

Deloitte.



2019 Awards Luncheon

Deloitte
CINCINNATI USA
100

As a member of the Deloitte Cincinnati USA 100, you and your company have entered a place of distinction within our community. Private businesses are the foundation upon which our economic and civic well-being are built.

As one of the 100 largest privately held companies, you are among the best of the best, providing the jobs, resources, and opportunities that make Cincinnati a great place to live and work.

Deloitte, Great American Insurance Group, and LOCALiQ Cincinnati are proud to name you to this illustrious list.

Congratulations!

Deloitte.



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LOCALiQ

Dear honorees and guests,

Welcome to the 2019 Deloitte Cincinnati USA 100 Awards luncheon!

We are delighted you are joining us at our 36th annual event to recognize an elite group of Cincinnati privately held companies. Today, we celebrate your success and the success of all companies that have been named to the 2019 Deloitte Cincinnati USA 100.

On behalf of Deloitte, Great American Insurance Group, and LOCALiQ Cincinnati, we are proud to showcase the accomplishments of these organizations and celebrate the role that family-owned, employee-owned, and privately held companies play in our community.

According to our annual survey of executives from the 100 companies, these privately held businesses generated \$42.24 billion in revenue last year. Over the past year, the area's largest private companies have grown an average of 11 percent. The importance of privately held companies to Cincinnati's economy cannot be overstated.

We applaud your accomplishments and look forward to your future successes. For now, take a well-deserved break and enjoy this spotlight with your peers!

Yours truly,

A handwritten signature in black ink that reads "Frank P. Leggio Jr." in a cursive script.

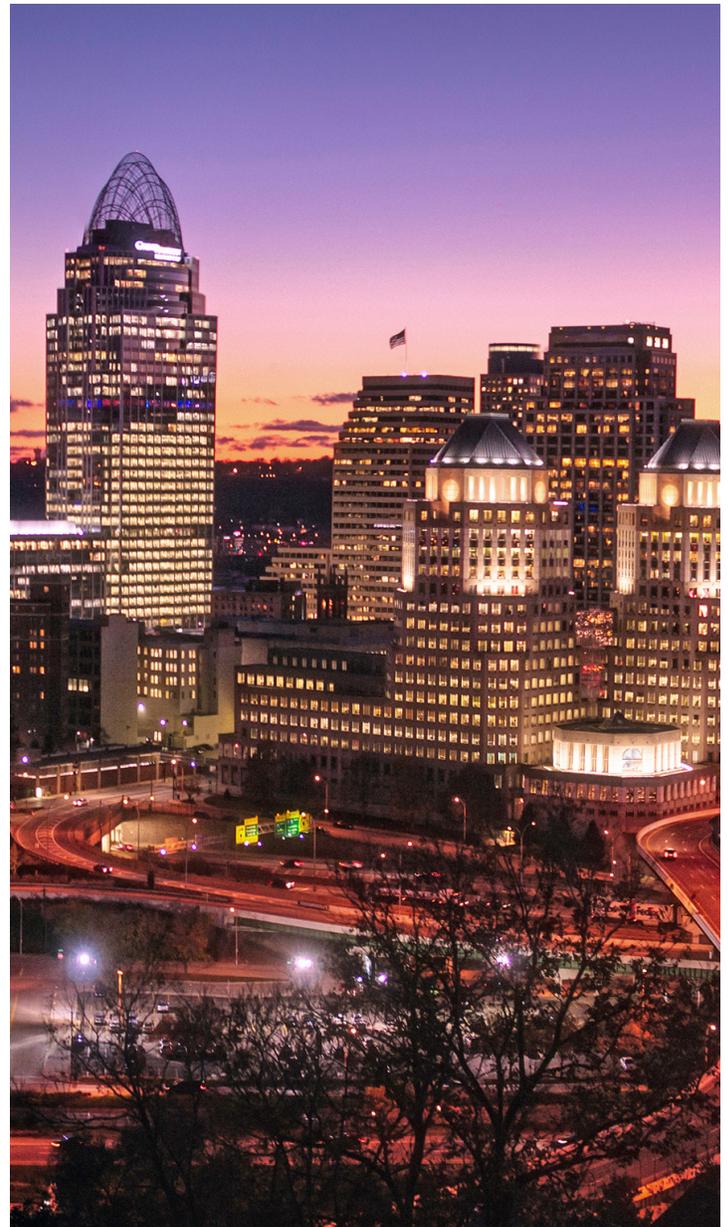
Frank P. Leggio Jr.

Deloitte & Touche LLP

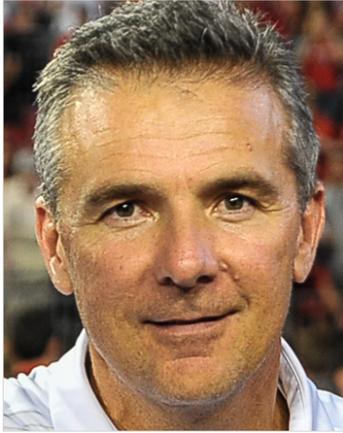
Agenda

Wednesday, October 23, 2019

- 11:00 a.m.** **Networking Reception**
- 12:00 p.m.** **Welcome**
James W. Sowar Jr.
Cincinnati Managing Partner, Deloitte
- 12:05 p.m.** **Carl H. Lindner Award for Entrepreneurial and Civic Spirit**
Presented to:
Rob Sibcy
President, Sibcy Cline, Inc. Realtors®
Introduced by:
Craig Lindner
Co-Chief Executive Officer,
Great American Insurance Company
- 12:15 p.m.** **Lunch**
- 12:40 p.m.** **Insights into the 100**
Frank P. Leggio Jr.
Partner, Deloitte
- 12:45 p.m.** **Featured Speaker**
Urban Meyer
Former Head Football Coach
Ohio State University
Introduced by:
Eddie Tyner
Regional President | Metro Midwest
LOCALiQ Cincinnati
- 1:25 p.m.** **Concluding remarks**
Frank P. Leggio Jr.



Featured Speaker



Urban Meyer

Former Head Football Coach
Ohio State University

Urban Meyer is a former college football player and coach. Meyer served as the head coach of the Bowling Green Falcons from 2001 to 2002, the Utah Utes from 2003 to 2004, and the Florida Gators from 2005 to 2010. Meyer became the head coach of the Ohio State Buckeyes from 2011—an undefeated season (12-0)—until his retirement after the 2019 Rose Bowl. As of 2019, he is serving as the assistant athletic director of Ohio State. Meyer is also currently an analyst for Fox Sports. During his time at the University of Florida, he coached the Gators to two BCS National Championship Game victories, during the 2006 and 2008 seasons. Meyer’s winning percentage through the conclusion of the 2009 season (.842) was the highest among all active coaches with a minimum of five full seasons at a Football Bowl Subdivision (FBS) program. Following his temporary retirement in 2011, he worked as a college football analyst for the television sports network ESPN before succeeding Jim Tressel as Ohio State’s 23rd head football coach. In 2014, he led the Buckeyes to their first Big Ten Conference title under his tenure, as well as the program’s eighth national championship. Meyer is one of three coaches to win a major college football national championship at two different universities.

Meyer was born in Toledo, Ohio, grew up in Ashtabula, Ohio, and attended the University of Cincinnati, where he played football as a defensive back.

2019 Deloitte Cincinnati USA 100

The Deloitte Cincinnati USA 100 is an annual ranking and recognition of the largest privately held companies in the greater Cincinnati area. The list ranks the top 100 companies by self-reported revenue, as determined by a voluntarily submitted qualification form.

Below is an alphabetical listing of honored companies. The following pages include a listing by rank, including company description and top executive(s).

Company name	2019 Rank
Al. Neyer	69
Aristech Surfaces LLC	86
Baker Construction Enterprises, Inc.	8
Beechmont Automotive Group	47
Belcan, LLC	13
BelFlex Staffing Network, LLC	80
BGR, Inc.	85
BlueStar	5
Bob Sumerel Tire Company, Inc.	92
Castellini Company	3
CBT Company	57
CEI Vision Partners Holdings, LLC	81
Champion Windows and Home Exteriors	45
Cincinnati Reds LLC	42
Clarke Power Services, Inc.	36
Cohen Recycling	25
Columbia Sussex Corporation	15
Corporex Companies, LLC	59
Dental Care Plus Group	87
Divisions Maintenance Group	41
DOWNLITE	71
Drees Company, The	9
DuBois Chemicals, Inc.	26
Empower MediaMarketing	49
Family RV Group	65

Company name	2019 Rank
Ferno-Washington, Inc.	77
Fischer Homes	23
Frisch's Restaurants Inc.	60
G&J Pepsi-Cola Bottlers Inc.	29
Gold Medal Products, Co.	66
Habegger Corporation, The	35
Hawkstone Associates, Inc.	52
HBH Holdings, Inc.	20
Health Carousel, LLC	56
HGC Group of Companies	75
Hickman, Williams & Company	50
Hightowers Petroleum Company	28
Hillman Group, The	12
Hills Properties/Inverness Homes	62
Holman Motors Inc.	89
Home City Ice Company, The	63
ILSCO Corporation	72
Integrity Express Logistics LLC	30
Jeff Wyler Automotive Family	7
John R. Jurgensen Co.	32
JTM Provisions Company, Inc.	64
Kenwood Dealer Group, Inc.	16
Klosterman Baking Company	76
KOST USA	94
LaRosa's Inc.	68



Company name	2019 Rank
Lithko Contracting, LLC	21
LOTH Holdings, LLC	96
Luminex Home Décor & Fragrance	34
Lykins Energy Solutions	17
Mark Williams Auto Group	67
McCluskey Chevrolet Inc.	46
Messer Construction Co.	11
Meyer Tool, Inc.	43
Michelman, Inc.	53
Mike Castrucci Automotive	38
Monarch Construction Company	99
Neyer Properties, Inc.	84
ODW Logistics & Transportation Services, LLC	98
Parsec, Inc.	51
PatientPoint®	91
Paul Hemmer Company	93
Paycor, Inc.	44
Penn Station, Inc.	61
Performance Automotive Network	4
Pilot Chemical Company	33
Planes Companies	82
ProAmpac	6
ProLink Staffing Services, LLC	100
ProMach, Inc.	14
Pure Romance, LLC	48

Company name	2019 Rank
RelaDyne, Inc.	2
Republic Wire, Inc.	40
Rhinestahl Corporation	78
Richards Electric Supply Co., Inc.	88
RoundTower Technologies, LLC	27
Rumpke Waste & Recycling	22
Sheakley	24
Sibcy Cline, Inc.	97
SimpleVMS	90
Sims-Lohman, Inc.	79
Standard Textile Co., Inc.	19
Storopack, Inc.	73
Sugar Creek Packing Co.	18
Tire Discounters	54
Topicz	31
Total Quality Logistics	1
Totes Isotoner Corporation	37
Towne Properties	70
TriVersity Construction Company, LLC	95
trustaff	39
TSC Apparel	58
United Dairy Farmers, Inc.	10
US Logistics	74
Verst Group Logistics	55
Xtek, Inc.	83

2019 Deloitte Cincinnati USA 100

Total Quality Logistics

1

Years in the 100: **16**
2018 Rank: **1**

Founded in 1997, Total Quality Logistics is the second largest freight brokerage firm in the nation with 57 offices in 26 states. Using industry expertise and proprietary technology, Total Quality Logistics negotiates rates and destinations between companies needing to move products and carriers delivering goods.

Top executive(s):
Ken Oaks

RelaDyne, Inc.

2

Years in the 100: **4**
2018 Rank: **8**

Founded in 2010, RelaDyne is a distributor of petroleum products. The company has 23 facilities employing 1,750 people.

Top executive(s):
Larry J. Stoddard

Castellini Company

3

Years in the 100: **20**
2018 Rank: **2**

Castellini Company is one of the leading food distributors in the country and has a proud tradition of innovation and industry leadership.

Top executive(s):
Robert H. Castellini
Brian Kocher

Performance Automotive Network

4

Years in the 100: **34**
2018 Rank: **3**

Since 1971, Performance Automotive Network has provided automobile sales, service, and collision repair in Cincinnati. Headquartered in Fairfield, Ohio, this family-owned company has 1,365 employees.

Top executive(s):
Michael Dever

BlueStar

5

Years in the 100: **17**
2018 Rank: **5**

BlueStar, founded in 1929, is a distributor of specialty electronics used for point of sale and RFID applications.

Top executive(s):
Steve Cuntz

ProAmpac

6

Years in the 100: **19**
2018 Rank: **4**

ProAmpac is a leading global flexible packaging company providing creative packaging solutions, industry-leading customer service, and award-winning innovation to a diverse global marketplace. ProAmpac's approach to sustainability provides innovative flexible packaging products to help customers achieve their sustainability goals.

Top executive(s):
Greg Tucker

Jeff Wyler Automotive Family

7

Years in the 100: **36**
2018 Rank: **6**

Jeff Wyler Automotive Family offers retail automotive sales and service in the Tri-State area. Headquartered in Springdale, Ohio, the family-owned business was founded in 1973 and employs nearly 1,200 people.

Top executive(s):
Jeffrey L. Wyler

Baker Construction Enterprises, Inc.

8

Years in the 100: **36**
2018 Rank: **9**

Baker Construction Enterprises, Inc. is a concrete construction subcontractor with experience ranging from light commercial to heavy industrial projects. Founded in 1968, this family-owned company employs 4,700 people.

Top executive(s):
Daniel L. Baker

The Drees Company

9

Years in the 100: **33**
2018 Rank: **10**

Founded in 1928, The Drees Company is the nation's 13th largest privately owned homebuilder, and the 29th largest overall. While the values of excellence and integrity continue to serve the company well, David Drees, President and CEO, has also integrated 21st-century technology and the efficiencies it provides.

Top executive(s):
David Drees

United Dairy Farmers, Inc.

10

Years in the 100: **35**
2018 Rank: **11**

United Dairy Farmers, Inc. operates convenience stores with ice cream parlors serving UDF and Homemade Brand ice cream treats, in addition to manufacturing ice cream and operating frozen warehouse and distribution centers for their own, as well as third party, products.

Top executive(s):
Alan Bradford Lindner

Messer Construction Co.

11

Years in the 100: **36**
2018 Rank: **7**

Messer Construction Co. is a construction manager and general contractor, providing leadership for commercial building products in five states. A local builder with national resources and expertise, they have delivered value for more than 85 years through quality construction/client experiences, taking care to both exceed customer expectations and build long-term relationships.

Top executive(s):
Timothy J. Steigerwald

The Hillman Group, Inc.

12

Years in the 100: **14**
2018 Rank: **12**

The Hillman Group, Inc. is a leading North American provider of complete and innovative hardware products with a focus on delivering industry best customer service by providing simple solutions to complex challenges. Leveraging a world-class distribution and sales network, Hillman delivers a “small business” experience with “big business” efficiency.

Top executive(s):
Greg Gluchowski

Belcan, LLC

13

Years in the 100: **36**
2018 Rank: **15**

Belcan, LLC is a global supplier of engineering, supply chain, technical recruiting and information technology services to customers in the aerospace, defense, automotive, industrial and government sectors.

Top executive(s):
Lance Kwasniewski

ProMach, Inc.

14

Years in the 100: **15**
2018 Rank: **14**

ProMach, Inc. is a family of best-in-class packaging solution brands serving manufacturers of all sizes and geographies in the food, beverage, pharmaceutical, personal care, and household and industrial goods industries. ProMach has manufacturing facilities and offices throughout North America, Europe, South America, and Asia.

Top executive(s):
Mark W. Anderson

Columbia Sussex Corporation

15

Years in the 100: **36**
2018 Rank: **16**

Columbia Sussex Corporation is the owner/operator and manager of over 45 upper upscale full service hotels operating in 32 states. The company owns and manages Marriott-, Hilton-, and Hyatt- branded hotels and employs nearly 6,500 people.

Top executive(s):
William J. Yung III

Kenwood Dealer Group, Inc.

16

Years in the 100: **36**
2018 Rank: **19**

Kenwood Dealer Group, Inc. is a retail automobile sales, service, and leasing company. This family-owned business has 1,050 employees.

Top executive(s):
R. Steven Reichert

Lykins Energy Solutions

17

Years in the 100: **34**
2018 Rank: **18**

Lykins Energy Solutions was founded in 1948 and has more than 280 employees. This family-owned business offers wholesale and retail sales of petroleum products, distribution of petroleum products, and power sales/consulting.

Top executive(s):
Jeff Lykins

Sugar Creek Packing Co.

18

Years in the 100: **4**
2018 Rank: **20**

Sugar Creek Packing Co. is a meat processor specializing in bacon and other fully cooked proteins. Founded in 1966, the company employs nearly 2,400 people.

Top executive(s):
John Richardson

Standard Textile Co., Inc.

19

Years in the 100: **36**
2018 Rank: **17**

Standard Textile Co., Inc. develops and manufactures multiple-use textiles and apparel for the healthcare, hospitality, interiors, and consumer markets worldwide.

Top executive(s):
Gary Heiman

HBH Holdings, Inc.

20

Years in the 100: **35**
2018 Rank: **21**

HBH Holdings, Inc. is a privately held investment and withholdings group that focuses their expertise on fabrication, maintenance, and construction activities supporting the utility and industrial markets. HBH provides portfolio management, recordkeeping, and legal services for the companies in which they invest.

Top executive(s):
Jeff Hock

Lithko Contracting, LLC

21

Years in the 100: 4
2018 Rank: 23

Established in 1994, Lithko Contracting, LLC is a full-service concrete contractor. Operating in 12 states with 2,000 employees, the company specializes in the execution of walls, tilt-ups, structural frames, slabs, site work, foundations, and pre-construction services.

Top executive(s):
Rob Strobel

Rumpke Waste & Recycling

22

Years in the 100: 22
2018 Rank: 22

With 14 landfills and 11 recycling centers, Rumpke Waste & Recycling provides residential, commercial, and industrial services to customers throughout Ohio, Kentucky, Indiana, and West Virginia. Ranked among the largest waste and recycling firms in the country, the privately owned family firm employs 3,200 people.

Top executive(s):
William Rumpke Jr.

Fischer Homes

23

Years in the 100: 30
2018 Rank: 24

Founded in 1980, Fischer Homes provides residential construction services in the Cincinnati area. The family-owned company is headquartered in Erlanger, Kentucky, and employs more than 540 people.

Top executive(s):
Robert T. Hawksley

Sheakley

24

Years in the 100: 16
2018 Rank: 25

Sheakley is a family-owned, outsourced human resources specialty firm dedicated to recognizing and meeting the growing needs of employers. Providing the right blend of practical and innovative HR and risk management solutions, they work to enhance their customer's business while helping them manage costs and maintain compliance.

Top executive(s):
Larry Sheakley

Cohen Recycling

25

Years in the 100: 17
2018 Rank: 27

Cohen Recycling provides ferrous and non-ferrous scrap metal recycling, electronic scrap recycling, refurbishing, resale, and data destruction (ITAD). Founded in 1924, the family-owned company employs more than 500 people.

Top executive(s):
Ken Cohen

DuBois Chemicals, Inc.

26

Years in the 100: 7
2018 Rank: 32

DuBois Chemicals, Inc. is a leading provider of comprehensive, customized chemical solutions for mission-critical business applications, including process cleaning, water/wastewater treatment, surface finishing, heat treating, metalworking, transportation cleaning, facility maintenance, and lubrication.

Top executive(s):
Jeffrey Welsh

RoundTower Technologies, LLC

27

Years in the 100: 6
2018 Rank: 29

RoundTower Technologies, LLC delivers innovative solutions and services in the areas of data center infrastructure, converged platforms, cloud automation and orchestration, DevOps, data analytics, and cyber security. The company also provides professional services in the form of consultation and implementation services, as well as project management and managed services.

Top executive(s):
Stephen Power
Stephen West

Hightowers Petroleum Company

28

Years in the 100: 10
2018 Rank: 39

Hightowers Petroleum Company (HPC) is a wholesale distributor of gasoline, diesel, natural gas, crude oil, and specialty chemicals, as well as a provider of tank maintenance and energy efficiency projects. With collaborative partnerships on a national scale, HPC enhances the fuel distribution network across 48 states, Canada, and Mexico.

Top executive(s):
Steve Hightower

G&J Pepsi-Cola Bottlers, Inc.

29

Years in the 100: 35
2018 Rank: 28

G&J Pepsi-Cola Bottlers, Inc., a manufacturer and distributor of soft drinks. This family-owned company employs more than 1,500 people.

Top executive(s):
Steven J. Kaplan
Thomas R. Gross Jr.

Integrity Express Logistics LLC

30

Years in the 100: 3
2018 Rank: 42

Founded in 2007, Integrity Express Logistics LLC has over 30 years of experience in providing innovative technology and operational efficiency to customize logistics solutions. This family-owned business employs over 400 people.

Top executive(s):
Matt Ventura
Pete Ventura
James Steger

Topicz

31

Years in the 100: 17
2018 Rank: 33

Topicz is a full-line convenience store supplier servicing the Cincinnati area since 1902. The family-owned company currently employs 170 people.

Top executive(s):
Marvin H. Schwartz

John R. Jurgensen Co.

32

Years in the 100: 34
2018 Rank: 30

A family owned business, John R. Jurgensen Co. is a heavy highway and commercial asphalt paving contractor and construction material manufacturer. Founded in 1955, the company employs over 1,000 people serving Southern Ohio, Northern Kentucky, and Southern Indiana.

Top executive(s):
James P. Jurgensen II

Pilot Chemical Company

33

Years in the 100: 5
2018 Rank: 31

Pilot Chemical Company is a privately owned, independent global specialty chemical company serving the disinfecting, sanitizing and cleaning, metalworking and lubricants, oil field and emulsion polymerization industries.

Top executive(s):
Pam Butcher

Luminex Home Décor & Fragrance

34

Years in the 100: 3
2018 Rank: 34

Luminex Home Décor & Fragrance is a leading global home décor and fragrance company leveraging research and product development to ensure broad consumer reach through two wholly owned subsidiaries: Candle-lite and PartyLite.

Top executive(s):
Calvin Johnston

The Habegger Corporation

35

Years in the 100: 32
2018 Rank: 36

Founded in 1952, The Habegger Corporation is a wholesale distributor of heating and air conditioning products and accessories. Family-owned, the company employs 520 people, with locations in eight states.

Top executive(s):
Brian Habegger

Clarke Power Services, Inc.

36

Years in the 100: **28**
2018 Rank: **37**

Clarke Power Services, Inc. provides maintenance solutions for commercial vehicles, services power generation equipment, and assembles diesel-powered drivers for use in fire protection systems. Founded in 1964, the company employs over 800 people in 19 states.

Top executive(s):
Kirk M. Andreae

Totes Isotoner Corporation

37

Years in the 100: **36**
2018 Rank: **35**

Totes Isotoner Corporation designs, sources, markets, and distributes branded accessory and apparel items, including cold-weather rainwear, headwear, and footwear products. The company employs nearly 700 people.

Top executive(s):
Dan Rajczak

Mike Castrucci Automotive

38

Years in the 100: **13**
2018 Rank: **NA**

Mike Castrucci Automotive is a family of franchised automobile dealerships providing new and pre-owned sales, leasing, service, auto body collision repair, and parts sales.

Top executive(s):
Mike Castrucci

trustaff

39

Years in the 100: **6**
2018 Rank: **38**

trustaff is a comprehensive leader in the recruiting and staffing industry that utilizes innovative recruitment strategies to deliver top-quality talent and personal service to organizations and healthcare facilities nationwide. Today, trustaff employs 340 healthcare professionals across all 50 states.

Top executive(s):
Brent Loring

Republic Wire, Inc.

40

Years in the 100: **14**
2018 Rank: **43**

Republic Wire, Inc., founded in 1982, is a family-owned and operated copper and aluminum building wire manufacturer. With a sales focus on the electrical distributor for the commercial, residential, industrial, and utility building wire market, the company employs 130 people.

Top executive(s):
Ronald Rosenbeck

Divisions Maintenance Group

41

Years in the 100: 7
2018 Rank: 48

Divisions Maintenance Group is a national leader in maintaining thousands of properties across the country from one centralized location in Greater Cincinnati, offering customers uninterrupted peace of mind by saving time with cutting-edge technology to monitor their KPIs, and creating value by personally verifying quality work.

Top executive(s):
Gary Mitchell

Cincinnati Reds LLC

42

Years in the 100: 20
2018 Rank: 50

Cincinnati Reds LLC is a professional baseball team. Beginning in 1896, this organization was baseball's first professional team and employs more than 450 people.

Top executive(s):
Robert H. Castellini

Meyer Tool, Inc.

43

Years in the 100: 8
2018 Rank: 44

Meyer Tool, Inc. is a privately held, high-tech manufacturing company supplying a variety of precision components to the aerospace and gas turbine engine industries. The company began as Meyer Tool & Die in 1951 and has evolved over the years into an industry leader in turbine technologies.

Top executive(s):
Doug Lang
Arlyn Easton

Paycor Inc.

44

Years in the 100: 10
2018 Rank: 41

Paycor Inc. helps business leaders make a difference in their organizations by providing the best client experience, the right HCM product, responsive service, and ongoing thought leadership and expertise. Paycor employs nearly 1,800 people.

Top executive(s):
Raul Villar

Champion Windows and Home Exteriors

45

Years in the 100: 22
2018 Rank: 40

Champion Windows and Home Exteriors manufactures and installs home improvement products to enhance the comfort, beauty, and energy efficiency of homes for millions of US homeowners. Products include windows, doors, sunrooms, siding, and roofing.

Top executive(s):
Todd A. Dickson

McCluskey Chevrolet Inc.

46

Years in the 100: **27**
2018 Rank: **49**

McCluskey Chevrolet Inc. is an automobile dealership providing new and used vehicle sales, with service, parts, and body shop departments. The family-owned company employs more than 400 people.

Top executive(s):
Keith P. McCluskey

Beechmont Automotive Group

47

Years in the 100: **25**
2018 Rank: **45**

Beechmont Automotive Group provides new and used automotive sales and leasing, service, parts, and car wash operations. The family-owned company employs nearly 400 people.

Top executive(s):
William Woeste

Pure Romance, LLC

48

Years in the 100: **7**
2018 Rank: **60**

Pure Romance, LLC is a leading party planning direct sales company in the relationship-enhancement product area and employs more than 150 people.

Top executive(s):
Chris Cicchinelli

Empower MediaMarketing

49

Years in the 100: **17**
2018 Rank: **47**

Operating since 1985, Empower MediaMarketing offers media planning and buying, word-of-mouth marketing, and digital marketing communication services. The family-owned company operates in 25 states, employing over 170 people.

Top executive(s):
Jim Price

Hickman, Williams & Company

50

Years in the 100: **36**
2018 Rank: **53**

Hickman, Williams & Company, a family-owned company, serves global metals producers and other industries with a wide range of materials, including metallurgical coke, ferroalloys, specialty metals and alloys, briquetted alloys, carbon additives, coal, pig iron, abrasives, fused silica, and fluorspar.

Top executive(s):
Robert Gray

Parsec, Inc.

51

Years in the 100: 32
2018 Rank: 46

Parsec, Inc. is a privately-held group of companies with interests in intermodal transportation, realty, and leasing. The company employs 2,700 people.

Top executive(s):
David H. Budig

Hawkstone Associates, Inc.

52

Years in the 100: 29
2018 Rank: 61

Hawkstone Associates, Inc. is a wholesale distributor of petroleum products and operator of retail gasoline convenience stores. Founded in 1981, the family-owned company employs 300 people in Ohio, Kentucky, and Indiana.

Top executive(s):
Ronald H. Wittekind

Michelman, Inc.

53

Years in the 100: 7
2018 Rank: 51

As a developer and manufacturer of environmentally friendly advanced materials, Michelman, Inc. offers solutions for the coatings, printing and packaging, and industrial manufacturing markets. The company's innovative surface additives and polymeric binders are used by leading manufacturers to enhance performance attributes and add value to various applications.

Top executive(s):
Steve Shifman

Tire Discounters

54

Years in the 100: 2
2018 Rank: 56

Tire Discounters is the nation's seventh-largest independent tire retailer with more than 1,200 employees in more than 120 locations. The company provides unique and industry-leading innovations designed to make tires last longer and maximize the overall performance of a car or light truck.

Top executive(s):
Chip Wood

Verst Group Logistics

55

Years in the 100: 20
2018 Rank: 59

Verst Group Logistics is a leading provider of fully integrated eCommerce fulfillment, transportation, warehousing, and packaging services. Operating for over 50 years, the privately held, family-owned company is an Inbound Logistics Magazine Top 100 3PL, serving a wide range of industries, including retail, automotive, food and beverage, wine and spirits, paper, and health and beauty.

Top executive(s):
Todd Johnson

Health Carousel, LLC

56

Years in the 100: 3

2018 Rank: 63

Health Carousel, LLC is a leading staffing and workforce solutions company providing travel nurses, physician Locum Tenens, and international staffing services at medical facilities across the United States.

Top executive(s):

Bill DeVille

CBT Company

57

Years in the 100: 20

2018 Rank: 57

CBT Company is a distributor of industrial automation products, electrical supplies, mechanical power transmission products, pneumatic controls, belting and conveyor components, and provides client services to support plant floor operations.

Top executive(s):

James E. Stahl Jr.

TSC Apparel

58

Years in the 100: 18

2018 Rank: 55

TSC Apparel is one of the largest distributors of brand name apparel in the US. Headquartered in Cincinnati, with facilities in Ohio, Colorado, California, Texas, Georgia, Pennsylvania, and Oregon, the company employs more than 300 people across the United States.

Top executive(s):

Dave Klotter

Corporex Companies, LLC

59

Years in the 100: 36

2018 Rank: 54

Corporex Companies, LLC, founded in 1965, is a real estate development and investment company with nearly 2,000 employees. The family-owned business has developed office buildings, hotels, industrial space, and business parks in 11 states.

Top executive(s):

William P. Butler

Frisch's Restaurants Inc.

60

Years in the 100: 4

2018 Rank: 52

Operating for more than a century, Frisch's Restaurants Inc. offers a full-service, family-style dining experience. The company employs 5,000 people in three states.

Top executive(s):

Jason Vaughn

Penn Station, Inc.

61

Years in the 100: 14
2018 Rank: 58

Founded in 1985, Penn Station, Inc. is a fast-casual restaurant chain specializing in East Coast-style sandwiches with more than 300 locations in 15 states and employing 4,500 people.

Top executive(s):
Jeff Osterfeld
Craig Dunaway

Hills Properties/Inverness Homes

62

Years in the 100: 16
2018 Rank: 64

Hills Properties/Inverness Homes develops land, builds and sells single-family homes in Ohio and Kentucky, and owns and manages apartment and commercial properties in five states. The family-owned company employs nearly 250 people.

Top executive(s):
Louis Guttman
Stephen Guttman

The Home City Ice Company

63

Years in the 100: 9
2018 Rank: 67

The Home City Ice Company manufactures and distributes packaged ice. With facilities in 14 states, this family-owned company employs 1,400 people.

Top executive(s):
Ted Sedler

JTM Provisions Company, Inc.

64

Years in the 100: 13
2018 Rank: 68

JTM Provisions Company, Inc. is primarily engaged in the processing of various precooked food products serving food service, military, and retail customers. The company also provides products for the United States Department of Agriculture Food Distribution Program of the Food and Nutrition Service.

Top executive(s):
Anthony A. Maas

Family RV Group

65

Years in the 100: 3
2018 Rank: NA

Family RV Group began in Cincinnati in 1968 as a family-owned and operated RV dealership, providing sales of new and used RVs, related services, and parts and accessories for RV owners and camping enthusiasts. Family RV has grown to nine locations across five states, employing over 300 people.

Top executive(s):
Walt Rodgers

Gold Medal Products Co.

66

Years in the 100: 25
2018 Rank: 66

A family-owned business, Gold Medal Products Co. manufactures and distributes concession equipment and supplies, such as popcorn, hot dogs, caramel corn, funnel cakes, and cotton candy. In addition to a global network of dealers, the company employs more than 650 people across 15 locations.

Top executive(s):
Dan Kroeger

Mark Williams Auto Group

67

Years in the 100: 1
2018 Rank: NA

Mark Williams Auto Group, established in 1992, is a Cincinnati-based dealer group that also offers OEM/aftermarket parts, services all makes and models, and has a 14,000 square foot collision center.

Top executive(s):
Mark Williams

LaRosa's Inc.

68

Years in the 100: 35
2018 Rank: 69

LaRosa's is a chain of 66 neighborhood pizzerias serving communities in Ohio, Kentucky, Indiana, and Tennessee. The family-owned company opened in 1954 and employs approximately 1,700 people.

Top executive(s):
Michael LaRosa
Mark LaRosa

Al. Neyer

69

Years in the 100: 22
2018 Rank: 76

Established in 1894 and employee-owned since 2014, Al. Neyer specializes in urban mixed-use developments and build-to-suit commercial spaces, including corporate headquarters, medical office buildings, multi-unit residential, and industrial facilities.

Top executive(s):
Molly North

Towne Properties

70

Years in the 100: 36
2018 Rank: 70

Founded in 1961, Towne Properties is engaged in commercial real estate development, ownership, and management. The company employs nearly 900 people and services five states.

Top executive(s):
Adam Bortz

DOWNLITE

71

Years in the 100: 5
2018 Rank: 65

Formed in 1983, DOWNLITE provides bedding for the home and hospitality market, as well as responsibly sourced down and feather for the outdoor apparel market. Based in Mason, OH, DOWNLITE designs, develops, manufactures, and markets bedding products, including comforters, pillows, mattress pads, blankets, and throws, and produces bulk filling material of the highest grades.

Top executive(s):
Joe Crawford

ILSCO Corporation

72

Years in the 100: 36
2018 Rank: 75

ILSCO Corporation is a privately held, American-owned electrical connector manufacturer with 125 years of service to the electrical industry. Founded in 1894, the company employs 900 people.

Top executive(s):
Andrew Quinn

Storopack, Inc.

73

Years in the 100: 25
2018 Rank: 73

Storopack, Inc. manufactures and distributes protective packaging materials and equipment. Originally established in Germany in 1977, the company operates in seven states with North American headquarters in West Chester, Ohio. The company employs nearly 500 people.

Top executive(s):
Fred Wehby

US Logistics

74

Years in the 100: 5
2018 Rank: 82

US Logistics is a third-party logistics broker offering back-office support to entrepreneurial freight agents throughout the country. The company employs over 30 people.

Top executive(s):
Jeff Hiatt

HGC Group of Companies

75

Years in the 100: 4
2018 Rank: 71

Comprised of HGC Construction, SSRG, and Stanton Millworks, HGC Group of Companies provides a wide range of construction services, including general contracting, structural repair, and custom millwork.

Top executive(s):
Mike Huseman

Klosterman Baking Company

76

Years in the 100: 31
2018 Rank: 72

Klosterman Baking Company is a commercial bakery engaged in the production and distribution of fresh bread, rolls, and donuts in the Midwestern United States, and frozen bread and bakery products nationwide.

Top executive(s):
Kim Klosterman
Kenneth F. Klosterman Jr.

Ferno-Washington, Inc.

77

Years in the 100: 13
2018 Rank: 74

Headquartered in Wilmington, Ohio, Ferno-Washington, Inc. manufactures and distributes emergency medical equipment, mortuary equipment, and health care products globally. Founded in 1955, the company has facilities worldwide with 500 employees.

Top executive(s):
Joseph G. Bourgraf

Rhinestahl Corporation

78

Years in the 100: 6
2018 Rank: 79

Rhinestahl Corporation operates under two primary business units. Customer Tooling Solutions sells and services complex tooling used in the repair and assembly of aviation and industrial equipment engines. Advanced Manufacturing is engaged in complex machining and fabrication of build-to-print solutions.

Top executive(s):
Dieter Moeller

Sims-Lohman, Inc.

79

Years in the 100: 5
2018 Rank: 77

Sims-Lohman, Inc. is a distributor of kitchen cabinets and manufacturer of granite/quartz countertops, supplying approximately 50,000 kitchens and producing more than 20,000 granite/quartz countertops annually to industry professionals and their clients in the United States.

Top executive(s):
Steve Steinman
John Beiersdorfer

BelFlex Staffing Network, LLC

80

Years in the 100: 4
2018 Rank: 80

BelFlex Staffing Network, LLC provides commercial staffing workforce solutions, from light industrial to clerical and administrative positions, as well as direct-hire opportunities.

Top executive(s):
Jason McCaw

CEI Vision Partners Holdings, LLC

81

Years in the 100: 1
2018 Rank: NA

CEI Vision Partners Holdings, LLC is one of the nation's leading management services organizations serving ophthalmologists and optometrists throughout the country. In total, CVP has more than 100 ophthalmologists and optometrists in more than 30 locations with nearly 660 employees.

Top executive(s):
Clyde Bell

Planes Companies

82

Years in the 100: 23
2018 Rank: 78

Planes Companies provides domestic and international relocation services for household goods, commercial relocation with interior design and installation, asset management and recovery, logistics services, distribution and delivery services, portable container storage, and multi-faceted workplace services, including strategic workplace service consulting, project management, and project delivery.

Top executive(s):
John Planes
John Sabatalo

Xtek, Inc.

83

Years in the 100: 35
2018 Rank: 88

Xtek, Inc., an employee-owned company founded in 1909, designs and manufactures custom-machined parts and assemblies for heavy industries. The company also provides engineering services, such as failure analysis, reverse engineer, upgrade design, mechanical inspection, non-destructive inspection service, in-house manufacturing and heat treating, disassembly and assembly services, and breakdown service.

Top executive(s):
Roger A. Miller

Neyer Properties, Inc.

84

Years in the 100: 5
2018 Rank: 83

Neyer Properties, Inc. is a full-service commercial real estate developer specializing in sustainable land development, construction management, investment, and redevelopment. The company owns over 5 million square feet of office, industrial, retail, and multifamily space and has over 200 acres ready for development in the tri-state area.

Top executive(s):
Dan Neyer

BGR, Inc.

85

Years in the 100: 5
2018 Rank: 86

BGR, Inc. is a packaging and shipping supply distributor in Ohio and the four surrounding states. BGR partners with clients to optimize their packaging supply chains, from the sourcing and warehousing of packaging materials through automating their packing line.

Top executive(s):
Dean Backscheider

Aristech Surfaces LLC

86

Years in the 100: 7
2018 Rank: 81

Aristech Surfaces LLC produces and markets a broad range of surface and design materials, providing quality, cost-conscious, and high-end aesthetic solutions sought by OEMs, architects, designers, and fabricators for industries around the globe.

Top executive(s):
Michael Gilbert

Dental Care Plus Group

87

Years in the 100: 11
2018 Rank: 85

Dental Care Plus Group provides dental and vision insurance coverage and administrative services to employer groups and individuals primarily located in Ohio, Kentucky, and Indiana.

Top executive(s):
Robert C. Hodgkins Jr.

Richards Electric Supply Co., Inc.

88

Years in the 100: 27
2018 Rank: 87

Richards Electric Supply Co., Inc. has been helping its customers power homes, businesses, and cities by supplying quality electrical products and exceptional customer service ever since Richard Misrach opened the company's doors in 1939.

Top executive(s):
Micheal Misrach

Holman Motors Inc.

89

Years in the 100: 7
2018 Rank: 84

Holman Motors Inc. is a GMC, Buick, and recreational vehicle dealership offering a one-stop shopping experience for sales, service, and parts.

Top executive(s):
Eric Holman

SimpleVMS

90

Years in the 100: 1
2018 Rank: NA

SimpleVMS provides a web-based vendor management system (VMS) that streamlines all aspects of managing contingent workforce acquisition processes.

Top executive(s):
Jason Oswald

PatientPoint®

91

Years in the 100: **2**
2018 Rank: **96**

PatientPoint® is a patient engagement solutions company committed to making every doctor-patient engagement better™. Its technology-enabled platform educates and empowers patients, caregivers, and staff to deliver improved outcomes and enhanced experiences.

Top executive(s):
Mike Collette

Bob Sumerel Tire Company, Inc.

92

Years in the 100: **16**
2018 Rank: **91**

Bob Sumerel Tire Company is a commercial tire dealer providing tire sales and services, and mechanical services, to the transportation industry. The company employs over 300 people.

Top executive(s):
Todd Sumerel

Paul Hemmer Company

93

Years in the 100: **13**
2018 Rank: **90**

Paul Hemmer Company is a construction management and building services firm that builds Value by Design. With a history in Greater Cincinnati since 1921, the company specializes in design/build construction, enabling it to provide the earliest commitment of cost and delivery for its industrial, medical, commercial, and retail clients.

Top executive(s):
Paul W. Hemmer Jr.

KOST USA

94

Years in the 100: **1**
2018 Rank: **NA**

KOST USA, founded in 1985, is the largest family-owned manufacturer, supplier, and marketer of antifreeze and functional fluids in the United States, providing high-performance products and superior service, primarily in the automotive and heavy-duty aftermarket, as well as in the oil and gas sector.

Top executive(s):
Steve Overdeck

TriVersity Construction Company, LLC

95

Years in the 100: **3**
2018 Rank: **89**

TriVersity Construction Company, LLC specializes in providing construction services in the Cincinnati area. The company has over 100 employees and serves customers in the tri-state region.

Top executive(s):
Melvin J. Gravely II

LOTH Holdings, LLC

96

Years in the 100: **11**
2018 Rank: **92**

The leading provider of workplace solutions, LOTH Holdings, LLC provides a portfolio of products and services while leveraging a unique consultative design approach. LOTH's proven process combines cutting-edge furniture, architectural walls, flooring, and technology to improve collaboration, productivity, healing, and learning for customers across all business, healthcare, and education sectors.

Top executive(s):
J.B. Buse Jr.

Sibcy Cline, Inc.

97

Years in the 100: **23**
2018 Rank: **94**

Operating since 1956, Sibcy Cline, Inc. provides real estate brokerage services to the Cincinnati area with affiliates in relocation, mortgage, insurance, title, and home services. This family-owned business employs almost 200 people.

Top executive(s):
Robin S. Sheakley

ODW Logistics & Transportation Services, LLC

98

Years in the 100: **2**
2018 Rank: **99**

ODW Logistics & Transportation Services, LLC is a third-party logistics company with a focus on supply chain and transportation management, offering visibility within the supply chain through customized technology and high levels of electronic and interpersonal communication.

Top executive(s):
John Ness

Monarch Construction Company

99

Years in the 100: **26**
2018 Rank: **NA**

Monarch Construction Company is a full-service general contractor servicing Southwest Ohio and Northern Kentucky since 1963. The company employs 125 people.

Top executive(s):
Thomas P. Butler

ProLink Staffing Services, LLC

100

Years in the 100: **1**
2018 Rank: **NA**

ProLink Staffing Services, LLC is a full-service staffing and recruiting firm offering comprehensive workforce optimization solutions, such as contract, contract-to-hire, direct placement, managed services, and more. Key industries served include healthcare, travel nursing, manufacturing, engineering, and information technology.

Top executive(s):
Tony Munafa

Thank you to our distinguished award providers



As a way to honor the Deloitte Cincinnati USA 100 recipients, in 2006, Deloitte commissioned The Rookwood Pottery Company to create the unique award provided to the 100 companies. As an organization with a rich Cincinnati history, Rookwood was the clear-cut choice to provide a custom award that symbolizes the proud traditions and history of our city and represents the outstanding achievements of the Deloitte Cincinnati USA 100. This handcrafted piece of American ceramic art honors the private businesses and owners that, through their entrepreneurial spirit and success, do so much for our local economy and community.



Storopack is honored to provide each award with its very own packaging. They have been providing clients with many different types of protective packaging solutions consisting of air, paper, loose fill, and foam cushions since 1978. The packaging used to protect the Deloitte Cincinnati USA 100 Award during transit is Storopack's FOAMplus® pre-molded cushion. All FOAMplus® pre-molded solutions are designed to assure product protection during transit so they will arrive damage-free. It's no wonder Storopack was a clear-cut choice in designing and producing a first-class protective packaging solution for the Deloitte Cincinnati USA 100 Award.



2019 Carl H. Lindner Award for Entrepreneurial and Civic Spirit

The 15th annual Carl H. Lindner Award for Entrepreneurial and Civic Spirit is presented to a business leader who personifies the leadership, business success, and civic involvement that was characterized by Carl Lindner in our community. As we continue to celebrate the life and accomplishments of Mr. Lindner, we are very pleased to present the 2019 Award for Entrepreneurial and Civic Spirit to Rob Sibcy.



Robert N. Sibcy
President
Sibcy Cline, Inc. Realtors®

Rob Sibcy graduated from Washington and Jefferson College with a BS in Economics in 1965. He then joined Sibcy Realtors, as it was then known, as a sales associate. The company had been started by his grandfather in the 1930s and was being run by his father, Robert J. Sibcy.

In 1968 at the age of 25, Sibcy was thrust into the corporate leadership role when his father suffered a heart attack and two strokes that left him partially paralyzed and unable to speak. "I was a sales agent one day and president of the company the next," Rob recalls. Despite the recession of 1969 and the need to learn the business, Sibcy, Inc., thrived under Rob's leadership. "There was no option," he says. "And my father's illness was certainly strong motivation." In 1971, Rob married the former Pamela Dixon.

When Rob was named president, the company had one office and 15 sales associates. In 1980, immediately prior to skyrocketing interest rates, Rob acquired the Robert A. Cline Company and Sibcy Cline, Inc. was born. In August 2018, Rob named his daughter, Robin Sibcy Sheakley, president of Sibcy Cline, Inc. He and his wife, Pam, are active in the daily operations of the company as co-chairmen of the Board. He has remained motivated throughout the growth of the company and its affiliates. Today, there are 22 branch offices with over 1,000 real estate agents in Cincinnati, Northern Kentucky, and Dayton.

Rob has diversified his business interests with the founding of affiliate companies, including Sibcy Cline Mortgage Services, Sibcy Cline Relocation Services, Sibcy Cline Insurance Services, Sibcy Cline Home Services, Sibcy Cline Builder Marketing Services, and Sibcy Cline Title Agency.

Professional Affiliations

- All local area Boards of Realtors®
- Ohio Association of Realtors®
- Kentucky Association of Realtors®
- National Association of Realtors®
- Leading Real Estate Companies of the World, Board Member
- The Realty Alliance, Board Member

Community Involvement

- CBank, Board Member
- Myers Y. Cooper Company, Board Member

Rising Stars



We are pleased to continue the tradition of honoring select companies with a “Rising Star” distinction. While these companies do not meet all the criteria for the Deloitte Cincinnati USA 100, they deserve recognition for their achievements and potential for continued success.

Eccrine Systems, Inc.

Eccrine Systems, Inc. is dedicated to improving health, safety, and productivity through advanced sweat-sensing technologies. The Cincinnati-based company is deploying its breakthrough platform to enable pharmacoeccrinology, an exciting new field of precision medicine that will enable prescribers to optimize pharmacotherapy more rapidly and cost-effectively through non-invasive measurement of individual drug responses in eccrine sweat.

Jostin Construction

Jostin Construction is a Cincinnati-based, full-service construction company specializing in construction management, general contracting, and self-performed pump, place, finish and total package concrete construction. Using a diverse team of professionals, Jostin is committed to owner satisfaction and project success by delivering a quality product safely, on time, within budget, and using the best practices in the construction industry.

PMC Smart Solutions

Founded in 1929, PMC Smart Solutions is headquartered in Cincinnati, Ohio, with locations in Shelbyville, Ind.; Detroit, Mich.; Guanajuato, Mexico; and Wiesau, Germany. PMC has a strong history of creating plastic-based products in highly regulated markets and is a contract manufacturer for 10 of the top global Tier 1 automotive manufacturers and seven of the world’s largest medical device OEMs. PMC is a certified women-owned business by the Women’s Business Enterprise National Council.

TaleMed

TaleMed is a travel healthcare staffing company that was founded in 2006 with a vision to find the best nurse and Allied Health professionals in the country and match them with the best opportunities. Now in their second decade of business, TaleMed continues its dedication to providing quality care to every patient their team members come into contact with.

About the 2019 Deloitte Cincinnati USA 100

Continued success



58% revenue increase for the last 10 years growing to **\$42B**



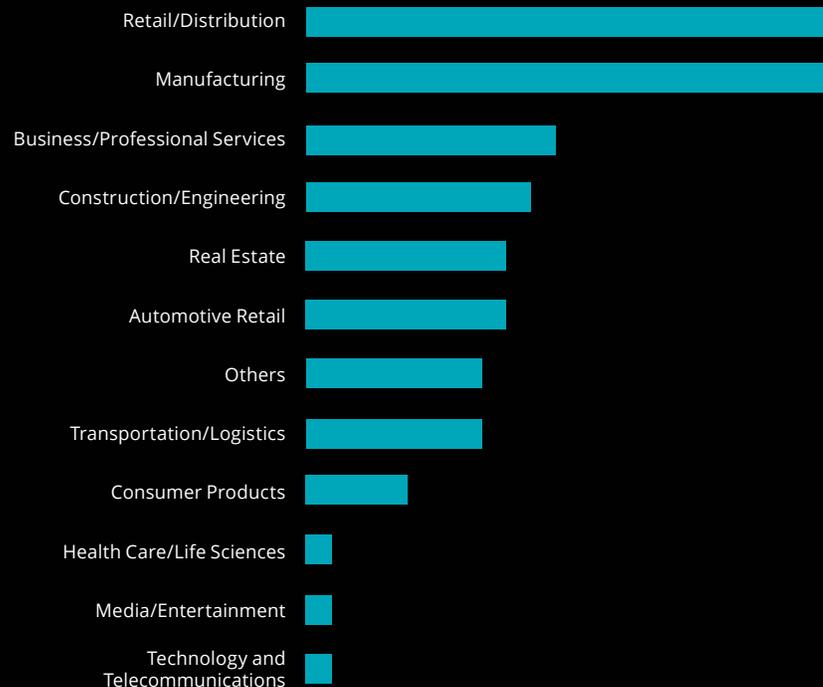
75% of companies generate at least **\$150M** in revenue



77% reported an increase in sales and **69%** an increase in profits

The Deloitte 100 by industry

43% of companies operate in manufacturing, retail, or distribution



Three obstacles to growth

01 Recruiting and retaining talent and skills shortage

02 Increased competition

03 Uncertain economic outlook

Three investment priorities

01 Hiring and training is a top investment priority

02 Technology—implementation of new systems

03 Technology—upgrading existing systems

The Deloitte 100 presence

64 have made the list at least **10 times**

25 have made the list at least **30 times**

8 first time companies entered/reentered the list

*Data is based on survey responses from the Deloitte Cincinnati USA 100 companies (Deloitte 100); percentages are based on the number of respondents for each question.

Why are companies confident?

Economy outlook



believe the economy will grow at a rate greater than 2%–5%

Optimism



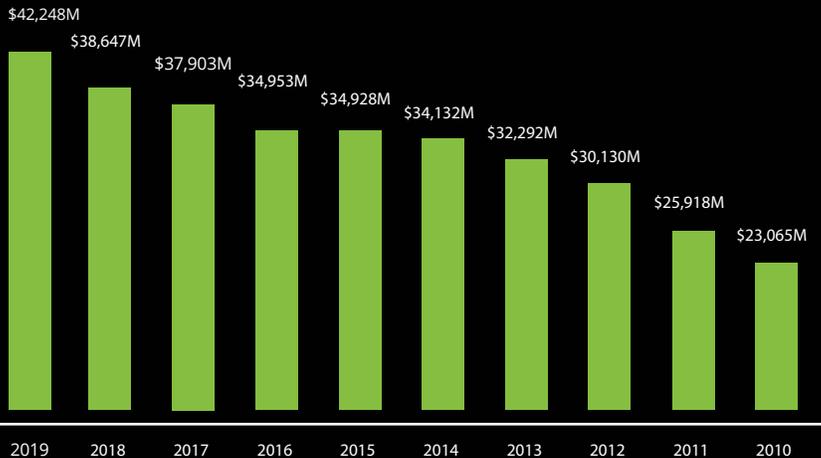
are more optimistic about their companies than they were last year

Outperforming competition

While strength of market position remained the top reason for confidence, this year strength of brand outweighed effectiveness of business strategy and ability to execute against business strategy

Total revenue

Total revenue (No. 1) of the Deloitte 100 continues to rise



Strategic drivers of growth and change



46% of respondents are forecasting revenue growth of 6% or more next year



60% of respondents expected to increase capital expenditure next year



62% of respondents expected to increase technology expenditure next year



Automation of business processes, data analytics/business intelligence, and cloud computing/software as a service are top capital expenditures this year

Ownership changes



63% are family held and only **50%** plan to pass to family



29% plan to sell to strategic buyer or PEI firm



1% plan to go public

Thank you to our sponsors



Great American Insurance Group

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 more than \$65 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 and in the sale of traditional fixed, fixed-indexed and variable-indexed annuities in the retail, financial institutions, broker-dealer, registered investment advisor and education markets. 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 2019 Deloitte Cincinnati USA 100 program. 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.



LOCALiQ Cincinnati

LOCALiQ, is the marketing solution from The Cincinnati Enquirer and part of the USA TODAY NETWORK. We provide businesses the smart way to reach local customers. As local marketing becomes more complex, LOCALiQ empowers you with unique insights from 125 million consumers in our network of sites, apps and experiences and learnings from millions of local leads delivered each year that help you engage more than 8 out of 10 local adults – nearly 1.5 million weekly readers throughout the region. We couple that with end-to-end service from our experts using local marketing best practices proven across the country to simplify local marketing and provide you the confidence of growing your business. LOCALiQ Cincinnati is honored to support the Deloitte Cincinnati USA 100 program. We salute the honorees and the contributions each has made to strengthen the tri-state area business community.

For more information about LOCALiQ, please visit us at www.LOCALiQ.com.



Deloitte LLP

Deloitte LLP and its subsidiaries rank as the nation's largest private professional services provider with 80,000 employees in the United States and nearly 540 professionals in Cincinnati. We offer clients a broad range of fully integrated services in areas that include accounting, assurance and advisory, risk, tax, management, financial advisory, technology, strategy, and human capital consulting. We deliver a distinctive client experience by tailoring our services to address the unique needs of our clients—from growth companies to multinationals.

Serving private companies is a significant component of our Cincinnati strategy. Deloitte provides accounting or tax services for more than 23 of the Deloitte Cincinnati USA 100.

Deloitte.

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