2022

Louisiana's Entrepreneurial Engine

LED GROWTH NETWORK

550+ COMPANIES

20K+ EMPLOYEES

$3.91 BILLION ANNUAL SALES

LED LOUISIANA ECONOMIC DEVELOPMENT

John Bel **Edwards**

GOVERNOR, STATE OF LOUISIANA

Small businesses provide a strong foundation for Louisiana's economy, and my administration has worked continuously to increase support for small businesses so that they can grow and thrive. Since 2016, we have enhanced, established and relaunched several important programs that benefit our small business community.

Among these initiatives is the LED Growth Network, which we launched in 2017. This dynamic network now consists of more than 550 growth companies from all across Louisiana. These companies collectively represent more than 20,000 employees, and they generate more than $3.91 billion in annual sales. The LED Growth Network seeks to nurture these Louisiana companies by providing resources that accelerate their growth, tools that import new wealth into our state, and strategies that ultimately add new jobs.

We are pleased to recognize this impressive new class of Louisiana Growth Leaders. The 10 members selected for the 2022 Louisiana Growth Leaders award have gone above and beyond, both as business owners and community leaders. And for the first time, we will recognize one past Louisiana Growth Leader with the inaugural Legend award.

We have so much to be proud of here in Louisiana. Featured in these pages, the strength of Louisiana's small business community shines. I encourage you to learn more about the impact these business leaders are having upon our economy, to congratulate them, and to emulate their success.

Louisiana Economic Development is responsible for strengthening the state's business environment and for creating a more vibrant Louisiana economy. We cultivate jobs and economic opportunity for the people of Louisiana through strategies that include the support of small business, innovation and entrepreneurship. That is why we have grown our suite of small business programs, and why we have designed resources to build capacity, increase opportunity, and accelerate growth among Louisiana's small businesses.

Some of our most innovative programming comes from the LED Growth Network, including Strategic Research and CEO Roundtables. These programs return more than $10 for every $1 invested by the state. Some 357 companies participating in Strategic Research have added 3,083 new jobs, while 413 companies participating in CEO Roundtables have created 1,940 jobs.

In 2021, the LED Growth Network launched new pilot programs including the Rural Entrepreneurship Initiative and the Diversity in Entrepreneurship Initiative, and in 2022 we have plans to further enhance these and other initiatives. LED's Small Business Services team is building and strengthening these programs to accelerate business growth, and we will continue to provide effective resources for Louisiana's businesses to thrive.

Thank you for joining us to celebrate the success of these companies through our annual Spotlight Louisiana event.

Don **Pierson**
SECRETARY, LOUISIANA ECONOMIC DEVELOPMENT

Welcome to the LED GROWTH NETWORK

The LED Small Business Services (SBS) team

What is the LED Growth Network?

Launched in 2017, the LED Growth Network (LGN) is the expanding suite of resources designed by Louisiana Economic Development (LED) to accelerate the growth of Louisiana's second-stage companies. Second-stage companies are beyond the startup and early stages of business but have not yet reached maturity. In nearly every community, second-stage companies will represent a small percentage of overall business establishments, but the largest percentage of all the jobs. In Louisiana, about **16% of establishments** are second-stage businesses, and they represent about **39% of all the jobs.**

Brick by brick, the LGN is growing both in terms of companies and continued access to strategic business resources including, but not limited to, strategic research, peer-to-peer learning, leadership retreats, recognition events, networking and educational opportunities, mentoring, and additional technical assistance with the goal of accelerating the growth of Louisiana's economy from within.

LED receiving the 2021 IEDC Gold award for entrepreneurship

HONORED LEADER
LED GROWTH
NETWORK

What is a Louisiana Growth Leader?

Louisiana Growth Leaders is a recognition program of the LED Growth Network. The honor of being a Louisiana Growth Leader signifies that the recognized company has demonstrated outstanding contributions to both its local community and the state of Louisiana. Being a Louisiana Growth Leader is about much more than just company growth. It is recognition that the company and its leadership are making important contributions that positively impact our economy.

For the 2022 award, all LED Growth Network companies from across the state were eligible to apply. LED's Small Business Services team then narrowed the applicant pool to 30 outstanding finalists. Afterwards, a 17-member panel of economic development professionals evaluated these applications to select the awardees. Applicant companies were evaluated on the following categories for a maximum score of 100 points:

- **Growth** *30 points*
- **Strategy** *15 points*
- **Innovation** *15 points*
- **Philanthropy** *10 points*
- **Intangibles** *5 points*
- **Leadership/Culture** *25 points*

Inaugural Louisiana Growth Leaders

2022 Louisiana Growth Leader Selection Panel

The LED Growth Network would like to thank the organizations listed below for their support of small business and their partnership in selecting the 2022 class of Louisiana Growth Leaders.

ONE ACADIANA

Baton Rouge Area Chamber®

LOUISIANA CENTRAL

north louisiana economic partnership

SWLA ECONOMIC DEVELOPMENT ALLIANCE

LED LOUISIANA ECONOMIC DEVELOPMENT

Edward Lowe EDWARD LOWE FOUNDATION

C100 LOUISIANA | Louisiana's Business Roundtable

Cohab Shreveport-Bossier City

ST. TAMMANY CORPORATION
The Economic Development Organization for St. Tammany

Goldman Sachs 10,000 small businesses

EO Louisiana

NELEA

GREATER NEW ORLEANS INC
REGIONAL ECONOMIC DEVELOPMENT

SLEC
South Louisiana Economic Council

LED Growth Network Resources

AAE
AMERICAN ACADEMY OF ENTREPRENEURS

SPOTLIGHT Louisiana

LEADER RETREATS
AT BIG ROCK VALLEY

HONORED LEADER
LED GROWTH NETWORK

LED LOUISIANA ECONOMIC DEVELOPMENT
CEO ROUNDTABLES

SIG
SYSTEM FOR INTEGRATED GROWTH®

Diversity in Entrepreneurship Initiative
Rural Entrepreneurship Initiative
30/60/90 Aftercare

Diversity retreat group

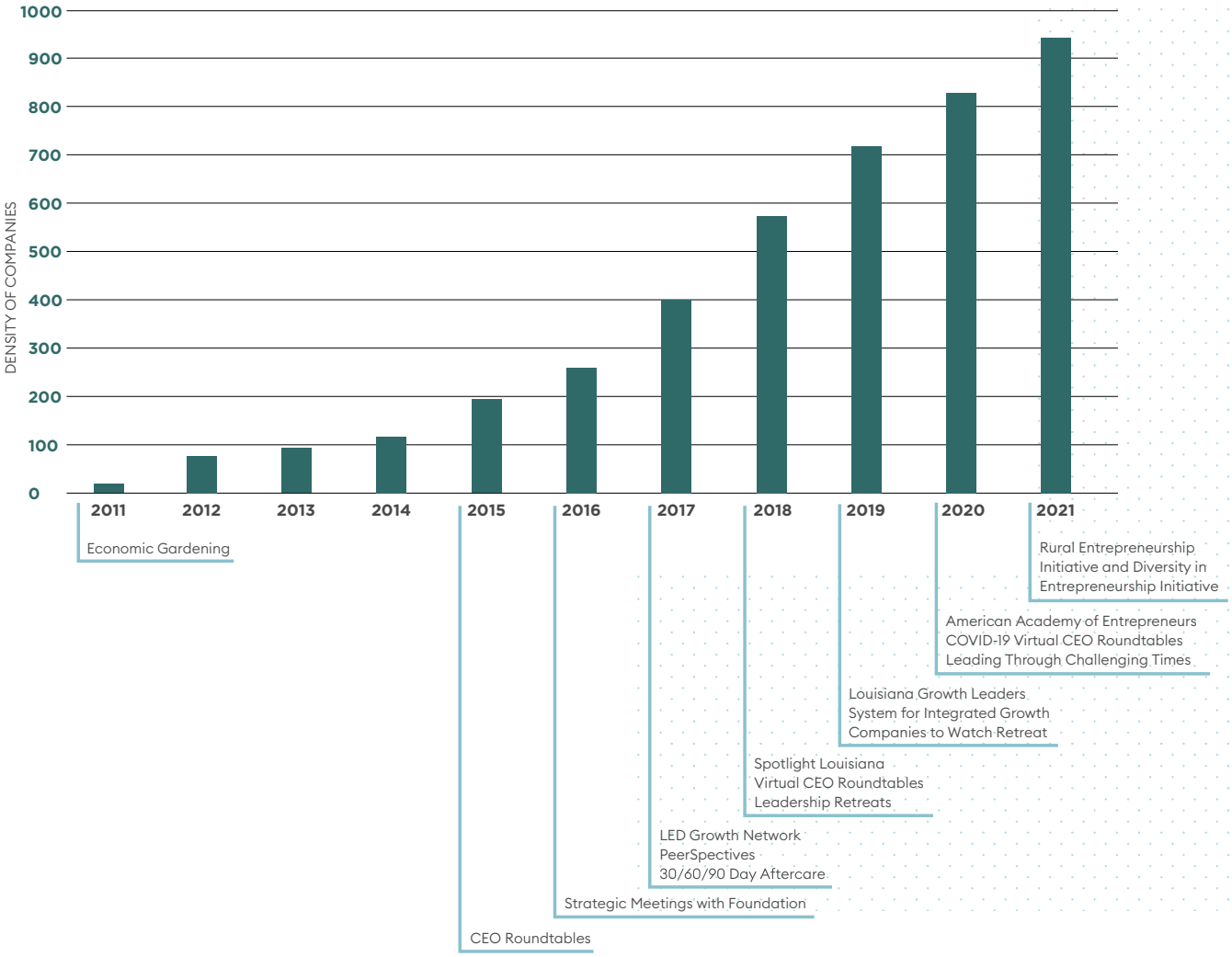
14 Louisiana companies participate in the 2021 American Academy of Entrepreneurs

PARTNER HIGHLIGHT

Edward Lowe Foundation

A national nonprofit organization, the Edward Lowe Foundation focuses on second-stage companies, helping accelerate their growth through customized research, leadership development and peer learning programs. The foundation was launched in 1985 by Ed and Darlene Lowe, two entrepreneurs who believed that small businesses are the backbone of our country's economy – and wanted to provide future generations of entrepreneurs with greater support and recognition.

EVOLUTION OF EDWARD LOWE FOUNDATION & LED PARTNERSHIP



Some of the foundation's programs are delivered virtually, but many are conducted at Big Rock Valley (BRV), its learning campus in southwest Michigan. Comprised of 2,000 acres of woodlands, prairies, ponds and streams, BRV's natural beauty is enhanced by the unique aesthetics Darlene Lowe has created for its facilities and grounds. The Lowes wanted BRV to be a destination for entrepreneurs, a place where they could recharge, be inspired and discover new ways to grow their businesses.

Louisiana Growth Leader Hall of Fame

Once named a Louisiana Growth Leader, companies will always carry that badge of honor. Below are the awardees from 2019 through 2022.

Argent Financial Group, Inc

Ballard Brands

Calls Plus
Changing Lives, One Conversation at a Time

BBQGUYS®

CyberReef

E-CLAIM.COM

EIS Engineering & Inspection Services, LLC
Specializing in Plant Engineering & Small Cap Projects

fts
Flexicrew Technical Services

genesis 360°

ILSI Engineering

ISOMAG®
Durable by Design

ITinspired
your technology *people*

LOGOJET
EMPOWERING CUSTOMIZATION

MasteryPrep

NANO
ARCHITECTURE | INTERIORS

Neighbors
AMERICA'S FAVORITE TREATS

ONLINE OPTIMISM

POD PACK

SOUTHERN DESIGNS

southernscripts

SSE
METAL FABRICATION & PRECISION MACHINING

TECHNEAUX

THOMAS PUMP

THREE SIXTY EIGHT

Trigon
Quality ▲ Commitment ▲ Client Service

UNIVERSAL DATA
INCORPORATED

UTILISERVE
FIRESERVE

VPG
CONSTRUCTION

WAITR

WESTPORT
LINEN SERVICES
Your partner for healthcare laundry.

INAUGURAL LOUISIANA GROWTH LEADER LEGEND

Argent Financial Group

RUSTON, LA | Media Contact: Sarah Warren | 318-251-5812 | swarren@argentfinancial.com **| argentfinancial.com**

Argent Financial Group, a leading, independent, fiduciary wealth management firm, was founded in 1990 in Ruston. The firm provides individuals, families, businesses and institutions with a broad range of wealth management services, including trusts and estate planning, investment management, oil and gas mineral management, corporate trustee and custody, retirement plan administration and consulting, ESOPs, funeral and cemetery trusts and other unique fiduciary services.

Responsible for more than $38 billion in client assets and operating in 30 markets across 12 southern states, the company offers clients a "You, First" approach to relationship management.

Argent's founder and CEO, Kyle McDonald, hails from DeSoto Parish, the son of a dairy farmer and school principal. McDonald graduated from Louisiana Tech in accounting and finance and went on to earn a J.D. from LSU Law. While in law school he worked for the Louisiana Bankers Association on a project to rewrite the state's banking laws. He was practicing law with Taylor Porter Brooks & Phillips when he was asked to return to Ruston to work at Ruston State Bank, and eventually led the group of investors who would spin out the bank's trust department into the institution that is today Argent Financial Group.

McDonald is often heard saying that much of Argent's story and growth has been providential, such as the company's impressive growth in 2008 through the success of its then-new mineral management division, when the rest of the financial services industry experienced its worst stretch since the Great Depression. Kyle's vision for an independent trust company, exceptional drive to serve clients, willingness to allow employees (and himself) to learn from failure and personal leadership style of "humble confidence" are the true foundation of Argent's success and what has allowed it to build such a significant company from the quiet streets of Ruston.

"An early investor in Argent once encouraged us, 'There may be a limit of what we can do in Ruston, but there is no limit to what we can do from Ruston.' Thirty-two years later, Argent is still headquartered in Ruston and now boasts over 300 employees working in 30 markets across 12 states with responsibility for more than $38 billion of our clients' assets. We are proud of our history and growth and are humbled to represent the ingenuity and success of Louisiana businesses as the inaugural recipient of the Louisiana Growth Leader Legend Award."

– Kyle McDonald, CEO

2022 LOUISIANA GROWTH LEADERS

Flexicrew Technical Services

METAIRIE, LA | Media Contact: Brandon Smith | 504-500-3539 | info@flexicrewtech.com **| flexicrewtech.com**

Flexicrew Technical Services (FTS) strives to combine relevant industry expertise with a commitment to making a positive difference in the communities and businesses they serve. Founded in 2015, FTS is an executive and technical search firm that emphasizes custom tailored search solutions to alleviate unique challenges for their clients both locally and nationwide. FTS operates based on five core values: Accountability, Integrity, Perseverance, Service, and Teamwork. Recruiting top talent starts with having a team built of top talent. This philosophy is what FTS uses to seek out and recruit industry leading employees, both internally and externally. In a highly competitive market, FTS innovated and invested heavily in technology and marketing to remain the industry leader in technical placements. The company moved to a completely paperless work environment for conducting interviews, candidate screenings, and new-hire onboarding. The investment in marketing efforts, combined with innovative industry offerings, allowed the company to see substantial growth among online web traffic and social media platforms. This expansion increased their social media presence by over 400 percent on LinkedIn alone. In addition to technology and marketing, the company plans to roll out a new company, Flexblue Staffing, which will focus on the industrial staffing/skilled trades staffing market.

Louisiana Growth Leader Facts:

- In 2021 FTS became one of the first 16 companies in the nation inducted into the American Academy of Entrepreneurs.
- In 2019, Inc. 500 Magazine's fastest growing Louisiana businesses (#287 overall).
- Inc. magazine's 5000 honoree in 2020 and 2021.
- Junior Achievement- Board of Governors.
- Goldman Sachs 10,000 Small Business Program Alumnus.
- New Orleans Regional Leadership Institute (NORLI) Alumnus.

"Flexicrew Technical Services (FTS) is honored to be among the extraordinary businesses being recognized as 2022 Louisiana Growth Leaders. We are proud to be a Louisiana based recruiting firm that has overcome and flourished with perseverance through the pandemic. LED has been a great resource for FTS as we continue to absorb and apply the material provided by many of the distinguished programs offered. With what started as an idea in 2015, FTS has expanded across the gulf south as one of the fastest growing recruiting and staffing firms in the region. The continued growth of FTS is a direct result of our dedicated internal team, the associates we place, and the client partners we serve. We are confident that the future is bright, and the best has truly yet to come."

– Brandon Smith, President

2022 LOUISIANA GROWTH LEADERS

NANO Architecture | Interiors

NEW ORLEANS, LA | Media Contact: Olivia Szczerba | 504-486-3272 | olivias@nanollc.net **| nanollc.net**

Founded in 2001, NANO provides award-winning architecture and interior design services for new construction, renovations, and historic preservation within the commercial, residential, educational, industrial, and municipal sectors. It is NANO's client-centered, team-building approach that has been the driving force behind the company's 45 awards and accolades. NANO was the first and only Louisiana architecture firm to be invited to exhibit at the internationally renowned 2021 Venice Biennale, in which they were awarded the ECC Time Space Existence Architecture Award. NANO has grown from a New Orleans small business with $5,000 in the bank to an internationally recognized multi-million-dollar company. Some of the key components to NANO's growth are due to continued superior design standards, intentional investment in project management and project finance software, carefully developed and ever-evolving business development efforts, consistent branding and messaging, and a commitment to designing the highest quality architectural environments as possible. NANO continues to demonstrate innovation within the industry by focusing on designing and building sustainable, resilient projects that operate as efficiently as possible. NANO's employees make this possible by being both LEED and Well AP certified to prioritize the health of the building's occupants.

Louisiana Growth Leader Facts:

- Certified Disadvantaged Business Enterprise (DBE) and Women's Business Enterprise (WBE).
- Managing Partner, Terri Dreyer, was President of the AIA New Orleans Chapter in 2020.
- First and only Louisiana firm to be invited to the Venice Biennale Architecture Exhibit; recipient of the ECC Time Space Existence Architecture Award.
- Currently the Architect of Record for the New Orleans Ernest N. Morial Convention Center Interior Renovations – the largest contract amount ever awarded to an SLDBE by the New Orleans Exhibition Hall.
- Noteworthy projects: Frederick Douglass Senior High School Auditorium, Il Mercato, Octavia Books & Toast, GNO Inc. Offices, Festival Productions Offices, 616 Conti, 2513 Metairie Road, Weinstein's, Southwest Pass Station, and more.

"After graduating with our Masters in Architecture at Tulane School of Architecture in 2001, we started NANO with only $5,000 in the bank and an ambitious vision to create an architecture firm unique from any other architecture firm in New Orleans. We could have never predicted experiencing growth, exposure, and success at the scale that we have. The LED Growth Network has been an invaluable resource for our firm, and we are extremely honored to have been acknowledged for a third consecutive year. LED has provided us with incredible business connections, avenues for firm advancement and growth. We are humbled by this recognition and equally inspired to continue providing the high quality, detailed architectural design services that NANO is committed to."

– Terri + Ian Dreyer, Managing Partners

2022 LOUISIANA GROWTH LEADERS

Online Optimism

NEW ORLEANS, LA | Media Contact: Flynn Zaiger / 504-521-6222/ Flynn@onlineoptimism.com **| onlineoptimism.com**

Founded in 2012, Online Optimism is a creative digital marketing agency, providing clients in Louisiana and nationwide with effective online marketing campaigns and resourceful websites. Online Optimism has focused on increasing their market outreach by establishing offices in Atlanta and Washington D.C. The company plans to use these three strategically placed offices to offer its services to clients from Florida to California. In 2020, Online Optimism decided to bring its video production capabilities in-house. This allowed the company the ability to not only produce a promotional video a week, but also decrease expenses associated with third party production companies. The production upgrades also granted the company the advantage of running-sophisticated social media campaigns to increase its online foot traffic. To help recruit the best talent, the company offers its employees the decision to work from home and work their hours around their personal schedules.

Louisiana Growth Leader Facts:

- Utilizes social media campaigns using Facebook, Twitter, Snapchat, Instagram, TikTok, and LinkedIn.
- Increased revenue from 2019 to 2021 by 55 percent with an additional 57 percent growth projected through 2023.
- More than doubled headcount from 2019 to 2021.
- Anticipates more than 50 percent of revenue to be derived from non-Louisiana markets by 2023.
- Headquartered in New Orleans, two satellite offices were opened in Atlanta and Washington D.C.

"Online Optimism is honored to be recognized as a 2022 Louisiana Growth Leader alongside many great organizations. The past several years have shown that innovation, optimism, and passionate work will provide companies and their employees with the best possible environment to reach their full potential. Our organization's experience with the LED CEO Roundtables, and System for Integrated Growth enabled us to increase our revenues beyond Louisiana. During COVID, our growing national client base led us to expand our company to two additional offices in other regions, as well as to change policy allowing for fully remote work. Despite these options, the majority of our staff choose to come in every day to work in our 4,200 square foot national headquarters in New Orleans' Irish Channel. We are excited to continue building a company, workforce, and physical space that is perfect for crafting a center of creativity on the Gulf Coast."

– Flynn Zaiger, CEO

2022 LOUISIANA GROWTH LEADERS

Southern Scripts

NATCHITOCHES, LA | Media Contact: LeAnn Boyd | 800-710-9341 | leann.boyd@southernscripts.net **| southernscripts.net**

Founded in 2010, Southern Scripts provides innovative and transformative pharmacy benefit management (PBM) solutions that guarantee employers complete flexibility and control over their benefit plan. Southern Scripts focuses on delivering significant savings to clients through a single, straightforward pricing model and sound clinical management philosophies. These values allow the plan sponsor complete autonomy to source high-cost medications through a variety of market-leading providers at a cost-effective price. Southern Scripts has steadily evolved by developing and adopting cutting-edge technologies to assist in providing the best possible care for their members. Employers have access to key programs to substantially reduce costs on brand and specialty medications. In 2021, employers saved more than $27 million with Southern Scripts' Variable Copay™ Program and more than $30 million with Southern Scripts' robust clinical management programs. The superior care provided by Southern Scripts saves organizations and businesses of all sizes an average of $18 to $23 on each prescription filled.

Louisiana Growth Leader Facts:

- Surpassed 1,500-client mark in 2021.
- Serves over 500,000 members coast-to-coast in all 50 states, District of Columbia, Puerto Rico, and the Virgin Islands.
- More than doubled annual sales from 2019 to 2021.
- Net Promoter Score of 89.
- Endorsed by Pharmacists United for Truth and Transparency (PUTT).
- Supportive of numerous community events and organizations including the American Cancer Society's Relay for Life, Northwestern State University, University of Louisiana at Monroe, Natchitoches Chamber of Commerce, Natchitoches Jazz/R&B Festival, and local schools and sports groups.

"On behalf of the entire Southern Scripts team, we are honored to be recognized as a Louisiana Growth Leader. We are thankful for LED programs that support the development of businesses that call Louisiana home. One of our Core Values is "Strategic Growth in All Measures", and we consider this recognition a great testament to our commitment to living out this value. At the heart of Southern Scripts, we believe not only in the importance of growing as a business, but also the importance of growing our team of people, growing individuals professionally and personally, and growing our communities."

– LeAnn Boyd, CEO and Co-Founder

SSE METAL FABRICATION & PRECISION MACHINING

2022 LOUISIANA GROWTH LEADERS

Southern Services & Equipment, Inc.

ST BERNARD, LA | Media Contact: Mindy Nunez Airhart | 504-682-8800 | Mindy@sse-la.com **| sse-la.com**

Founded in 1996, Southern Services & Equipment (SSE) is an award winning, AISC certified, structural steel fabrication and erection contractor, specializing in the commercial and industrial sector. SSE has grown from a mom-and-pop job shop to a large, technology-driven fabrication company. The company made the decision to become AISC certified and invest in state of the art fabrication machinery. These upgrades have provided the opportunity for continued and rapid growth.

Southern Services & Equipment continues to scale by penetrating more industrial and a number of petrochemical markets. The company introduced a state of the art fabrication machine, PythonX®, which reduced fabrication time from hours to minutes. The PythonX® allowed SSE to innovate and rapidly expand its capabilities. SSE is a family-owned company that strives for quality in its services, products, and employees and offers a strong benefits package to managers as well as healthcare to its employees. Their commitment to quality work resulted in 100% retention of the company's employees even during the height of the Covid-19 pandemic.

Louisiana Growth Leader Facts:

- SSE was named to Inc. Magazine's "Inc. 5000" list of America's fastest growing companies two years in a row for 2018 and 2019.
- The CEO is currently the chairwoman of the New Orleans Chamber of Commerce and past chairwoman of the St. Bernard Chamber of Commerce.
- Roughly 40% of annual sales derived from non-Louisiana markets.
- The company projects annual sales to grow more than 25% by 2023.

"Southern Services and Equipment, Inc. is honored to be chosen as a 2022 Louisiana Growth Leader by LED. This achievement is a testament to the hard work and dedication put forth by our outstanding group of employees, who work tirelessly to build successful projects in and around the great state of Louisiana. As we enter our 25th year of operation, we are looking forward to being a regional leader in steel fabrication, while maintaining a workplace where employees look forward to coming to work each day. Thank you, LED, for this commendation; we are pleased to be among such a deserving and impressive group of companies."

– Mindy Nunez Airhart, President and CEO

2022 LOUISIANA GROWTH LEADERS

Thomas Pump & Machinery

SLIDELL, LA | Media Contact: James Thomas | 985-649-3000 | jamest@thomaspump.com **| thomaspump.com**

Founded in 1985, Thomas Pump & Machinery manufactures the T-GTO high-pressure pump used primarily in the food processing industry for high-pressure sanitation and wash-downs at the end of processing shifts to clean entire facilities. In addition to manufacturing their own pump lines, the company also distributes other pump lines directly in Louisiana, Mississippi, Arkansas, and Georgia. Thomas Pump & Machinery has also innovated and will launch a new product in 2022 to support their high-pressure sanitation business. The company has adapted its workforce to focus more on technical sales and engineering to support this new product. Thomas Pump & Machinery is an industry leader, supplying their pumps within 24 hours of receiving a call where usual lead times from competitors are 20 weeks. This short lead time is possible due to the company's investment in using USA made products and manufacturing and stocking parts and pumps onsite. In 2018, the company shifted its focus to core products manufactured by Thomas Pump & Machinery and the premium product lines they represented. This shift eliminated distractions and enabled the growth of the strongest and most profitable parts of the business. The company also created a dedicated engineering solutions group to concentrate on product development and long-term capital sales projects which facilitated growing the business. Thomas Pump & Machinery is active in its community and supports local charities, churches, area schools and athletes, and participates in city and State sponsored events One company tradition involves giving two gift cards to each employee during the Thanksgiving holiday season – one for the employee and the other to gift to a family in need. Thomas Pump & Machinery is built on "service is our commitment" and that dedication shines through every aspect of the company.

Louisiana Growth Leader Facts:

- Established in 1985 as a family owned business, the CEO, in place since 2016, is second generation.
- Capable of supplying T-GTO pumps in 24 hours to customers.
- In 2020 named LABI Manufacturer of the year.
- Sales of Thomas Pump manufactured product lines increased by 27% in 2021.
- In a five year period, Thomas Pump earned a 73% increase in total sales.
- Combined with traditional benefits the company also offers a 5% bonus for all employees based on company performance.
- Named a Top Workplace in New Orleans based solely on employee feedback!

"We are extremely proud to be recognized by the LED Growth Network as a 2022 Growth Leader. This represents the hard work and dedication of so many of our employees, every one of them should take pride in this recognition. Louisiana Economic Development, specifically the CEO Roundtable program, was very important in shaping my views as a 2nd generation CEO. LED has created a suite of programs that are truly tailored to support business growth in the state of Louisiana. We are very proud of our roots and look forward to continuing our growth trajectory as a Louisiana Growth Leader."

– James Thomas, CEO

Trigon

2022 LOUISIANA GROWTH LEADERS

Trigon Associates, LLC

NEW ORLEANS, LA | Media Contact: Lisa Cookmeyer | 504-585-5767 | lcookmeyer@trigonassociates.com **| trigonassociates.com**

Founded in 2009, Trigon Associates, LLC specializes in providing engineering, environmental, consulting and management services. They specialize in engineering and project management throughout all phases, from inception to planning, design, procurement, construction and post-construction, including overall management of capital improvement programs. Trigon prides itself on developing relationships with its customers to support new and repeat clients. Trigon is committed to catering towards the 'human factor' when taking on new clients, always focusing on its guiding principles of Quality, Commitment and Client Service. This simply means that Trigon leverages their soft skills to create a responsive and continuous communicative atmosphere so clients feel their ideas and concerns are acknowledged. The company is innovating and using its recent experience in environmental remediation of hazardous materials to develop a service line in this sector. Focusing on the customer experience and developing new services will provide the Trigon the competitive advantage to grow and expand in the Federal and overseas markets.

Louisiana Growth Leader Facts:

- Selected for remediation/clean-up of the largest Agent Orange hotspot in Vietnam in 2018.
- Awarded Indefinite-Delivery/Indefinite Quantity (IDIQ) contracts by U.S. Agency for International Development (USAID) in 2015 and in 2021.
- Following several years of project completion for USAID the company has taken on projects in Palestine, Jordan and Vietnam.
- Has successfully pivoted to work-from-home and virtual implementation delivery models in domestic commercial and Federal international markets in a post-pandemic environment.
- More than half of sales derived from non-Louisiana markets.

"Trigon is honored to be recognized as a Louisiana Growth Leader by Louisiana Economic Development (LED) along with the other outstanding businesses recognized. We are very appreciative of the support and guidance provided by LED since our founding—this investment in our small Louisiana-based engineering firm has been so important in our successes domestically and abroad. Our dedication to our guiding principles of Quality, Commitment and Client Service sets us apart, motivates us daily and enables us to continue to grow while providing exceptional services to our communities and clients."

– Michelle Herbert, Chief Executive Officer

2022 LOUISIANA GROWTH LEADERS

Universal Data, Inc.

NEW ORLEANS, LA | Media Contact: Chad Perrier | 504-934-7125 | cperrier@udi.com **| udi.com**

Founded in 1982, Universal Data, Inc. (UDI) provides IT solutions and support to organizations of all sizes across the Gulf Coast region. UDI strives to form true "IT partnerships" by future proofing their client's organization. This includes helping clients create flexible work environments and improving their cyber security practices. The company is comprised of a team of unique individuals who hold themselves accountable to be the best at what they do. Universal Data, Inc. takes a customer first approach that can be summed up by two mantras - "your business first" and "your best employee". This business first approach is the driving force behind the company's "Security Posture" initiative that helps their clients protect themselves and the customers they serve. The company has demonstrated innovation by developing new "IT Roadmaps" in order for their clients to address the shifting work environment. UDI was also able to have boots on the ground 12 hours after Hurricane Ida passed through the region. This was possible by the company's disaster response plan, which made sure all staff were safe and their clients taken care of.

Louisiana Growth Leader Facts:

- Had remote hands and boots on the ground 12 hours after Hurricane Ida passed and participated in a food drive to help serve over 300 meals to families in the disaster area.
- Increased revenues by 17 percent from 2019 to 2021, and projects additional employee growth of nearly 30 percent by 2023.
- Launched a "Culture Club" at the company, which is responsible for community engagement and a number of initiatives.
- Develops "IT Roadmaps" for clients to help them navigate the future of technology.Headquartered in New Orleans, two satellite offices were opened in Atlanta, GA and Washington D.C.

"Universal Data Inc. is honored to be included in the Louisiana Growth Leaders Award. For this award to come in conjunction with our 40th anniversary year is almost symbolic of the hard work and passion of our amazing team and clients who enable us to do what we love every day. If the past couple years has taught us anything, it's that organizations need to be agile to operate in today's modern workplace. This agility must apply to clients, partners and staff. LED has provided us with countless resources to help our business and the Louisiana business community alike. This is an exciting time to be a locally owned company."

– Chad Perrier, Vice President

2022 LOUISIANA GROWTH LEADERS

Utiliserve, LLC

BOSSIER CITY, LA | Media Contact: Zach Raley | 318-584-7101 | raleyz@utiliservepro.com **| utiliservepro.com & fireservepro.com**

Founded in 2014, Utiliserve, LLC is a service provider for municipal water/sewer/storm drain, fire departments, engineering firms, military institutes, state and federal government, industrial water applications, rural water and rural water departments and contractors. The services offered support asset management in various aspects from compliance with specific recommended practices, fire ratings requirements, insurance compliance, verification of utilities for plan sets, proper maintenance on life saving assets and asset reliability through repairs/replacements. Utiliserve is always looking to the future for more technological solutions to add value to their customer's experience. Beginning in 2022, the company is starting the construction of a new company office facility that will all for further expansion of services. Utiliserve instills a great amount of confidence in their employees making them learn every aspect of the products and services they provide and sell. Annual team building events and an understanding of where the company is going brings everyone together within the company to achieve success.

Louisiana Growth Leader Facts:

- In 2021, Utiliserve became one of the first 16 companies in the nation to be inducted into the American Academy of entrepreneurs
- President was one of the first in the country to be invited and participate in the Entrepreneur in Residence program at the Edward Lowe Foundation.
- Supports the Volunteers of America, St. Jude Cancer Center, American Humane Society, American Cancer Society, Various School Fundraisers/Athletics
- Projecting 35-40 percent employee and revenue growth by 2023
- In process of building new 7,500 square foot combined office and shop space.

"We at Utiliserve, LLC are truly honored to be recognized as a 2022 Louisiana Growth Leader. LED has been essential in the growth of our company from leadership support through CEO Roundtables, Strategic Research (multiple rounds), Mentorship (American Academy of Entrepreneurs), and through the LED partnership with the Edward Lowe Foundation. The impact felt by our relationship with LED is priceless; we have been able to increase and develop our workforce, increase efficiencies leading to revenue increases and develop a culture that allows for so many opportunities. It's good to be a Small Business from Louisiana!"

– Zach Raley, President and Owner

2022 LOUISIANA GROWTH LEADERS

VPG Construction

HARVEY, LA | Media Contact: Michael Merideth | 252-258-6329 | mmerideth@veriusproperty.com **| vpgconstruction.com**

Established in 2016 under the Verius Property Group (VPG) enterprise, VPG Construction is a general contractor intensely focused on becoming a best-in-class construction company in the region, providing premier residential, commercial, and federal services. Founded on the principles of building a better tomorrow with P.R.I.D.E (passion, resourcefulness, integrity, dependability, and excellence), the VPG team is deeply committed to providing construction services that build better communities, solve problems and inspire future builders, one project at a time.

VPG's innovative atmosphere and mindset led them to pivot from a primary focus on real estate development and property management to expanding their capabilities into the construction market. The continued success of the construction integration has allowed VPG to develop and implement a new leadership team to oversee the growth within their existing departments, invest in a marketing department to position themselves as construction leaders and expand their capabilities even further by developing a self-perform construction team. Additionally, the company takes a strong stance on employee engagement and regularly hosts company events to promote fellowship, team recognition, and camaraderie. Furthermore, VPG recognizes that it takes continued service and outreach to help a community thrive, so the team is committed to hosting or participating in at least one community outreach event every quarter. For example, in 2021, the VPG team built community gardens, hosted back-to-school supply drives for local low-income families in New Orleans, fed the homeless in partnership with United Way and #HashtagLunchbag, adopted families for the holidays in partnership with the Boys and Girls Club, and financially sponsored multiple organizations through their generous donations. Building a better tomorrow with P.R.I.D.E isn't just the VPG motto. It's what they do.

Louisiana Growth Leader Facts:

- In 2019, VPG completed the 37Hundred Bienville project, which was the largest townhomes development in New Orleans in more than 25 years.
- From 2019 to 2021, employee count nearly quadrupled.
- Sales have quadrupled from 2020 – 2022.
- In 2022, the marketing team is launching a podcast focused on construction, real estate development, and property management.

"The VPG team is deeply honored to be recognized by the LED Growth Network as a Louisiana Growth Leader. We're a people business and want to recognize our team's continued support and hard work because we wouldn't be who and where we are without each of them. We are incredibly proud and grateful for the success we have amassed over the past few years, and look forward to continuing to cement ourselves as one of the fastest-growing construction firms in Louisiana and the Southeast region."

– Michael Merideth, CEO

2022 LOUISIANA GROWTH LEADER FINALISTS

3D Media

THIBODAUX, LA | Media Contact: Daryl Roy | 985-210-6630 | daryl.roy@3dmedia.io **| 3dmedia.io**

Founded in 2016, 3D Media provides high-tech training for high stake jobs by creating detailed user training simulations with virtual and augmented reality tools and utilities. The company has leveraged numerous cutting edge software platforms that increase efficiencies and focus on reducing training durations, increasing knowledge retention, and keeping your workforce safe with risk-free virtual process walkthroughs. 3D Media currently builds, deploys and sustains Virtual Reality Training, and Augmented Reality human performance tools for the DoD and the Critical Infrastructure verticals. Their mission is to "leverage Cutting edge technology to ensure that our nation's warfighters and workers make it home safely to their families every night."

3D Media believes that while products and technology are wonderful tools that can achieve great things, businesses exist for, and because of, people. This is evident in the strong trust-based relationships that they build with their clients. It is also apparent in the value that 3D Media places on its team's well-being. From flexible work hours to a limitless vacation policy, 3D Media has built a unique workplace that nurtures wellness, creativity, and empathy.

2022 LOUISIANA GROWTH LEADER FINALISTS

brandRUSSO

LAFAYETTE, LA | Media Contact: Maria Hanes | 337-769-1530 | maria@brandrusso.com **| brandrusso.com**

Founded in 2001 by Chief Executive Officer Jaci Russo and Chief Creative Officer Michael Russo, brandRUSSO has developed a robust client roster in a variety of industries around the world. The company's branding process, Razor Branding™, permeates all levels of marketing, advertising, digital and social media. Giving their clients a unique advantage in identifying their target audience, brandRUSSO develops messaging to build their clients' brand awareness and their audiences' loyalty.
As a strategic branding agency, brandRUSSO uses consumer insight to develop branding and marketing initiatives that effectively change the conversation and form emotional connections with consumers.

2022 LOUISIANA GROWTH LEADER FINALISTS

Brightside Clinic

DENHAM SPRINGS, LA | Media Contact: Evon Roquemore | 888-417-5250 | e.roquemore@brightsidela.com **| brightsidela.com**

Founded in 2015, Brightside Clinic is a nationally accredited and locally licensed outpatient mental health system with multiple locations in south Louisiana. Brightside provides treatment to children as young as five, adolescents, adults, and seniors. Their unique treatment model incorporates real-time electronic visit verification, telehealth technology and compliance software tools as a strategy in their business model which increases access to care. Brightside's model of treatment emphasizes mental health education coupled with timely appointment access for all their clients.

Brightside Clinic is nimble and adjusts to the evolving mental health needs of the different populations they serve. Their business model includes individual customers and businesses in need of mental health treatment, education, programming, or development. Brightside is unique in that it offers its employees 4 hours of paid time off per week to devote to their mental health. Additionally, in 2019, the company incorporated a "wellness room" which allows employees the opportunity to unwind, take a nap, and even fellowship when they feel they need a mental break. Brightside Clinic has been developing their Everso Technology platform to help increase access to mental health services to its clients, decreasing fraud, waste, and abuse while also increasing and managing staff productivity. In 2020, the technology platform helped scale and manage a 25% month over month increase in growth as well as supported its newest business expansion, Bright Enterprise, a 360 mental wellness business model.

2022 LOUISIANA GROWTH LEADER FINALISTS

CloudGavel

BATON ROUGE, LA | Media Contact: Pratyush Kumar | 225-267-8688 | pratyush@fusionstak.com **| cloudgavel.com**

Founded in 2016 and since operated by its parent company FusionStak, CloudGavel revolutionizes the way our criminal justice system operates with the solution of the electronic warrant. eWarrants is a practice by which the entire warrant process can be facilitated in a secure cloud environment. With their use of eWarrants, Law enforcement can now get any warrant, subpoena, or court order approved in minutes as opposed to hours. It is essentially a game-changer for the criminal justice system and the public who depend on it.

CloudGavel is able to deliver a state-of-the-art solution to the criminal justice system at an extremely affordable price, while producing a net savings for their clients. The company is customer focused and delivers unparalleled live support to its users. They offer a product that is user friendly and at the same time meets the needs of their agency. CloudGavel puts pride into giving back to the law enforcement community by sponsoring numerous events along with allocating time for community service, such as feeding officers and emergency responders during natural disasters and helping the families of fallen officers.

2022 LOUISIANA GROWTH LEADER FINALISTS

Colmex Construction

NEW ORLEANS, LA | Media Contact: Angelica Rivera | 504-451-8524 | angelica@colmexconstruction.com
colmexconstruction.com

Founded in 2008, Colmex Construction is a Certified Woman Owned General Contractor that offers a wide range of construction services. Colmex is a team of skilled professionals that provides a wide perspective to achieve the client's goals from concept to completion, with their commitment and motivation Colmex builds more than buildings, they build long lasting relationships. In addition to the construction of new projects and renovations of existing buildings, Colmex offers disaster recovery emergency services making the recovery process seamless and less impacting. They have a strong organizational culture focus and core values that allows them to deliver a unique and an enjoyable construction experience to every client. They are always looking for ways to improve their processes by implementing new technology and continuing education that keeps the team current and makes them resilient.

2022 LOUISIANA GROWTH LEADER FINALISTS

Crystal Clear Imaging

NEW ORLEANS, LA | Media Contact: Cheri Landry Torri | (504) 818.2241 | cheri@ccimaging.net **| crystalclearimaging.com**

Since 1999, Crystal Clear Imaging has established excellence as a signage solutions specialist by providing clients with professional consultation, creative conceptualization, high quality production, and expert execution. From building wraps and stadium branding to retail signage and transportation graphics, they offer the highest quality printing with competitive pricing and impressive turnaround times. CCI is built to meet signage demands in whatever size, shape, or form. They pride themselves on offering cutting-edge technology and innovative solutions.

Crystal Clear Imaging's ability to pivot, adapt and evolve has led them through multiple hurdles and is what earned them the 2021 JEDCO Small Business of the year award. Following the devastation of Hurricane Katrina in 2005, CCI became the go to company for all emergency response signage. Since then, CCI has become the official Signage Solutions Partner of the New Orleans Saints and the go to for major sporting events in New Orleans including multiple Super Bowl's, Final Fours, NBA All-Star Games and more. At the start of the COVID-19 pandemic, CCI used their printing supplies, materials, and knowledge to create PPE solutions, and landed the cover of CityBusiness for "Pivoting During a Pandemic". After sustaining roof damage and power loss from Hurricane Ida, CCI helped neighboring communities in South Louisiana by creating a network of friends and family who are still to this day delivering basic supplies and aid to those hit hardest. Their CEO is currently working to build a school in Peru, where he previously helped build a water well for the Shipibo indigenous people living in the jungles.

2022 LOUISIANA GROWTH LEADER FINALISTS

Global Management Enterprise

LAKE CHARLES, LA | Media Contact: Dalia Matheus | 337-477-1862 | gmellc@bellsouth.net **| globalmgt.us**

Founded in 2008, Global Management Enterprise, LLC (Global) provides recruiting for heavy and light industrial, construction, technical, manufacture, hospitality, healthcare, food industry and other skilled workers. The company also provides temporary and/or permanent staffing solutions for their contracted clients such as work force development, employee assessment field safety training and coaching/mentoring programs with their associated partners. In addition, Global acquired the building commercial contraction license to increase services. The Past year Louisiana has faced a substantial damage after Hurricanes Laura and Delta. Global decided to add more services for reconstruction residential and commercial, debris removing, fencing, landscape to assist the business and citizen to rebuilt our community.

GLOBAL ensures the complete satisfaction of every customer while offering knowledgeable and very user-friendly services at affordable rates. They have ambitious growth targets, including launching new products and adding new services to accommodate long-term business strategies. Global has received in 2021 LED Resiliency Award by the Louisiana Economic Development and LFT Airport Project Contractor JSA & Ladder Inspections Safety Award from Lemoyne and Manhattan. In 2020 The Diversity and Inclusion Award by the Chamber of South West Louisiana, 2018 Women's Business Network Business Leader by the Chamber of Southwest Louisiana and 2015 Small Business of the Year by the Chamber of South West Louisiana.

2022 LOUISIANA GROWTH LEADER FINALISTS

Hadley Precision

BATON ROUGE, LA | Media Contact: Johnny Hadley | 936-777-0832 | jhadley@hadleyprecision.com **| hadleyprecision.com**

Founded in 1969, Hadley Precision provides the refining, petrochemical, oil and gas industry with spare parts and complete assemblies for burners, mixers, injectors, etc. In addition, the company fabricates vessels, skids and process piping with their premier weld shop and machine shop.

Hadley Precision has reached out to some new markets, while still maintaining focus on exotic metals fabrication, they have shifted some focus to carbon steel process piping and vessels to better utilize their weld shop. The company's robot welder provides an advantage over competitors when overlaying or inlaying material. At Hadley, the family-focused culture, inspires great attitude and work ethic.

2022 LOUISIANA GROWTH LEADER FINALISTS

iConvergence

LAFAYETTE, LA | Media Contact: John Meche | 337-735-1302 | barrym@iconvergence.com **| iconvergence.com**

Founded in 2003, iConvergence provides best-in-class Managed IT services, products and solutions for businesses of all sizes. The company works closely with people from many different industries from finance and healthcare to government, legal and energy. They encourage creativity and support their employees resulting in happier employees and customers.

iConvergence has steered their focus towards Managed Services and Network Security to provide customers with best practices in creating secure data environments. The company has worked diligently to put resources and personnel in place to expand customer reach beyond Louisiana to Mississippi, Arkansas and Tennessee as well. They innovate and make strategic moves to anticipate and stay ahead of ever-changing technology industry trends. iConvergence is guided by their values, including trust, honesty, genuine customer value, integrity, innovation, family, care and commitment. They know successful, happy, fully engaged employees will provide clients with unparalleled results. That's their secret sauce.

2022 LOUISIANA GROWTH LEADER FINALISTS

K-Belle Consultants

NEW ORLEANS, LA | Media Contact: Kristi Matthews | 504-488-0222 | kmatthews@k-belle.com **| k-belle.com**

Founded in 2008, K-Belle Consultants is an engineering and construction group that provides project management, multi-discipline engineering, design/drafting, and construction. They offer top management techniques as well as have a diverse staff that allows them to handle projects from beginning to end.

K-Belle Consultants recognizes the importance of a growth curriculum. They created the Radix group, which is a management specific firm that focused on continuing education and developing field construction manager to assist small to medium size businesses so they can perform their best. K-Belle Consultants sees the importance of being adaptable especially during the times of COVID. They teach, advocate and speak on behalf of equal opportunities in their community.

2022 LOUISIANA GROWTH LEADER FINALISTS

L&R Security Services

NEW ORLEANS, LA | Media Contact: Edward Robinson | 504.943.3191 | erobinson@lrsecurity.com **| lrsecurity.com**

Established in 1979, L&R Security Services is a veteran-owned security business providing armed and unarmed guard services at locations such as industrial sites, religious and educational facilities, and federal and private locations as well as special events services at conventions, hotels, entertainment venues, festivals, and sporting events. L&R Security trains employees to focus on providing a safe and secure environment in unstable areas, and their guards always receive site based training to ensure their clients the best possible service. L&R Security uses updated technology, as well as various strategies to ensure the worksite is the safe. Employees are required to attend various trainings to keep up with current trends of security coverage. The company motto is "NO Job Is Too Large or Too Small For Our Service".

L & R Security Service, Inc. is planning to expand further into various industries including airports, shipyards, and special events. They are also a generous donor of time and money to various local, national and community organizations.

2022 LOUISIANA GROWTH LEADER FINALISTS

Leaaf Environmental, LLC

JEFFERSON, LA | Media Contact: James Blazek Jr. | 504-342-2687 | Jimblazek@leaaf.com **| leaaf.com**

Founded in 2005, Leaaf Environmental is a Louisiana licensed environmental engineering and consulting firm based in Gretna, Louisiana. They provide services that concentrate on minimizing environmental risk for their clients. Their team consists of highly experienced and responsive senior environmental professionals, project managers, engineers, geologist, environmental risk assessors, technicians, and scientist dedicated to finding cost-effective ways to minimize environmental risk. Leaaf Environmental offers many services including, indoor air quality, consulting services, environmental site assessments, remediation services, brownfields investigations, engineering and compliance, environmental training, and legal support.

Leaaf Environmental continues to reinvest in employees, processes, technology, and services. They strive to reach client focused, environmental solutions of best management practices, proven science, engineering and the most up to date technology. At Leaaf Environmental, there are five core values that define the brand and who they are as a company - the Leaaf family, ethics, service, professionalism, and self-development.

2022 LOUISIANA GROWTH LEADER FINALISTS

Leading Home Care

LAFAYETTE, LA | Media Contact: Matthew Rovira | 337-236-9111 | mrovira@lhcla.com **| lhcla.com**

Founded in 1997, Leading Home Care provides clients with disability-specific supports and one-on-one, in-home caregivers, so they can live a fulfilling life in the comfort of their home as an alternative to institutional care. The company is family-owned and works hard to deliver in-home care in a genuinely warm and compassionate way.

Leading Home Care has managed to thrive within a turbulent industry, reporting year-after-year growth and having opened 3 new offices since 2019, bringing their total to 9 across the state. The company's success is driven by the entire team's commitment to setting and meeting strategic goals to improve client care and empower employees. This is further fueled by technology innovations, including an internally-developed software system for scheduling and care documentation, as well as increased government relations with the establishment of a Home and Community Based provider association.

2022 LOUISIANA GROWTH LEADER FINALISTS

Manning, APC

NEW ORLEANS, LA | Media Contact: Wm. Raymond Manning | 504-412-2000 | wrm@manning.xyz **| manning.xyz**

Founded in 1985, Manning, APC leads in the development, design, and delivery of complex urban projects, providing integrated architectural, interior design, and planning services in education (K-12, community colleges, and higher-ed), aviation, transit, civic, cultural, corporate, hospitality, and healthcare. With a driving force to improve the quality of life in the communities where Manning works and lives, the firm brings client visions to fruition while adding to the vitality of communities through a collaborative process.

Licensed in 22 states, the District of Columbia, and Puerto Rico, Manning's work is national and international. Regionally, they focus on the Southeast from Texas to Florida, servicing the area from offices in Baton Rouge, Dallas, and New Orleans. Manning is a minority-owned company with certifications in 11 states, providing leadership in the area of diversity along with the highest level of professional services. Manning is a go-to for clients with targeted project goals, and the firm's business and reputation is built on repeat business based on performance.

2022 LOUISIANA GROWTH LEADER FINALISTS

MediTrans

NEW IBERIA, LA | Media Contact: Paul Broussard | (337) 366-6618 | info@meditrans.com **| meditrans.com**

Founded in 2003, MediTrans LLC is a Premier Private Transportation Provider and Louisiana's first and only Coordinated Transportation Network. Taking a coordinated, comprehensive approach to Non-Emergency Medical Transportation (NEMT), MediTrans prioritizes the Member experience, while balancing quality and cost to create safer, healthier communities throughout the state. The company works with the Department of Health and other medical facilities to identify challenges and solve them with a Coordinated Transportation Network (CTN). Working closely with all stakeholders, they help influence positive change for Members and the Medicare/Medicaid programs. When the pandemic hit, they increased their pay per trip for Independent Transportation Providers to prepare for the expected drop in trips. MediTrans has made community engagement a number one priority by participating in multiple virtual Town Hall meetings in an effort to communicate best practices and avenues to access PPE. In coordination with Healthy Blue, they distributed over 25,000 PPE donations to Network Transportation Providers.

2022 LOUISIANA GROWTH LEADER FINALISTS

NetTech

MONROE, LA | Media Contact: Aaron Paul | 318-387-0001 | aaron.paul@nettech.net **| nettech.net**

Founded in 2004, NetTech provides managed IT services, managed voice services, security services, and cloud based products to a wide range of industries and businesses.

NetTech has heavily invested in software and technology that allows them to view their business in depth. They use data analytics, trending, and industry proven analysis techniques to actively and dynamically manage resources across their client base. Regarding staff, each division is run by an equity owner in the business, which makes NetTech a truly unique organization -- ownership is distributed across multiple client facing fronts, and as a result has in-depth knowledge of all business units. NetTech is a fully remote company and has put in place a culture of accountability and communication that leads to stronger internal teamwork and collaboration.

2022 LOUISIANA GROWTH LEADER FINALISTS

One Telemed

LAFAYETTE, LA | Media Contact: Charles Edwards | 337-565-0843 | cedwards@onetelemed.com **| onetelemed.com**

Founded 2017, One Telemed is a minority-owned telepsychiatry company that specializes in medication management services to underserved communities across Louisiana. Nearly 100 percent of the population they serve lives below the poverty level. They have a staff of psychiatrist and psychiatric nurse practitioners that provide premier mental health services utilizing their HIPAA approved telemedicine technology.

One Telemed was one of the first companies in Louisiana providing Telemedicine (Telepsychiatry) services since 2013. They are focused on marketing efforts towards the underserved communities across Louisiana. The company serves as a direct resource to the Medicaid MCOs by reducing wait times and providing access to care in areas where there is a shortage. Leadership invented the world's first true wearable telemedicine device through a partnership with the University of Louisiana Lafayette's engineering department.

2022 LOUISIANA GROWTH LEADER FINALISTS

RED Group

NEW ORLEANS, LA | Media Contact: Kyle Remont | 504-729-5086 | kremont@red.group **| RED.Group**

Founded in 2006, RED group is an industrial control systems (ICS) technology development and integration firm specializing in process automation, operational technology (OT) consulting, and cybersecurity. RED Group works to improve production and operational efficiency for companies and municipalities across the U.S that manufacture, invent, produce or control industrial products or resources.

RED Group has a passion for innovation and value creation. As they grow they want to ensure they provide the same quality and reliability that their clients have come to expect from them. They are able to execute projects from the R&D phase and conceptual engineering all the way through fabrication, installation, and commissioning, adding value throughout the entire life cycle of a project. In addition, team building and team advancement are key components of who they are at RED Group.

2022 LOUISIANA GROWTH LEADER FINALISTS

RESTECH Information Services

METAIRIE, LA | Media Contact: Vince Gremillion | 504-212-4390 | vince@restech.net **| restech.net**

Restech is a full- suite IT and cybersecurity firm servicing small and medium businesses throughout Louisiana.

Founded in 1992, Restech specializes in managed IT services, cybersecurity solutions, backup and disaster recovery. The company helps clients with compliance and cybersecurity to guard against modern and sophisticated cyber threats. Restech has a highly responsive team of certified and experienced engineers who help clients with IT support and technology projects. The company has a SOC II Type 2 Certification, which ensures the confidentiality, integrity, and privacy of data. Leadership participated in the 2021 American Academy of Entrepreneurs.

2022 LOUISIANA GROWTH LEADER FINALISTS

Seedlinks Behavior Management

SHREVEPORT, LA | Media Contact: Ryan Williams | 318-771-9806 | rwilliams@seedlinks.net **| seedlinks.net**

Founded in 2016, Seedlinks Behavior Management is veteran-owned and advocates for planning and policies at all levels of society to provide accessible, reliable mental health services with a focus on prevention and treatment. Their vision is to educate all segments of communities about mental health, the process of coping with recovery, and the consequences of untreated addiction and mental illness.

Seedlinks Behavior Management is community orientated, goal structured, with a heavy emphasis on client relations. They offer parenting classes, services that are unmatched, and unique programs. The company is extremely diverse and provides healthcare from a holistic approach. Seedlinks has benefit days for their clients, food and clothing drives, and provides hot meals to their clients on Wednesdays.

LED Growth Network Companies

*AS OF JANUARY 2022

3 Sided Media
365 Connect
3D Media
5 Stones Media
A P S Engineering and Testing
A thru Z Janitorial Service
& Supply Inc
A&E Enterprise Management
Abell+Crozier+Davis Architects
Abform, Inc.
Abigails
Absolutely Custom Apparel
Acacia Industries, LLC
Acadiana Pain &
Performance Rehab
Accessibility by Design, Inc.
Adley Services, LLC
Advance Telehealth/
One Telemed LLC
Advanced Corrosion
Technologies & Training, LLC
Advanced Graphic Engraving, LLC
Advanced Imaging Solutions, Inc.
Aillet, Fenner, Jolly &
McClelland, Inc.
AIMS, Inc.
Airmaster Aerator, LLC
Ajax Executive Nutrition, LLC
DBA Your Nutrition Delivered
Alarm Monitoring Services
Albert Architecture, LLC
All The Way Health Center
Allegiance, LLC
Allen's Electric Motor Service, Inc.
AlliedPRA New Orleans
Alta Max, LLC
Always Connected
Answering Service
American Covers, Inc.
American Rubber Products, LLC
American Screening Corp
Andi Lynn's Pure &
Custom Formulary
Angelica Manufacturing
Angelle Architects
Angelle Materials, LLC
Anna Marie Seafood LLC
Antares Technology Solutions, Inc.
Anytime Electric, LLC
AOSS Medical Supply, Inc.
Apex Innovations
Approach Environmental, LLC
ArcMail Technology
Argent Trust Company
Aristotle's Alexander LLC
Arnold & Associates Interiors Inc.
Ascension Roofing and Sheetmetal
Ashley Ross Construction LLC
Atlas Feed Mills
Atlas Security, LLC
Auzenne Transportation
Services, LLC
aVeriFact, LLC
Aviation Exteriors Louisiana
Avionics Solutions LLC
AxoSim, Inc.
Baker Sales, Inc.
Ballard Brands
Ballard Hospitality
Barrister Global Network Services
Bart's Office, Inc.
Baton Rouge Cargo
Baum Environmental Group, Inc.
BaumTech
Bayou Concrete Pumping, LLC
Bayou Teche Brewing LLC
BBP Sales, LLC
BBQ Guys
BBR Creative
Bell Foods
Ben Paul Housing Initiatives
Bespoke Experiences
Bilco Tools, Inc.
Bioceptive, Inc.
Bizzuka
Boudreaux Henderson
& Company, LLP
Brammer Machine Shop
brandRUSSO
BRC & Associates, LLC
Brew Agency
Brightside Social Services Louisiana
Brown Builders, Inc.
Brown Eagle
Brute Strength LLC
Bulldog Services
BIC ALLIANCE, INC
Business Health Partners
C M Combs Construction, LLC
C&J Safety Solutions, LLC
C&R Preferred Concrete Pumping
Cajun Bug Exterminating
Cajun Energy Services & Rental, LLC
Cajun Kleen Products
Calls Plus
Cane River Pecan Company
Cannon Services
Capital Glass & Mirror
Cardinal Services
Cardiovascular Institute of the South
Carmichael's Honey
Castle Row Construction
Cayenne Marketing
CBM Technology
CBS 1 Collision
Cecil D. Gassiott, LLC
Cenla Environmental Science
Composite Effects, LLC
Chief of Minds, LLC
Clara's Little Lambs, Inc.
Clean Concepts Equipment, Inc.
Colby Service and Supply, LLC
Cole Pratt Gallery
Colmex Construction, LLC
Commercial Construction
and Development
Complete Logistical Services, LLC
Complete Safety Solutions
Computer Sales & Services
Computrols
ComTec Information Systems, Inc.
Con-Fab Engineering & Welding
Confetti Momma
Continental Kennel Club, Inc.
Copeland Electric
CORE, LLC
Covalent Logic
Crescent Payroll Solutions, Inc.

Crescent Power Systems
Crump Wilson Architects
Crystal Clear Imaging
Custom Automated Controls
CyberReef Solutions
Cypress Bayou Home Builders
D&H Wholesale Medical, Inc.
D'Argent Companies
Datacom, LLC dba
BlackHawk Datacom
Data-Tel of Louisiana, Inc.
Dave Rambaran Geosciences, LLC
David Chauvin's Seafood
Company, LLC
David Orsot Plumbing & Heating, Inc.
Davis Drapery & Interiors, Inc.
Delta Administrative Services, LLC
Delta Compression and Equipment
Demo Diva Demolition
Dependable Glass
Design the Planet, LLC
Diesel Specialist, LLC dba
Diesel Parts Direct
Digital Forensics Solutions
Dixie Paper Company, Inc.
DMI Contractors, Inc.
DMR Mechanical LLC
Dupuy Storage and Forwarding, LLC
E.M.J. Enterprises, Inc.
Eagle Consulting
Eagle Eye Resources, LLC
Eberhardt Physical Therapy,
Nutrition, and Wellness Clinic
Echo Powerline, LLC
E-Claim.com, LLC
Eclectic Products, Inc
Ed. Smith's Stencil Works
e-Gov Systems
EJES, Inc.
ELOS Environmental, LLC
EME Company
ENDARA ENTERPRISES
Engineering & Inspection
Services, LLC
Enterprise Computing Services
Enterprise Data Concepts, LLC
Enviro-Tech Systems
Envoc
ESI Fabrication, LLC
Event Producers, Inc.
Evergreen Working Capital, LLC
Evonir, LLC
Excelerant, LLC
Fabricated Steel Products, Inc
Fabrication Services, Inc.
Facilities Maintenance Management
Falcon Rice Mill, LLC
Feigley Communications
FileLink
Finding Solace LLC
Fire & Safety Specialists
Fire Tech Systems, Inc.
First Choice Couriers
First Choice Medical Staffing
of Louisiana, Inc.
Fleur de Vie Beauty and Cosmetics
Flexicrew Technical Services, LLC
Foret Contracting Group
Forte and Tablada, Inc.
Frazee Recruiting Consultants, Inc.
Freedom Tours
Frontline Real Estate Group
FSC Interactive
Furniture Rental Service
FusionStak
FutureProof, LLC
G.T. Michelli Co., Inc.
G2 Land Services, Inc.
Gaea Consultants, LLC
Gambel Communications
GCE Services, LLC
General Hearing Instruments
Genesis 360 Facility
Maintenance & Construction
Gladden Sales, LLC
Glen Armand Furniture, Inc.
Global Management Enterprise, LLC
Go Media, LLC
Good Eats Kitchen
Goodbee Plumbing, Inc.
Grandmother's Buttons
Great Raft Brewing
Greenup Industries, LLC
Guardian Computer, Inc.
Guidry's Fresh Cut, Inc.
Gulf Coast Machine Services, LLC
Gulf South Engineering & Testing
Gulf South Machine, Inc.
Gulf South Technology Solutions, LLC.
H.J.M. Machine Shop
h2o Auto Spa LLC
H2O Auto Spa, LLC
H2O, Inc.
Hadley Precision
Hall Builders, Inc.
Hampr
Hand Construction
Hanna Manufacturing Company, Inc.
Harrison Paint Co of Shreveport
Haydel's Game Calls
Healthy Image
Henkel Enterprises, LLC
Hernandez Consulting
Highflyer
Hilton's Restaurant Supply
HIT International Consulting
Hi-Tech Computers of Ruston, Inc.
Holbert Steel of LA
Holbrook Multi Media, Inc.
Holiday Fried Pecans
Home Building Materials, Inc.
Homeland Safety Systems
Howell Foundry, LLC
HR Solutions
Hunt Forest Products, LLC
Hunt, Guillot & Associates
Hybrid Racing
Hydro Blade Waterjets
iARCHiTECHTURE, LLC
iConvergence, Inc.
iFAB Industrial, LLC
IMA, Inc.
In Loving Arms Pediatric
Day Health Center
Industrial Solutions Group, LLC
InfiniEDGE Software, Inc.
InfoTECH Solutions, LLC
Ingalls Information Security, LLC
Inglewood Farm
Innogenomics
Innovative Intelligent
Design, Inc. (IDI, Inc.)
Integrated Logistical Support (ILSI)
IntegriCert, LLC
International Consulting Group, LLC
Internet Retail Connection
Interstate Electronic Systems, LLC
IPC Louisiana LLC
IPS of Louisiana Corp
iShuttle, LLC
ISOMAG Corp.
ITinspired
J & M Industries
J Custom Supply, Inc.
Jackson Cabinetry, LLC
Jani-King Gulf Coast
JCM Greenhouse
Manufacturing, LLC
Jean Simpson Personnel
Services, Inc.
Jefferson Fiberglass Co.
Jenkins Counseling Services, LLC
Jireh Plastics
JM CPA LLC
JM Lyons Construction, LLC

JM Test Systems, Inc.
Johnson, Siebeneicher & Ingram
Joval Manufacturing
JPS Aviation, LLC
Kajan Perfection
K-Belle Consultants
KETO, LLC
KHEIRON LLC
Kidcam Camps
Kologik
KouCo Environmental Services, Inc.
L&R Security Services, Inc.
L.H. Hayward Co, LLC
LA New Product Development Team
Labarre Associates, Inc.
LaBorde Therapy Center
Lafayette Marble and Granite, LLC
Landrieu Concrete and Cement Industries
Landry Vineyards, LLC
LaTech Security + Surveillance, LLC
LATG, Inc.
Launch Media
Leaaf Environmental, LLC
Leading Health Care of La., Inc.
Lemonade Creative Marketing
Lettermans
Lightning Bolt & Supply, Inc.
Livers Construction Inc.
LogoJET
Loksafe Services, Inc.
Long's Products, LLC
Louisiana Container Company, Inc.
Louisiana CSI, LLC
M S Benbow & Associates
M&A Safety Services
M&M Bumper Service, LLC
M&M Glass Company LLC
M&M International
M. L. Smith, Jr., LLC
M.L. Bath Company
Machine Tech, Inc.
Mackie One Construction, LLC
Magee Resource Group, LLC
Magnolia Physical Therapy
Magnolia's Home Care, LLC
Manchac Technologies, LLC
Manning Architects
Marrero, Couvillon, and Associates LLC
Martin Ecosystems, LLC
MasteryPrep
Maxim Evaporators, LLC
Mayco
McClure, Bomar & Harris, LLC
McGee Equipment Rental and Sales, Inc.
mcnew Architecture, APAC
MDM Tool Supply
Mechanical Specialties
MediTrans, LLC
Medpharmics, LLC
Melanie Massey Physical Therapy
Mels Transportation II LLC
Merchants Security Services, Inc.
MESH
MetalCraft Manufacturing, LLC
Microchip ID Systems
Midstream Timber Solutions LLC
Miguez Fuel & Lubricants
MKG Marketing Inc.
MMO Behavioral Health Systems
MOEbiz
MOJO Outdoors
Moore Care
Motivatit Seafood
Mouledoux, Bland, Legrand & Brackett, LLC
MSF Global Solutions, LLC
My Spa My Way
NANO, LLC
Neighbors, LLC
NetTech, LLC
New Age Social Services
New Orleans Perspectives
Nexus Systems, Inc.
Nick's Cleaning & Janitorial
Noble Plastics
Noel Medical Transportation
NOLA BOARDS & New Orleans Woodworking
NORF Companies
Norred Fire Systems, LLC
Nouriche
nSpire Technologies, LLC
Nu-Worx, LLC
NXT Energy Services
Obatala Sciences, Inc
Offshore LiftBoats
Oilquip, Inc.
Old South Fabricators, LLC
Omega Concierge Services
OneSource EHS, LLC
Online Optimism LLC
OrionCase
Orleans Coffee LLC
OrthoLA
Ouachita Biomass, Inc.
Ourso Designs, LLC
Painting with a Twist, LLC
Panola Pepper Corp.
Pearce Pump Supply, Inc.
Pearson Medical Technologies
Peck Construction
Pel Hughes Printing
Pelican Bill Management, LLC
Pelican Defense Technologies LLC
Pelican Waste & Debris, LLC
Penton Industries, LLC
Perez, A Professional Corporation
Petro TV
Pharma-Safe Industrial Services
Picture This Wraps and Graphics, LLC
Pinnacle Security & Investigation, Inc.
Pixel Dash Studios LLC
Pixus Digital Printing
Pizza Artista Inc.
Planche Politz Ledet, LLC
Planet Beach
PMO Link, LLC
Pod Pack International, LTD
Pontchartrain Blue Crab
Post Trauma Institute of LA
Power Temp Systems
Praeses, LLC
Precision Waste Solutions, LLC
PRM CPAs + Advisors LLC
ProForce, LLC
Pro-Log, Inc.
ProMed Jobcare
ProTech Fixture & Display, LLC
Protemp Staffing Solutions, Inc.
Providence
Providence Wealth Strategies
Pulpmill Services, Inc.
Puryear IT, LLC
Putman Restoration
QDS Systems
Quality Engineering & Surveying
Quality First Marine
Quality Sitework Materials

Quaternary Resource
Investigations, LLC
R&H Quality Refractory
Services, Inc.
RAM Computer Services, LLC
Ratcliff Development, LLC
Raw Republic
Ready Power LLC
RecordMax New Orleans, LLC
RED Group
Red Stick Entertainment
Regal Construction, LLC
Reliability Point, LLC
Reliant Healthcare
Remont Engineering &
Design Group, LLC
Reputation Capital Media Services
Restech Information Services, Inc.
Reulet Electric Supplies, LLC
Rewarding Events, LLC,
dba REI Promos
Richard's Supply Co.
Rig-Chem, Inc.
Right Angle
Ritter Maher Architects, llc
Robbins Association /
Irrigation Mart, Inc.
Robert Brown Plumbing, LLC
Ross & Wallace Paper Products, Inc.
Royal Service & Rentals, Inc.
Ruby Shore Software
Safe Haven Enterprises LLC
Safeguard Business Systems
Sage Foods of Louisiana, LLC
Savoies Sausage & Food Products
Sawyer Industrial Plastics, Inc
School Info App, LLC
Search Influence
SecureNation
Seedlinks Behavior Management
SEMS, Inc.
Sentinel Pension
Separator Spares & Equipment, LLC
Servicemaster Quality Services
Shreveport PT and Sports Medicine
Sign It Inc.
Skip and Whistle, LLC
Skyhawk
SNA Contracting
Soldevila & Associates, LLC
Solid Ground Innovations
SolPowerlines, LLC
SolScapes, LLC
Something Borrowed Blooms
Southern Designs & Gifts, LLC
Southern Geo
Southern Marsh
Southern Roofing
Southern Scripts
Southern Services & Equipment, Inc.
Southern Survey Services, LLC
Southern Tank Testers
Southwest Call Center
Spears Group
Spectrum Employee Services
Square Button
Step-Ko Products, LLC
Story Block Media, LLC
Streamline Industries
Stric-Lan Companies
Stuart & Company
General Contractors
studioWTA
Success Labs
Sullivan and Sons, Inc.
Superior Contract Cleaning
Superior Woodwork and Trim
Surgical Imaging Specialists, Inc.
Susco Solutions and Touch Studios
SYCON International, LLC
SysCom, LLC
System Services Broadband
System Services Pipeline, LLC
Tarpan Construction, LLC
Tasc Performance
TBA Studio Architects
Techneaux Technology
Services, LLC
Technologix Group LLC
Technology Associates
Technology Professionals
Teknarus, LLC
Tensas Machine and Manufacturing
The Backpacker
The Bass Companies
The Ehrhardt Group
The Ellis Company
The Healing Sole
The Olde Mill
The Olinger Group
The Pangburn Group
The Wellness Studio, LLC
The Workforce Group, LLC.
Thomas Pump & Machinery
Three Sixty Eight
Thru Tubing Systems
Tides Medical
Tiger Shredding and Recycling, LLC
Tillage Construction, LLC
Tin Roof Brewing Company
Tommy's Tees Inc.
Touchpoints Marketing, LLC
TraceSecurity
Trackable Lead Generation LLC
Trahan Construction
Trigon Associates, LLC
Tri-Seal Valve, LLC
Triton Industries
Trucking Innovation LLC
Turn Key Health
Turner & Turner Contracting, LLC
Tutties Machine & Supply
TWRU CPAs & Financial Advisors
U.S. Forensic, LLC
Uncorked, LLC
United Engines, LLC
Universal ComOne Louisiana, LLC
Universal Data, Inc.
Urban Systems, Inc.
Utiliserve, LLC
Valentine Chemicals
VCC Janitorial Supply
Velocity Agency, LLC
Vgraham, LLC
Vincent Piazza Jr.and
Sons Seafood, Inc.
Vinformatix, LLC
VPG Enterprise
Waitr Inc.
Walpole Tire & Services
Watch Systems, LLC
Webbing Industries, Inc.
WellNecessities Holding, Inc
West Industries
Westport Linen Services
Wetland Equipment Company
Wieland
WMD Squared, LLC
Worknet Staffing
Xenetech Global, LLC

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