work, live, and play. With deep roots in Madison, their work now extends through the City of Madison, Dane County, Wisconsin, and the United States. Findorff has a rich history of constructing everything from minor renovations to large complex facilities. Exceptional craftsmanship is a must. Beyond building, they are committed to being a valued and dependable resource for clients, employees, and the broader community.

37

**Stoughton Trailers****Stoughton**

Stoughton Trailers is a top 5 manufacturer of semi-truck trailers in North America. The family-owned company designs, manufactures, and markets dependable semi-truck trailers, agricultural trailers, and intermodal chassis used for over-the-road trucking. The Stoughton, Wisconsin-based company provides one-stop build, finance, rental, parts and fleet solutions. Our customers include the most recognizable names in the trucking, retail and logistics business.

38

**AriensCo****Brillion**

Based in Brillion, AriensCo is celebrating its 90th year as a privately owned manufacturer of outdoor power equipment for both consumer and commercial markets. Established in 1933, the company manufactures equipment under the Ariens®, Gravely®, RapidCare®, Countax®, Westwood® and AS-Motor® brand names. It also established AriensCo Hospitality in 2020 with two luxury event venues, Stone Prairie and Round Lake Farms. In December 2022, it opened Ariens Nordic Center, a year-round outdoor recreation complex for cross-country skiing, biathlon, hiking, running and roller skiing.

39

**Boucher Automotive Group****Greenfield**

A native of Milwaukee, Wisconsin, Gordon F. Boucher began his automotive career in 1956 as a salesperson for a local dealership in Milwaukee, Wisconsin. In 1977, Boucher opened his first Lincoln Mercury dealership in West Allis, and today Boucher owns and operates 18 dealerships in Southeastern Wisconsin. The dealerships are run by Gordie Boucher's sons, Frank Boucher and Gordie Boucher, Jr., and his daughter Julie Boucher Sellars. We ride with you every mile, before, during, and after the sale. It is more than our motto at Boucher; it's our mission.

40

**Great Northern Corporation****Appleton**

Great Northern is a leading developer and manufacturer of packaging, shipping, merchandising (retail displays), and distribution creative solutions for industrial, commercial, and retail customers. With close to 1,500 employees, Great Northern serves customers in the U.S., Canada, Mexico, Europe, and parts of South America. Great Northern is one of the country's largest independent producers of corrugated packaging.

41

**Faith Technologies Incorporated (FTI)****Menasha**

Faith Technologies Incorporated (FTI) is a dynamic organization composed of construction, engineering, manufacturing and renewable energy experts. We create success for our partners and team members through innovation and expertise, rethinking how energy is designed, applied and consumed and providing solutions that go beyond the ideas of today. With expertise across all our divisions—Faith Technologies®, EnTech Solutions™ and Excellerate®—we are one connected company, bringing our partners' visions to life to ensure a sustainable future.

42

**Promega****Madison**

Promega is a leader in providing innovative solutions and technical support to the life sciences industry. The company's portfolio of more than 4,000 products supports a range of life sciences work across areas such as cell biology; DNA, RNA and protein analysis; drug development; human identification, and molecular diagnostics. These tools and technologies have grown in their application over the past 45 years and are used by scientists and technicians today in labs for academic and government research, forensics, pharmaceuticals, clinical diagnostics, and agricultural and environmental testing.

Rank**Company****Location****Lakeside Foods****Manitowoc****43**

Lakeside Foods is a premier supplier of high-quality foods to the retail, food service and industrial sectors. Since beginning in 1887 as a pea-canning plant, Lakeside Foods has expanded to 14 production facilities producing canned and frozen vegetables, canned dry beans, meats and sausages, appetizers, desserts and pet food. The company remains family owned and based in Manitowoc.

JX Enterprises, Inc.**Hartland****44**

JX operates heavy- and medium-duty truck dealerships in the Midwest. JX is committed to providing customers a complete trucking experience, offering full maintenance leasing and fleet management services, flexible financing, world-class parts and service, as well as new and pre-owned truck sales.

RJ Schinner**Menomonee Falls****45**

For more than 70 years and three generations, RJ Schinner has been a family-owned and operated leader in the wholesale distribution industry servicing the food service, lodging, grocery, janitorial supply and office supply markets. RJ Schinner is the largest independent redistributor in the United States. Our customers benefit from our enhanced flexibility and quick-to-market operation.

American Packaging Corporation**Columbus****46**

Established in 1902, American Packaging Corporation (APC) is a family-owned, flexible packaging converter and renowned leader in the North American packaging industry. With more than a century of experience serving a wide range of markets, APC specializes in flexographic, rotogravure, and digital printing; multi-ply extrusion; and adhesive lamination of film, paper, and foil, as well as pouch and bag fabrication to meet a variety of requirements. At APC, we've built a reputation as the go-to source for effective solutions in flexible and specialty packaging.

Roehl Transport**Marshfield****47**

Roehl Transport is one of the safest and most successful trucking companies in North America. The company and its affiliates provide transportation services for commodities and consumer goods using temperature-controlled, van, flatbed, curtainside, and specialized trailers. Roehl picks up and delivers in the 48 contiguous states and Canada.

Rank**Company****Location****48****IEWC****New Berlin**

IEWC is a global distributor of wire and cable products, a manufacturer of custom fiber assemblies, and a provider of value-add solutions that advance a connected world. IEWC serves as an entrusted partner to both its customers and suppliers—accelerating and simplifying their businesses. With 23 locations in 11 countries, IEWC supports manufacturing and infrastructure industries around the world.

Proudly headquartered in New Berlin, Wisconsin, IEWC is an employee-owned company with a strong culture and where great people work together to do great things.

49**Palermo Villa, Inc., d.b.a. Palermo's Pizza****Milwaukee**

Palermo Villa, Inc. has been making quality pizza in Milwaukee for nearly 60 years. Products include Palermo's, Screamin' Sicilian, Urban Pie Pizza Co., Connie's Pizza, and Surfer Boy—all manufactured under the Palermo Family of Brands. Palermo's is also the nation's leading producer of private-label retail brands.

50**JP Cullen****Janesville**

In five generations, we have grown into a \$500+ million, full-service construction company with more than 650 employees. Through decades of working in the education, health care, commercial, industrial, and historic restoration markets, we have refined our skill set allowing us to consistently deliver the high-quality results our clients expect.

51**Hy Cite Enterprises, LLC****Middleton**

Since 1959, Hy Cite has provided product development and distribution, financing and customer service to distributors and customers of its well-known cookware brands in more than 20 countries. Headquartered in Wisconsin, Hy Cite has eight corporate offices and eight distribution centers across North and South Americas.

We help people better nurture their families by creating exceptional kitchenware and making it attainable to all. We accomplish it with a dedicated team of employees who accelerate the success of our entrepreneurial distributors with innovative service and support.

Rank**Company****Location****5 2****Bemis Manufacturing Company****Sheboygan Falls**

Founded in 1901, and now in its fourth generation of family leadership, Bemis Manufacturing Company has grown into a global leader of toilet seats and bidets while also being one of North America's top non-automotive producers of contract plastic components, serving consumer, commercial, medical and industrial markets worldwide.

5 3**Fox World Travel****Oshkosh**

Fox World Travel is a leading global travel management company headquartered in the United States with 63 years of success serving corporate, meeting, and leisure travelers. Its focus on the traveler experience has led to sustained growth, industry recognition, and long-term partnerships with national and multinational organizations around the globe.

5 4**J. F. Ahern Co.****Fond du Lac**

J. F. Ahern Co. is a mechanical and fire protection contractor specializing in HVAC, plumbing, building controls and automation, fire sprinkler, extinguisher and alarm, and fabrication for construction and service projects. Founded in 1880, the company has more than 1,500 employees servicing commercial and industrial clients across the United States. We partner on new construction or retrofit projects, service existing facilities, and provide prefabricated multi-trade systems while reducing client risk on projects of all sizes.

5 5**Werner Electric Supply****Appleton**

Werner Electric Supply is a provider of electrical products and services for diverse OEMs, contractors, industrial companies, and integrators. With 500 dedicated employees across 11 locations in Wisconsin and Michigan's Upper Peninsula, Werner Electric has continued to adapt its offerings through strategic partnerships, leading industry knowledge, and exceptional customer support.

5 6**Ewald Automotive Group, LLC****Delafield**

Ewald Automotive Group was founded in 1964 by Emil Ewald and is now owned by sons Craig, Brian and Thomas Ewald along with the third generation of ownership including Eric, Jay and Brett Ewald. With our 450 associates, Ewald Automotive Group is a leader in providing transportation solutions through the sale of new and used vehicles and service, parts and body shop repairs.

Rank**Company****Location****57****Hooper Corporation****DeForest**

Hooper is a well-respected electric power and mechanical contractor headquartered in Wisconsin serving both commercial and residential clients. From constructing substations and high-voltage lines for utility partners, to fabricating and installing complex plumbing, process piping, fire protection, and HVAC systems, Hooper helps connect people to the resources they need.

58**ETC****Middleton**

ETC is a Wisconsin-based manufacturer of lighting and rigging control systems for entertainment, architectural, and commercial applications. ETC is recognized for lighting and rigging installations all over the world, from opera, theatre, and schools, to museums, conference centers and public monuments. Our company foundation is innovation in product design and manufacture, combined with relentless dedication to making our customers successful. The key to our success is focus on the ETC community and the excellence of individual employee contributions.

59**First Supply****Madison**

First Supply has a rich history of service to the building community. Originally incorporated in 1897 as a family-owned supplier of pumps and windmills, this growing company has evolved into the single-source supplier that most Midwestern contractors rely on for plumbing, HVAC, municipal, waterworks, well and septic, builder PVF and industrial supplies. Recognized nationally as a leader in the industry, we're focused on maintaining the best support staff and most reliable products available to contractors today.

60**Jewelers Mutual Group****Neenah**

Jewelers Mutual was founded in 1913 by a group of Wisconsin jewelers to meet their unique insurance needs. Later, consumers began putting their trust in the insurer to protect their jewelry. Today, Jewelers Mutual continues to provide jewelers and consumers products and services to meet their evolving needs. The powerful suite of technology solutions helps jewelers strengthen and grow their businesses, mitigate risk, and better serve customers. The Group insurers' strong financial position is reflected in their 36 consecutive "A+ Superior" ratings from A.M. Best Company, as of Nov 2022.

Rank**Company****Location****6 1****Gustave A. Larson Company****Pewaukee**

The Gustave A. Larson Company is the Midwest, Plains, and Mountain States' leading wholesale distributor of heating, ventilation, air conditioning and refrigeration (HVACR) equipment, parts, and supplies from more than 450 different manufacturers. In addition to a full line of equipment, controls, supplies, and replacement parts, each location offers customer educational opportunities, including technical and business training.

6 2**The Boelter Companies, Inc.****Waukesha**

Boelter is a foodservice and beverage partner providing immediate insights and lasting solutions to restaurants, breweries, distilleries and a wide range of foodservice operations. Boelter delivers guidance and value to its customers through strategy, design, products, processes and management best practices throughout a wide array of custom foodservice and beverage solutions.

6 3**Hunzinger Construction Company****Brookfield**

Hunzinger Construction Company is a fourth-generation, family- and employee-owned company. Founded in 1907, Hunzinger is a construction manager, general contractor and design-builder that has constructed some of Wisconsin's most notable projects. Hunzinger is technically-driven, embraces sustainability, and takes pride in their superior quality craftsmanship and safety record.

6 4**J. J. Keller & Associates, Inc.****Neenah**

Our purpose at J. J. Keller & Associates, Inc. is to protect people and the businesses they run. Serving 500,000+ companies across North America, our associates are proud of what we do. Transportation, construction and industrial organizations of all sizes rely on our expert insights to create safe work environments and simplify complex government regulations. They trust our diversified portfolio of solutions—cloud-based management tools, consulting, professional services, training, forms, PPE, and safety supplies—to safeguard workers, reduce risk and build operational confidence.

6 5**Johnson Financial Group****Racine**

Johnson Financial Group is a privately held, family-owned, diversified, and comprehensive financial services company. Engaged family ownership, strong values, and committed associates are what clients can expect from Johnson Financial Group today and for generations to come. Our experienced advisors are ready to help individuals, families, and organizations meet a lifetime's worth of evolving financial needs. The \$6 billion financial services company offers banking and wealth solutions through its subsidiaries, Johnson Bank and Johnson Wealth.

Rank**Company****Location****Zilber Ltd.****Milwaukee****66**

Zilber Ltd. is a diversified real estate company that develops, owns, and markets housing, commercial property and multifamily products under its Homes by Towne, Towne Island Homes, Zilber Property Group, and Zilber Residential Group brands. Zilber Ltd. is majority-owned by the Zilber Family Foundation, a private grantmaking institution dedicated to enhancing the well-being of individuals, families and neighborhoods.

CG Schmidt**Milwaukee****67**

As a fifth-generation, family-owned construction firm, CG Schmidt is a leader in quality construction management, general construction, and design-build services with offices in Madison and Milwaukee. The company serves the markets of education, health care, senior living, multifamily, corporate, industrial, community and religious facilities. CG Schmidt has built a reputation for tackling the most recognizable projects in the state, helping to shape the Milwaukee skyline and create quality, state-of-the-art buildings in Wisconsin and beyond.

QPS Employment Group**Brookfield****68**

QPS is an employment solutions firm specializing in industrial, skilled trades, clerical and professional staffing. QPS was founded in 1985 and has grown from a two-person operation to an employee-owned company whose internal staff now numbers nearly 400 employees in 57 offices in locations in nine states across the country, including Wisconsin, Illinois, Indiana, Iowa, Maryland, Missouri, Nebraska, Colorado and Pennsylvania. QPS has experienced substantial growth over the past 37 years. QPS employs more than 33,000 associate employees annually working with more than 1,800 corporate customers.

MGS Mfg. Group, Inc.**Germantown****69**

MGS is a global contract medical device manufacturer serving the Pharmaceutical, Diagnostics & Med Tech industries. Our services begin with complete product design and continue through final manufacture and distribution.

Stella and Chewy's**Oak Creek****70**

At Stella & Chewy's, we put pets first; behind everything we do is our mission to help dogs and cats thrive. We are the innovators of raw frozen and freeze-dried raw pet food. Today, we are a full line manufacturer of premium pet food, focused on best-in-class nutrition with high-quality ingredients, offering a range of products including frozen raw, freeze-dried raw, kibble, wet food, and treats. We proudly manufacture our food in our headquarters facility in Oak Creek, Wisconsin. All you need is RAW!

Rank**Company****Location****71****The Douglas Stewart Company****Madison**

With more than 70 years of experience, we are committed to advancing your goals through education-market knowledge and expertise. Our relationship-driven philosophy, rooted in exceptional customer service, ensures our mutual successes.

71**Crystal Finishing Systems Inc.****Schofield**

At Crystal Finishing Systems Inc., no matter the size of the project, we are committed to providing the highest-quality products and services, on time and at a fair price. Since 1993, our company has steadily grown and developed in size and function, and we are proud to offer a wide range of aluminum and plastics services, including extrusion, fabrication, architectural and industrial finishes, coatings and more.

73**Edward H. Wolf & Sons, Inc.****Slinger**

Since 1941 Edward H. Wolf & Sons, Inc., a fourth-generation family company, continues to be a supplier of fuel, lubricants, and diesel exhaust fluid (DEF) to transportation, retail, construction, agricultural and manufacturing industries. We have a long-standing foundation built on trust and integrity, which supports our employees, customers, and the communities we live and work in.

74**River States Truck and Trailer, Inc.****La Crosse**

For more than 50 years, River States Truck and Trailer has been committed to providing top-quality transportation solutions for our customers. Within our doors, you will find a passionate team committed to helping businesses thrive by delivering exceptional heavy-duty commercial vehicles and world-class customer service. With three full-service dealerships and two service outlet locations, River States continues to grow while continuing to maintain the foundation of excellence and principles on which the company was founded.

75**Standard Process Inc.****Palmyra**

Standard Process is a family-owned company dedicated to making high-quality and nutrient-dense therapeutic supplements for three generations. We apply a wholistic approach to how we farm, manufacture and protect the quality of our products. This comprehensive strategy ensures that our clinical solutions deliver complex nutrients as nature intended. It's how we define the whole food health advantage.

Eligibility requirements

A company must meet the following criteria:



Location

Must be headquartered in Wisconsin.



Ownership

Must have a majority ownership (more than 50%) by an individual(s), family, employee stock ownership plan (ESOP), or private equity firm. Public companies (i.e., companies whose voting stock is listed on any exchange or actively traded over the counter) are eligible when more than 50% of the value or vote of the shares are owned by individuals, family, ESOP, or private equity.



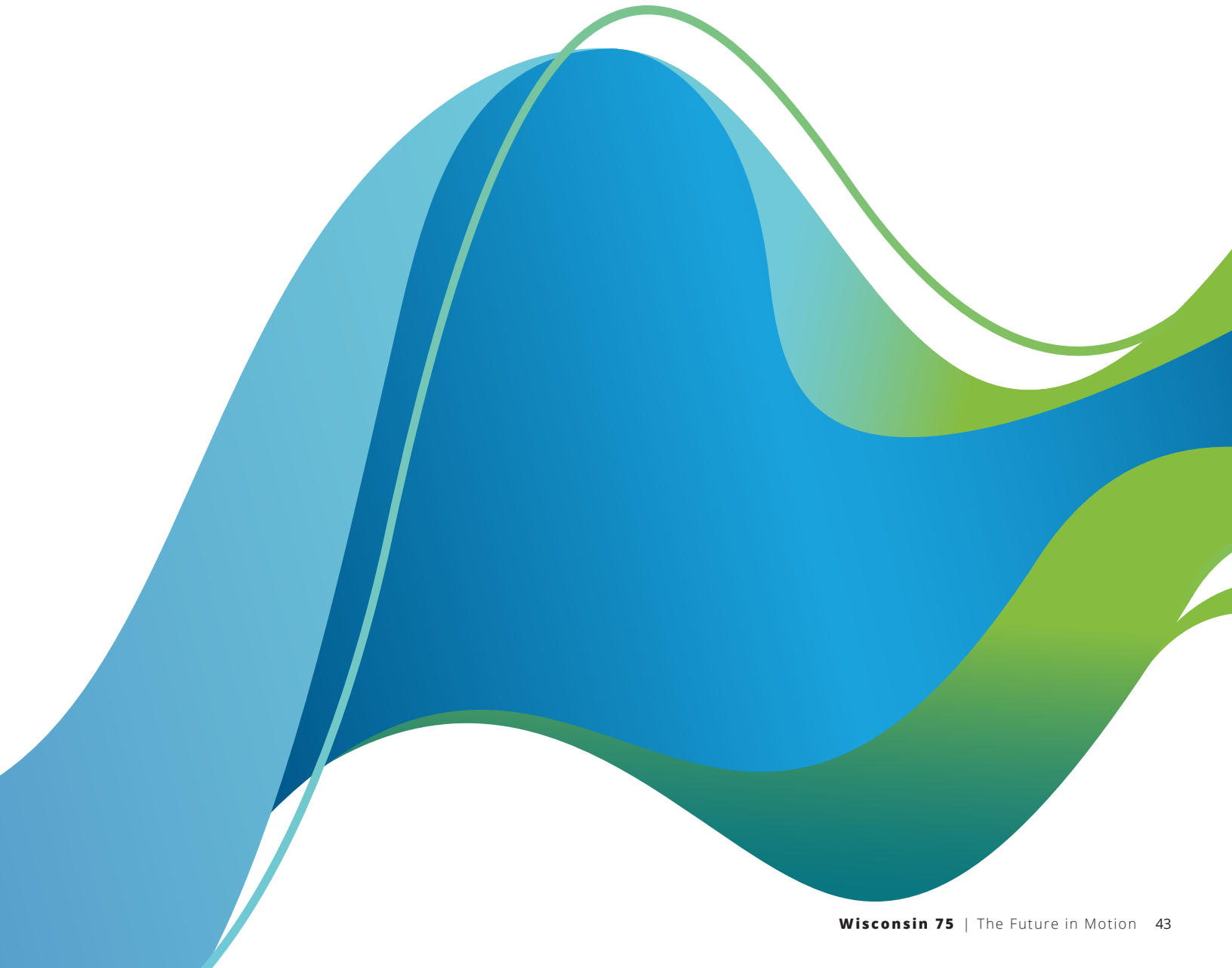
Sales

Must have a minimum of \$50 million in annual sales revenue. The top 75 companies will be ranked by sales revenue. Parent companies must submit an aggregate figure that includes subsidiaries; do not submit separate forms for each subsidiary. Annual sales revenue should be the amount reported on the company's financial statements. The information provided is kept confidential by Deloitte LLP.



Type of business

Excludes cooperatives and accounting, tax, legal, and consulting services companies. Each company must designate a primary industry on the nomination form to be considered.



Wisconsin

Local focus, global reach

Our Wisconsin practice has a long-standing commitment and reputation for excellence that has been earned through the high-quality work and attention we offer to our clients. Our professionals have deep experience that matches the diverse and growing needs of both emerging and developed industries in the region that help make this community so vibrant.

Our professionals represent many perspectives. Some of us have deep roots in the area. Some of us found our way here from afar. But all of us are proud of the central role we play; supporting Wisconsin companies of all sizes and maturity to reach their goals; and building Wisconsin's story of innovation, prosperity, and perseverance.





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Addressing core strategic challenges



Artificial intelligence

Achieving desired business results in today's complex, connected world requires a high-performance blend of humans with machines, automation with artificial intelligence, and business analytics with data science. **Artificial intelligence is an opportunity to think—and do—things differently.**

Deloitte's AI and Analytics services combines end-to-end AI solutions with domain and industry insight to harness the power of human-machine collaboration. We do this by focusing on four pillars that describe how we address every AI challenge:

- **Design** for agility with accountability.
- **Translate** unknowns into knowns.
- **Optimize** for predictable performance.
- **Reimagine** with confidence.

Our approach to AI solutions combines strategic thinking, industry know-how, and deep AI knowledge to deliver insights that help clients realize their complex ambitions.



Business transformation

Business transformation initiatives (Digital, Operations, Finance, Tax, Sales & Marketing, Human Capital, Accounting, Governance, and Controllershship) require business leaders to rethink how the enterprise creates value today—and in the future. Incremental improvement is not enough to win in today's exponentially disrupted business environment. Enterprises must think big—and bold. Thinking big can help organizations unlock the value of transformation, unlock hidden opportunities, and generate new value.

Disruptions are happening constantly, changing the manner and competitive landscape in which businesses, like yours, are operating. Keeping up isn't easy, which means your business needs to be agile and responsive, with a culture that understands, accepts, and even embraces business transformation. Deloitte can develop strategies for owning disruptions. Through designing, implementing, and following a comprehensive business transformation strategy, Deloitte can help your organization remain agile and responsive in a highly competitive environment.

Our expertise enables organizations to weigh, make, and execute customer, business model, operating model, and ecosystem choices. We also help organizations design, test, and build new propositions borrowing lean and agile techniques from the startup world, and offer customized digital learning programs for C-suite executives and broader employee populations.



Cyber

Deloitte Cyber helps organizations create a cyber-minded culture and become stronger, faster, more innovative, and more resilient in the face of persistent and ever-changing cyberthreats. We believe cyber is about starting things—not stopping them—and moving beyond compliance to enable the freedom to create and drive innovation. Our strategy is to help clients design and implement transformational enterprise security programs, organizational constructs, and capabilities so they can better manage cyber risks aligned with business priorities:

- Cyber assessments, frameworks, and benchmarking
- Cyber strategy and program transformation
- Cyber metrics, reporting, and risk quantification
- Cyber awareness, board reporting, and training
- Integrated risk management/governance, risk management, and compliance
- Third-party cyber risk
- Insider threat programs

In this digital world, your reputation begins and ends with cyber. With cyber everywhere, it's a shared responsibility, right across your enterprise. Deloitte's deep experience with cyber enables us to build a culture of understanding, connection, and trust with you, your organization, and your customers, prospects, and the wider community.



Future of work

Accelerated by the pandemic, the future of work is here. As increasing connectivity, robotics, and cognitive tools change the nature of work, new talent models and the gig economy are reinventing jobs. Now is the time to reimagine why, where, and how work gets done—and unleash the energy and endless possibilities of human potential.

We are becoming an increasingly digital society. The way we behave and how we work is changing, and as we become more fixed in a tech-centric world, the workforce at large is longing for a reimagined workplace, a more human workplace.

Quality work can depend on workforce well-being, and with one of the largest Human Capital practices in the world, we pride ourselves on creating better workplaces. Our “future of work” specialists call on our proprietary research to generate fresh insights. That way, we can better understand the key human capital issues you face each day, and most importantly, how you can address them.



Sustainability, climate, and equity

How you respond to climate risks and opportunities can set the tone for the business for years to come. Our Risk Advisory professionals help clients to understand what environmental, social and governance criteria (ESG) mean to their organization, how to identify and analyze the trade-offs, and address the issues that are important to their business and stakeholders.

With more than 20 years of experience in sustainability services, we can provide end-to-end solutions to meaningfully embed sustainability and climate considerations into your operations to build brand value, improve and protect margins, and enhance risk resilience. Whether you are trying to measure the impact of your value chain, accelerate your transformation to net-zero, build a more responsible supply chain, or report on your sustainability achievements, we have the innovative approaches, digital solutions, and deep-industry experience to map your way forward.

Together, we can rewrite the playbook on authentic organizational responsibility.





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