The LED Growth Network
LOUISIANA'S
ENTREPRENEURIAL
ENGINE
350+
COMPANIES
$2.7B
ANNUAL SALES
13,000+
EMPLOYEES

GOVERNOR JOHN BEL EDWARDS

Small businesses are the backbone of Louisiana's economy, and my administration has worked hard to increase support for small businesses, to help them grow and thrive. Since 2016, we have enhanced, established and relaunched several important programs to benefit our small business community.

Among our new initiatives is the LED Growth Network, which we launched in 2017. It consists of more than 350 growth companies from all across Louisiana.

These companies represent more than 13,000 full-time employees, and they generate over $2.7 billion in annual sales. The LED Growth Network seeks to nurture these local, Louisiana companies by continuing to provide resources needed to accelerate growth, import new wealth into our state, and ultimately add new jobs.

We are pleased to recognize our Louisiana Growth Leaders, the newest component of the LED Growth Network. The 10 members of the inaugural Louisiana Growth Leaders class have gone above and beyond — as both business and community leaders.

We have so much to be proud of here in Louisiana. This inaugural Louisiana Growth Leaders class, featured in these pages, is a great testament to our small business strength and our success as a state.

LED SECRETARY DON PIERSON

Louisiana Economic Development is responsible for strengthening the state's business environment and creating a more vibrant Louisiana economy.

At LED, our mission is to cultivate jobs and economic opportunity for the people of Louisiana through nine integrated economic development strategies, including cultivating small business, innovation, and entrepreneurship. That is why we have grown our suite of small business programs and resources designed to build capacity, increase opportunity, and accelerate growth.

Two of our most impactful programs have been Economic Gardening and CEO Roundtables. A total of 195 companies have taken advantage of our Economic Gardening Initiative, and 214 business executives have participated in CEO Roundtables. The state receives $7 to $9 in economic return for every $1 invested in these programs.

Graduates of these two programs join the newly formed LED Growth Network to continue receiving strategic access to business resources and growth opportunities. These include customized leadership retreats, recognition events, networking opportunities and additional technical assistance.

LED's Small Business Services team has been building and strengthening programs such as these to accelerate business growth, and we will continue to provide effective resources for Louisiana's growth companies to thrive. Thank you for joining us to celebrate these companies' successes through our annual Spotlight Louisiana event.

WELCOME TO THE LED GROWTH NETWORK

WHAT IS THE LED GROWTH NETWORK (LGN)?

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 second-stage companies. Second-stage companies are beyond the startup and early stages of business but have not yet reached maturity. In any given community across Louisiana or the U.S., second-stage companies typically will represent a small percentage of overall business establishments, but a much larger percentage of all the jobs.

When companies successfully graduate from one or both of LED's most successful small business programs — Economic Gardening and CEO Roundtables — they automatically join the LED Growth Network. The Network is growing both in terms of companies and continued access to strategic business resources including, but not limited to, customized leadership retreats, recognition events, networking and educational opportunities, and additional technical assistance with the goal of accelerating the growth of Louisiana's economy from within.

WHO ARE LGN COMPANIES?

LGN companies are graduates of LED's Economic Gardening and/or CEO Roundtables programs.

Launched in 2011, Economic Gardening provides access to customized business intelligence and high-level research to accelerate top-line revenue growth. A total of 195 companies utilizing the program have created 1,952 jobs and increased revenue by more than $338 million for a return on investment of $9.19:$1* for the state of Louisiana.

Launched in 2014, CEO Roundtables provide a platform for business executives to hear from subject matter experts and engage in peer-to-peer learning on the most pressing issues and growth challenges they are facing. A total of 214 graduates across fifteen regional CEO Roundtables created an additional 997 jobs for a return on investment of $7.40:$1** for the state of Louisiana.

**companies tracked for three years and figure calculated utilizing IMPLAN model while minimizing model assumptions*

***companies tracked for two years and figure calculated as direct ROI (no indirect or induced) assuming 7 cents return for every dollar in new earnings goes back to Louisiana as tax revenue (Louisiana Legislative Fiscal Office).*

HOW IMPORTANT ARE LGN COMPANIES TO THE LOUISIANA ECONOMY?

As of January 1, 2019, this alumni network of 353 companies collectively represents all eight regions of Louisiana, $2.7 billion in annual gross sales and over 13,000 full-time equivalent employees. These companies are — or have now grown beyond — what is defined as a second-stage growth company. In 2016, only 16 percent of all establishments in Louisiana were second-stage, but they represented over 40 percent of all the jobs.

WHAT IS A LOUISIANA GROWTH LEADER?

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

Applications were received from LED Growth Network companies from across the state. A 17-member panel of economic development professionals evaluated these applications in late 2018. Applicant companies were evaluated on the following categories: Growth, Strategy, Innovation, Leadership/Culture, Philanthropy and Intangibles.

2019 LOUISIANA GROWTH LEADER SELECTION PANEL

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

LED LOUISIANA ECONOMIC DEVELOPMENT

LSU Innovation Park

Baton Rouge Area Chamber®

CAMERON PARISH Port, Harbor & Terminal District

NELEA

CHENNAULT INTERNATIONAL AIRPORT

EXCELLENCE MADE HERE CITY OF RUSTON

NEW ORLEANS BUSINESS ALLIANCE for ECONOMIC DEVELOPMENT

ONEACADIANA

CLEDA Central Louisiana Economic Development Alliance

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

GREATER NEW ORLEANS INC REGIONAL ECONOMIC DEVELOPMENT

Edward Lowe EDWARD LOWE FOUNDATION

SLEC South Louisiana Economic Council Assumption • Lafourche • St. Mary • Terrebonne

SWLA ECONOMIC DEVELOPMENT ALLIANCE

2019 LOUISIANA GROWTH LEADERS

ARGENT FINANCIAL GROUP, INC.

RUSTON, LOUISIANA | WWW. ARGENTFINANCIAL.COM

Founded in 1990, Argent Financial Group is a leading, sustainable, independent, fiduciary wealth management firm responsible for more than $19 billion of clients' assets and over two million mineral acres. The company provides individuals, families, institutions and businesses with a broad range of wealth management services in all 50 U.S. states and has 31 offices located across 13 states. Core services include personal trust administration, investment management and mineral rights management. Argent's mission is to serve clients by doing what's best in each unique situation. Argent approaches this through its CORE principles of Collaboration, Organization, Relationship and Excellence.

Argent believes its responsibility is not to sell a product, but rather to learn what is in the client's best interest and do all that it can to see that those interests are met. Leadership fosters a culture of humble confidence within the company. Giving back and supporting various philanthropic activities takes place through staff from across the state volunteering service and offering monetary donations. Headquartered in Ruston, Louisiana, Argent has additional Louisiana offices in Lake Charles, Minden, Monroe, New Orleans and Shreveport with a pending additional office in Baton Rouge.

> *Argent is proud to be founded and domiciled in Louisiana. The great people of our state, both our local staff and our core clients, are the reason that we have grown from our Louisiana roots. Argent would not be what we are without the involvement of so many Louisianans.*
>
> Kyle McDonald, CEO

LOUISIANA GROWTH LEADER FACTS

- Rewards employees for financial contributions made to United Way with extra, paid time off.
- Helped kick-start the Ruston-Lincoln Community Foundation in June 2018, in coordination with the Community Foundation of North Louisiana, by creating a donor-advised fund within the new foundation and initially funded it with $30,000.
- Selected to *Inc.* magazine's 2018 list of the 5,000 fastest growing private companies in America — the only north Louisiana company and the only Louisiana-based financial services firm on the list.

CONTACT

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CALLS PLUS

LAFAYETTE, LOUISIANA

Founded in 1986 as a female, minority-owned company, CALLS PLUS is now a premier communications center in the nation for serving the needs of disabled, displaced and disenfranchised families. The company operates a 24x7x365 multilingual, multichannel full-service contact center serving the needs of federal, state and local government agencies in more than 40 states, in the areas of housing, health care and social services. The CALLS PLUS staff speaks eight languages in-house, providing youth counseling, suicide prevention services, case intake for adult and child protective reports, dispatching maintenance technicians for public housing agencies nationwide, and managing thousands of requests from patients for medical advice and appointments. CALLS PLUS serves the needs of parolees and public housing tenants, behavioral health clinics and public health agencies. Federal agencies such as the U.S. Navy, NOAA, the VA and the Job Corps have chosen this company for its expertise and its policy of hiring staff, regardless of age, race, sexual orientation, ethnicity, religion or gender.

The company has a track record of giving back to the community in many ways including free transportation in Georgia, placement for the homeless in Cape May, New Jersey, and Social Service case referral services in Portland, Oregon. The company's SafeOregon student tipline has received national acclaim over the past year for saving lives and preventing school violence throughout that state.

> *CALLS PLUS is headquartered in Lafayette, Louisiana, which affords us a rich talent pool of educated and experienced people, young and old. The best thing about Lafayette is its robust fiber optic communications infrastructure, and our extended family culture, which translates into empathy and caring for our clients and callers. Louisiana schools teach our core values of honesty, integrity and caring. Problem solving is what we do, and we find the best place to do it is in Louisiana.*
>
> Barbara Lamont, President

LOUISIANA GROWTH LEADER FACTS

- Developed and utilized new technology and successfully responded to public need for round-the-clock multilingual, multicultural communication.
- Built a satellite teleport in New Orleans in 1988 — the largest fiber optic fed communications hub in the U.S. at the time — which Hurricane Katrina could not destroy.
- Established a skilled workforce in the area of social service, behavioral health and crisis counseling, Tier 1 & 2 medical/nurse triage services.
- Pioneered career path building strategies, developing a strong and stress free diverse Louisiana workforce with team members ranging in age from 17 to 85.

CONTACT

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E-CLAIM.COM, LLC

HARVEY, LOUISIANA | WWW. E-CLAIM.COM

Founded in 1999, E-Claim's flagship product is ClickClaims, which is a software-as-a-service (SaaS) claims management solution for property and casualty insurance carriers, independent claim adjusters, third-party administrators and specialty claim service providers. Through a transitioned focus from the insurance vendor market to the carrier market, E-Claim has experienced significantly higher revenue per account and is projecting 150 percent employee growth over the next two years. The company does not outsource any work, and the company is managed using the same platform they license to clients.

Viewing its employees as its most important asset, E-Claim has developed an extremely close team of technical personnel who are as committed to the company as the company is to them. E-Claim serves a huge market with a well-established reputation that is beginning to turn heads in the industry. Unlike many other high-risk, high-reward, venture capital-led companies, this high tech Louisiana company was built the old-fashioned way, and it worked.

> *Put simply, E-Claim would not have succeeded absent the many programs that LED has provided throughout the years. The R&D tax credit program afforded the financial security to make critical hires during our formative years.*
>
> Thomas Brown, President

LOUISIANA GROWTH LEADER FACTS

- Was the first — and years ahead of the competition — to market a cloud-based claims management system to the PC insurance industry.
- Recently purchased land to build a much larger office in order to accommodate a larger team of programmers, business analysts and other technicians.
- Supports several charities, including Folds of Honor, Young Lives Matter, Bridge House and the Wounded Warrior Project. Its favorite charity and most frequent recipient of donations is Smile Train. They have funded over 30 cleft repairs (and counting).

CONTACT

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INTEGRATED LOGISTICAL SUPPORT, INC. (ILSI ENGINEERING)

NEW ORLEANS, LOUISIANA | WWW.ILSIENGINEERING.COM

Founded in 1994, ILSI Engineering is a civil engineering project program management and construction management firm with a strong record of performance on multi-year, multi-million dollar projects completed in the federal, state and municipal sectors. The company is 100 percent woman-owned, minority-owned and SBA certified as an 8(a) small business. ILSI Engineering has assembled a team of professionals with over 600 years of experience in a variety of fields, including construction, program and emergency management.

Voted by The Times Picayune Reader's Choice Awards as the Minority Business Enterprise of the Year in 2014, ILSI Engineering is a minority business enterprise of excellence that considers its employees an extension of its family, offering a comprehensive benefits package that could rival a business 20 times its size. The company has sought to be involved in initiatives, organizations and political candidates who believe in the same principles of equity and community empowerment that they do.

> *What better place could there be to engage in the infrastructure business than Louisiana? We have a diverse realm of opportunity due to our unique environment, especially in the great city of New Orleans! Whether it's engaging in new green stormwater management initiatives, or competing to help ports diversify their rail and cargo capabilities, or being involved in the recreation & reclamation of the land on our coastline, Louisiana is a state rich with possibilities in civil engineering.*
>
> Iam Tucker, President & CEO

LOUISIANA GROWTH LEADER FACTS

- Demonstrated innovation of services by adapting to trends in green infrastructure and storm water management policies.
- Donated/volunteered to 24 different organizations, especially in its local community when it relates to women/girls in STEM careers and learning initiatives, small business empowerment, community equity initiatives, and initiatives that lift up the future generation of technical talent in the industry.

CONTACT

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ITINSPIRED

BATON ROUGE, LOUISIANA | WWW. ITINSPIRED.COM

Founded in 2013, ITinspired helps businesses take control and utilize technology that will positively impact business and ultimately change lives. Through its unique corporate culture and innovative solutions, ITinspired is bridging the gap between people and technology. The company's combination of knowledge and big personality delivers an unforgettable IT experience to clients in the areas of engineering, education, associations, insurance, state/local government, small to large businesses and non-profit organizations.

Rebranded in 2018 with a new logo, website, marketing materials and strategies, company efforts transcend simple IT support because the company is inspired by a deeper purpose — to deliver complete customer care and service to its clients. ITinspired's people-centric focus allows it to break down barriers that exist with the adoption of technology and implement solutions that help grow client business. It's a people first, problem second mentality. ITinspired has made charitable contributions, in-kind giving and volunteers for over 33 organizations, events and causes. Its leadership and employees believe in giving as much as they have received.

> *Louisiana is rich with talent, opportunity and resources to help businesses thrive. With passionate people and a shared purpose, you can have an extremely successful business that positively influences and impacts the community and people around you. LED has been a catalyst for our growth and success as a small business.*
>
> Robert Wise, CEO

LOUISIANA GROWTH LEADER FACTS

- Established a benefits package including a 401k company match, fully paid health/dental/vision insurance, short/long term disability and life insurance.
- Grew 165 percent in revenue from 2014 to 2017 and selected for the 2018 Inc. 5000.
- Honored as one of 285 companies nationwide and the only Louisiana technology company awarded *Inc.* magazine's Best Workplaces of 2018.
- Leadership was recognized in 2018 Forty Under 40 by *Baton Rouge Business Report*.

CONTACT

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LOGOJET

LAFAYETTE, LOUISIANA | WWW. LOGOJET.COM

Founded in 2004, LogoJET is a global leader in direct-to-substrate, light industrial inkjet printing equipment. Known as "The Original Golf Ball Inkjet Printer," LogoJET has developed the exciting ability to print on a wide variety of substrates such as wood, metals, plastics, glass, ceramics, stone, vinyl, rubber and even curved products using simple inkjet technology. With company core values at the forefront of everything LogoJET does, it welcomes new ideas and challenges that each individual enterprise brings to the table. LogoJET is committed to empowering customization and expanding business potential.

LogoJET is a small company with very large competitors in a relatively new industry. Because of this, innovation is in its DNA. Nearly all of the company's revenue comes from the sale of printers and supplies to out-of-state and international customers, creating a positive impact on the Louisiana balance of trade, and at the same time importing new wealth into Louisiana's economy. The company is proud to say that Louisiana is the headquarters for its innovations and operations.

> *As a transplant from Toronto, I have found Louisiana to be a great place to grow a business and raise a family. The people are as warm and friendly as the weather. LED's CEO Roundtables initiative is part of the LogoJET success story.*
>
> Susan Cox, CEO, President & Founder

LOUISIANA GROWTH LEADER FACTS

- Three-year combined revenue growth rate from 2014 to 2017 was 99 percent.
- Moved company operations from Toronto, Canada, and Rochester, New York, to Louisiana in 2011.
- Five years in a row (and counting) on the Inc. 5000 recognizing America's fastest-growing private companies.
- Leadership volunteers, speaks and writes for Awards and Personalization Association, coaches entrepreneurs at the Opportunity Machine, and contributes financially and in-kind to a number of local and national organizations.

CONTACT

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POD PACK INTERNATIONAL, LLC

BATON ROUGE, LOUISIANA | WWW. PODPACK.COM

Founded 1996, Pod Pack manufactures single-serve coffee and tea pods for distributors in hospitality, food service and retail. Primary products include K-Cups® and various forms of pods, such as pods for in-room hotels, office coffee service, espresso and cold brew. Pod Pack is considered a co-packer for branded coffee companies from small to very large. Because most of its business is through other branded coffee companies and distributors, Pod Pack may not be the most recognized name in the community, but remains a premier coffee and tea pod provider.

Pod Pack has experienced significant growth by establishing itself as an expert in the coffee industry and carving out a unique niche all while developing and maintaining an outstanding culture that draws and retains exceptional talent. It maintains a family atmosphere with its employees, and management continuously looks for new ways to recognize high performers. The company engages in several employee social activities including crawfish boils, Thanksgiving dinners, holiday parties and the ever-popular cornhole tournaments.

> *Pod Pack's annual growth has averaged over 20 percent since 2012. We are grateful for what we have accomplished and are ready for more of the same in the future.*
>
> Tom Martin, President & CEO

LOUISIANA GROWTH LEADER FACTS

- Over 95 percent of company revenue derived from outside the state of Louisiana.
- Headcount nearly doubled during 2018 and is expected to continue to grow significantly over the next three to five years.
- Responsible for innovations such as Cold Brew One® pods, and is continuing to work on future innovations, such as a new retail pod brewing system.
- Company leadership volunteered extensive time and talent to Baton Rouge Young Entrepreneurs Academy.
- Has made the LSU 100: Fastest Growing Tiger Businesses for the past three years.

CONTACT

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SOUTHERN DESIGNS

VIDALIA, LOUISIANA | WWW. SOUTHERNDESIGNS.NET

Founded in 2008, Southern Designs manufactures home and wall décor products out of metal and wood products. Its products are sold under multiple brand names throughout the U.S. and internationally. The company has experienced explosive revenue growth due to new product introductions and strategic partnerships. It continues to diversify its product selection and introduce new product categories. The company has demonstrated innovation by becoming the first large-scale manufacturer of personalized steel signage to invest in laser technology. Fueled by a young staff and flexible work environment, Southern Designs is a forward-looking company that was able to create the market as opposed to chasing trends.

Southern Designs donates money to school, religious and other causes in the community. Leadership devotes significant time to serving on the local chamber of commerce board, the IT Center board and the local Lions Club. Any time a new industry locates in the community, the company donates a custom sign as a welcome gift. Southern Designs wants to foster a welcoming environment and knows that a strong, healthy economy at the local level benefits the company and, more importantly, all Louisiana residents.

> *We've been excited to create jobs in a rural part of Louisiana that has struggled in recent years. We continue to play a role in revitalizing our local economy.*
>
> Tance Hughes, CEO

LOUISIANA GROWTH LEADER FACTS

- Named to the Inc. 5000 in both 2017 and 2018 with the additional designation of being the second-fastest growing privately owned company in the state of Louisiana.
- Leadership named to the 2018 *Forbes* 30 Under 30 in the manufacturing category.
- Recently invested in a new 15,000-square-foot expansion while continuing to grow sales and importing new wealth into its small, rural community of only 4,200 people.

CONTACT

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TECHNEAUX TECHNOLOGY SERVICES

LAFAYETTE, LOUISIANA | WWW.TECHNEAUX.COM

Founded in 2010, Techneaux goes beyond providing technology that simply works — the company delivers flexible, scalable and sustainable solutions. As a technology solutions partner, Techneaux works with clients to understand their unique technology requirements and the drivers that influence them in order to provide the most value. Combining its multi-talented experts with its passion for seeing clients succeed, Techneaux provides custom services and solutions designed to accelerate and improve overall business performance — not just for today but for tomorrow and beyond.

Launched out of the founder's garage, a pivotal moment in Techneaux's history was firing its largest customer at the time. This made a statement that the company was serious about who it is and what it values, and every employee understood that this decision could destroy the company. It did not, and the company became stronger because of it. Techneaux has experienced incredible growth, and team members are open and encouraged to critique each other and leadership. Techneaux believes company leadership is strengthened when it is questioned and asked to explain why the vision and path is what it is.

> *When starting Techneaux, we were faced with the challenge of locating our company either close to our customers or close to home — we chose home. As a service company, we can sell to customers anywhere but having access to a pool of hardworking, honest and intelligent talent is what helps us and our customers succeed. Louisiana is not only a great place to live but an exceptional place to start a business.*
>
> Ben Johnson, Owner & CEO

LOUISIANA GROWTH LEADER FACTS

- A true success story for Louisiana, Techneaux began in a garage to offices now in Lafayette, Denver and Houston.
- Projecting 55 percent revenue and 21 percent employee growth over the next two years, providing a means for the best minds in technology to stay in Louisiana.
- Philanthropic activities include team members mentoring local students, participating in United Way and Habitat for Humanity, and an annual Christmas light show enjoyed by thousands every year.

CONTACT

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WAITR HOLDINGS, INC.

LAKE CHARLES, LOUISIANA | WWW.WAITRAPP.COM

Waitr operates a leading online ordering and delivery platform that enables consumers to discover and order meals from local restaurants, powered by its team of delivery drivers. Waitr began operations in 2014 and has quickly grown by connecting restaurants, diners and delivery drivers in 500 cities across 22 states generating approximately $274 million in gross food sales through the Waitr platform. In November 2018, Landcadia Holdings acquired Waitr for $308 million in total consideration and the newly formed Waitr Holdings, Inc., went public on NASDAQ (ticker: WTRH).

Waitr is now one of Louisiana's most recognized small business success stories. Several small business programs, incentives and entrepreneurial support organizations helped Waitr launch in an incubator in 2013. Just five short years later, Waitr became a publicly traded company.

> *From Waitr's founding we wanted to focus our business on underserved small- to medium-sized markets in the U.S. As a native of Louisiana, I felt it was best to keep our company in Louisiana and serve the types of markets that we lived in. The incentives that Louisiana offers startup technology companies made it an easy decision to headquarter our company in Louisiana. Raising money in Louisiana to lead Waitr to a $600 million market cap was key to our success thus far.*
>
> Chris Meaux, Founder and CEO

LOUISIANA GROWTH LEADER FACTS

- Has grown to over 7,700 restaurants on its platform.
- Through unprecedented growth in just five years, has proven that software companies do not need to be headquartered in Silicon Valley to be successful.
- Launched Share Thanksgiving in 2017 where its thousands of employees came together with restaurant partners and customers to put Thanksgiving meals on the tables of the less fortunate — resulting in over 1,000 families fed during the 2017 week of Thanksgiving and over 2000 families in 2018.

CONTACT

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2019 LOUISIANA GROWTH LEADER FINALISTS

ADVANCED GRAPHIC ENGRAVING, LLC

BROUSSARD, LOUISIANA | WWW.TAGSFAST.COM

Advanced Graphic Engraving manufactures durable tags, signs and labels for industries across the globe. Products, which are generally made from stainless steel, aluminum, plastic and vinyl, are utilized for labeling in harsh conditions, such as refineries, military ships, oil rigs and manufacturing facilities. The company is a NEPRIS volunteer and takes part in the Jon Clade Clemens Memorial Scholarship Fund established by a long-term vendor and customer. The company also supports other local charities such as Heart Strings and Angel Wings and Maddy's Footprints.

ANTARES, LLC D/B/A ANTARES TECHNOLOGY SOLUTIONS

METAIRIE, LOUISIANA | WWW.ANTARESNET.COM

Founded in 1988, Antares Technology Solutions is a custom software development and technology consulting firm. For over 30 years, Antares has worked with organizations nationwide to design, develop and implement software strategies that streamline business operations and increase efficiency, while reducing overall costs. Satisfied clients include Fortune 500 companies, government entities and businesses with interests as broad as health care, national retailers, oil and gas companies, startups and software publishers.

The company is committed to supporting STEM-focused Louisiana workforce talent development. Antares' senior leadership are active Core Element board members and for the past two years the company has sponsored a YouthForce NOLA summer intern.

CLARA'S LITTLE LAMBS PRESCHOOL ACADEMY, INC.

NEW ORLEANS, LOUISIANA | WWW.CLARASLITTLELAMBS.COM

Clara's Little Lambs Preschool Academy is a family-owned and operated Tier III Early Learning Center and has served the Algiers/New Orleans community since 1986. Clara's Little Lambs Preschool is committed to offering quality, affordable childcare for children from six weeks to five years old. The school is over 10,000 square feet with seven fully equipped playgrounds that are accessible to children of all ages and abilities. All of the teaching staff at Clara's Little Lambs Preschool are certified.

The school is designed to stimulate a child's social, emotional, cognitive and physical development. Children learn through play with the guidance of the creative curriculum, which teachers use to guide their teaching and individualize children's learning based on their development. Clara's Little Lambs Preschool is currently partnered with the LSU Human Development Center to offer Early Head Start and Crescent City Schools to provide pre-kindergarten.

COLMEX CONSTRUCTION, LLC

NEW ORLEANS, LOUISIANA | WWW.COLMEXCONSTRUCTION.COM

Colmex Construction, LLC has grown to become a leader in the residential and commercial construction industry through its passion for quality work and customer service. With excellence in both renovations and new construction projects, the company strives to serve its community through these efforts and successes. Furthermore, at the Colmex headquarters the company has created an incubator program which gives six local small businesses a greater opportunity to establish themselves by providing office space, training and tools to grow. Overall, Colmex Construction takes pride in its hard work and contributions to the city of New Orleans.

COMPLETE SAFETY SOLUTIONS, LLC

BROUSSARD, LOUISIANA | WWW.COMPLETE-SAFETY.NET

Complete Safety Solutions provides occupational safety training and consulting to the oil and gas and construction industries through training centers located in Broussard and Houma where the company trains the state's workforce daily. The training provided is industry specific and regulation driven. The company donates time and expertise to its local school systems to increase teacher and student safety while in shop, welding and similar types of classes by offering safe work practice training. Complete Safety Solutions also assists high school programs that are designed to equip students with the necessary skills and certifications to be immediately hired upon graduation into entry level industry jobs.

DATA-TEL OF LOUISIANA, INC.

WALKER, LOUISIANA | WWW.DATATELOFLA.COM

Established in 1999, Data-Tel specializes in structured cabling systems, low voltage systems wiring, outside plant fiber optic and copper design and installation. The company currently employs twenty people and is projecting 27 percent employee growth by 2020. It donates to the St. Mary Shelter, Greater Baton Rouge Food Bank, American Heart Association, St. Vincent de Paul and has offered discounted services to other charitable organizations.

FIRST CHOICE COURIERS, LLC

SULPHUR, LOUISIANA | WWW.FIRSTCHOICEGROUP.US

Founded in 1996, First Choice Group is composed of several companies, each serving similar, yet distinctive, segments of the transportation industry. With TSA-compliant drivers based throughout Louisiana and east Texas, the company offers a wide array of transportation and logistics services to the Gulf Coast region. First Choice has contributed to the community in many ways including donating transportation services during and after catastrophic events. It also actively provides direction and support to Sulphur Christian Community Coalition and Faith Walk South Louisiana.

FLEXICREW TECHNICAL SERVICES

METAIRIE, LOUISIANA | WWW.FLEXICREWTECH.COM

Founded in 2015 to address a growing need for technical and professional talent, Flexicrew Technical Services (FTS) partners with client companies to provide technical staffing and talent acquisition to the Gulf South Region and beyond. The FTS culture is one that promotes teamwork and a focus on meeting client needs – every time. A growing Louisiana company that gives back through volunteering, company leadership is on the board of directors at Junior Achievement and was recently honored on the 40 Under 40 list by the Staffing Industry Analyst.

GUARDIAN COMPUTER, LLC

METAIRIE, LOUISIANA | WWW.GCIT.NET

Founded in 1996, Guardian Computer believes technology has the power to simplify communication, inspire creativity and connect people everywhere. An IT consulting firm in the New Orleans area, the company serves small and mid-sized businesses across the country. It provides a fully outsourced IT department solution. Guardian Computer is passionate about delivering worry-free technology services, so clients can focus on their business. The company's promise is to go beyond solving problems, improving security and monitoring systems, and build relationships. In 22 years of service, Guardian Computer is proud to have a 98 percent client retention rate and 100 percent employee retention rate.

JACKSON CABINETRY, LLC

COVINGTON, LOUISIANA | WWW.JACKSONCABINETRY.COM

Founded in 2001, Jackson Cabinetry is a veteran-owned manufacturer of custom cabinetry and casework for both commercial and residential contractors. Strong core values support its mission with a customer-first approach and an emphasis on high-quality case goods, no matter the application. A cutting-edge perception of what a modern showroom should encompass has enhanced the whole customer experience and has set Jackson Cabinetry apart from its industry peers. Its design-first approach has fostered many creative endeavors and projects, which has resulted in national recognition from such notable media outlets as This Old House, HGTV and *Southern Living* magazines. Proud to be from Louisiana and to be a part Louisiana's productive workforce, the company participates and gives to many different charities in the community.

JOHNSON, SIEBENEICHER AND INGRAM, LLC

PINEVILLE, LOUISIANA | WWW.JSLAWFIRM.COM

Founded in 1997 by Mike Johnson, Johnson, Siebeneicher and Ingram is a general business and insurance defense law firm. Its members and the firm have demonstrated a dedication to the local community and have worked and volunteered to encourage business growth and improvements in the state. Johnson was born and raised in Louisiana and has a long history of involvement in areas of education, economic growth and various areas that benefits the public and create a strong connection with the firm's clients.

L.H. HAYWARD & COMPANY, LLC

NEW ORLEANS, LOUISIANA | WWW.CAMELLIABRAND.COM

Founded in 1923, L.H. Hayward and Company manufactures and packages dried beans, peas, lentils and other shelf-stable foods for business customers and retail consumers. The company is home to the famous Camellia Brand Foods and New Orleans' beloved Camellia Brand red kidney beans. Focused on a tradition of quality as a hallmark, the company uses 100 percent U.S.-farmed beans that are non-GMO certified, washed six times and above USDA grade. The family-owned company engages in philanthropic activities, donating substantial tonnage of beans to areas affected by storms and floods, monetarily supporting more than a dozen local causes, and participates with local organizations with missions to support Louisiana.

LABARRE ASSOCIATES, INC.

DENHAM SPRINGS, LOUISIANA | WWW.LABARRE-INC.COM

Established in 1984, Labarre Associates is a diversified organization offering architecture, construction, facilities and real estate services from site acquisition and design to construction and facility management. The company's four teams operate together, as well as independently, to provide clients in the Gulf Region from Texas to Florida with "One Source, One Solution" for all their building needs. Quarterly, Labarre Associates engages in a volunteer event chosen by employees, such as March of Dimes or Walk for Autism, and makes its main facility available to entities such as Boy Scouts of America and Girl Scouts of the USA to make volunteering easier on its employees.

M S BENBOW AND ASSOCIATES

METAIRIE, LOUISIANA | WWW.MSBENBOW.COM

A multi-discipline, integrated engineering consultancy, M S Benbow & Associates (MSB) is regarded as one of the top professional engineering firms in the region serving some of the most notable refineries, airports, convention centers, campuses and large public venues in the U.S. With professional registrations in over 30 states and offices in Metairie, Mandeville, Houston and Dallas, MSB provides expertise in electrical power systems, instrumentation and controls, telecommunications and technology, and drafting and design with end-to-end project management services. MSB provides a wide range of engineering services including feasibility studies, front-end engineering design, detailed design packages, site acceptance testing, startup/commissioning services and specialty installation services. MSB is a strong supporter of United Way, local education, economic development and a number of professional societies.

NETTECH, LLC

MONROE, LOUISIANA | WWW.NETTECH.NET

Founded in 2004 and now with offices in Monroe and Ruston, NetTech provides cloud computing, managed IT and IP voice services to a broad range of industries and customers. Customers range from small businesses to multi-state enterprises employing hundreds of people. The company strives to provide the most value-based services possible and is constantly ensuring its services are aligned with customers' business goals. NetTech hires locally, promotes internally, encourages volunteerism among its employees and ownership group, and engages in regular charitable contributions and giving.

PRA NEW ORLEANS

NEW ORLEANS, LOUISIANA | WWW.NOLAMEETINGS.COM

PRA New Orleans designs and produces corporate meetings, events and incentive travel programs in New Orleans, typically for Fortune 500 companies looking for a high level of service for their events. Specific services include event design and production, dining, transportation, teambuilding and sightseeing activities. In December 2018, the company's founder released a new book under *Inc.* magazine's "An Inc. Original" imprint titled *Have Fun, Fight Back, and Keep the Party Going: Lessons From a New Orleans Entrepreneur's Journey to the Inc. 5000*. The company's adopted charity is Magnolia Community Services, which provides support to adults with developmental and intellectual disabilities, and the highlight of the year is an annual Christmas show put on for their residents.

PRO-LOG, INC.

NEW IBERIA, LOUISIANA | WWW.PROLOG-INC.COM

Founded in 1981, Pro-Log builds high-quality portable buildings for the oil and gas and pharmaceuticals industries. It is a certified woman-owned small business with worldwide impact building to such exacting standards as DNV, ABS, USCG and Class I Division 1 usage. At Pro-Log, employees are family, and leadership knows the spouses, kids and other relatives of their employees. That family atmosphere has contributed to the company's success.

SEARCH INFLUENCE, LLC

NEW ORLEANS, LOUISIANA | WWW.SEARCHINFLUENCE.COM

Founded in 2006, Search Influence is a national digital-focused marketing agency that routinely delivers a 10:1 return on investment for its customers. It is a full-service marketing agency with digital roots, offering search, social, content, advertising, traditional media services and analytics. The company's top priority is growth in metrics that matter to its clients. Search Influence supports a number of local non-profits including Audubon Nature Institute, The Breastoration Fund, Prevent Child Abuse Louisiana and its members serve on non-profit boards including EO Louisiana, Teaching Responsible Earth Education (T.R.E.E.) and the Employer Lactation Support Improvement Work Group of The Louisiana Department of Health.

SOUTHERN SERVICES & EQUIPMENT, INC.

ST. BERNARD, LOUISIANA | WWW.SSE-LA.COM

Southern Services & Equipment, Inc. (SSE) is an AISC-certified, award-winning, woman- and minority-owned structural steel fabrication and erection contractor in metro New Orleans. Founded in 1996, SSE maintains a full-service facility specializing in architectural and structural fabrication, precision CNC machining, plasma-cutting, welding, design and support, prototyping, painting, blasting and finishing. SSE also installed the first state-of-the-art robotic CNC plasma machine in south Louisiana, the PythonX Structural Fabrication System, which has helped make SSE a leader in the field of structural steel fabrication. For the past two years, SSE has been named to Inc. magazine's list of America's 5000 fastest growing private companies, which includes a No. 5 ranking in New Orleans and No. 10 ranking in Louisiana.

STORY BLOCK, LLC

NEW ORLEANS, LOUISIANA | WWW.STORYBLOCK.MEDIA

Founded in 2014, Story Block helps businesses create predictable revenue systems and strategies by optimization of their technology, sales functions and marketing pipeline. Fueled by a team of passion and a culture that has accelerated its own growth, Story Block has also helped to raise and give more than $3 million in community support with a ten-year goal of giving back $1 million annually to non-profit causes.

UTILISERVE, LLC

BOSSIER CITY, LOUISIANA | WWW.UTILISERVEPRO.COM

Founded in 2014, Utiliserve is a service provider for municipal water/sewer, fire departments, military institutes, engineering firms, state and federal government, and rural water and fire departments.

Services offered include:

- Valve exercise programs, maintenance, repair and replacement
- Fire hydrant programs, inspection, pressure testing, flushing, maintenance, repair, replacement, flow testing, banding and painting
- Water and wastewater plant equipment maintenance and repair
- Fire department hose testing, apparatus pump testing, ladder testing, nozzle testing, appliance testing and pial consulting

Utiliserve donates to various organizations and support causes such as Rotary, Shriner's Children's Hospital, St. Jude's, various school sponsorships and various fire department organizations.

WORKNET STAFFING, INC.

METAIRIE, LOUISIANA | WWW.WORKNETSTAFFING.COM

Founded in 1991, Worknet Staffing is a leader in providing temporary staffing services to businesses in Louisiana and Mississippi. The company works with clients to help them escape the high employee turnover trap by providing unique employment solutions that allow those companies to concentrate on their core competencies rather than dealing with the distraction of turnover. Company leadership serves on the board of directors for Goodwill Industries, and the company also donates time and money to help provide jobs and career paths for disadvantaged people.

LED GROWTH NETWORK COMPANIES

365 Connect
5 Stones Media
A&E Enterprise Management
Abell+Crozier+Davis Architects
Abform, Inc.
Abigails
Acacia Industries, LLC
Accessibility by Design, Inc.
Advanced Corrosion Technologies & Training, LLC
Advanced Graphic Engraving, LLC
Advanced Imaging Solutions, Inc.
AIMS, Inc.
Airmaster Aerator, LLC
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
American Covers, Inc.
American Rubber Products, LLC
American Screening Corp
Angelica Manufacturing
Angelle Materials, LLC
Antares Technology Solutions, Inc.
AOSS Medical Supply, Inc.
Apex Innovations
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
Aviation Exteriors Louisiana
Baker Sales, Inc.
Bart's Office, Inc.
BBR Creative
Bell Foods
BFC Marine, Inc.
BIC ALLIANCE, INC
Bilco Tools, Inc.
Bioceptive, Inc.
Bizzuka
Brammer Machine Shop
BRC & Associates, LLC
Brown Builders, Inc.
Brown Eagle
Brute Strength LLC
Business Health Partners
Cajun Kleen Products
Calls Plus
Cane River Pecan Company
Capital Glass & Mirror
Cardinal Services
Cardiovascular Institute of the South
CBM Technology
CBS 1 Collision
Cecil D. Gassiott, LLC
Cenla Environmental Science
Clara's Little Lambs Preschool Academy, Inc.
Colmex Construction, LLC
Complete Safety Solutions
Composite Effects, LLC
ComTec Information Systems, Inc.
Con-Fab Engineering & Welding
Continental Kennel Club, Inc.
Copeland Electric
Covalent Logic
Crescent Payroll Solutions, Inc.
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
Demo Diva Demolition
Dependable Glass
Design the Planet, LLC
Digital Forensics Solutions
Dixie Paper Company, Inc.
DMR Mechanical LLC
E.M.J. Enterprises, Inc.
Eagle Consulting
Echo Powerline, LLC
E-Claim.com, LLC
Eclectic Products, Inc
e-Gov Systems
EJES, Inc.
ELOS Environmental, LLC
EME Company
Engineering & Inspection Services, LLC
Enterprise Computing Services
Enviro-Tech Systems
Envoc
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
Fire Tech Systems, Inc.
First Choice Couriers
Fleur de Vie Beauty and Cosmetics
Flexicrew Technical Services, LLC
Fluence Analytics
FRAC-CHEM
Frazee Recruiting Consultants, Inc.
Freedom Tours
FSC Interactive
Furniture Rental Service
FutureProof, LLC
G2 Land Services, Inc.
Gaea Consultants, LLC
Gambel Communications
General Hearing Instruments
Gladden Sales, LLC
Glen Armand Furniture, Inc.
Go Media, LLC
Grandmother's Buttons
Greenup Industries, LLC
Guardian Computer, Inc.
Guidry's Fresh Cut, Inc.
Gulf South Engineering & Testing
Gulf South Machine, Inc.
H.J.M. Machine Shop
H2O Auto Spa, LLC
H2O, Inc.
Hall Builders, Inc.
Hanna Manufacturing Company, Inc.
Haydel's Game Calls
Healthy Image
Hernandez Consulting
HIT International Consulting
Hi-Tech Computers of Ruston, Inc.
Holbert Steel of LA
Holbrook Multi Media, Inc.
Holiday Fried Pecans
Homeland Safety Systems
Howell Foundry, LLC
HR Solutions
Hunt Forest Products, LLC
Hunt, Guillot & Associates
Hybrid Racing
Hydro Blade Waterjets
iARCHiTECHTURE, LLC
iFAB Industrial, LLC
IMA, Inc.
InfiniEDGE Software, Inc.
InfoTECH Solutions, LLC
Inglewood Farm
Innogenomics
Integrated Logistical Support (ILSI)
Internet Retail Connection
Interstate Electronic Systems, LLC
IPS of Louisiana Corp
ITinspired
J & M Industries
J Custom Supply, Inc.
Jackson Cabinetry, LLC
JCM Greenhouse Manufacturing, LLC
Jean Simpson Personnel Services, Inc.
Jefferson Fiberglass Co.
Jireh Plastics
JM Lyons Construction, LLC
JM Test Systems, Inc.
Johnson, Siebeneicher & Ingram
JPS Aviation, LLC
Kajan Perfection
K-Belle Consultants
KHEIRON LLC
Kidcam Camps
L&R Security Services, Inc.
L.H. Hayward Co, LLC
Labarre Associates, Inc.
Landrieu Concrete and Cement Industries
LaTech Security + Surveillance, LLC
LATG, Inc.
Launch Media
Lemonade Creative Marketing
Lettermans
Livers Construction Inc.
LogoJET
Long's Products, LLC
Louisiana Container Company, Inc.
M S Benbow & Associates
M&M Bumper Service, LLC
M&M International
M. L. Smith, Jr., LLC
M.L. Bath Company
Magnolia's Home Care, LLC
Manchac Technologies, LLC
Martin Ecosystems, LLC
MasteryPrep
Maxim Evaporators, LLC
mcnew Architecture, APAC
MDM Tool Supply
Mechanical Specialties
Melanie Massey Physical Therapy
Merchants Security Services, Inc.
MetalCraft Manufacturing, LLC
Mezzo technologies
Microchip ID Systems
MMO Behavioral Health Systems
MOEbiz
MOJO Outdoors
Motivatit Seafood
My Spa My Way
NANO, LLC
Neighbors, LLC
NetTech, LLC
Nexus Systems, Inc.
Nick's Cleaning & Janitorial
Noble Plastics
Noel Medical Transportation
NOLA BOARDS & New Orleans Woodworking
Norred Fire Systems, LLC
NXT Energy Services
Offshore LiftBoats
Oilquip, Inc.
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Omega Concierge Services
OneSource EHS, LLC
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Painting with a Twist, LLC
Panola Pepper Corp.
Pearson Medical Technologies
Pel Hughes Printing
Pelican Bill Management, LLC
Perez, A Professional Corporation
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Pharma-Safe Industrial Services
Pixus Digital Printing
Planet Beach
PMO Link, LLC
Pod Pack International, LTD
Pontchartrain Blue Crab
Post Trauma Institute of LA
Praeses, LLC
ProForce, LLC
Pro-Log, Inc.
ProMed Jobcare
Protemp Staffing Solutions, Inc.
Providence
Pulpmill Services, Inc.
Puryear IT, LLC
Putman Restoration
QDS Systems
Quality Engineering & Surveying
Quality First Marine
Quality Sitework Materials
Quaternary Resource Investigations, LLC
Ratcliff Development, LLC
RecordMax New Orleans, LLC
Regal Construction, 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
Rig-Chem, Inc.
Ritter Maher Architects, llc
RoadSNAP LLC
Robbins Association / Irrigation Mart, Inc.
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
SEMS, Inc.
Servicemaster Quality Services
Shopperschoice.com, LLC
Skip and Whistle, LLC
Skyhawk
SNA Contracting
Soldevila & Associates, LLC
Solid Ground Innovations
SolScapes, LLC
Southern Designs & Gifts, LLC
Southern Marsh
Southern Services & Equipment, Inc.
Southern Tank Testers
Southwest Call Center
Spectrum Employee Services
Step-Ko Products, LLC
Story Block Media, LLC
Streamline Industries
Stric-Lan Companies
Sullivan and Sons, Inc.
Sunshine Cleaners, Inc.
Susco Solutions and Touch Studios
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Tasc Performance
Techneaux Technology Services, LLC
Technology Associates
Technology Professionals
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Tensas Machine and Manufacturing
Ternium USA, Inc.
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The Ehrhardt Group
The Olinger Group
The Pangburn Group
The Wellness Studio, LLC
The Workforce Group, LLC.
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Three Sixty Eight
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TraceSecurity
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