

Deloitte.



2021 Awards Luncheon

Deloitte
CINCINNATI
100

Congratulations to the 2021 Deloitte Cincinnati 100 companies, the Rising Stars, and to Mr. Tony Maas, the recipient of the Carl H. Lindner Award for Entrepreneurial and Civic Spirit.

This year's strong and stable performance of the 100 affirms the impact private companies make on our local economic and civic well-being. You are a leader in the community—providing jobs, resources, and opportunities to keep our region thriving. Through the pandemic, many private companies led the way in supporting our community through innovation, dedication, and the delivery of services and goods to those most in need.

Deloitte, Great American Insurance Group, and the *Enquirer* are proud to recognize each of you for your accomplishments and contributions to the Cincinnati business community. Thank you for your commitment to our region.

Deloitte.



Cincinnati.com

The Enquirer



Dear honorees,

As the Cincinnati Deloitte Private leader, it is my honor to personally congratulate you for your company's recognition as a 2021 Deloitte Cincinnati 100 or Rising Star award recipient. We truly believe private companies are the growth engine to our local economy.

This year, we are pleased to recognize Mr. Tony Maas as the 2021 Carl H. Lindner Award recipient, as his leadership, business success, and civic involvement reflects that of the late Carl H. Lindner. In addition, we recognize the 2020 recipient Mr. Melvin J. Gravely II who demonstrates these same characteristics. Both of these gentlemen have helped to shape the Cincinnati business community and we thank them for their tireless efforts.

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

We applaud your accomplishments and look forward to your future success.
CONGRATULATIONS!

Sincerely,


Tom Plaut
Cincinnati Deloitte Private Leader
Deloitte Tax LLP
+1.513.784.7143
tplaut@deloitte.com

Agenda

November 17, 2021

- 11:00 a.m.

Networking reception
- 12:00 p.m.

Welcome
James W. Sowar Jr.
Cincinnati Managing Partner
Deloitte LLP
- 12:05 p.m.

**Recognition of the 2020 and 2021
Carl H. Lindner Award for Entrepreneurial
and Civic Spirit**
Presented to:
Tony Maas
J.T.M. Food Group

Melvin J. Gravely II
TriVersity Construction Company
- 12:20 p.m.

Lunch served
- 12:40 p.m.

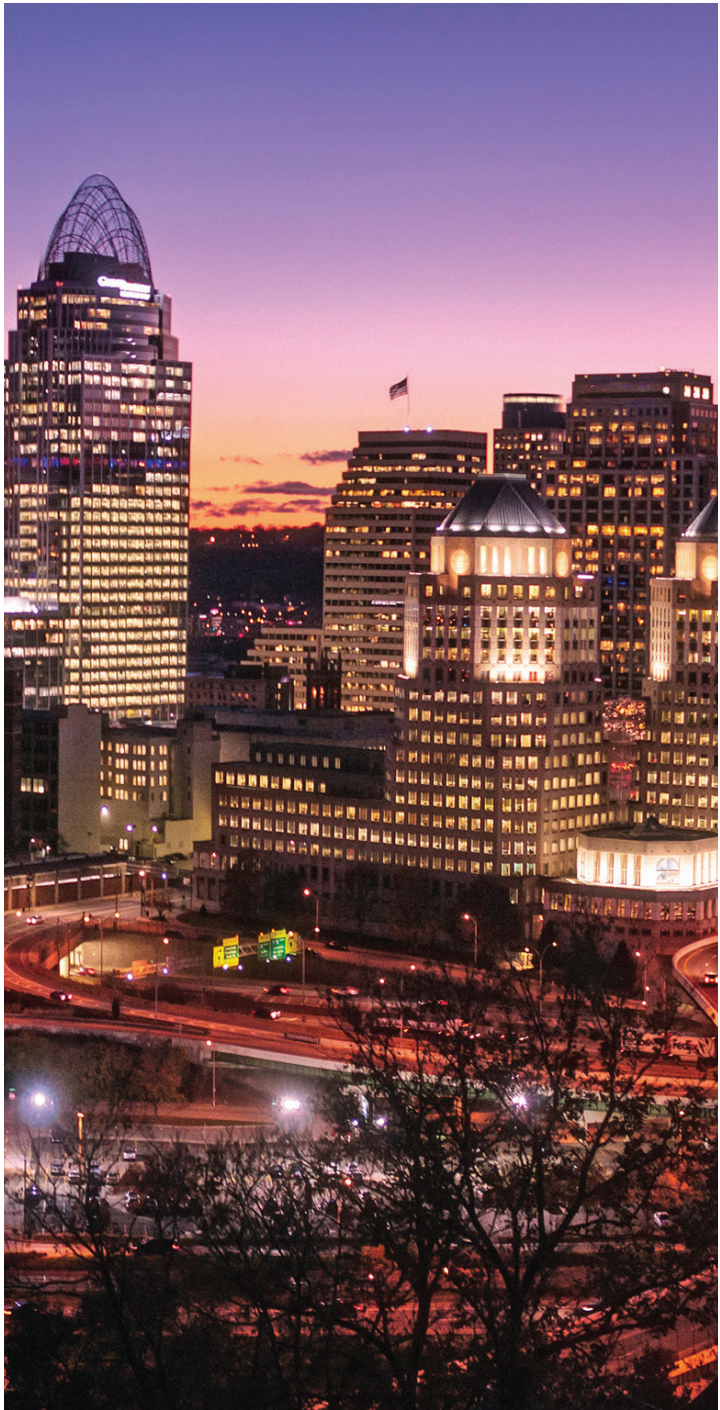
Insights into the 100
Tom Plaut
Partner, Cincinnati Private Leader
Deloitte Tax LLP
- 12:45 p.m.

Featured Speaker
Luke Fickell
Head Football Coach
University of Cincinnati

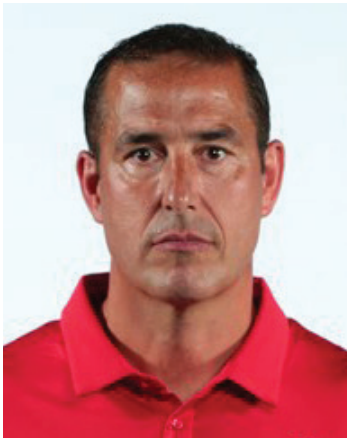
Introduced by:
Beryl Love
Editor and Vice President of News
The Enquirer
- 1:25 p.m.

Concluding remarks
Tom Plaut
- 1:30 p.m.

Adjourn



2021 Cincinnati 100 Featured Speaker



Luke Fickell

University of Cincinnati
Football Head Coach

- Two-Time AAC Coach of the Year (2018, 2020)
- Two-Time National Champion (2002, 2014)
- Coached more than 40 NFL Draft Picks, including seven at Cincinnati

University of Cincinnati football head coach Luke Fickell has elevated the Bearcats football team to the top of college football in less than five years.

Hired as the 42nd football head coach in UC history on Dec. 10, 2016, Fickell, an Ohio native, led Cincinnati to back-to-back 11-win campaigns in 2018 and 2019 and an undefeated regular season in 2020, which was capped by an American Athletic Conference championship and an appearance in the Chick-fil-A Peach Bowl—the program’s first New Year’s Six game since 2009.

Along the way, he has watched seven Bearcats earn selection in the NFL Draft and captured AAC Coach of the Year honors in 2018 and 2020. Fickell has firmly established his T.E.A.M. (Together Everyone Achieves More) culture on Cincinnati’s Clifton Hts. campus, graduating players and instilling discipline and consistency on and off the field.

In 2021, the Bearcats raced out to a 6 – 0 record and a No. 2 ranking in the Associated Press Poll—their highest ranking in school history. Cincinnati defeated No. 9 Notre Dame, 24 – 13, in South Bend, Indiana, for its first-ever road victory over a Top 10 team, before rattling off back-to-back 50-point games for the first time in school history in dominant wins over Temple (52 – 3) and UCF (56 – 21).

The 23-year veteran of the FBS coaching ranks took the reins of the UC program after spending 16 years at his alma mater, Ohio State. His impressive resume includes being on the staff of two national-championship winning teams (2002 and 2014), seeing more than 40 players selected in the NFL Draft, including 14 first-rounders, and coordinating outstanding defenses over 12 seasons as a co-coordinator or defensive coordinator.

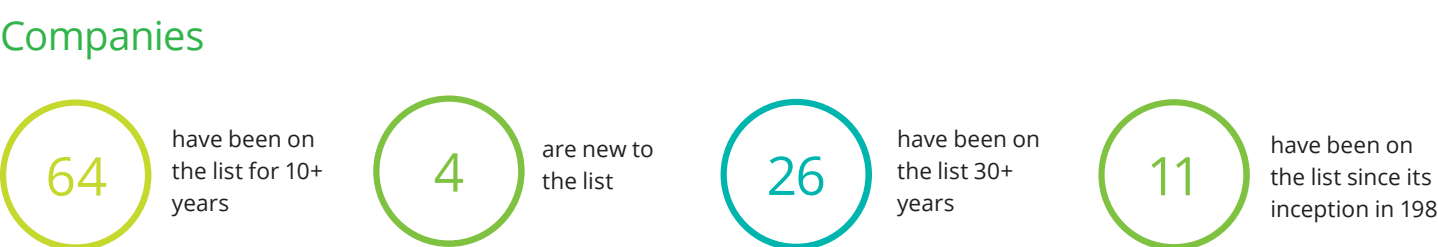
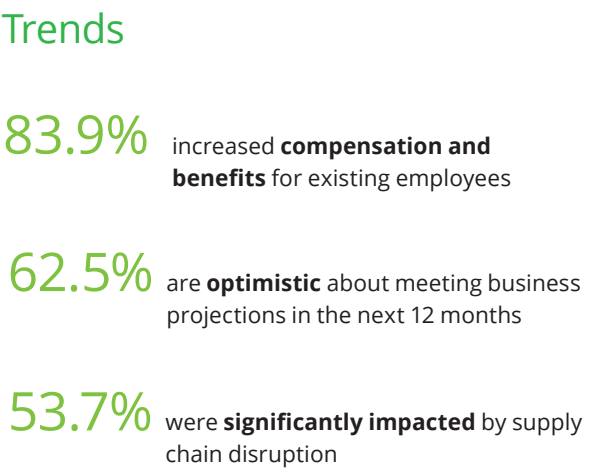
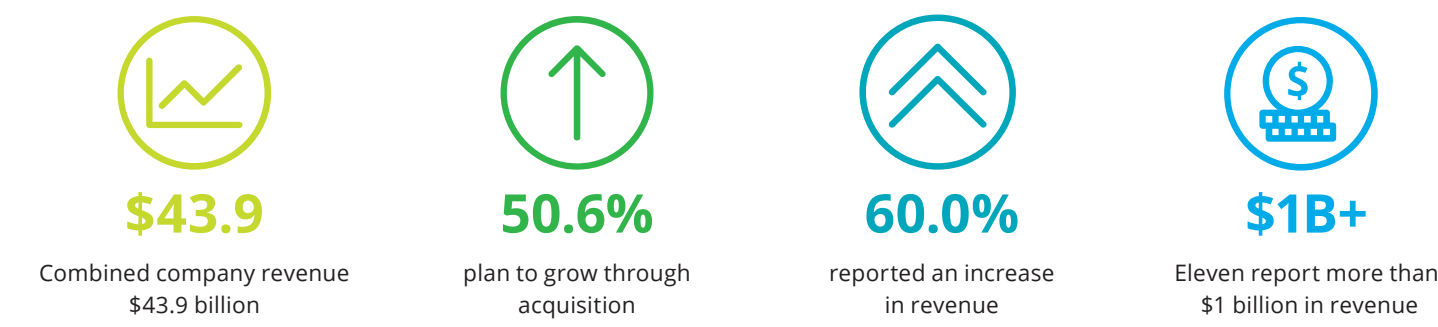
Fickell is one of the founders of the 2nd & 7 Foundation, which promotes reading by providing free books and positive role models to kids in need while encouraging young athletes in the community to pay it forward. A native of Columbus, Ohio, Fickell played football at Ohio State and graduated in 1997 with a degree in exercise science.

Fickell and his wife Amy have six children: Landon, Luca, twin sons Aydon and Ashton, and twin sons Laykon and Lucian.

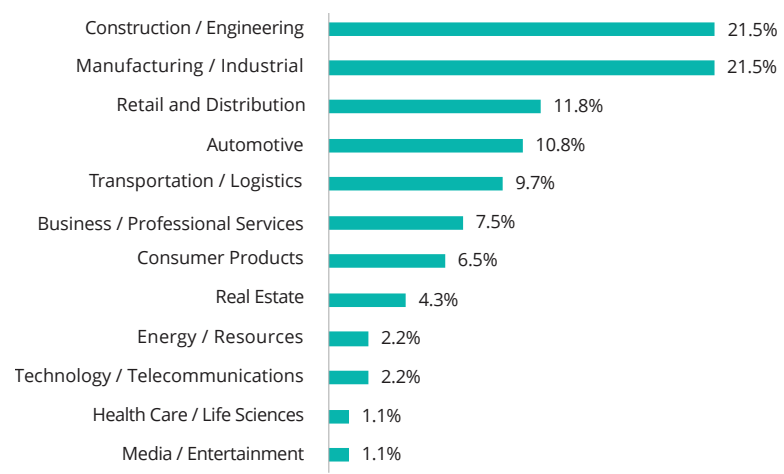
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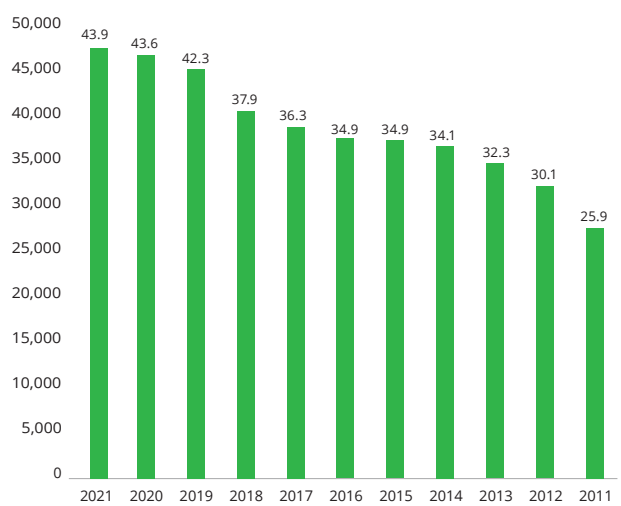
About the 2021 Deloitte Cincinnati 100



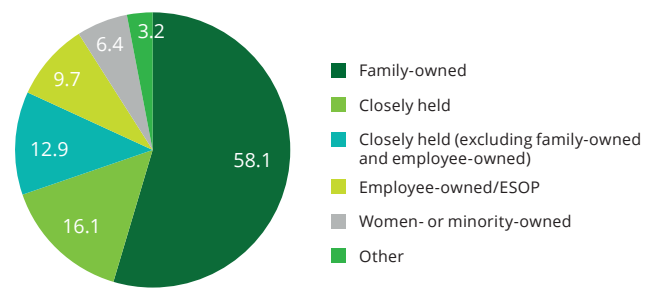
Industry mix



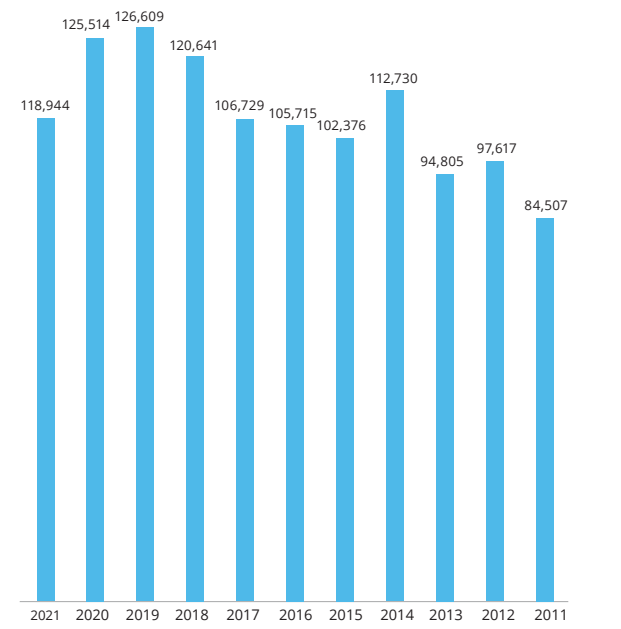
Revenues in billions (USD)



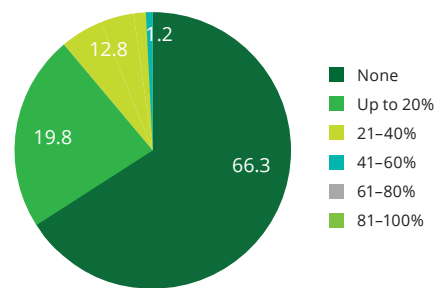
Percent of ownership structure



Headcount



Percent of company revenues from outside the United States



2021 Deloitte Cincinnati 100 Companies

The Deloitte Cincinnati 100 is an annual ranking of the area’s leading privately held companies determined by self-reported revenue on a voluntary basis.

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

Company name	2021 Rank
AL Neyer	25
Aristech Surfaces	75
Baker Construction Enterprises	3
Beechmont Ford Inc.	61
Belcan, LLC	21
BelFlex Staffing Network, LLC	84
BGR	77
BlueStar	2
The BMW Store	94
Bob Sumerel Tire Company, Inc.	72
Castellini Company	12
CBT Co.	53
Champion Windows and Home Exteriors	39
Cincinnati Reds	86
Clarke Power Services, Inc.	50
Clubessential Holdings, LLC	88
Cohen Recycling	33
Cold Jet, LLC	99
Columbia Sussex	32
Corporex	62
Denier Electric Co., Inc.	96
Divisions Maintenance Group	29
Down-Lite International, Inc.	73
The Drees Company	9
DuBois Chemicals Inc.	23

Company name	2021 Rank
Empower Media Marketing, Inc.	43
F&M MAFCO	69
Ferno-Washington, Inc.	74
Fischer Homes	16
Frisch's Restaurants, Inc.	70
G&J Pepsi-Cola Bottlers Inc.	28
Gold Medal Products Co.	93
The Habegger Corporation	34
Hawkstone Associates, Inc.	64
HBH Holdings, Inc.	22
Health Carousel, LLC	45
Hickman, Williams & Company	59
Hightowers Petroleum Company	27
HILLS Properties	68
The Hillman Group Inc.	8
Holman Motors Inc.	76
The Home City Ice Company	57
Huseman Group	78
Integrity Express Logistics, LLC	24
J.T.M. Food Group	51
Jeff Wyler Automotive Family	7
John R. Jurgensen Co.	31
Kenwood Dealer Group, Inc.	14
Klosterman Baking Co.	63
LaRosa's Inc.	67

Company name	2021 Rank
Lithko Contracting, LLC	13
LOTH Inc.	92
Luminex Home Decor & Fragrance Co.	38
Lykins Companies, Inc.	26
McCluskey Chevrolet, Inc.	36
Messer Construction Co.	5
Meyer Tool, Inc.	49
Michelman	55
Mike Castrucci Automotive	44
Monarch Construction Company	90
Nationwide Logistics LLC	97
Neyer Properties	60
ODW Logistics & Transportation Services, LLC	85
Oswald Company	100
Parsec	52
PatientPoint® Holdings, Inc.	79
Paul Hemmer Company	98
Penn Station, Inc.	54
Performance Automotive Network	4
Pilot Chemical Company	41
Pioneer Cladding and Glazing Systems, Inc.	95
Planes Companies	81
ProAmpac Holdings LLC	6
ProLink Staffing Services LLC	40
ProMach	11

Company name	2021 Rank
Pure Romance, LLC	42
RelaDyne	10
Republic Wire, Inc.	47
Richard Goettle, Inc.	82
Richards Electric Supply Co., Inc.	83
Ripple Junction Design Company	91
Rumpke Waste & Recycling	19
Sheakley	20
Sibcy Cline, Inc.	87
Sims-Lohman, Inc.	66
Standard Textile Co., Inc.	18
Storopack North America	58
Sugar Creek Packing Co.	17
Tire Discounters	37
Topicz	30
Total Quality Logistics	1
totes ISOTONER Corporation	46
Towne Properties	65
TriVersity Construction Company	89
trustaff	35
TSC Apparel, LLC / ApparelCorp, Inc.	56
United Dairy Farmers, Inc.	15
US Logistics LLC	71
Verst Group Logistics	48
Xtek, Inc.	80

2021 Deloitte Cincinnati 100



Total Quality Logistics

YEARS IN THE 100: 18

Founded in 1997 by Cincinnati native Ken Oaks, TQL is the largest privately held freight brokerage firm in the nation. TQL continues to add top talent to 55 offices in 26 states. Using industry expertise and proprietary technology, TQL manages business-to-business freight shipments for customers across North America.

www.tql.com

TOP EXECUTIVE(S):
Ken Oaks



BlueStar

YEARS IN THE 100: 19

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

www.bluestarinc.com

TOP EXECUTIVE(S):
Stephen G. Cuntz



Baker Construction Enterprises

YEARS IN THE 100: 38

With headquarters in Monroe, Ohio, and Ft. Lauderdale, Florida, Baker Construction Enterprises, Inc. (BCE) is the nation's largest concrete contractor, specializing in all types of cast-in-place concrete construction. Founded by Dan Baker in 1968, BCE is the parent company to 11 diverse construction businesses with offices across the U.S.

www.bakerconstruction.com

TOP EXECUTIVE(S):
Daniel L. Baker



Performance Automotive Network

YEARS IN THE 100: 36

Since 1971, Performance Automotive Network has provided automobile sales, service, and collision repair in Cincinnati. Headquartered in Fairfield, Ohio, this family-owned company has more than 1,400 employees.

www.performanceautomotive.com

TOP EXECUTIVE(S):
Michael Dever



Messer Construction Co.

YEARS IN THE 100: 38

Messer Construction Co. is a construction management and contracting company providing leadership of complex commercial construction projects. Led by a local builder with national expertise, the company has delivered value for 89 years through quality construction, taking care to both exceed customer expectations and build long-term relationships.

www.messer.com

TOP EXECUTIVE(S):
Timothy J. Steigerwald



ProAmpac Holdings LLC

YEARS IN THE 100: 21

ProAmpac innovates, engineers and manufactures flexible, sustainable packaging and material science solutions for various consumer, healthcare, e-commerce, retail and industrial goods markets.

www.ProAmpac.com

TOP EXECUTIVE(S):
Greg Tucker



Jeff Wyler Automotive Family

YEARS IN THE 100: 38

Jeff Wyler Automotive Family offers retail automotive sales and service in the Cincinnati Tri-State area. Headquartered in Springdale, Ohio, the family-owned business was founded in 1973 and employs nearly 1,100 people.

www.wyler.com

TOP EXECUTIVE(S):
Jeffrey L. Wyler



The Hillman Group Inc.

YEARS IN THE 100: 16

Hillman designs innovative products and merchandising solutions for complex categories and provides outstanding customer service. Hillman continues to grow as the leading provider of complete hardware solutions by delivering a “small business” experience with “big business” efficiency.

www.hillmangroup.com

TOP EXECUTIVE(S):
Doug Cahill



The Drees Company

YEARS IN THE 100: 35

Family-owned for more than 90 years, Drees Homes is ranked nationally as the 18th largest private home builder by *Builder* magazine. Drees has been named “America’s Best Builder” and “National Builder of the Year” while also winning the National Housing Quality Award. Drees operates in the Midwest, the Southeast and Texas.

www.dreeshomes.com

TOP EXECUTIVE(S):
David Drees



RelaDyne

YEARS IN THE 100: 6

RelaDyne has expanded organically through 40+ acquisitions into the nation’s largest integrated solutions provider for lubricants and equipment reliability services.

www.reladyne.com

TOP EXECUTIVE(S):
Larry J. Stoddard



YEARS IN THE 100: 17

ProMach

ProMach designs, builds, and integrates processing and packaging equipment and production lines from an expansive lineup of best-in-class product brands. ProMach serves manufacturers of all sizes and geographies in the food, beverage, pharmaceutical, personal care, and household goods industries from manufacturing facilities throughout North America, Europe, South America, and Asia.
www.promachbuilt.com

TOP EXECUTIVE(S):
Mark W. Anderson



YEARS IN THE 100: 22

Castellini Company

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

TOP EXECUTIVE(S):
Robert H. Castellini



YEARS IN THE 100: 6

Lithko Contracting, LLC

Full-service concrete contracting company with a town-based model. Lithko is focused on building strong local teams that keep coworkers close to home, create local jobs, support our communities, and foster career growth. This unique model creates an exceptional customer experience in each of our towns, allowing our local teams to exceed expectations.
www.lithko.com

TOP EXECUTIVE(S):
Rob Strobel



YEARS IN THE 100: 38

Kenwood Dealer Group, Inc.

Kenwood Dealer Group was founded in 1975 and currently operates 15 car dealerships in southwestern Ohio.
www.cincyautos.com

TOP EXECUTIVE(S):
R. Steven Reichert



YEARS IN THE 100: 37

United Dairy Farmers, Inc.

United Dairy Farmers (UDF) operates convenience stores with ice cream parlors serving UDF and Homemade Brand ice cream treats. UDF also manufactures ice cream and donuts and operates frozen warehouse and distribution centers for their own products and third-party products.
www.udfinc.com

TOP EXECUTIVE(S):
Alan Bradford Lindner



YEARS IN THE 100: 32

Fischer Homes

Founded in 1980, Fischer Homes is the twenty-ninth largest new home builder in the U.S., with over 150 communities in Ohio, Kentucky, Indiana, Georgia and Missouri.
www.fischerhomes.com

TOP EXECUTIVE(S):
Robert Hawksley



YEARS IN THE 100: 6

Sugar Creek Packing Co.

Manufacturer of protein products for retail and foodservice customers.
www.sugarcreek.com

TOP EXECUTIVE(S):
John G. Richardson



YEARS IN THE 100: 38

Standard Textile Co., Inc.

Developer and manufacturer of multiple use textiles and apparel for the healthcare, hospitality, interiors and institutional laundry and consumer markets worldwide.
www.standardtextile.com

TOP EXECUTIVE(S):
Gary Heiman



YEARS IN THE 100: 24

Rumpke Waste & Recycling

Rumpke Waste & Recycling has provided complete solid waste and recycling solutions to residential and commercial customers since 1932. The family-owned, Cincinnati-based firm is one of the largest companies in its industry. Rumpke and its team of 3,600 employees utilize a fleet of 2,600 vehicles to service nearly 2 million accounts throughout Ohio, Kentucky, Indiana and West Virginia. Rumpke's exceptional progress earned the company recognition as a U.S. Best Managed Company the past two years.
www.rumpke.com

TOP EXECUTIVE(S):
William Rumpke Jr.



YEARS IN THE 100: 18

Sheakley

Sheakley is a family-owned, outsourced human resources (HR) 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 customers' business while helping them manage costs and maintain compliance.
www.sheakley.com

TOP EXECUTIVE(S):
Larry Sheakley



YEARS IN THE 100: 38

Belcan, LLC

Founded in 1958, Belcan has become a global technological leader and serves hundreds of customers in over 60 locations worldwide with more than 10,000 professionals. To better serve customers, Belcan created four business models designed to act as centers of excellence: Engineering Solutions, Workforce Solutions, Manufacturing & Supply Chain Solutions and Government IT Solutions. Each unit is designed to accelerate the business goals of our customers through unmatched expertise and a commitment to measurable results.
www.belcan.com

TOP EXECUTIVE(S):
Lance Kwasniewski



YEARS IN THE 100: 37

HBH Holdings, Inc.

HBH Holdings, Inc. is a privately held investment company that focuses on fabrication, maintenance and construction activities supporting the utility and industrial markets. HBH provides portfolio management, record keeping and legal services for the companies in which they invest. HBH's affinity for identifying industry-leading companies has fueled immense growth within the industry and continuing opportunities for our many team members. HBH works to create integrated companies built for the success of its customers, partners and employees.
www.hbhholdingsinc.com

TOP EXECUTIVE(S):
Jeffrey P. Hock



YEARS IN THE 100: 9

DuBois Chemicals Inc.

DuBois Chemicals Inc. is a leading provider of comprehensive, customized chemical and service solutions for mission-critical business applications, including process cleaning, water and wastewater treatment, surface finishing, heat treating, metalworking, transportation cleaning, natural resources, facility maintenance, and lubrication. DuBois employs over 1,400 people in more than 20 countries worldwide.
www.duboischemicals.com

TOP EXECUTIVE(S):
Jeffrey Welsh



YEARS IN THE 100: 5

Integrity Express Logistics, LLC

Integrity Express Logistics, LLC (IEL) is an asset-based third-party logistics firm located in Cincinnati, Ohio. Companies who need their freight shipped rely on IEL for dependable transportation, 24/7 availability, and honest communication. Our goal is to continuously offer professionalism while giving a sense of courtesy and empathy to each customer.
www.iefreight.com

TOP EXECUTIVE(S):
Matt Ventura
James Steger
Pete Ventura



YEARS IN THE 100: 24

AL. Neyer

AL. Neyer offers a full range of real estate development and design-build construction solutions for commercial clients. Established in 1894 and employee-owned since 2014, the company specializes in urban mixed-use developments and build-to-suit commercial spaces, including corporate headquarters, medical office buildings, multi-unit residential, and industrial facilities.
www.neyer.com

TOP EXECUTIVE(S):
Molly North



YEARS IN THE 100: 36

Lykins Companies, Inc.

Lykins offers wholesale, distribution and retail sales of petroleum products. The company was founded in 1948 and is now in the third generation of Lykins family management. The company serves customers in Ohio, Kentucky, Indiana and West Virginia, as well as throughout the Midwest and the U.S.
www.lykinsenergy.com

TOP EXECUTIVE(S):
Jeff Lykins



YEARS IN THE 100: 12

Hightowers Petroleum Company

Hightowers Petroleum Company (HPC) is a wholesale distributor of gasoline, diesel, natural gas, crude oil, specialty chemicals and a provider of tank maintenance and energy efficiency projects. HPC has formed collaborative partnerships on a national scale to provide an unparalleled level of service for the negotiated sale of bulk fuels, on-site fueling telemetry components for inventory management and the management of other key petroleum-related processes greatly enhancing the streamless fuel distribution network nationally across 48 states, Canada and Mexico.
www.hightowerspetroleum.com

TOP EXECUTIVE(S):
Stephen L. Hightower



YEARS IN THE 100: 37

G&J Pepsi-Cola Bottlers Inc.

G&J Pepsi-Cola Bottlers Inc. is the largest family-owned and operated Pepsi franchise bottler, employing more than 1,600 people at 13 locations in Ohio and Kentucky, including production facilities in Lexington and Winchester, Kentucky, and in Columbus and Portsmouth, Ohio.
www.gjpepsi.com

TOP EXECUTIVE(S):
Steven J. Kaplan
Thomas R. Gross Jr.



YEARS IN THE 100: 9

Divisions Maintenance Group

Divisions Maintenance Group is a technology company that provides facility maintenance to tens of thousands of customers around the country, including many in the retail, distribution, and real-estate industries.
www.divisionsmg.com

TOP EXECUTIVE(S):
Gary Mitchell



YEARS IN THE 100: 19

Topicz

Topicz is a full-line convenience store distribution company serving Ohio, Kentucky, Indiana, and West Virginia since 1902. The family-owned company currently employs 160 people.
www.topicz.com

TOP EXECUTIVE(S):
Adam Greenberg



John R. Jurgensen Co.

YEARS IN THE 100: 36 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 more than 1,000 people serving southern Ohio, northern Kentucky and southern Indiana. www.jrjnet.com

TOP EXECUTIVE(S):
James P. Jurgensen II



Columbia Sussex

YEARS IN THE 100: 38 Columbia Sussex Corporation and its affiliated group of companies is a family-owned company started in 1972. The company owns and manages 48 upscale full-service hotels in 29 states. www.columbiasussex.com

TOP EXECUTIVE(S):
William J. Yung III



Cohen Recycling

YEARS IN THE 100: 19 Cohen Recycling provides ferrous and nonferrous scrap metal recycling, electronic scrap recycling, and R2-certified IT asset disposition services, including data destruction (ITAD). Founded in 1924, the family-owned company employs more than 350 people. www.cohenusa.com

TOP EXECUTIVE(S):
Andrew Cohen



The Habegger Corporation

YEARS IN THE 100: 34 Founded in 1952, The Habegger Corporation is a wholesale distributor of heating and air conditioning products and accessories. Family-owned, the company employs 525 people with locations in eight states. www.habeggercorp.com

TOP EXECUTIVE(S):
Brian Habegger



trustaff

YEARS IN THE 100: 8 Founded in 2002 and headquartered in Cincinnati, Ohio, trustaff is one of the largest and most well-respected healthcare staffing companies in the industry. trustaff is proud to represent some of the most skilled healthcare professionals in the market and help place them at outstanding facilities across the country. Over the last 18+ years, trustaff has experienced exponential growth and has become one of the nation’s most well-respected travel healthcare agencies. www.trustaff.com

TOP EXECUTIVE(S):
Bart Valdez



McCluskey Chevrolet, Inc.

YEARS IN THE 100: 29 A franchised Chevrolet automobile dealership with five locations throughout the Tri-State, selling new Chevrolet vehicles and all makes and models of used vehicles. McCluskey also provides automotive service, parts and body shop operations, online vehicle delivery, and two Allstate Insurance agencies. Their main new car dealership is located at Kings Automall and was named the world’s largest Chevrolet dealership for 2020 for total new and used vehicles sold. www.mccluskeychevrolet.com

TOP EXECUTIVE(S):
Keith P. McCluskey



Tire Discounters

YEARS IN THE 100: 3 Tire Discounters is the nation’s largest, 100% family-owned and -operated independent tire provider. The company is growing rapidly and leads the way in providing unique and innovative customer benefits designed to make tires last longer and maximize the overall performance of a vehicle. www.tirediscounters.com

TOP EXECUTIVE(S):
Jamie Ward



Luminex Home Décor & Fragrance Co.

YEARS IN THE 100: 5 Luminex Home Décor & Fragrance Company was the result of the merger of Candle-lite Company and PartyLite, that both compete in the \$11+ billion global home fragrance category and are leaders in their respective channels of distribution. www.candle-lite.com

TOP EXECUTIVE(S):
Scott Meader



Champion Windows and Home Exteriors

YEARS IN THE 100: 24 With over six decades of experience and expertise, Champion Windows and Home Exteriors is one of the nation’s leading home improvement companies. Champion transforms homes with premium-quality products that are designed, built, installed, and guaranteed by Champion. Every product the company offers—from new windows and sunrooms to siding and entry doors—is built right here in the U.S., backed by industry-leading limited lifetime warranties, and comes recommended by more than 9 out of 10 recent Champion customers. www.getchampion.com

TOP EXECUTIVE(S):
Todd Dickson



ProLink Staffing Services LLC

YEARS IN THE 100: 3 ProLink connects businesses and talent through its full-spectrum staffing services—contract, contract-to-hire (temporary to permanent), direct placement, as well as managed services programs (MSP)—which allows clients to streamline their contingent workforce systems, reduce and control labor costs, and positively impact overall business performance. www.prolinkstaffing.com

TOP EXECUTIVE(S):
Tony Munafo



YEARS IN THE 100: 7

Pilot Chemical Company

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.
www.pilotchemical.com

TOP EXECUTIVE(S):
Mike Clark



YEARS IN THE 100: 9

Pure Romance, LLC

Pure Romance is premier wellness and intimacy product community. Our products are sold by 45,000 partners in the U.S., Puerto Rico, Canada, Australia and New Zealand. Founder & Chairwoman Patty Brisben started Pure Romance from the basement of her suburban Ohio home in 1993 and in 2000, she was joined by her son CEO & President Chris Cicchinelli. Together, they've transformed Pure Romance into a \$350 million company with 45,000 active consultants all over the world.
www.pureromance.com

TOP EXECUTIVE(S):
Chris Cicchinelli



YEARS IN THE 100: 19

Empower Media Marketing, Inc.

Empower is an independent media agency. Their integrated team of experts in creative, media, analytics, and word-of-mouth marketing outperform expectations. Recognized as Ad Age's Agency A-List Standout and MediaPost's Media Agency of the Year, some of their clients include Tempur Sealy, Fifth Third Bank, Gorilla Glue, TriHealth and Brooks Running.
www.empowermm.com

TOP EXECUTIVE(S):
Jim Price



YEARS IN THE 100: 15

Mike Castrucci Automotive

Mike Castrucci Automotive is a franchised automobile dealer providing new and preowned sales, leasing, service, auto body collision repair, and Original Equipment Manufacturer (OEM) parts.
www.mikecastrucci.com

TOP EXECUTIVE(S):
Michael A. Castrucci



YEARS IN THE 100: 5

Health Carousel, LLC

Health Carousel is a leading staffing and workforce solutions company that provides travel nurse, physician locum tenens, and international staffing services at medical facilities across the United States.
www.healthcarousel.com

TOP EXECUTIVE(S):
Bill DeVille



YEARS IN THE 100: 38

totes ISOTONER Corporation

totes ISOTONER Corporation designs, sources, markets, and distributes branded accessory and apparel items, including cold-weather rainwear, headwear, and footwear products.
www.totes.com

TOP EXECUTIVE(S):
Dan Rajczak



YEARS IN THE 100: 16

Republic Wire, Inc.

Republic Wire, Inc. is a family-owned manufacturer started in 1982 by Ron Rosenbeck. For almost 40 years, Republic Wire has manufactured and distributed building wire to the electrical distribution market. Our product listings can be found in a number of high profile facilities including places such as sports stadiums, NASA Space Center, renewable energy facilities, children's hospitals and residential homes. Republic's broad range of products have provided a quality source of material for electrical distributors and contractors nationwide for over 39 years!
www.republicwire.com

TOP EXECUTIVE(S):
Ron Rosenbeck



YEARS IN THE 100: 22

Verst Group Logistics

Verst is an Inbound Logistics Top 100 3PL, third-party logistics provider that specializes in omnichannel fulfillment, shrink sleeve labeling, dedicated transportation, and shipping brokerage with warehouses nationwide. As a family-owned company for over 50 years, Verst combines industry and technical expertise with a commitment to seamless customer relationships to help their customers achieve their goals. Verst Logistics' business is to serve as an extension of their customers.
www.verstlogistics.com

TOP EXECUTIVE(S):
Todd Johnson



YEARS IN THE 100: 10

Meyer Tool, Inc.

Meyer Tool 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, vertically integrated and offering all postcasting processes as a trusted manufacturing partner.
www.meyertool.com

TOP EXECUTIVE(S):
Arlyn Easton



YEARS IN THE 100: 30

Clarke Power Services, Inc.

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 nearly 750 people in 19 states.
www.clarkeww.com

TOP EXECUTIVE(S):
Kirk Andreae



YEARS IN THE 100: 15

J.T.M. Food Group

Family owned and operated since 1980, J.T.M. Food Group specializes in menu solutions that deliver superior results to the foodservice industry. Focused on customer service, quality and innovation, J.T.M. serves thousands of restaurants, schools, military and government organizations, food distributors and retailers throughout North America.
www.jtmfoodgroup.com

TOP EXECUTIVE(S):

Tony Maas



YEARS IN THE 100: 34

Parsec, Inc.

In today's competitive and fast-paced world of intermodal rail transportation, Parsec has emerged as the leading provider of contracted terminal management services. Since their beginning in 1949, they have built an integrated network consisting of the industry's most qualified people, state-of-the-art equipment and comprehensive resources. Currently, Parsec operates in over 30 locations throughout the U.S. and Canada.
www.parsecinc.com

TOP EXECUTIVE(S):

David H. Budig



YEARS IN THE 100: 22

CBT Co.

CBT is a distributor of industrial automation products, as well as electrical, mechanical power transmission, belting and pneumatic products and client services to support their industrial customer base.
www.cbtcompany.com

TOP EXECUTIVE(S):

James E. Stahl, Jr.



YEARS IN THE 100: 16

Penn Station, Inc.

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.
www.penn-station.com

TOP EXECUTIVE(S):

Jeff Osterfeld



YEARS IN THE 100: 9

Michelman

Michelman is a global developer and manufacturer of specialized sustainable chemistry used in agricultural and architectural coatings, digital printing, food service packaging, and advanced composites for automotive and aerospace. From helping to grow food and keep it fresh, to making vehicles lighter and more fuel-efficient, to shielding our homes from the elements, Michelman's environmentally conscious solutions protect and enhance the materials that shape our world.
www.michelman.com

TOP EXECUTIVE(S):

Steve Shifman



YEARS IN THE 100: 20

TSC Apparel, LLC / ApparelCorp, Inc.

TSC Apparel is a leading national B2B distributor of imprintable apparel and headwear to online retailers, screen printers, licensees, corporate accounts, and promotional products companies. TSC offers a wide product selection coupled with the best service in the industry.
www.tscapparel.com

TOP EXECUTIVE(S):

Dave Klotter



YEARS IN THE 100: 11

The Home City Ice Company

The Home City Ice Company manufactures and distributes packaged ice. In business since 1893, and owned by the same family for nearly 100 years (1924), Home City Ice is excited about the thousands of families they have provided a livelihood for and the hundreds of thousands of customers they have served over the last century.
www.homecityice.com

TOP EXECUTIVE(S):

Ted Sedler



YEARS IN THE 100: 27

Storopack North America

Storopack, a sponsor of the Deloitte Cincinnati 100 program, manufactures, sells and distributes protective packaging materials, equipment and supplies. The packaging, custom molded to safeguard the awards associated with this program, is a wonderful example of Storopack's custom and high-quality products.
www.storopack.com

TOP EXECUTIVE(S):

Fred Wehby



YEARS IN THE 100: 38

Hickman, Williams & Company

Since 1890, family-owned Hickman, Williams & Company has been a supplier for the metals industry. The company is 100% employee-owned and serves global metal 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. They also market related equipment and supplies such as electrodes, refractories, and filters.
www.hicwilco.com

TOP EXECUTIVE(S):

Robert E. Davis



YEARS IN THE 100: 7

Neyer Properties

Neyer Properties is a full-service commercial real estate developer specializing in sustainable land development, construction management, investment, and redevelopment. Neyer Properties currently owns over 5.6 million square feet of office, industrial, retail, and multifamily space and has over 200 acres ready for development in the Tri-State region.
www.neyer1.com

TOP EXECUTIVE(S):

Dan Neyer



YEARS IN THE 100: 3

Beechmont Ford Inc.

Beechmont Ford is a family-owned dealership, purchased by Mark Williams in 1992, that offers vehicle service, maintenance, new and preowned vehicle sales, and Ford parts. They also have an on-site Tesla-authorized collision center and Allstate® insurance agency. Beechmont prides itself in offering customers a lifetime powertrain warranty on new and preowned vehicle purchases. www.beechmontford.com

TOP EXECUTIVE(S):

Mark Williams



YEARS IN THE 100: 38

Corporex

Corporex Companies, LLC, founded in 1965, is a privately held investment company with broad holdings throughout the U.S. Corporex began as a builder of buildings and evolved into a builder of businesses that now controls over \$1 billion of real estate investments located in 20 major markets across the U.S. www.corporex.com

TOP EXECUTIVE(S):

William P. Butler



YEARS IN THE 100: 33

Klosterman Baking Co.

With more than 125 years of experience, Klosterman has gained the reputation as one of the trusted bread companies in the U.S. Klosterman has the tools and training to uniquely blend old-fashioned service with freshly milled ingredients and caters their products and services to the varied needs of restaurants, schools, and other institutions. A variety of fresh baked goods are offered to commercial businesses throughout the Midwest, as well as frozen baked goods to companies in other states. In addition, they offer a line of grocery products. www.klostermanbakery.com

TOP EXECUTIVE(S):

Kimberly Klosterman



YEARS IN THE 100: 31

Hawkstone Associates, Inc.

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

TOP EXECUTIVE(S):

Ronald H. Wittekind



YEARS IN THE 100: 38

Towne Properties

Founded in 1961, Towne Properties is an integrated real estate company serving eight markets in four states. Towne offers property and association management, property development, and construction and renovation. www.towneproperties.com

TOP EXECUTIVE(S):

Adam Bortz



YEARS IN THE 100: 7

Sims-Lohman, Inc.

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

TOP EXECUTIVE(S):

Steve Steinman



YEARS IN THE 100: 37

LaRosa's Inc.

LaRosa's 66 family pizzerias serve neighborhoods throughout Greater Cincinnati/Northern Kentucky, Dayton, suburban Columbus, and Lexington. LaRosa's serves a full menu of more than 40 selections for dine-in, carry out, and delivery. www.larosas.com

TOP EXECUTIVE(S):

Michael LaRosa



YEARS IN THE 100: 18

HILLS Properties

Established in 1958 by Murray Guttman, HILLS Properties is a family-owned company headquartered in Cincinnati whose professionals work in unison to purchase land, entitle, develop, construct and manage multifamily apartment projects across the U.S. and commercial properties in Cincinnati, Ohio. They are currently active in four states and have delivered over 6,100 apartments. Today, more than 60 years later, HILLS is operated by second and third generation partners. www.hillsproperties.com

TOP EXECUTIVE(S):

Louis Guttman



YEARS IN THE 100: 1

F&M MAFCO

Since its founding in 1945, F&M MAFCO has maintained its focus of servicing heavy mechanical contractors in power generation, petro chemical, construction and maintenance. F&M MAFCO sells, rents, repairs and reconditions tools and equipment. Specializing in heavy rigging packages, cranes, on-site tooling welding systems, and other unique items that may be difficult to find from a single provider. www.fmmafco.com

TOP EXECUTIVE(S):

Tim Fries



YEARS IN THE 100: 6

Frisch's Restaurants, Inc.

Operating for more than a century, Frisch's Restaurants, Inc. offers full-service, family dining restaurants with drive thru options and a commissary which manufactures and redistributes food and food-related products. www.frischs.com

TOP EXECUTIVE(S):

Tony Vasconcellos



US Logistics LLC

YEARS IN THE 100: 7

US Logistics, LLC is a Cincinnati-based third-party logistics brokerage known for its service-forward approach. In an industry dominated by automation, US Logistics is a nationally recognized leader committed to providing independent agents with solutions from a support team of real people who thrive in constant motion.
www.uslfreight.com

TOP EXECUTIVE(S):

Jeff Hiatt



Bob Sumerel Tire Company, Inc.

YEARS IN THE 100: 18

Bob Sumerel Tire Company is a commercial tire dealer providing tire sales and service. The company employs more than 450 people.
www.bobsumereltire.com

TOP EXECUTIVE(S):

Todd Sumerel



Down-Lite International, Inc.

YEARS IN THE 100: 7

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, Ohio, 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.
www.downlite.com

TOP EXECUTIVE(S):

Joe Crawford



Ferno-Washington, Inc.

YEARS IN THE 100: 15

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.
www.fernointernational.com

TOP EXECUTIVE(S):

Joseph Bourgraf



Aristech Surfaces

YEARS IN THE 100: 9

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

TOP EXECUTIVE(S):

Michael Gilbert



Holman Motors Inc.

YEARS IN THE 100: 9

Holman Motors Inc. is a family-owned one-stop dealership for new GMC, Buicks, and recreational vehicles (RVs), along with used cars, trucks, and RVs. The dealership offers a service department, auto body repair, and a parts department for cars, trucks, and RVs, as well as RV storage.
www.holmanbuickgmc.com

TOP EXECUTIVE(S):

Eric Holman



BGR

YEARS IN THE 100: 7

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 packaging line.
www.packbgr.com

TOP EXECUTIVE(S):

Dean Backscheider



HGC Group

YEARS IN THE 100: 6

Founded in 1931, HGC Group of Companies comprises Stewart Iron Works, HGC Construction, SSRG - Structural Systems Repair Group, and Stanton Millworks. Together, HGC Group provides a wide range of construction services, including general contracting, structural repair, custom millwork, and architectural metal work. The collaboration of these four companies allows for a greater depth of experience and knowledge for clients.
www.hgc-group.com

TOP EXECUTIVE(S):

Mike Huseman



PatientPoint® Holdings, Inc.

YEARS IN THE 100: 4

PatientPoint® is the patient engagement platform for every point of care, offering innovative, tech-enabled solutions that create more effective doctor-patient interactions and deliver high value for patients, providers and healthcare sponsors. Through nearly 140k unique healthcare provider relationships, PatientPoint's solutions impact roughly 750 million patient visits each year, further advancing our mission of making every doctor-patient engagement better.
www.patientpoint.com

TOP EXECUTIVE(S):

Mike Collette



Xtek, Inc.

YEARS IN THE 100: 37

Xtek, Inc. designs and manufactures custom machined and heat-treated parts and component assemblies for heavy-duty industrial applications. The company also provides engineering service and field service for heavy industry plants. Xtek products are found in steel, aluminum, mining, shipyards, paper, and power-generation plants worldwide.
www.xtek.com

TOP EXECUTIVE(S):

Roger Miller



YEARS IN THE 100: 25

Planes Companies

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; special commodities and exhibit transportation; warehousing; portable container storage; office provisioning and multi-faceted workplace services including strategic workplace service consulting, project management and project delivery.
www.planes-movingstorage.com

TOP EXECUTIVE(S):

John Sabatalo
John Planes



YEARS IN THE 100: 10

Richard Goettle, Inc.

Richard Goettle, Inc. is a national, specialty design-build contractor, providing geotechnical construction services since 1956. Their scope of work includes Drilled and Driven Deep Foundations, Earth Retention Systems, Marine Construction, Ground Improvement, and Grouting Services. Headquartered in Cincinnati with four regional offices, Richard Goettle has performed work all over the United States and abroad.
www.goettle.com

TOP EXECUTIVE(S):

Doug Keller



YEARS IN THE 100: 29

Richards Electric Supply Co., Inc.

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

TOP EXECUTIVE(S):

Michael Misrach



YEARS IN THE 100: 6

BelFlex Staffing Network, LLC

BelFlex provides commercial staffing in the light industrial sector, strategic expertise and innovative solutions for consumer and food brands, and professional services including clerical and administrative positions and direct-hire opportunities. BelFlex is driven by a passion for creating success for employees, clients and communities—what it calls Succeeding Together.
www.belflex.com

TOP EXECUTIVE(S):

Jason McCaw



YEARS IN THE 100: 4

ODW Logistics & Transportation Services, LLC

ODW Logistics is a top 50 third-party logistics (3PL) provider that helps manufacturers and their retail partners efficiently inventory and distribute goods throughout the U.S. ODW provides a complete integrated logistics solution, including network design, warehouse and fulfillment, omni-channel distribution, transportation management, and asset-based regional truckload service.
www.odwlogistics.com

TOP EXECUTIVE(S):

John R. Ness



YEARS IN THE 100: 22

Cincinnati Reds

Cincinnati Reds is a professional baseball team. Beginning in 1869, this organization was baseball's first professional team and now employs more than 350 people.
www.reds.com

TOP EXECUTIVE(S):

Robert H. Castellini



YEARS IN THE 100: 25

Sibcy Cline, Inc.

Operating since 1956, Sibcy Cline provides real estate brokerage services to the Cincinnati area with affiliates in relocation, mortgage, insurance, title, and home services. This family-owned business employs more than 170.
www.sibcycline.com

TOP EXECUTIVE(S):

Robin S. Sheakley



YEARS IN THE 100: 1

Clubessential Holdings, LLC

Clubessential Holdings is fulfilling their global mission of investing in and creating cutting-edge, category-defining businesses by providing a full suite of membership and club management Software as a Service solutions to private clubs, health & fitness clubs, college athletic programs, and parks and recreation entities. Across six brands—Clubessential, ClubReady, Exerp, foreUP, PrestoSports, and Vermont Systems—the company offers a variety of forward-thinking technology and services that help more than 10,000 customers attract, engage, and retain members and fans for life.
www.clubessentialholdings.com

TOP EXECUTIVE(S):

Randy Eckels



YEARS IN THE 100: 5

TriVersity Construction Company

TriVersity Construction Company is a commercial construction company that provides a full suite of construction management and general contracting services, including preconstruction, estimating, procurement, risk/safety management and project accounting. TriVersity serves construction buyers with sophisticated construction demands who value the quality of the total construction experience.
www.trivc.com

TOP EXECUTIVE(S):

Melvin J. Gravely II



YEARS IN THE 100: 28

Monarch Construction Company

Monarch Construction Company is an independent general contractor specializing in construction and design-build services for commercial and industrial projects in the Cincinnati Tri-State area since 1963.
www.monarchconstruction.cc

TOP EXECUTIVE(S):

Thomas P. Butler



YEARS IN THE 100: 1

Ripple Junction Design Company, an industry-leading creator of licensed pop culture apparel and accessories, located in West Chester Township, sells its products to major retailers such as Walmart, Target, TJMaxx, Urban Outfitters, and Hot Topic, along with many other national chains. It also has a rapidly growing E-commerce business, selling on Amazon, Walmart.com and its own direct-to-consumer websites.

www.ripplejunction.com

TOP EXECUTIVE(S):
Neil Hoynes



YEARS IN THE 100: 13

When it comes to providing workplace solutions, LOTH Holdings’ four distinct brands meet diverse business needs. LOTH and Newt—in partnership with leading manufacturers including Steelcase—create smart inspired spaces with intelligent design, expert furniture and AV products selection and installation. LOTH Logistics offers freight brokerage, distribution and supply chain consulting and OptiVia provides construction/equipment rigging for financial institutions.

www.lothinc.com

TOP EXECUTIVE(S):
J.B. Buse, Jr.



YEARS IN THE 100: 27

Gold Medal puts the fun into foods and is the industry leader for concession equipment and supplies—thanks to revolutionary advances and high-quality products. Top sellers include Sno-Kones, popcorn, cotton candy, nachos, hot dogs, caramel corn, and funnel cakes. The company continues to thrive with the third and fourth generations, each building on the success of the past. It now employs more than 430 people across 16 locations.

www.gmpopcorn.com

TOP EXECUTIVE(S):
J. Adam Browning



YEARS IN THE 100: 15

The BMW Store and Cincinnati MINI has been a leader in luxury sales and service for more than 40 years. Their employees are passionate about selling and servicing the company's great products and especially passionate about serving and meeting the needs of clients. They mean it when they say, “Passion loves company!”

www.bmwstore.com

TOP EXECUTIVE(S):
C. Thomas Schwartz



YEARS IN THE 100: 3

Pioneer is a full-service contractor, specializing in the design, fabrication and installation of unitized curtain wall and custom building facades, serving the Midwest and Mid-Atlantic region of the U.S.

www.pioneerglazing.com

TOP EXECUTIVE(S):
Tom Heinold



YEARS IN THE 100: 1

Denier is a family-owned business with a rich history that goes back nearly eight decades. The business started as a small electrical contractor business but has grown into a large regional electrical contractor capable of meeting the needs of just about any construction project.

www.denier.com

TOP EXECUTIVE(S):
Jeffrey A. Heitker



YEARS IN THE 100: 2

Nationwide Logistics is a Cincinnati-based third-party logistics (3PL) broker providing real-time support, from real people, to entrepreneurial freight brokers across the country. Nationwide simplifies and expedites workflows for independent agents as part of a partnership to allow them to focus on growing their business.

<http://www.nationwidelogistics.net/>

TOP EXECUTIVE(S):
Sarah Long



YEARS IN THE 100: 15

Hemmer has been a construction leader in the Greater Cincinnati region since 1921. They are a premier provider of construction services in the medical, distribution, manufacturing, office, retail, and institutional markets throughout the region. According to the company, most clients choose Hemmer because of their ability to provide single-source design/build solutions for their construction needs.

www.PaulHemmer.com

TOP EXECUTIVE(S):
Paul W. Hemmer Jr.



YEARS IN THE 100: 2

Cold Jet® is the world leader in developing innovative, environmentally responsible dry ice cleaning solutions and dry ice production equipment. Cold Jet’s global headquarters is in Ohio with international operations in Europe, Asia, Canada and Mexico.

www.coldjet.com

TOP EXECUTIVE(S):
Gene Cooke



YEARS IN THE 100: 1

Oswald Company specializes in construction, development, design-build and consulting services and continually strives to develop innovative ways to approach projects. We create great places to work, live, shop and play by building state-of-the-art facilities and specialize in offering clients comprehensive integrated building solutions.

www.oswaldco.com

TOP EXECUTIVE(S):
Ken Oswald

Rising Stars



We proudly recognize the following companies for their achievements and potential for continued success.



Deerfield Construction Company, Inc.

Deerfield Construction Company, Inc. is a trusted name in contracting. The company began as Maury Daniel Construction in 1974. In 1981 the company incorporated in the state of Ohio as Deerfield Construction Company. The company has remained under the ownership and direction of the Bitzer family since its inception.

Deerfield is a mid-size company that provides tailored construction management services to meet clients individualized needs. Areas of expertise in a wide variety of commercial projects include shopping centers, service stations, office buildings, warehouses, auto dealerships, banks, convenience stores, travel plazas, grocery stores and restaurants.

Deerfield Construction has extensive experience with restaurant, retail, petroleum and specialty construction and has included funeral homes, clubhouses and churches, among others.

www.deerfieldconstruction.com

Top executive: Steve Bitzer, President



TiER1 Performance

TiER1 Performance is an employee-owned consulting firm that activates strategies through people. As a Certified B Corporation®, the company is passionate about designing and building people-centered solutions that deliver meaningful, long-term success. TiER1’s mission is to improve organizations through the performance of people to build a better world.

In their own words, “We wake up every morning ready to tackle big challenges, so that more people can do the amazing work they are meant to do. When they contribute more, stretch their talents, and free themselves of workplace limits, a remarkable thing happens—they become happier and more fulfilled. And that means they reduce stress, create healthier relationships, and simply find more joy. Every day we’re in business, we really are building a better world. Our purpose is to help people do their best work—that’s the lens we wear every day. We apply that to our clients’ organizations, their people, and ourselves. And to do that, we embrace our core values: High Performance thinking, Relationships, Initiative, Accountability, Value, AND Fun.”

www.tier1performance.com

Top Executive: Greg Harmeyer, Chief Executive Officer



Congratulations to the recipients of the Carl H. Lindner Award for Entrepreneurial and Civic Spirit

Melvin J. Gravely II – 2020 recipient

In 2020, we were pleased that Mr. Melvin J. Gravely II received this prestigious award for his commitment and contribution to the Cincinnati business and civic community. Mr. Gravely personifies the leadership, success, and determination that characterized Mr. Carl H. Lindner. Congratulations Mel!



Melvin J. Gravely II
TriVersity Construction Company

Melvin J. Gravely II is the CEO and chairman of the board of TriVersity Construction Company, a Cincinnati, Ohio-based commercial construction company. TriVersity specializes in providing construction services to large complex organizations with ongoing construction needs. Under Gravely's leadership since 2011, the firm has grown consistently and built a performance-based reputation. TriVersity is one of the top 10 construction companies in the greater Cincinnati region.

Gravely began his career with the Timken Company, a Canton, Ohio-based manufacturer. He then joined IBM as a sales leader, managing a portfolio of large corporate accounts. He has led organizations in six other industries, including human resources services and engineering consulting. His strengths are in developing dynamic and practical strategies for organizations and driving sales growth.

Gravely is the author of nine books on business, success, leadership, and minority entrepreneurship, including *When Black & White Make Green* and his latest, *The Capacity to Succeed: Fulfilling the Mission of Minority Business Development*.

He is an active board member of multiple corporate and nonprofit organizations, including Spring Grove Funeral Homes (chair), New Riff Distillery, the Cincinnati Regional Business Committee (co-chair), and Artswave (vice chair), among others. Gravely has also served on the boards of Thomas More University, the United Way of Southwest Ohio, Drake Hospital, and the Regional Economic Development Initiative (known as REDI Cincinnati), and is a former board chair of the Cincinnati USA Regional Chamber.

Gravely graduated from Mount Union University and holds an MBA from Kent State University and a PhD from the Union Institute & University. He has received several awards and distinctions, including the Larry Albice Entrepreneurship Award, Women Mentor of the Year, Forty Under Forty Award, multiple IBM 100% Clubs, and the Men of Honor Award.

Tony Maas – 2021 recipient

As we continue to celebrate the life and accomplishments of Carl H. Lindner, we are pleased to present the 2021 Award for Entrepreneurial and Civic Spirit to Tony Maas of J.T.M. Food Group. Mr. Maas’ business approach mirrors that of Mr. Lindner, which was an inspiring blend of exceptional work ethic, civic responsibility and faith. Congratulations Tony!



Tony Maas
J.T.M. Food Group

Tony Maas is President and CEO of J.T.M. Food Group, a leading provider of menu solutions for the foodservice operations of thousands of restaurants, schools, government organizations, food distributors and retailers throughout North America and to our military troops abroad. The business was started by Tony's father Jack in the 1960s as Maas Brother Meats and became J.T.M. Food Group in 1980, named for the initials of the founder (John/Jack Thomas Maas) and his sons Jack Jr., Tony, Joe, and Jerry.

Tony has spent his entire life in the family business. He was appointed President and CEO in 1988 at the age of 27, and for the next 33 years he and his brothers have led the company through incredible growth. From \$8 million in sales in 1988, to producing over 125 million pounds of kettle-crafted culinary solutions in 2021—taco meat, craft beer, cheese dip, mac & cheese, chili, and queso—J.T.M. is on track to hit \$280 million in sales by the end of this year. In 2016, Tony laid the groundwork for an ambitious expansion that has included a new state-of-the-art manufacturing plant (opened in 2018), and continuing into 2022 when production capacity will increase to more than 250 million pounds yearly. After celebrating its 40th anniversary in 2020, the company now has a manufacturing foundation built for continued growth for the next 40 years and beyond.

J.T.M.’s continuous growth under Tony's leadership has created a thriving campus on Cincinnati’s west side, with more than 650 employees building a team-first, community-focused culture. That focus on family, faith and community has defined both Tony's tenure at J.T.M. and his life outside of the company.

Tony and his wife Barb have been married for 40 years and have five children and seven grandchildren. They, along with the extended Maas and Kern families, believe that the Catholic values passed down from their grandparents, parents, and Catholic education serve as a compass for both their personal and professional lives. J.T.M. proudly acknowledges God in the workplace and tithes profits to ministries that uphold the same values, including BLOC Ministries, ProKids and Mount St. Mary's Seminary. J.T.M. is also an active supporter of American Huey 369, which supports veterans and their families.



Thank you to our distinguished award providers



As one of the first women-owned manufacturing companies in the United States, 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 just more than 70 employees, they are committed to providing patrons with a one-of-a-kind luxury experience and product. Rookwood cultivates a culture of artistic inspiration, balancing their 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 the clear-cut choice to provide a custom award that symbolizes the proud traditions and history of our city. This handcrafted piece of American ceramic art honors the private businesses and owners that so heavily contribute to our 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 1978. The packaging used to protect the Deloitte Cincinnati 100 program awards during transit is Storopack's FOAMplus® premolded cushion. All FOAMplus® premolded 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 100 award.

Thank you, Storopack, for your continued support.

Thank you to our sponsors



Great American Insurance Group

Great American understands the importance of choosing a financially strong company. Our member companies are built for the long term, committed to giving you the peace of mind you deserve. Since our inception, we have grown with each generation, carrying into the 21st century a proud heritage of business with integrity.

For nearly 150 years, customers have trusted us to protect what matters most to them. Our innovative and specialized insurance solutions are designed to serve niche marketplaces that we know well. With our deep expertise and financial strength, we have laid a foundation of success that has stood the test of time.

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

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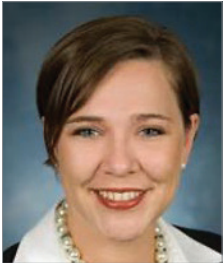
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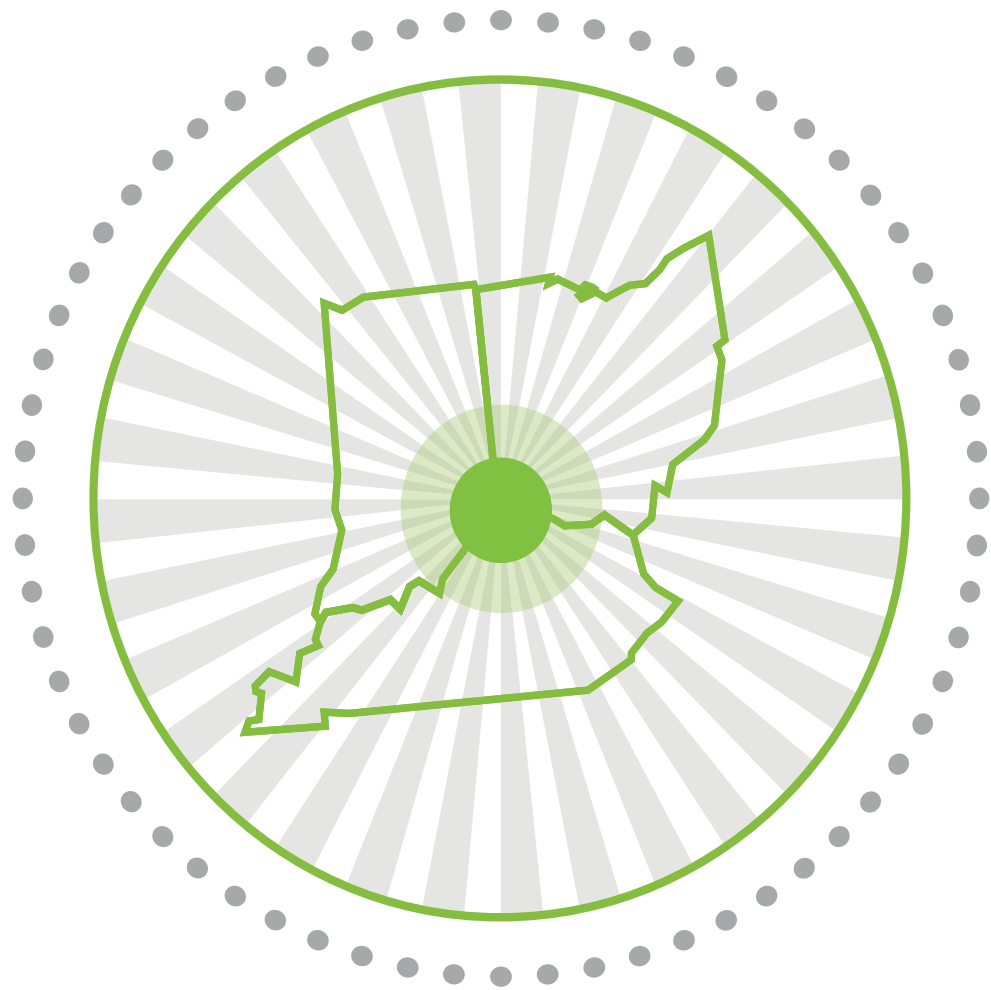


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