



# SCALING 4 GROWTH **Alumni Guide**

# 2021

*Enhancing growth opportunities  
for Virginia's small businesses*

VIRGINIA DEPARTMENT OF  
**Small Business & Supplier Diversity**



[www.sbsd.virginia.gov](http://www.sbsd.virginia.gov)

JATINDER CHANDOK | **STRATEGYUS LLC**

**www.strategyus.biz**  
703-731-4458  
jchandok@strategyus.biz

Virginia State Senate District: **33**  
Delegate District: **87**

**MISSION STATEMENT:** Transforming Lives and Careers.

**TESTIMONIAL:** The Commonwealth of Virginia is the first state in the country to implement the StreetWise MBA program for small businesses and I am honored and fortunate to be part of the pilot cohort group. This program helped me gain confidence and give me new direction to scale my business which will lead to more revenue for the business leading to more taxes for the state, increase employment within the state and possibility of exporting our services to other states/countries which in turn will bring more revenue to the Commonwealth.

ROBIN MACK | **MACK GLOBAL LLC**

**www.mackglobal.com**  
804-836-8858  
Rmack@mackglobal.com

Virginia State Senate District: **9**  
Delegate District: **74**

**MISSION STATEMENT:** Mack Global LLC provides telework consulting services and training to implement and expand remote work programs. We help you work successfully outside the office box!

**TESTIMONIAL:** Mack Global LLC has seen tremendous growth since attending the scaling4growth class as cohort #1. The first year after the class, we were awarded 10 multi-year contracts with the federal government which was executed as one of our goals on the growth plan we created. We have continued to scale 4 growth and it has been a wonderful journey!

SUDHA MATHEW | **TALTEAM, INC.**

**www.talteam.com**  
703-973-0089  
sudha@talteam.com

Virginia State Senate District: **33**  
Delegate District: **86**

**MISSION STATEMENT:** Provide the best-in-class software solutions and services in the most professional manner, keeping quality, integrity, people, and relationships at the center of it all.

**TESTIMONIAL:** S4G has been a fantastic blessing for me in more ways than one. The program itself allowed me to grow and understand the nuances and multiple aspects of business to keep tabs on. I have had the opportunity to work with many folks in my cohort and I still go to them for professional advice. Since graduating, the alumni meets, and cohort collaborations have constantly provided us with a place to meet and discuss issues and hear from experts.

STUART M. STEIN | **GKY & ASSOCIATES, INC.**

**www.gky.com**  
703-870-7000  
sstein@gky.com

Virginia State Senate District: **37**  
Delegate District: **67**

**MISSION STATEMENT:** GKY will be the premier Virginia-based consulting firm focused exclusively on water resources.

**TESTIMONIAL:** This is a fantastic program. I was able to share information and strategies with a wide variety of fellow business owners and outside experts. The program provided great motivation and support, and facilitated the development of business plans. The program also provided introductions to various contacts in VA State government that will prove quite useful. I fully support S4G and would recommend it to VA business owners.

**DOROTHY ASKEW | THE ASKEW GROUP, LLC**

[www.askewcleans.com](http://www.askewcleans.com)  
757-548-0222  
DorothyAskew@askewcleans.com

Virginia State Senate District: **14**  
Delegate District: **77**

**MISSION STATEMENT:** The Askew Group, LLC mission is to provide superior building and janitorial services solutions, maintaining clean, safe, and healthy workplace environments.

**TESTIMONIAL:** We refer to our SMART Goals created in S4Growth as a measuring tool to determine if we're on track. Implementing our growth plan using the tools and techniques we developed in glass keeps us growing a solid 20% annually.

**SARA COWHERD | FM SOLUTIONS, LLC**

[www.fmsolutions-us.com](http://www.fmsolutions-us.com)  
804-288-3173  
sarac@fmsolutions-us.com

Virginia State Senate District: **10**  
Delegate District: **68**

**MISSION STATEMENT:** FM Solutions develops change management strategies for people and spaces during corporate mergers, acquisitions and consolidations. We enable companies to continue to serve customers, maximize productivity and generate profits during these business transitions. Our mission is to be the premier Workspace Change Management firm serving Fortune 500 companies on the east coast.

**TESTIMONIAL:** Participating in this program has given me the confidence to think big and to acknowledge my leadership skills. I have been motivated to move beyond stagnation. I have recognized that the firm is in the successful stage of business, but it is now time to grow and take-off.

**CODIE CYRUS | C&C PIPING & FABRICATION**

[www.wecanweldit.com](http://www.wecanweldit.com)  
434-444-4146  
Email?

Virginia State Senate District: **23**  
Delegate District: **59**

**MISSION STATEMENT:** Manufacturing facilities lose money when their production stops. We get them up and running again to minimize downtime and increase profits

**TESTIMONIAL:** No matter where you're at in your company this program is well worth your time and effort. You can always find something new to learn and the things you thought you had figured out, you will find out you probably didn't.

**AMY MORRIS | T3 DESIGN CORPORATION**

[www.t3design.us](http://www.t3design.us)  
571-224-9457  
amorris@t3design.us

Virginia State Senate District: **39**  
Delegate District: **40**

**MISSION STATEMENT:** T3 Design is a people-oriented small business that is passionate about quality, integrity and the work we do.

**TESTIMONIAL:** The S4G program helped me to understand my role, and develop the skills to lead and empower my staff instead of trying to do everything myself. I have been able to implement these new skills to make my business run far better and more profitably than ever before. After attending the program, I feel much more prepared and competent at what my role requires and what my staff need from me, which has resulted in less stress increased trust, and better company performance.

## CAROL REESE | REESOURCES, INC.



[www.reesources.com](http://www.reesources.com)  
804-247-2266  
carol.reese@reesources.com

Virginia State Senate District: **11**  
Delegate District: **70**

**MISSION STATEMENT:** We will use our services, programs, and training to have a galvanizing economic impact on the growth of individuals, businesses, and business communities.

**TESTIMONIAL:** The Scaling4Growht Program changed the trajectory of my business. A lot of the business practices we learned helped us to sustain and survive during the economic downturn.

## SANDRA B. SYLVESTER | SUPERIOR GLOBAL SOLUTIONS, INC.



[www.sgsinc.net](http://www.sgsinc.net)  
804-794-3507  
sandra@sgsinc.net

Virginia State Senate District: **11**  
Delegate District: **63**

**MISSION STATEMENT:** Our mission is to serve our clients and exceed their expectations while maintaining a level of professionalism and high-quality service that is unparalleled in our industry.

**TESTIMONIAL:** The S4G program was an eye-opening experience for me. I learned a great deal, but one in particular was to manage the business and not be so involved in the day-to-day activity. As a result, this has helped our business grow by more than 20%.

## QUINTEN J. WASHINGTON | QUINTESSENTIAL CONSTRUCTION MANAGERS &amp; CONSULTANTS, LLC



[www.quintessentialllc.com](http://www.quintessentialllc.com)  
(703) 752-6124  
qwashington@quintessentialllc.com

Virginia State Senate District: **29**  
Delegate District: **52**

**MISSION STATEMENT:** Taking clients from inspiration - through conceptualization - to the realization of design and project delivery in the built environment.

**TESTIMONIAL:** My participation in the S4G program help me to understand my role and responsibilities as the leader of my firm. S4G taught me that I must manage and develop my people, maintain a strategic focus, maintain effective operations to ensure that our customers get exactly what they want, have adequate physical resources to sustain the organization, and to focus on the most important success factor (the customers) because that's where the money comes from.

FANIA CARTER | **STERILE SERVICES CO.**

[www.mysterileservices.com](http://www.mysterileservices.com)  
703-987-8322  
info@mysterileservices.com

Virginia State Senate District: **29**  
Delegate District: **13**

**MISSION STATEMENT:** To provide unparalleled services and supplies to our customers.

**TESTIMONIAL:** A great program to help small businesses scale. A safe space to be open and create lasting business relationships and a support system that continuous well beyond graduation.

Thank you!

CARL CLEANTHES | **EPIC MADE**

[www.getepicmade.com](http://www.getepicmade.com)  
757-754-0771  
carl@getepicmade.com

Virginia State Senate District: **76**  
Delegate District: **14**

**MISSION STATEMENT:** Epic Made is a creative studio on a mission to share its imagination with the world, using captivating animation, illustration and design.

**TESTIMONIAL:** S4G really pushed me to dive deeper into my business and goals and showed me just how much I did not know yet. It has allowed me to see the value of shifting my focus to working on the business and not in the business.

HELLENI MOON | **EIDOS TECHNOLOGIES, LLC**

[www.eidos-tek.com](http://www.eidos-tek.com)  
703-819-3860  
helleni.moon@3eidos-tek.com

Virginia State Senate District: **1**  
Delegate District: **?**

**MISSION STATEMENT:** We provide consulting to businesses who are overwhelmed by their growing data and systems through implementing our proven Streamline agile Data Management strategies to getting their data back under control.

**TESTIMONIAL:** Thank you so much for letting me be take part in this opportunity. I have made some very wonderful connections and business partners. I regularly speak to some of my colleagues and often try to do business. We provide each other a unique support system and am very thankful to have met them and be able to leverage the resources that we have.

JOHN S. MORLU II | **JS MORLU**

[www.jsmorlu.com](http://www.jsmorlu.com)  
703-594-4944  
jsm@jsmorlu.com

Virginia State Senate District: **39**  
Delegate District: **51**

**MISSION STATEMENT:** We are the leader in showing clients how to solve problems, retire well, build wealth, sell high, improve profitability, stay compliant, or build legacy.

**TESTIMONIAL:** The Virginia S4G help us to improve in areas of our CPA business where we are doing well, understand and manage areas we are facing challenges, and aligning our personal and business goals. Equally important, through the VA S4G, we developed a realistic and executable roadmap (3 year plan), which has focused and guarded our actions as a company.

MARIA HERBERT | **MCH CONSULTING SERVICES, LLC**

[www.mchconsultingservices.com](http://www.mchconsultingservices.com)  
757 218-5801  
maria@mchconsultingservices.com

Virginia State Senate District: **18**  
Delegate District: **76**

**MISSION STATEMENT:** Our focus is to provide strong support services to meet our customer's immediate and long term goals and help our customers face complex challenges that require a broad range of expertise to solve the problems.

**TESTIMONIAL:** The S4G was the first program where I learned something to help run my business. Many training sessions usually train at the surface level. It got into the weeds and provided experts that spoke in-depth on the topics. I especially enjoyed the financial and human resource segments of the training, not to mention the comradery between my cohorts and the wealth of knowledge.

JERRY HOWARD | **SOLAR FILM**

[www.solarfilmva.com](http://www.solarfilmva.com)  
804-264-3000  
jerry@solarfilmva.com

Virginia State Senate District: **11**  
Delegate District: **63**

**MISSION STATEMENT:** The Specialty Companies: WE CONTROL LIGHT—Solar Film, Specialty Drapery, and Architectural Lighting—uses window film, blinds and shades, and the latest lighting technology to control light in both commercial and residential settings.

**TESTIMONIAL:** It gives me great joy to know how effective this program is around the nation. It is so much more than a “Streetwise MBA”, it’s a brotherhood of crusaders that risked it all to be community leaders and business owners...and then to join this program willing to be tremendously vulnerable and humble ourselves to the process.

NATALIE LAGO | **GRANITE COUNTERTOP EXPERTS, LLC**

[www.thegraniteexperts.com](http://www.thegraniteexperts.com)  
757-826-9316  
nlago@thegraniteexperts.com

Virginia State Senate District: **2**  
Delegate District: **91**

**MISSION STATEMENT:** Granite Countertop Experts, LLC was founded on the idea of disrupting the traditional home improvement contracting market by always putting customers at the center of the decision-making process.

**TESTIMONIAL:** I am extremely grateful and thankful for having the opportunity to participate in this program. My company could have been one of the small businesses that permanently shuttered during the the covid-19 pandemic, but it did not. I give credit to the S4G, which provided me much grit and a holistic approach to re-evaluate and operate my business. Thank you all, so very much!

DR. ANNA PEOPLES | **PEOPLES PHARMACY LLC**

[www.peoplespharmacyrx.com](http://www.peoplespharmacyrx.com)  
757-227-4677  
drpeoples@peoplespharmacyrx.com

Virginia State Senate District: **14**  
Delegate District: **77**

**MISSION STATEMENT:** Our Mission is to improve the health and wellness of our communities through engaging experiences that provide our customers with the best products and services to meet their specific pharmaceutical care needs.

**TESTIMONIAL:** The S4G program was very instrumental in helping me establish a solid foundation for my pharmacy. The program has provided resources and contacts that continue to be invaluable for the daily operation and growth of Peoples Pharmacy. Creating the Strategic Growth Action Plan for my business was one of the many benefits. S4G, the guest and the staff are awesome.

ANDY VANHOOK | **APPEAL PRODUCTION**

[www.appealproduction.com](http://www.appealproduction.com)  
(540)271-0023  
andy@appealproduction.com

Virginia State Senate District: **24**  
Delegate District: **25**

**MISSION STATEMENT:** Inspiring business growth with dazzling video.

**TESTIMONIAL:** S4G was a gamechanger. It allowed me to focus on the business, address challenges, set goals, and be accountable. The year we completed S4G, we saw a 23% increase in sales. In 2020, a 50% increase. In 2021, currently tracking over 70% increase in sales. Prior to S4G, we were paying salaries and a break-even or slight profit company. After S4G, our profits have soared. While we had to put in the work, I give the Scaling 4 Growth program for completely changing our company's trajectory. This program re-energized me in the business and gave me hope for a brighter future.

JAMES CROWELL | **QUECON, INC.**

[www.quecon.com](http://www.quecon.com)  
571-969-4065  
jcrowell@quecon.com

Virginia State Senate District: **6**  
Delegate District: **18**

**MISSION STATEMENT:** We strive to provide the highest quality Cybersecurity and IT Engineering services and products, at the best value to our clients.

**TESTIMONIAL:** S4G has helped to change the way I run the business in every aspect. The information provided gets you to think strategically instead of tactically. We experienced a period of growth and were able to do so with very little growing pains because I was able to implement the things learned about scaling the business for growth and being prepared.

QUIANA GAINNEY | **SECURETECH360**

[www.securetech360.com](http://www.securetech360.com)  
877-454-9361  
qg@securetech360.com

Virginia State Senate District: **29**  
Delegate District: **50**

**MISSION STATEMENT:** SecureTech360 mission is to provide secure solutions and products for our federal and state market client's eminent technology needs.

**TESTIMONIAL:** Lifechanging program that truly transformed my business and mindset as a CEO. Every session challenged me. I was able to network and meet other likeminded individuals that I have developed connections and a support system. I was able to hire a new bookkeeper and tax preparer after the session and it has helped me better manage my business based on the numbers.

STACY G. HARRIS | **BICAST INC.**

[www.bicast.com](http://www.bicast.com)  
757-229-3276  
stacy@bicast.com

Virginia State Senate District: **3**  
Delegate District: **96**

**MISSION STATEMENT:** Bicast strives to manufacture high quality, innovative souvenirs while providing an excellent customer experience for our retailers.

**TESTIMONIAL:** The Scaling4Growth program was a turning point for our company. Every aspect of our company has been streamlined and improved. The most significant result from this class was teaching me how to pivot and survive in the face of adversity. We are still in business after the pandemic because of this amazing program. Thank you!

ZORAN PAJEVIC | **ACROPOLIS CONSTRUCTION**

[www.acropolis.construction](http://www.acropolis.construction)  
757-806-7050  
zoran@acropolis.construction

Virginia State Senate District: **2**  
Delegate District: **93**

**MISSION STATEMENT:** Acropolis Construction specializes in designing and building modern and energy-efficient custom homes. Our company has proudly established itself as a regional leader in quality craftsmanship and commitment to excellent customer service.

**TESTIMONIAL:** Participating in S4G was a step in right direction. Eye and mind opening curriculum helped me reform my business and set up easy to follow short- and long-term growth strategy. What I learned in a short period of time, was a life lifelong experience of multiple business owners and CEO's. Along the way, I made a priceless lifelong friendships with my Cohort friends.



## JANICE CAVOLT | JBC CORP



[www.jbccorp.com](http://www.jbccorp.com)  
757-306-1250  
jcavolt@jbccorp.com

Virginia State Senate District: **8**  
Delegate District: **82**

**MISSION STATEMENT:** JBC Corp designs and manufactures custom medical kits that save lives. We will not be satisfied until we have delivered the best product to meet your needs for a successful outcome.

**TESTIMONIAL:** S4G provided the tools I needed to better understand and manage the different aspects of my business. Working in a collaborative environment added dimension to my thinking processes.

## CHARLENE CLARK | SIGNATURE CANVASMAKERS LLC



[www.SignatureCanvasMakers.com](http://www.SignatureCanvasMakers.com)  
757-788-8890  
Charlene@SignatureCanvasMakers.com

Virginia State Senate District: **2**  
Delegate District: **91**

**MISSION STATEMENT:** To design and manufacture premier canvas and textile solutions for government, commercial and recreational markets through a passion for innovation and unwavering commitment to quality and excellence.

**TESTIMONIAL:** Scaling4Growth was intensely challenging, but immensely rewarding. It transformed my business in ways that I never thought were possible. I have grown as a business owner, as a leader, as a CEO and as a person because of the class. This program gave me a platform to effectively evaluate every aspect of our business, initiate positive changes and boldly explore new opportunities.

## ARIZONE HOLLINS BROWN | ASJ SOLUTIONS



[www.asj-it.com](http://www.asj-it.com)  
757-277-3864  
arizone.brown@asj-it.com

Virginia State Senate District: **14**  
Delegate District: **78**

**MISSION STATEMENT:** To successfully provide expert support in the fields of Logistics and Information Technology

**TESTIMONIAL:** Scaling4Growth gave me the opportunity to establish long term relationships with other Chief Executive Officers to farther my professional development in successfully leading my company's growth. This is a Top-notch program!

## CHEREE OWENS | LABS TO GO



[www.labstogo.com](http://www.labstogo.com)  
757-490-8888  
chereeowens@labstogo.com

Virginia State Senate District: **7**  
Delegate District: **85**

**MISSION STATEMENT:** To provide mobile medical testing and screening services nationwide to customers and employees.

**TESTIMONIAL:** Scaling4 Growth was challenging and rewarding. It helped me get out of my comfort zone. I have become a better business owner and learned to scale my business due to this course.

KRISTIN ARNOLDI | **PROFESSIONAL HOME & MAINTENANCE (PHM)**

[www.phm-va.com](http://www.phm-va.com)  
804-709-6891  
kristin@phm-va.com

Virginia State Senate District: **4**  
Delegate District: **97**

**MISSION STATEMENT:** PHM's mission is to provide excellent service to all of our clients. We focus on providing home modifications for the aging and disabled as well as decks, additions and remodels.

**TESTIMONIAL:** Scaling4Growth came to me during the middle of the pandemic. It couldn't have come at a better time for our company. This course was intensive, but it was also a crash course MBA. I thought I knew the ins and outs of my company, but I had no idea what I didn't know. S4G helped me identify my company's weak areas and also gave me tools and knowledge to improve. PHM is better off and I would recommend this course even to established small business owners.

DENLEY BROWN | **A PLUS CONCRETE, INC.**

[www.aplusconcreteinc.com](http://www.aplusconcreteinc.com)  
757-258-9110  
denley@aplusconcreteinc.com

Virginia State Senate District: **?**  
Delegate District: **?**

**MISSION STATEMENT:** A Plus Concrete provides solutions using concrete and a wide range of pouring materials, to bring strength, structure and beauty to a variety of military, commercial and high-end residential projects.

**TESTIMONIAL:** It was a great program to get us grounded and focused. The CEO Groups are fantastic. Well worth the time and effort.

CYNTHIA DIMAANO SMITH | **AMERICAN CMG SERVICES, INC.**

[www.acmgservices.com](http://www.acmgservices.com)  
757-548-5656  
csmith@acmgservices.com

Virginia State Senate District: **14**  
Delegate District: **81**

**MISSION STATEMENT:** Our company mission is to provide the best services and products to meet and surpass each of our clients' scope of work. We carefully match each of our service provider to meet the client's specific need.

**TESTIMONIAL:** S4G provided me with a variety of experienced business owners sharing the same growing pains, missed opportunities and success. Together we learn and provided support for each other. It was exciting to see the evolution of each business owner experienced growth. We were introduced to subject matter experts and they provided great insights.

DEBBIE HIGGINS | **IMPRESSIONS IN PRINT, INC.**

[www.impressionsinprint.com](http://www.impressionsinprint.com)  
757 497 0671  
debbie@iipva.com

Virginia State Senate District: **82**  
Delegate District: **7**

**MISSION STATEMENT:** We'll help you captivate your customers & employees by delivering memorable promotional products that bring joy!

**TESTIMONIAL:** The three- year growth plan provided the tools I needed to establish a blueprint for growth for my company. The classes and speakers were informative and the feedback from my cohorts was invaluable. I highly recommend the program.

LOU LAMEDICA | **APPLE SPICE JUNCTION & LEADS BY LOU**

[www.seosterling.com](http://www.seosterling.com)  
571-375-5346  
lou@leadbylou.com

Virginia State Senate District: **10**  
Delegate District: **87**

**MISSION STATEMENT:** I am the bill that pays the bills! I help small businesses generate direct phone calls into their business by customers who want to spend money on their service.

**TESTIMONIAL:** I started a second business from the growth plan and conversations with Ms. Rita Ricks during my time in Scaling 4 growth!

MICHAEL LEIGH | **OPX SOLUTIONS LLC**

[www.opxsolutionsllc.com](http://www.opxsolutionsllc.com)  
540-355-1164  
mike@opxsolutionsllc.com

Virginia State Senate District: **19**  
Delegate District: **8**

**MISSION STATEMENT:** We remove barriers to help leaders and their organizations progressively realize their worthwhile, predetermined goals.

**TESTIMONIAL:** The S4G program was instrumental in helping me form a coherent and comprehensive strategy to grow my business. It also gave me the confidence to be bold and think bigger. My business has immediately seen the benefits as I have added team members and significantly grown my revenue in the first year after the program.

## SAMI SATOURI | QUEST INSURANCE



[www.questinsurance.us](http://www.questinsurance.us)  
703-961-8886  
ssatouri@questinsurance.us

Virginia State Senate District: **33**  
Delegate District: **67**

**MISSION STATEMENT:** To provide insurance products that combine quality protection with value pricing while focusing on all aspects of insurance and risk management needs. We vow to do this with integrity, transparency, hard work and a touch of humor.

**TESTIMONIAL:** S4G opened my eyes to a new world of opportunities and possibilities. It also instilled in me the confidence to achieve the goals that were dreams in the not-too-distant past. My business and personal life have benefitted immensely from this awesome experience.

## MICHELE SHIBER DEANE | MINERVA SERVICES, LLC



[www.acehandymanrichmond.com](http://www.acehandymanrichmond.com)  
804-414-0512  
mdean@acehandymanservices.com

Virginia State Senate District: **11**  
Delegate District: **62**

**MISSION STATEMENT:** Minerva is an in-home repair and improvement company providing an exceptional customer experience at every interaction. We focus on the customer by listening to what she needs, responding with empathy, determining the path forward to resolving to her concerns.

**TESTIMONIAL:** What a great program! I really needed the diligence of writing the Growth Plan and spent five months working on it..now I have a great actionable plan that helps me with my marketing and building my business. The class was a LOT OF WORK but as I look back on it, it was time well spend. Thank you.

## AMY MCDOUGAL | CLEARRESOURCES LLC



[www.clearesources.com](http://www.clearesources.com)  
703-909-8884  
amy.mcdougal@clearesources.com

Virginia State Senate District: **33**  
Delegate District: **10**

**MISSION STATEMENT:** We serve as a guiding force for companies by providing knowledge, experience, and tools to effectively manage legal and compliance risks and promote ethical business cultures. We develop custom solutions to fit our clients' corporate cultures, footprint, and resources.

**TESTIMONIAL:** What a fabulous program for Virginia small businesses! This is precisely what my business needed to grow. It's one thing to have a "business plan," but it's an entirely different animal to have a growth plan. This program is perfect for any established business that is looking to take some risks to grow beyond usual operations.

