

The Deloitte logo, featuring the word "Deloitte" in a white, bold, sans-serif font, followed by a small green dot.

Together makes progress

A night-time photograph of the Cincinnati skyline. The Ohio River is in the foreground, reflecting the city lights. The Roebling Suspension Bridge is illuminated on the left. The city skyline, including the Cincinnati Bell Tower, is lit up in the background. A large green arch is superimposed over the image, framing the skyline.

CINCINNATI 100

Powering our economy.
Strengthening our community.

Deloitte Cincinnati 100 | November 18, 2025

Congratulations

to the companies named to the Deloitte Cincinnati 100 and Harry Fath of Fath Properties, the recipient of the Carl H. Lindner Award for Entrepreneurial and Civic Spirit.



Cincinnati.com

The Enquirer



Dear honorees and guests,

On behalf of Deloitte, Great American Insurance Group, and *The Cincinnati Enquirer*, we are thrilled to welcome you as we recognize Greater Cincinnati’s private businesses. We’re also proud to present the Carl H. Lindner Award for Entrepreneurial and Civic Spirit, which celebrates a local leader who exemplifies Mr. Lindner’s enduring legacy of strong leadership and civic involvement.

As Cincinnati’s Deloitte Private practice leader, it’s a privilege to connect with you and recognize the contributions private businesses make to our city and its future. Your hard work and commitment continue to strengthen our region and help drive its success.

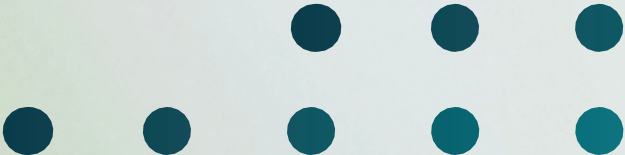
Private companies set themselves apart by their ability to adapt, grow, and support their communities. The 100 businesses recognized today help pave the way through job creation, innovation, and their contributions to the local economy.

This year’s numbers highlight just how significant the impact is: Together, the companies surveyed generated \$62.3 billion in revenue, with eight businesses each achieving more than \$2 billion. The following pages showcase more highlights from the 2025 Deloitte Cincinnati 100 survey findings, along with key performance metrics.

Congratulations to all of this year’s honorees, and to Harry Fath, recipient of the Carl H. Lindner Award. Thank you for being here as we celebrate the visionary leaders and accomplishments shaping the future of our region.

Sincerely,

Aaron Zboril
Cincinnati Deloitte Private Leader
Managing Director, Audit & Assurance Services
Deloitte & Touche LLP



Agenda

11:00 a.m.	Registration and networking
12:00 p.m.	Welcome address and presentation of the 2025 Carl H. Lindner Award for Entrepreneurial and Civic Spirit Todd Best, Cincinnati & Dayton Managing Partner Deloitte LLP
12:15 p.m.	Lunch served
12:25 p.m.	2025 Private Company Impact: A Fireside Chat Aaron Zboril, Cincinnati Deloitte Private Leader, Managing Director, Deloitte & Touche LLP Wolfe Tone, Vice Chair and US Deloitte Private Leader, Deloitte LLP
12:45 p.m.	Introduction of featured speaker Beryl Love, Executive Editor and Vice President of News The Cincinnati Enquirer
12:50 p.m.	Human-Centered Leadership in an AI World Dr. Adam Naylor, Leader of Performance Psychology Deloitte Services LP
1:25 p.m.	Concluding remarks Aaron Zboril
1:30 p.m.	Adjourn

Carl H. Lindner *award* for Entrepreneurial and Civic Spirit



Harry Fath
Fath Properties

Harry Fath is a Cincinnati native, businessman, and philanthropist whose life is defined by hard work, resilience, and service. Growing up in Western Hills, Harry took on his first paper route at age 9, quickly adding caddying, lawn mowing, and other summer jobs as he moved through high school and college. These early experiences fostered a strong work ethic and a belief that success comes from effort and determination—principles that have shaped his lifelong approach to projects and business.

After graduating from St. Xavier High School, Harry set his sights on the University of Notre Dame. Undeterred by initially being waitlisted, he and his father met directly with the business school dean, securing Harry's place and forging a deep, lasting bond with the university.

Following his 1963 graduation, Harry served in the US Army, where he completed officer training and became a paratrooper. This experience honed his leadership skills, which would underpin his business ventures. Upon returning to Cincinnati, Harry earned his JD, setting the stage for a career marked by sharp negotiation and business acumen.

Harry founded Fath Properties, building it into an enterprise with thousands of apartment units in multiple states. Known for his disciplined approach, attention to detail, and tenacity, Harry earned a reputation as a trusted industry leader.

As his business prospered, Harry became deeply involved in philanthropy, especially in his beloved hometown. Alongside his wife, Linda, he supported causes in education, the arts, and broader community development. Initially, his focus included leadership roles in the arts—serving as president of Cincinnati Opera, and on the boards of the Cincinnati Art Museum, Symphony, Taft Museum, and CISE. Notably, he launched the renovation of Cincinnati Music Hall, reflecting his love of ambitious projects.

Later, Harry turned his attention more directly to supporting people in need, particularly underserved youth. He endowed scholarships at numerous schools and championed initiatives like building new facilities for the Boys & Girls Club of Cincinnati.

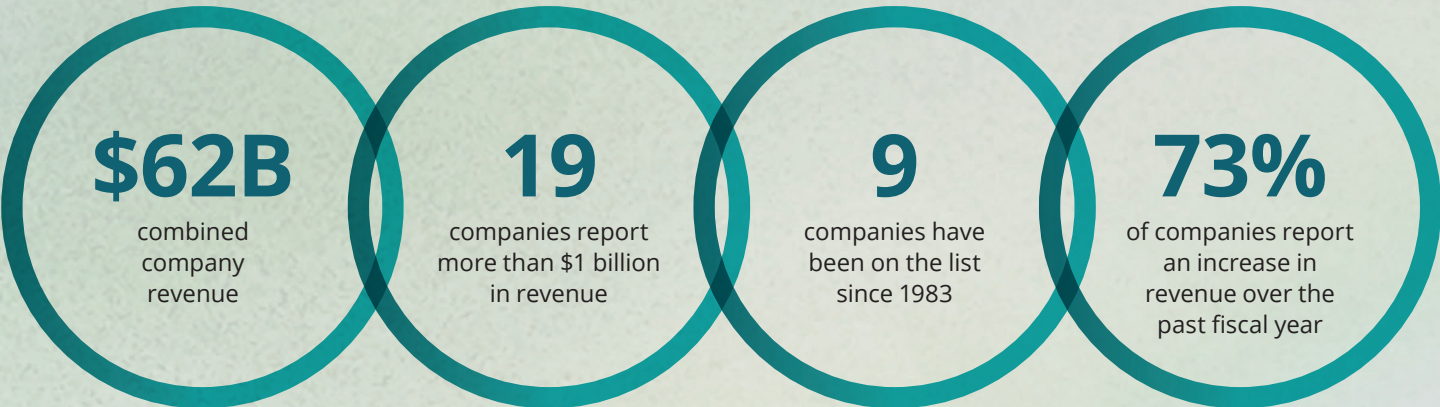
Harry and Linda's philanthropy stretches beyond Cincinnati. They support Mercy Ships, a humanitarian organization operating the world's largest civilian hospital ships in sub-Saharan Africa, and are involved with the Louvre Museum in Paris. In recognition of his impact on the arts and cultural preservation, Harry was awarded the prestigious Chevalier dans l'Ordre des Arts et des Lettres by the French government in May 2023.

Driven by purpose, integrity, and a passion for helping others, Harry Fath continues to help transform communities—locally and globally—through his leadership, generosity, and enduring commitment to service.

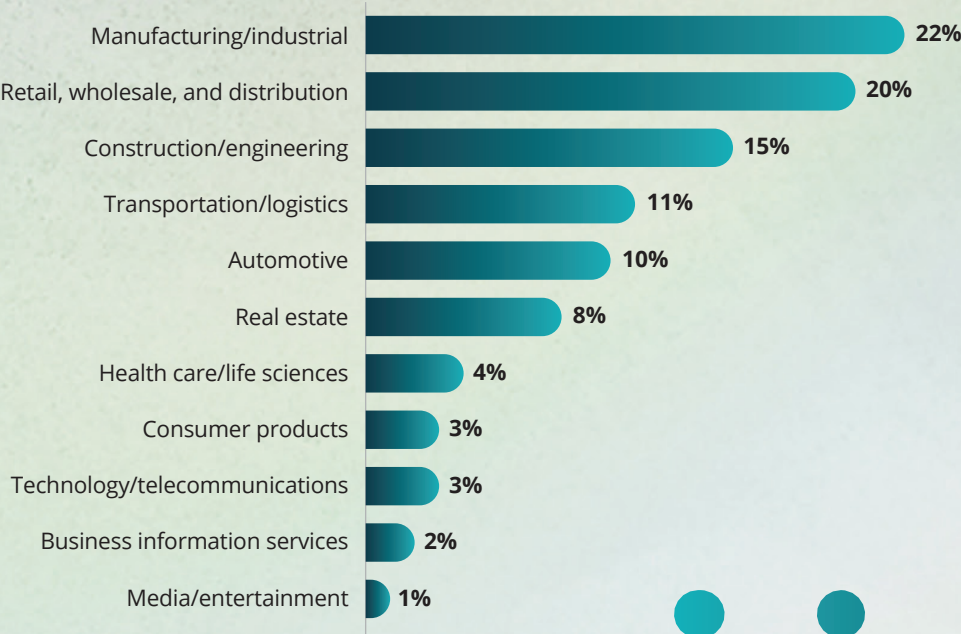
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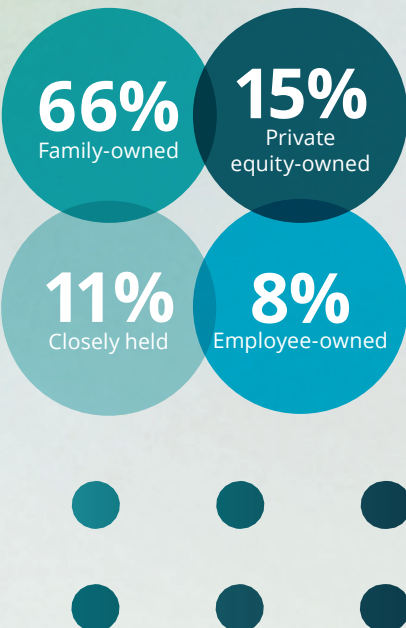
About the 2025 Deloitte Cincinnati **100** companies



Industry representation



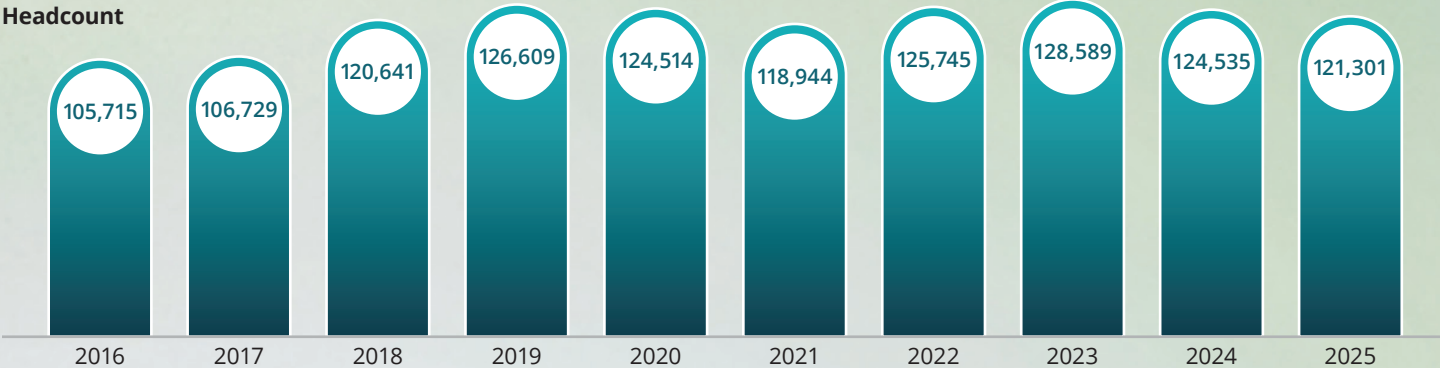
Ownership type



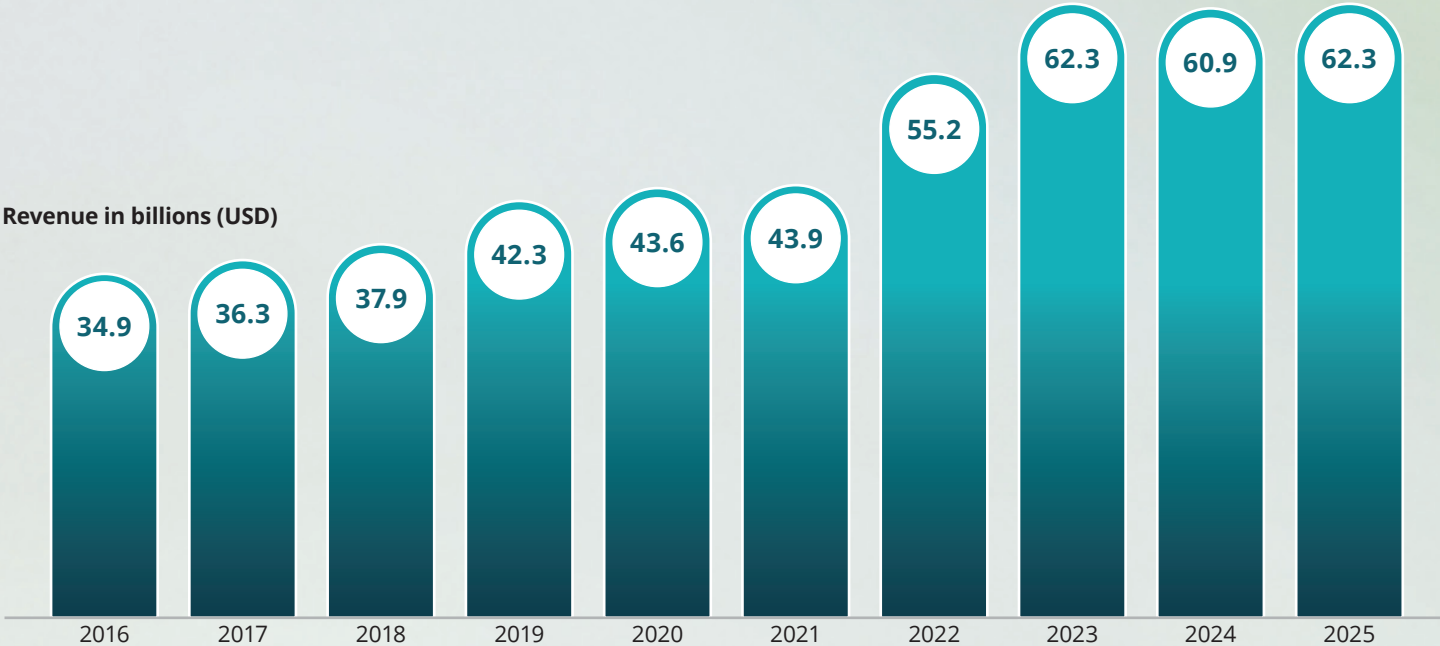
Companies



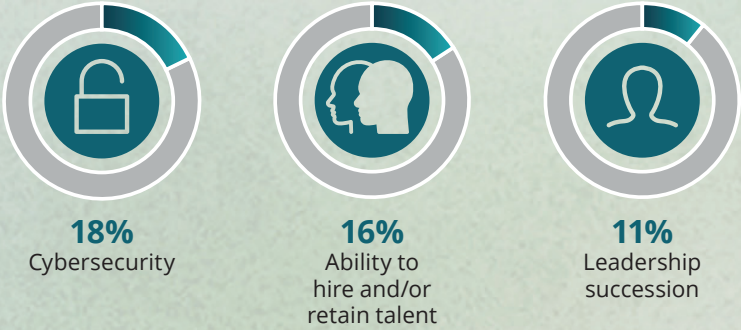
Headcount



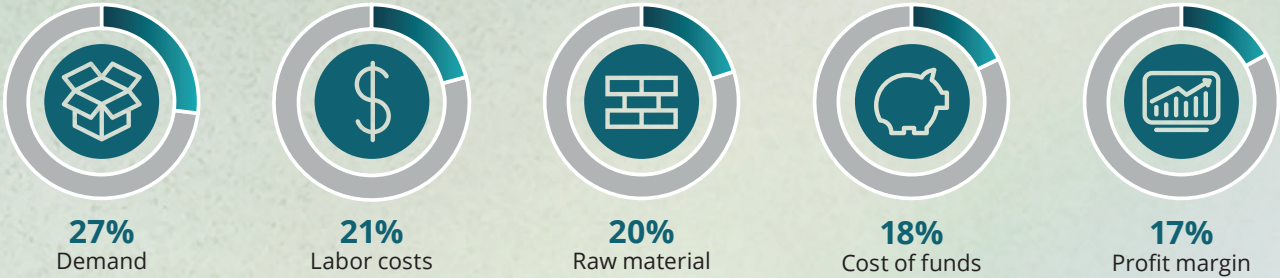
Revenue in billions (USD)



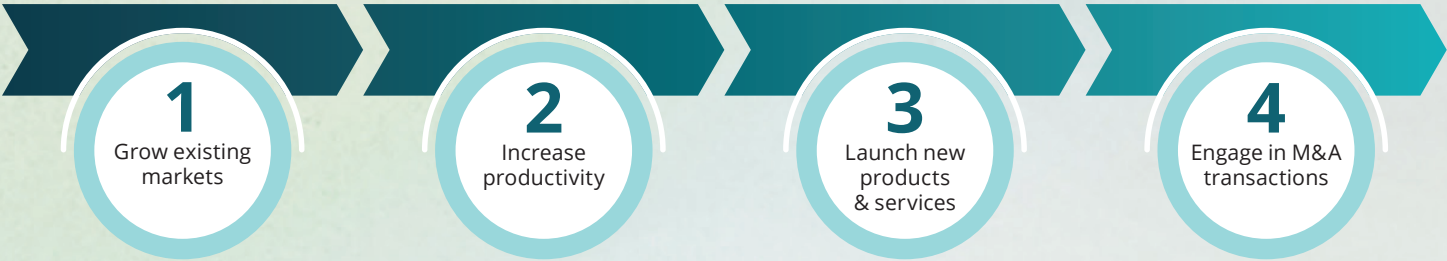
Deloitte Cincinnati 100 companies indicated the following as “high risk” to businesses over the next 12 months



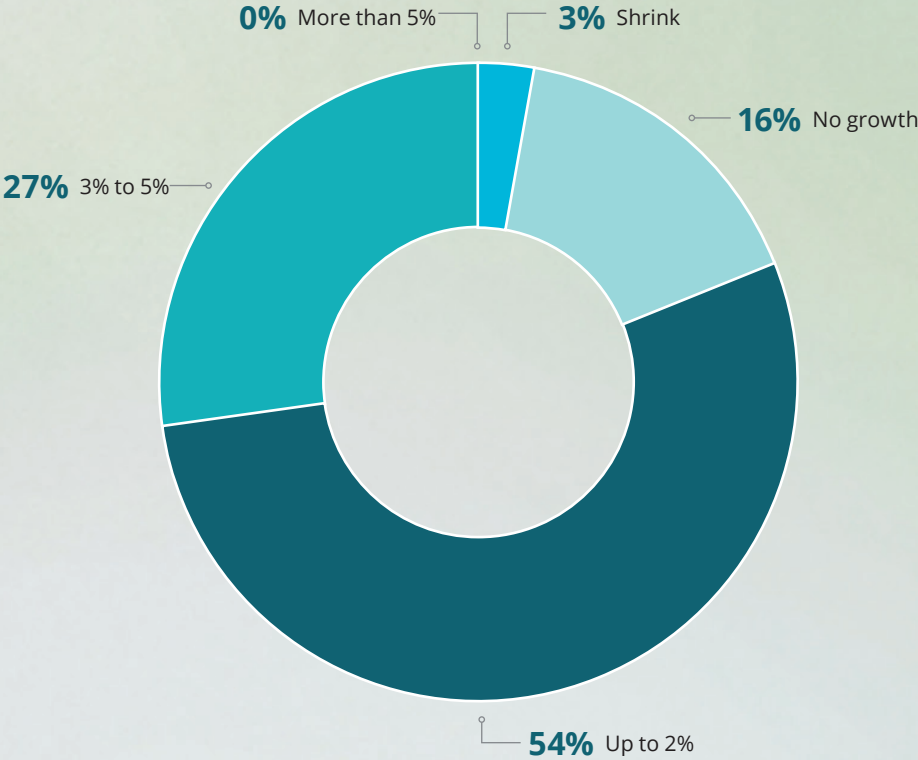
Deloitte Cincinnati 100 companies expect inflation to “significantly impact” these business areas over the next 12 months



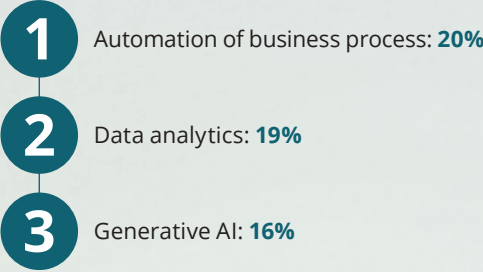
Top growth strategies of Deloitte Cincinnati 100 companies



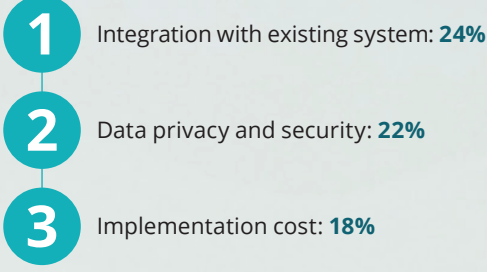
Pace at which Deloitte Cincinnati 100 companies expect the US economy to grow over the next 12 months



Top technology investments expected by Deloitte Cincinnati 100 companies in the next 12 months



Generative AI challenges of Deloitte Cincinnati 100 companies



2025 Deloitte CINCINNATI 100

Congratulations to the companies that have been named to the 2025 Deloitte Cincinnati 100. An alphabetical list is to the right, followed by a ranked list with additional company information.

Company name	2025 rank
Altafiber	16
Baker Construction Enterprises Inc.	3
Beechmont Automotive Group	57
BERPL, Inc.	72
BGR	71
BlueChip Pros	86
BlueStar	7
BM2 Freight Services, Inc.	96
Bob Sumerel Tire Company	68
Castellini Company	24
CBT Company	59
CBTS	13
Cincinnati Reds	41
Clarke Power Services, Inc.	47
Clubessential	44
Cohen Recycling	29
Cold Jet	92
Columbia Sussex Corporation	20
Corporex Companies	60
Divisions Maintenance Group	23
Down-Lite International, Inc.	66
Drees Homes	10
DuBois Chemicals, Inc.	22
Encore Technologies	80
Fecon	78
Finn Corporation	100
Fischer Homes	12
G&J Pepsi-Cola Bottlers, Inc.	26
Galerie Candy	97
Gold Medal Products Company	67
Graeter's Ice Cream Company	88
Hawkstone Associates, Inc.	35
HBH Holdings, Inc.	21
Health Carousel, LLC	32

Company name	2025 rank
Hickman, Williams & Company	54
Hightowers Petroleum Co.	50
Hills Properties	77
Huseman Group	58
Integrity Express Logistics	19
J.T.M. Food Group	36
Jeff Wyler Automotive Family	6
John R. Jurgensen Company	31
Kenwood Dealer Group, Inc.	18
Kona Ice	94
LaRosa's Inc.	69
Lithko Contracting	9
Loth Holdings	99
Mark Williams Auto Group	43
Matandy Steel & Metal Products, LLC	85
McCluskey Chevrolet, Inc.	34
Merus	39
Messer Construction Co.	11
Meyer Tool, Inc.	48
Michelman, Inc.	63
Mike Albert Fleet Solutions	40
Mike Castrucci Automotive	33
Miller Valentine Construction Company	53
Monarch Construction Company	95
Neyer Properties	64
PatientPoint Health Technologies	52
Penn Station East Coast Subs	61
Perfection Group, Inc.	81
Performance Automotive Network	5
Pilot Chemical Company	42
Pioneer Cladding & Glazing Systems	92
Planes Companies	70
ProAmpac	4
Prolink	30

Company name	2025 rank
ProMach	8
RDI Corporation	83
RelaDyne, Inc.	2
Republic Wire	55
RH Aero Systems	37
Richard Goettle, Inc.	51
Rumpke Waste & Recycling	13
Schueler Group	90
Seven Hills Anesthesia LLC	73
Sheakley	49
Sibcy Cline, Inc.	98
Silco Fire and Security	91
Sims-Lohman	62
Standard Textile Co., Inc.	25
Storopack, Inc.	65
SugarCreek Packing Co.	17
Sunesis Holdings, Inc.	76
The BMW Store	82
The F.D. Lawrence Electric Co.	79
The Habegger Corporation	27
Thunderdome Restaurant Group	87
Tire Discounters	28
Topicz	37
Total Quality Logistics	1
Towne Properties	45
Trew, LLC	56
Triversity Construction	75
United Dairy Farmers, Inc.	15
Verst Logistics	46
Warehouse on Wheels	84
West Point Optical	89
Xtek, Inc.	74

2025 Deloitte Cincinnati *100*

 YEARS IN THE 100: 22	Total Quality Logistics Total Quality Logistics (TQL) is the second-largest freight brokerage firm in North America with a network of 110,000+ carriers and over 3.6 million loads of freight moved annually. Founded in 1997 in Cincinnati, Ohio, TQL has more than 9,000 employees in 60+ offices across the US. www.tql.com	TOP EXECUTIVE(S): Ken Oaks
 YEARS IN THE 100: 10	RelaDyne, Inc. RelaDyne is a leader in lubricant sales, distribution, equipment reliability, and value-added services. The company's core business, focused on lubrication excellence, is accomplished through unmatched products and services that improve the reliability and efficiency of customers' equipment. www.reladyne.com	TOP EXECUTIVE(S): Eric Royse
 YEARS IN THE 100: 42	Baker Construction Enterprises, Inc. Baker Construction Enterprises, Inc. is the largest concrete contractor in the US and serves as parent to six construction firms, employing over 8,500 team members across the US and Bahamas. It offers a full range of services from concrete and civil construction to deep foundations, protection, and restoration. www.bakerconstruction.com	TOP EXECUTIVE(S): Daniel L. Baker
 YEARS IN THE 100: 25	ProAmpac ProAmpac delivers innovative flexible packaging solutions driven by material science and sustainability. Guided by five core values, the company supports customer goals through collaboration, creative design, and exceptional service. It's owned by Pritzker Private Capital in partnership with management and co-investors. www.ProAmpac.com	TOP EXECUTIVE(S): Greg Tucker
 YEARS IN THE 100: 40	Performance Automotive Network Performance Automotive Network, family-owned for over 50 years, operates 18 dealership locations across Ohio and Utah. Ranked among the top 50 US groups by Automotive News, its franchises offer major brands, collision repair centers, and a MotorSports dealership. Headquarters are in Cincinnati, with locations in Dayton, Columbus, and Salt Lake City. www.performanceautomotive.com	TOP EXECUTIVE(S): Michael Dever

 YEARS IN THE 100: 42	Jeff Wyler Automotive Family Jeff Wyler Automotive Family is a family-owned, large dealership group based in Milford, OH, that sells new and used vehicles from over 40 franchises across Ohio, Kentucky, and Indiana. The company is one of the largest dealership groups in the US. It emphasizes a customer-focused culture and has grown to include roughly 1,900 employees. www.wyler.com	TOP EXECUTIVE(S): Jeffrey L. Wyler
 YEARS IN THE 100: 23	BlueStar BlueStar is a global distributor of point of sale, auto data capture, digital signage, networking, edge, and emerging technologies. It sells exclusively through a channel of value-added resellers who specialize in various vertical industries and boast expertise in specialized areas such as retail, hospitality, warehousing, transportation and logistics, and health care. www.bluestarinc.com	TOP EXECUTIVE(S): Ryan Girvin
 YEARS IN THE 100: 21	ProMach ProMach is a global automated solutions provider of processing and packaging machinery. With manufacturing facilities and offices throughout North America, Europe, South America, and Asia, ProMach serves customers of all sizes and geographies in food, beverage, pharmaceutical, personal care, household, and industrial goods industries. www.promachbuilt.com	TOP EXECUTIVE(S): Mark Anderson
 YEARS IN THE 100: 10	Lithko Contracting Lithko is one of the nation's leading concrete contractors and using a data-driven, solution-based approach to optimize its clients' projects across the country. The company demonstrates its commitment to excellence through its results, making them a leading service partner. www.lithko.com	TOP EXECUTIVE(S): Rob Strobel
 YEARS IN THE 100: 39	Drees Homes Family-owned and operated for over 95 years, Drees Homes ranks as the 39th largest builder nationally. The company serves Cincinnati, Northern Kentucky, Cleveland, Columbus, Indianapolis, Jacksonville, Nashville, Raleigh, Washington, DC, Austin, Dallas, Houston, and San Antonio, operating as Drees Custom Homes in Texas. www.dreeshomes.com	TOP EXECUTIVE(S): David Drees

2025 Deloitte Cincinnati *100*

 YEARS IN THE 100: 42	Messer Construction Co. Messer Construction Co. is a construction manager and general contractor that creates stunning buildings and stronger communities through a commitment to safety; quality; innovation; and economic inclusion. Messer is honored and grateful for the work it gets to do across the 12 regions where it operates. www.messer.com	TOP EXECUTIVE(S): Tim Steigerwald
 YEARS IN THE 100: 36	Fischer Homes Founded in 1980 in Northern Kentucky, Fischer Homes is the region's largest homebuilder, the 31st largest in the US, and the 8th largest privately held. The company builds single-family homes, townhomes, and condos across seven states, with a strong emphasis on craftsmanship, customer satisfaction, and vibrant community development. www.fischerhomes.com	TOP EXECUTIVE(S): Tim McMahon
 YEARS IN THE 100: 1	CBTS CBTS leverages global expertise to serve enterprise clients across industries and geographies. As a visionary, adaptable partner, CBTS delivers vendor-agnostic solutions customized to each client's business priorities and growth goals, addressing unique technology challenges through strategic collaboration. www.cbts.com	TOP EXECUTIVE(S): Kristin Russell
 YEARS IN THE 100: 28	Rumpke Waste & Recycling Rumpke Waste & Recycling, one of the nation's largest privately owned waste and recycling firms, serves five states with 16 landfills and recycling facilities. As a national environmental leader, Rumpke is a six-time Gold Standard US Best Managed Company (2025) recognized by Deloitte Private and <i>The Wall Street Journal</i> . www.Rumpke.com	TOP EXECUTIVE(S): Bill Rumpke Jr.
 YEARS IN THE 100: 41	United Dairy Farmers, Inc. United Dairy Farmers (UDF) operates convenience stores with ice cream parlors serving UDF and Homemade Brand ice cream treats. UDF manufactures ice cream and donuts and operates frozen warehouse and distribution centers for its own products and third-party products. www.udfinc.com	TOP EXECUTIVE(S): Alan Bradford Lindner

 YEARS IN THE 100: 1	Altafiber Altafiber delivers integrated communications solutions to residential and business customers over its fiber-optic network including high-speed internet, video, voice, and data. The company also provides service in Hawai'i under the brand Hawaiian Telcom. www.altafiber.com	TOP EXECUTIVE(S): Leigh Fox
 YEARS IN THE 100: 10	SugarCreek Packing Co. An innovative, diversified, and flexible food manufacturer helping some of the industry's largest and best-known companies develop brandworthy food solutions. SugarCreek's authentic culinary expertise helps drive innovation, and its in-house expertise makes the company a leader in new product development. www.sugarcreek.com	TOP EXECUTIVE(S): John G. Richardson
 YEARS IN THE 100: 42	Kenwood Dealer Group, Inc. Kenwood Dealer Group is a family-owned group of automobile dealerships that began in 1975 with one store in the Kenwood area. The company has grown over the past 50 years to 15 locations and more than 1,000 employees, offering sales, service, and collision repair. www.CincyAutos.com	TOP EXECUTIVE(S): Robert Reichert
 YEARS IN THE 100: 9	Integrity Express Logistics Integrity Express Logistics is a family-owned company with over 30 years of logistics experience. Integrity's mission is to live up to its company name. The company earns customers' trust through innovative technology and operational efficiency to customize logistics solutions, focusing on customer relations and hiring the best, most-driven, and highly motivated employees. www.iefreight.com	TOP EXECUTIVE(S): James Steger
 YEARS IN THE 100: 42	Columbia Sussex Corporation Columbia Sussex Corporation is a privately held and family-owned hospitality firm headquartered in Crestview Hills, Kentucky. Founded in 1972 by William J. Yung III, the company owns and operates a portfolio of 44 hotel assets across the US and Caribbean with top franchises including Marriott, Hilton, and Hyatt. www.columbiasussex.com	TOP EXECUTIVE(S): William J. Yung III

2025 Deloitte Cincinnati *100*

 YEARS IN THE 100: 41	HBH Holdings, Inc. An investment company offering fabrication, construction, and maintenance services across markets like utility power, chemical, food and beverage, clean energy, oil and gas, biofuels, and data centers. HBH also supports its portfolio companies in finance, tax, legal, risk management, insurance, compliance, sustainability, and strategic planning. www.hbhholdingsinc.com	TOP EXECUTIVE(S): Scott E. Anderson
 YEARS IN THE 100: 13	DuBois Chemicals, Inc. DuBois Chemicals is a century-old, Ohio-based supplier of specialty chemical solutions for industries like manufacturing, food and beverage, paper and pulp, water treatment, and auto care. DuBois provides a wide variety of product offerings paired with technical support to help boost efficiency, safety, sustainability, and cost savings for customers. www.duboischemicals.com	TOP EXECUTIVE(S): John Wolf
 YEARS IN THE 100: 13	Divisions Maintenance Group Divisions Maintenance Group delivers comprehensive facility maintenance services nationwide, acting as a critical partner to both customers and technicians. DMG focuses on meeting needs with dedicated teams, local field support, 24/7 coverage, customized solutions, and an unwavering commitment to customer-first service. www.divisionsmg.com	TOP EXECUTIVE(S): Gary Mitchell
 YEARS IN THE 100: 26	Castellini Company Founded in 1896, Castellini is a diversified holding company of transportation, logistics, and warehousing businesses with expertise in perishable distribution. The company combines the latest fulfillment technologies and processes with its national distribution network to provide service excellence to its customers. www.castellinicompany.com	TOP EXECUTIVE(S): Marcus Hanna
 YEARS IN THE 100: 42	Standard Textile Co., Inc. Standard Textile is a global company providing technology-driven textiles and management solutions. The company manages its own global supply chain, is known for innovation with over 150 patents, and emphasizes sustainability, corporate social responsibility, and family values in its operations. www.standardtextile.com	TOP EXECUTIVE(S): Gary Heiman

 YEARS IN THE 100: 41	G&J Pepsi-Cola Bottlers, Inc. G&J Pepsi-Cola Bottlers, Inc. manufactures, sells, and distributes a diverse portfolio of leading beverages, including PepsiCo and Dr. Pepper brands, as well as Starbucks, Lipton, and other products. The company serves Ohio and Kentucky, offering a comprehensive selection of iconic soft drinks and refreshment options. www.gjpepsi.com	TOP EXECUTIVE(S): Katherine Bylak
 YEARS IN THE 100: 38	The Habegger Corporation The Habegger Corporation is a leading HVAC distributor with 40 locations across eight states. As the 10th largest US distributor and largest independent Bryant distributor in North America, Habegger employs 500+ people, prioritizes customer service and ethics, and has earned numerous awards and accolades from manufacturing partners. www.habeggercorp.com	TOP EXECUTIVE(S): Brian Habegger
 YEARS IN THE 100: 7	Tire Discounters Tire Discounters, founded by Chip Wood in 1976, is the nation's largest fully family-owned independent tire and automotive service provider. Now led by President and CEO Jamie Ward, with Chip Wood's children learning the business, the company remains family run and continues to expand rapidly across the United States. www.tirediscounters.com	TOP EXECUTIVE(S): Jamie Ward
 YEARS IN THE 100: 23	Cohen Recycling Family-owned since 1924, Cohen is one of the largest ferrous and non-ferrous metal recycling companies in North America, with a reach that spans the globe. Headquartered in Middletown, Ohio, Cohen Recycling helps businesses and individuals alike recycle metal and electronics safely, responsibly, and conveniently. www.cohenusa.com	TOP EXECUTIVE(S): Andrew Cohen
 YEARS IN THE 100: 7	Prolink Prolink is a premier workforce solutions organization connecting work and workers in meaningful ways across a variety of industries and skill sets. Founded in 2011, Prolink puts care in motion by fulfilling comprehensive staffing, technology, culture, data, and talent experience needs throughout the United States. www.prolinkworks.com	TOP EXECUTIVE(S): Tony Munafo

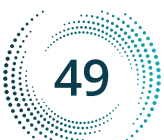
2025 Deloitte Cincinnati *100*

 YEARS IN THE 100: 40	John R. Jurgensen Company Established in 1934, the John R. Jurgensen Company is now a third-generation, private family-owned corporation specializing in heavy highway construction. The company and its affiliates specialize in road construction and paving; aggregate and asphalt production; tank storage, asphalt paving, milling, storm, and sewer. www.jrjnet.com	TOP EXECUTIVE(S): James P. Jurgensen II
 YEARS IN THE 100: 9	Health Carousel, LLC Health Carousel is a total talent management company specializing in health care staffing. Through its portfolio of solutions, it provides top international nurses, travel nurses, and allied health professionals in various specialties, helping ensure patients across the United States have access to qualified health care professionals where and when they are needed. www.healthcarousel.com	TOP EXECUTIVE(S): John Sebastian
 YEARS IN THE 100: 19	Mike Castrucci Automotive Serving the Cincinnati and Dayton areas for over 50 years, Mike Castrucci Automotive is a family-owned, franchised automotive dealer specializing in new and pre-owned vehicle sales, service, autobody repair, and OEM parts distribution. www.mikecastrucci.com	TOP EXECUTIVE(S): Mike Castrucci
 YEARS IN THE 100: 33	McCluskey Chevrolet, Inc. This franchised Chevrolet dealership operates five locations, offering new Chevrolets, all makes of used vehicles, and online home or office delivery with a Glass Traveling Showroom. As one of the nation's top-selling Chevrolet dealers, it provides vehicle sales, service until midnight, mobile service, parts, body shops, and in-house insurance. www.mccluskeychevrolet.com	TOP EXECUTIVE(S): Keith McCluskey
 YEARS IN THE 100: 35	Hawkstone Associates, Inc. Founded in 1981, Hawkstone Associates, Inc. dba Triumph Energy Corporation is a petroleum wholesaler representing the Shell, BP, Sunoco, and Marathon Brands operating in over 12 states. In addition to the petroleum operations, the company also operates several quick-service restaurant franchises including Dunkin' Donuts and Subway. www.triumphenergy.com	TOP EXECUTIVE(S): Jason Wittekind

 YEARS IN THE 100: 19	J.T.M. Food Group Family-owned and operated since 1980, J.T.M. Food Group is a forward-thinking food manufacturer specializing in kettle-cooked sauces, chilis, sides, and pasta entrees serving retail, restaurants, and schools nationwide. www.jtmfoodgroup.com	TOP EXECUTIVE(S): Tony Maas
 YEARS IN THE 100: 9	RH Aero Systems RH Aero Systems is creating the standard for the industry through its businesses—Rhinestahl and HYDRO Systems—by delivering its capabilities across custom-designed ground support equipment, OEM-licensed engine and airframe tooling, 26 global service centers, and engineered solutions for OEMs, MROs, and operators worldwide. www.rhaero.com/en	TOP EXECUTIVE(S): Anthony Turner
 YEARS IN THE 100: 23	Topicz Topicz is a premier distributor of full-line convenience store goods and currently operates in six states—Ohio, Kentucky, West Virginia, Indiana, Illinois, and Tennessee. The company services over 900 customers with a line of 25 refrigerated/freezer trucks. www.topicz.com	TOP EXECUTIVE(S): Adam Greenberg
 YEARS IN THE 100: 28	Merus Merus builds pride through real estate development and design-build construction solutions for commercial clients across the nation. Established in 1894 and employee-owned since 2014, the company specializes in speculative and build-to-suit commercial projects. www.merus1894.com	TOP EXECUTIVE(S): Molly North
 YEARS IN THE 100: 2	Mike Albert Fleet Solutions Mike Albert Fleet Solutions, founded in 1957, is a family-owned business that utilizes technology-enabled solutions to change the future of business mobility. Mike Albert leverages its proprietary Fleet Science methodology to provide leading solutions and services to power the next generation of fleet management. www.mikealbert.com	TOP EXECUTIVE(S): Blake Seifried

2025 Deloitte Cincinnati *100*

 YEARS IN THE 100: 26	Cincinnati Reds As baseball's oldest professional franchise and owners of five World Series championships, the Cincinnati Reds are a multifaceted organization that extends far beyond the baseball field. The Reds help the community, inspire local youth, keep fans connected, celebrate history, and keep the passion for baseball alive among current and future generations. www.reds.com	TOP EXECUTIVE(S): Robert H. Castellini
 YEARS IN THE 100: 11	Pilot Chemical Company A global specialty chemical manufacturer serving diverse industries, including household, industrial and institutional, personal care, metalworking, oilfield, and emulsion polymerization. Pilot Chemical leads in alkylation, sulfonation, and quaternary ammonium compounds and is ISO 9001:2015 and Responsible Care® certified, with locations in the US and Mexico. www.pilotchemical.com	TOP EXECUTIVE(S): Mike Clark
 YEARS IN THE 100: 5	Mark Williams Auto Group Mark Williams Auto Group, family-owned since 1992, operates Beechmont Ford, Queen City Ford, Mt Orab Ford, Mt Orab CDJR, and soon Mt Orab Chevrolet. For over 30 years, it has delivered leading automotive service to Cincinnati, consistently maintaining its commitment to excellence and local ownership. www.MarkWilliamsAutoGroup.com	TOP EXECUTIVE(S): Mark Williams
 YEARS IN THE 100: 5	Clubessential Clubessential delivers award-winning Software as a Service and embedded payment solutions to over 25,000 global clubs and organizations. For more than 20 years, Clubessential's integrated technology—including websites, mobile apps, POS, CRM, and business intelligence—has empowered 1,300+ private clubs to enhance member experiences and drive retention. www.clubessentialholdings.com	TOP EXECUTIVE(S): Randy Eckels
 YEARS IN THE 100: 42	Towne Properties Founded in 1961 with a vision to revitalize communities, Towne Properties creates “Great Places to Live, Work, Shop and Play.” Today, the company manages 12,000 apartments and 130,000 homes and is recognized nationally for innovation, service, and reputation. Towne Properties is dedicated to people, relationships, and vibrant communities. www.towneproperties.com	TOP EXECUTIVE(S): Adam Bortz

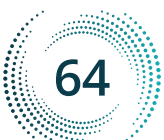
 YEARS IN THE 100: 26	Verst Logistics Verst Logistics is a family-owned, third-party national logistics provider that offers a range of services including omnichannel fulfillment, shrink sleeve labeling, transportation, and freight brokerage. The company provides solutions for both e-commerce and business-to-business (B2B) orders and focuses on technology integration to manage complex supply chains. www.verstlogistics.com	TOP EXECUTIVE(S): Paul Verst Todd Johnson
 YEARS IN THE 100: 34	Clarke Power Services, Inc. Clarke Power Services, Inc. is a family-owned, global leader with over 60 years of experience, serving clients in 150+ countries. Backed by engineering expertise, Clarke provides cross-industry solutions through divisions including Clarke Power Services, Clarke Fire, Vehicare Fleet Solutions, Clarke PowerGen, and Clarke Powered Solutions. www.clarkepowerservices.com	TOP EXECUTIVE(S): Mark M. Andreae
 YEARS IN THE 100: 14	Meyer Tool, Inc. Meyer Tool, a privately held high-tech manufacturer, supplies precision components to the aerospace and gas turbine engine industries. Founded in 1951 as Meyer Tool & Die, the company has evolved into a vertically integrated industry leader, providing comprehensive post-casting processes as a trusted partner in turbine technologies. www.meyertool.com	TOP EXECUTIVE(S): Arlyn Easton
 YEARS IN THE 100: 22	Sheakley Sheakley is a family-owned, outsourced business services firm that is nationally recognized as a leader in the workers' comp and unemployment cost-control industries. Serving employers since 1963, Sheakley has evolved to become one of the most respected and trusted providers of comprehensive risk management solutions and services. www.sheakley.com	TOP EXECUTIVE(S): Larry Sheakley
 YEARS IN THE 100: 16	Hightowers Petroleum Co. Hightowers is a leading supplier and distributor of gasoline, diesel, crude oil, lubricants, fluids, DEF, and renewable fuels. Offering fleet card services, emergency fuel, disaster response, EV infrastructure, hydrogen solutions, and sustainable aviation fuels, Hightowers enables fueling solutions to advance environmental sustainability and decarbonization. www.hightowerspetroleum.com	TOP EXECUTIVE(S): Stephen L. Hightower

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 YEARS IN THE 100: 14	Richard Goettle, Inc. Goettle is a national, specialty design-build contractor, providing geotechnical services since 1956. The company scope of work includes the design and construction of deep foundations, earth retention systems, marine construction, ground improvement, and grouting services. www.goettle.com	TOP EXECUTIVE(S): Douglas Keller, P.E.
 YEARS IN THE 100: 8	PatientPoint Health Technologies PatientPoint is the largest digital screens network at the point of care. It delivers behavior-changing health content to patients and health care providers to motivate better health decisions and strive to create better business outcomes for its clients. www.patientpoint.com	TOP EXECUTIVE(S): Sean Slovenski
 YEARS IN THE 100: 2	Miller Valentine Construction Company Miller Valentine is a national design-build general contractor known for collaborative delivery and long-standing client partnerships. With expertise in paper and packaging, consumer goods, advanced manufacturing, food and beverage, and logistics, Miller Valentine delivers tailored solutions supporting client growth and performance. www.millervalentine.com	TOP EXECUTIVE(S): Elizabeth Mangan
 YEARS IN THE 100: 42	Hickman, Williams & Company Operating since 1890, Hickman, Williams & Company is a 100% employee-owned supplier to the global metals industry. The company serves metal producers and other industries with a wide range of materials such as metallurgical coke, ferroalloys, specialty metals, and alloys, and also markets-related equipment and supplies such as electrodes, refractories, and filters. www.hicwilco.com	TOP EXECUTIVE(S): Robert E. Davis Jr.
 YEARS IN THE 100: 20	Republic Wire Republic Wire is a top-quality building wire manufacturer servicing the electrical distribution market. The company's product line is designed to service commercial, industrial, utility, and residential markets. Republic Wire's products are 100% made in the United States and include THHN, NMB, UF, TW, XHHW, USE, and bare copper conductors. www.republicwire.com	TOP EXECUTIVE(S): Ronald Rosenbeck

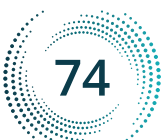
 YEARS IN THE 100: 2	Trew, LLC Trew, LLC is an automated material handling solutions provider offering consulting, software, hardware, service, and support for integrators and end users. Known for listening and sharing expertise and honest guidance, Trew collaborates to deliver smart, tailored solutions that meet unique operational needs and exceed expectations. www.trewautomation.com	TOP EXECUTIVE(S): Alfred Rebello
 YEARS IN THE 100: 30	Beechmont Automotive Group Beechmont Automotive Group holds franchises for Toyota, Honda, Porsche, Audi, Volvo, Maserati, Alfa Romeo, and Honda Power Equipment. It also owns Johnny's Ice Cream and Eastside Body Shop and is committed to superior service and honest customer satisfaction. www.theautomile.com	TOP EXECUTIVE(S): William Woeste
 YEARS IN THE 100: 10	Huseman Group With a legacy dating back to 1931, Huseman is committed to delivering construction services that build, strengthen, preserve, and enhance the built environment. Huseman brings unparalleled expertise in construction management, structural restoration, metal fabrication, custom millwork, finish carpentry, and more to complex spaces. www.husemangroup.com	TOP EXECUTIVE(S): Mike Huseman
 YEARS IN THE 100: 26	CBT Company CBT is an industrial distributor with expertise in modernization, reliability, and operational cost reductions in manufacturing through expert services, innovative technology, and comprehensive products. www.cbtcompany.com	TOP EXECUTIVE(S): Jay Stahl
 YEARS IN THE 100: 42	Corporex Companies Corporex Companies, based in Covington, KY, is a national investment and development firm with a 60-year history. With over \$1 billion in assets and more than 33 million square feet built, Corporex delivers hotels, offices, luxury residential, and mixed-use projects, and is a leading privately held, vertically integrated real estate owner/operator in the US. www.corporex.com	TOP EXECUTIVE(S): Brett Blackwell

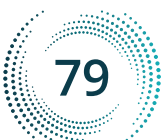
2025 Deloitte Cincinnati *100*

 YEARS IN THE 100: 20	Penn Station East Coast Subs Franchisor of the Penn Station East Coast Subs brands since 1985, with over 320 restaurants throughout 14 states. Penn Station serves a variety of grilled and cold deli sandwiches and wraps made to order with high-quality ingredients on freshly baked bread. www.penn-station.com	TOP EXECUTIVE(S): Lance Vaught
 YEARS IN THE 100: 11	Sims-Lohman Sims-Lohman is the nation's largest distributor of kitchen cabinets and fabricator of granite/quartz countertops. Sims-Lohman supplies kitchens and countertops to single family home builders, multifamily builders, and remodelers. The company has 32 showrooms, 17 distribution centers, and seven fabrication facilities in 11 midwestern and southern states. www.Sims-Lohman.com	TOP EXECUTIVE(S): John Beiersdorfer
 YEARS IN THE 100: 13	Michelman, Inc. Michelman develops and manufactures sustainable chemistry for agricultural and architectural coatings, digital printing, foodservice packaging, and advanced composites for automotive and aerospace. Its environmentally conscious solutions are designed to help grow and preserve food, lighten vehicles, improve fuel efficiency, and protect buildings. www.michelman.com	TOP EXECUTIVE(S): Rick Michelman
 YEARS IN THE 100: 11	Neyer Properties Neyer Properties has developed more than 3,500 acres of land and hundreds of projects totaling over \$3 billion in construction and development throughout Ohio, Kentucky, Indiana, North Carolina, and Tennessee. Neyer Properties owns over 5 million square feet of office, industrial, retail, residential, medical, mixed-use, and hospitality space throughout these markets. www.neyer1.com	TOP EXECUTIVE(S): Dan Neyer
 YEARS IN THE 100: 1	Storopack, Inc. Storopack, a specialist in protective packaging since 1959, provides diverse solutions—including air cushions, paper cushions, foam packaging, and loose-fill packing peanuts—delivering protection for any application. www.storopack.us	TOP EXECUTIVE(S): Hermann Reichenecker

 YEARS IN THE 100: 11	Down-Lite International, Inc. Down-Lite International, Inc. is a leading provider of high-quality bed products for both the home and hospitality channels, along with natural fill insulation for the outdoor industry. www.downlite.com	TOP EXECUTIVE(S): Joe Crawford
 YEARS IN THE 100: 31	Gold Medal Products Company Gold Medal Products Company, an industry leader in concession equipment and supplies, has been “putting the fun into foods” since 1931. Known for top-selling products like Sno-Kones, popcorn, cotton candy, nachos, and funnel cakes, the company now employs over 550 people across 17 locations and distributes worldwide from its Cincinnati headquarters. www.gmpopcorn.com	TOP EXECUTIVE(S): J. Adam Browning
 YEARS IN THE 100: 22	Bob Sumerel Tire Company Bob Sumerel Tire Co. is a leading commercial tire dealer serving customers across the region, with 28 locations in Ohio, Kentucky, Pennsylvania, and West Virginia. www.bobsumereltire.com	TOP EXECUTIVE(S): Todd Sumerel
 YEARS IN THE 100: 41	LaRosa’s Inc. Founded in 1954, LaRosa’s 60 family pizzerias serve neighborhoods throughout Greater Cincinnati/Northern Kentucky, Dayton, and suburban Columbus. LaRosa’s serves a full menu of over 40 selections for dine-in, carryout, and delivery. www.larosas.com	TOP EXECUTIVE(S): Michael LaRosa
 YEARS IN THE 100: 29	Planes Companies Planes Companies is the parent company to both Planes and GWS—service-oriented brands specializing in providing relocation services, nationwide project management, logistics services, warehousing, facility services, field installation and more. The company has full-service warehouses in Chicago, Dayton, Columbus, and Indianapolis. www.teamplanes.com	TOP EXECUTIVE(S): John Sabatalo

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 YEARS IN THE 100: 11	BGR BGR is a national distributor-manufacturer of packaging supplies and equipment. BGR's experts help customers take control of their packaging performance—cost, inventory, throughput, and service. www.packbgr.com	TOP EXECUTIVE(S): Phil Schneider
 YEARS IN THE 100: 1	BERPL, Inc. BERPL Inc. is composed of market-leading businesses across diverse industries unified in its belief in the power of employee ownership, customer obsession, technology leadership, and building high-energy, people-first cultures and teams. BERPL is on a mission to reinvent what great looks like by putting customers and people first and doing things the right way. www.berpldistribution.com	TOP EXECUTIVE(S): Brad Cates
 YEARS IN THE 100: 1	Seven Hills Anesthesia LLC Seven Hills Anesthesia delivers state-of-the-art perioperative services to hospital systems and surgical centers in greater Cincinnati, Northern Kentucky, and Columbus. The company drives change in the surgical suite, impacting clinical and operational performance by improving throughput, operating room efficiency, patient satisfaction, and outcomes. www.sevenhillsanesthesia.com	TOP EXECUTIVE(S): Kristopher Durbin M.D.
 YEARS IN THE 100: 41	Xtek, Inc. Xtek, Inc. is an employee-owned company that engineers and manufactures custom machined parts and assemblies for heavy industries such as steel, aluminum, and mining. Xtek's primary products include wheels, gears, couplings, rolls, and below-the-hook lifting products. www.xtek.com	TOP EXECUTIVE(S): Roger Miller
 YEARS IN THE 100: 9	Triversity Construction Triversity Construction is a commercial construction company. Triversity serves construction clients who value relationships and who have high expectations for safety, quality, collaboration and overall performance. The team of talented professionals are actively pursuing its purpose and living its values. Triversity are builders seeking to build a better way. www.trivc.com	TOP EXECUTIVE(S): Jim Watkins

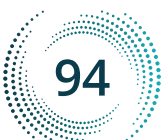
 YEARS IN THE 100: 1	Sunesis Holdings, Inc. Since 1991, Sunesis has evolved from its roots in heavy civil construction into a four-division holdings company: Sunesis Construction, Environmental, Properties, and Container Services. Operating across both private and public sectors, Sunesis is known for delivering challenging projects on time and within budget, with a strong reputation for improving communities. www.sunesisholdings.com	TOP EXECUTIVE(S): Rick Jones
 YEARS IN THE 100: 22	Hills Properties Hills Properties, founded in 1958 and headquartered in Cincinnati, is a privately held real estate firm specializing in the development, construction, financing, and management of multifamily communities. Managing over 6,800 apartments across Ohio, Kentucky, and Indiana, the company prides itself in delivering award-winning service and community-focused living. www.hillsproperties.com	TOP EXECUTIVE(S): Louis Guttman
 YEARS IN THE 100: 3	Fecon Fecon is the foremost leader in land-clearing and vegetation management equipment and forestry mulcher attachments. In business for more than 30 years, Fecon has proudly supplied the industry with 25,000+ mulcher heads and has representatives on every continent. www.fecon.com	TOP EXECUTIVE(S): Bob Dieckman
 YEARS IN THE 100: 3	The F.D. Lawrence Electric Co. Since 1904, F.D. Lawrence has delivered solutions, materials, and technical expertise for evolving customer needs. By integrating top products with exceptional sales support, the company offers cost-saving design assistance and leverages innovative, energy-efficient technologies across electrical distribution, switch gear, automation, and lighting. www.fdlawrence.com	TOP EXECUTIVE(S): Tink O'Leary Jamie Beckett
 YEARS IN THE 100: 4	Encore Technologies Encore Technologies is a full-service IT solutions provider that offers data center services, cloud solutions, cybersecurity, managed IT and more. The company focuses on helping businesses in various industries to improve efficiency and productivity by managing and optimizing their IT infrastructure for both centralized and remote work models. www.encore.tech	TOP EXECUTIVE(S): John Burns

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 YEARS IN THE 100: 2	Perfection Group, Inc. Perfection Group designs, builds, and improves facility comfort, efficiency, and health. Established in 1951, Perfection Group is a third-generation family-owned business headquartered in Cincinnati, with offices also in Kentucky, Indiana, West Virginia, and Tennessee. www.perfectiongroup.com	TOP EXECUTIVE(S): W. John Albrecht, Jr., P.E., CEM
 YEARS IN THE 100: 19	The BMW Store The BMW Store and Cincinnati MINI has been a leader in luxury sales and service for more than 45 years. Its employees are passionate about selling and servicing the company's products and especially passionate about servicing and meeting the needs of its customers. www.bmwstore.com	TOP EXECUTIVE(S): Richard J. Winterman
 YEARS IN THE 100: 4	RDI Corporation RDI is a family-owned service solutions provider combining strategic scale with a personalized, consultative approach to outsourcing. Its award-winning brands deliver contact center services, web and mobile application development, managed IT services, and market research to clients in various industries. www.rdicorp.com	TOP EXECUTIVE(S): Bronson Trebbi Matt Dowd
 YEARS IN THE 100: 2	Warehouse on Wheels Warehouse of Wheels (WOW) is a regional provider of trailer rental and transportation services for a diverse range of industries including warehousing, distribution, transportation, logistics, manufacturing, retail, and construction, among others. www.wowtrailers.com	TOP EXECUTIVE(S): Jonathan Brooks
 YEARS IN THE 100: 1	Matandy Steel & Metal Products, LLC Matandy is a steel service center specializing in processing flat-rolled materials—such as aluminized, galvanized, cold rolled, and more. Serving automotive, lawn and garden, construction, appliance, agriculture, HVAC, and other industries, Matandy's 120+ professionals deliver quality steel solutions to customers nationwide. www.matandy.com	TOP EXECUTIVE(S): Andrew Schuster

 YEARS IN THE 100: 1	BlueChip Pros Founded in Cincinnati with just \$500 over 30 years ago, BlueChip Pros has grown into a national leader in janitorial, security, and facility management. With a 95% self-perform model and 2,000+ trained, background-checked employees, BlueChip Pros delivers consistent, high-quality solutions that enhance operations, ensure safety, and elevate workplace experiences. www.bluechip-pros.com	TOP EXECUTIVE(S): Dan Hopkins
 YEARS IN THE 100: 3	Thunderdome Restaurant Group Thunderdome Restaurant Group was created with a simple vision: create memorable guest experiences and positively impact Thunderdome teams and guests every single day. Currently, Thunderdome has eight concepts in its portfolio with 50+ locations nationwide. www.thunderdomerestaurants.com	TOP EXECUTIVE(S): Joe Lanni John Lanni
 YEARS IN THE 100: 4	Graeter's Ice Cream Company Graeter's is dedicated to crafting the finest ice cream, delivering pure joy and happiness to generations of ice cream lovers. Graeter's award-winning ice cream is available in 57 company-owned stores, at grocery retailers nationwide, and through direct-to-consumer online sales. www.graeters.com	TOP EXECUTIVE(S): Richard A. Graeter
 YEARS IN THE 100: 4	West Point Optical West Point Optical Group (WPOG) is a family-owned optical franchise with ownership of more than 90 Pearle Vision stores in 14 states. Founded in 2014, WPOG's goal is to provide quality patient care by developing experienced, well-rounded vision health teams in each of its franchised Pearle Vision locations. www.westpointoptical.com	TOP EXECUTIVE(S): Bill Noble
 YEARS IN THE 100: 1	Schueler Group Founded in the 1930s, Schueler Group is a commercial property developer offering a full spectrum of real estate services. From selling and leasing commercial properties to land development, commercial construction, property management, and brokerage, Schueler Group provides comprehensive solutions to meet all your commercial real estate needs. www.SchuelerGroup.com	TOP EXECUTIVE(S): Michael Schueler

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 91	Silco Fire & Security Silco Fire & Security is a trusted leader in fire protection and security for over 65 years. Silco safeguards people and property with extinguishers, emergency lighting, alarms, sprinkler systems, cameras, and access control. Committed to excellence, Silco delivers reliable, innovative, and tailored solutions to meet each client’s unique safety needs. www.silcofs.com	TOP EXECUTIVE(S): Dave Fraser
 92	Cold Jet Cold Jet provides environmental cleaning, surface preparation, and parts finishing systems to global manufacturing industries that utilize dry ice particles as a blasting medium. Cold Jet also produces systems for the production, metering, and packaging of dry ice, used in food transportation, cold chain management, and dry ice cleaning applications. www.coldjet.com	TOP EXECUTIVE(S): Gene Cooke
 92	Pioneer Cladding & Glazing Systems Pioneer is an experienced exterior façade contractor specializing in custom unitized curtain walls. Pioneer aims to be a value-added partner to design, fabricate, and install innovative, high-quality building façades—on time every time. www.pioneercladding.com	TOP EXECUTIVE(S): Paul Robinson
 94	Kona Ice Kona Ice is the world’s largest food truck company, serving tropical shaved ice and fresh smoothies. Known for its clean, family-friendly, upbeat atmosphere, Kona Ice has a deep commitment to community. To date, the franchise has raised and given back over \$200 million to local community organizations nationwide. www.kona-ice.com	TOP EXECUTIVE(S): Tony Lamb
 95	Monarch Construction Company In business for more than 60 years, Monarch is a full-service, self-contained construction company specializing in the construction of commercial, industrial and design-build projects in Ohio, Indiana, and Kentucky. www.monarchconstruction.cc	TOP EXECUTIVE(S): Martin Meisberger

 96	BM2 Freight Services, Inc. BM2 Freight Services, Inc. is a full-service third-party logistics freight brokerage and shipping solutions provider that connects great shippers with great carriers. The company offers full truckload—van, LTL, flatbed, refrigerated freight, and expedited services—through a network of trusted carriers all over the 48 states and Canada. www.bm2freight.com	TOP EXECUTIVE(S): Kevin Ball Matthew Mason Jeff Mason
 97	Galerie Candy Galerie Candy’s mission is to deliver outstanding customer service while offering fresh, innovative confectionery treats and gifts that combine quality with value. As a leading confectionery company specializing in wholesale and distribution, Galerie ranks among the nation’s top 20 largest candy companies and is recognized as a top 10 seasonal candy provider. www.galeriecandy.com	TOP EXECUTIVE(S): Richard Ross
 98	Sibcy Cline, Inc. Sibcy Cline is a family-owned real estate brokerage with affiliates including relocation, mortgage, insurance, title, and home services. The company proudly offers real estate services in the Cincinnati Tri-State area and Dayton, Ohio. www.sibcycline.com	TOP EXECUTIVE(S): Robin Sheakley
 99	LOTH Holdings LOTH Holdings unites LOTH, Inc., WorkWiser Services, and OptiVia Solutions to create smarter spaces, streamline operations, and elevate customer experiences. From workplace design to move management and ATM installation services, LOTH Holdings strives to help organizations work better, locally and nationwide. www.lothinc.com	TOP EXECUTIVE(S): J.B. Buse
 100	Finn Corporation Founded in 1935, Finn Corp. revolutionized landscape and erosion control equipment with inventions like the Straw Blower and HydroSeeder®. Driven by Charlie Finn’s ingenuity, the company pioneered solutions transforming turf management. Today, Finn is a global leader recognized for high-quality, labor-saving equipment and a legacy of innovation. www.finncorp.com	TOP EXECUTIVE(S): Dave Hammond

Guest *speakers*



Wolfe Tone

Fireside chat speaker

As the leader of Deloitte Private, Wolfe is deeply passionate about the potential of private enterprises and the vital role they play in driving innovation and economic growth. This passion fuels his commitment to serving private companies as they navigate and thrive in today's ever-evolving business environment.

With 29 years of experience in professional services, Wolfe has witnessed firsthand the power of Deloitte's people coming together to advise clients on making bold moves that can help grow and transform private enterprises. He is proud to work alongside a team of dedicated professionals who combine deep industry experience with innovative business strategies to advise private companies and family enterprises. Together, Deloitte serves organizations as they're trying to turn some of their most complex challenges into opportunities.

In addition to leading Deloitte Private, Wolfe serves as a client service leader and tax partner, supporting some of the largest privately held and family-owned businesses in the country.

Wolfe earned a BBA in Accounting from the University of Iowa Tippie College of Business in 1996 and began his career at Arthur Andersen before joining Deloitte in 2002.

Wolfe resides in the suburbs of Chicago with his wife and two children, along with their lively pair of labradors. Outside of work, he also enjoys fishing, traveling the world, and cheering for his beloved Iowa Hawkeyes.



Dr. Adam Naylor

Keynote speaker

Dr. Naylor is Deloitte's leader of Performance Psychology. In this role, he consults throughout the firm to optimize mental performance and deepen positive impacts on teams and businesses. His team is focused on providing scientifically based psychological solutions to help leaders and emerging leaders thrive.

Adam has spent more than 25 years serving as a mental performance consultant to high-performance leaders and competitors—a specialist in emotions and mindsets that allow people to thrive and connect. His clients have stood on Olympic podiums, hoisted professional and NCAA trophies, and led platinum accounts and global businesses. His career has been both broad and deep—having served as faculty at Boston University for two decades and a consultant to technology startup, and sat on advisory committees to USA Hockey and the United States Tennis Association, to name a few.

Always a scholar at heart, he has published and presented widely on topics ranging from self-regulation under stress to the social-environmental factors that shape performance through the psycho-social development of leaders. Recently, he published the article "Change of mind: What CFOs can learn from sport psychology," and his team received a Brandon Hall Group Human Capital Management Excellence Gold Award for "Navigating the Uncertainty of Organizational Change," a digital learning resource. He is an Association for Applied Sport Psychology Fellow and gets energy from mentoring sport performance psychology professionals toward meaningful impacts and fulfilling careers.

He received his bachelor's degree from Trinity College (CT) and master's and doctoral degrees in counseling with a specialty in sport and performance psychology from Boston University.

Adam lives south of Boston by the beach with his wife, who dispatches fire and police for Boston's South Shore, and is a proud father to an undergraduate student-athlete at Harvard. Go Crimson!

Thank you to our *sponsors*



Great American Insurance Group's roots go back to 1872 with the founding of its flagship company, Great American Insurance Company. The members of Great American Insurance Group are subsidiaries of American Financial Group, Inc., an insurance holding company with assets of approximately \$30 billion. As one of the largest specialty commercial property and casualty insurers in the United States, Great American's business is founded on an entrepreneurial approach that allows "local" decision-making for underwriting, claims, and policy servicing in each of our niche operations. Great American Insurance Group is engaged primarily in property and casualty insurance, focusing on specialty commercial products for businesses. Each business operation designs products, builds relationships, and creates distribution synergies in the markets it knows and serves.

Great American is honored to be a part of the 2025 Deloitte Cincinnati 100. Today, we salute the honorees and the contributions each has made to strengthen the Greater Cincinnati economic environment, exemplify community leadership, and motivate others to succeed. Through these efforts, Cincinnati is a great place to work and live.

For more information about Great American Insurance Group or its parent company, American Financial Group, please visit www.greatamericaninsurancegroup.com or www.afginc.com.

Cincinnati.com

The Enquirer

The Cincinnati Enquirer, established in 1841, is a prominent daily newspaper serving Greater Cincinnati and Northern Kentucky. As the only daily newspaper in this area, *The Enquirer* provides comprehensive coverage of local news, sports, business, and community events. *The Enquirer* has a rich history of delivering local and national breaking news as well as award-winning, in-depth reporting making it a vital source of information for its readers. As part of Gannett and the USA TODAY Network, *The Enquirer* is uniquely able to bring readers a localized news experience from publications all across the nation. With a commitment to journalistic integrity and community engagement, *The Cincinnati Enquirer* continues to adapt to the evolving media landscape while maintaining its role as a trusted news source. *The Enquirer* can be found at The Enquirer at Cincinnati.com, through the Cincinnati.com app, and on all major social media platforms.

LOCALiQ is the marketing solution from *The Cincinnati Enquirer* and Cincinnati.com. *The Enquirer* provides businesses the smart way to reach local customers. As local marketing becomes more complex, LOCALiQ empowers readers with unique insights from 125 million consumers in its network of sites, apps, and experiences.

The Cincinnati Enquirer is honored to support the Deloitte Cincinnati 100. We salute the honorees and the contributions each has made to strengthen the tri-state area business community.



The Rookwood Pottery Company represents the impact private companies can have on their communities. The Rookwood Pottery Company continues to build upon its rich heritage and creates the highest-quality art pottery and architectural tile in the United States. With a team of more than 70 employees, Rookwood is committed to providing patrons with a one-of-a-kind luxury experience and product. Rookwood cultivates a culture of artistic inspiration, balancing its history of quality and excellence with the forward-thinking momentum that is at the core of Rookwood's soul.

In 2006, Deloitte commissioned the Rookwood Pottery Company to create the unique award provided to the Deloitte Cincinnati 100 companies. As an organization with a rich Cincinnati history, Rookwood was selected to provide a custom award that symbolizes the proud traditions and history of the city. This handcrafted piece of American ceramic art honors the private businesses and owners that so heavily contribute to the local economy and community by their mere existence.

Thank you Rookwood Pottery Company for your continued support.



Storopack is honored to provide each award associated with the Deloitte Cincinnati 100 with its very own custom and protective packaging. The company has been providing clients with many different types of protective packaging solutions consisting of air, paper, loose fill, and foam cushions since 1959.

The packaging used to protect the Deloitte Cincinnati 100 awards during transit is Storopack's FOAMplus® premolded cushion. All FOAMplus® premolded solutions are designed to ensure product protection during transit so they will arrive damage-free.

This is why Storopack was selected in designing and producing a protective packaging solution for the Deloitte Cincinnati 100 award.

Thank you Storopack for your continued support.

Let's *talk*

Local Deloitte Private contacts



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About the *survey*

The Deloitte Cincinnati 100, launched in 1983, is an annual survey of private companies headquartered in the Metropolitan Statistical Area (MSA) of Cincinnati, Ohio.

In 2025, the survey results reflect the opinions of those who voluntarily participated in the survey, ranging from 68 – 95 recipients responding per question. The survey was created and executed online by Deloitte from July 9 through September 15, 2025. The rankings are determined by nearest year-end revenue figures provided by the company. In addition, company descriptions were provided by the company. Participation in the survey is not required to be considered for the annual ranking.

The survey has a margin of error of plus or minus one to three percentage points.



Deloitte.

Together makes progress

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