



2019

BOLD AWARDS

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A LETTER FROM MINNESOTA LEADERSHIP

Dear Colleagues,

The Association for Corporate Growth Minnesota (ACG MN) is proud to announce its seventh annual **BOLD** Awards. We implemented this program several years ago to spotlight innovative, inspirational organizations and the teams that made their **BOLD** moves possible. More than 350 attendees turned out at the 2018 event to honor and recognize these incredible Minnesota companies, and we fully expect to surpass this mark in 2019.

What is **BOLD**? **BOLD** is the ability to take risks to be confident and courageous. A **BOLD** move is the challenge to go where you've never gone before. This program celebrates **BOLD**-ness. It honors the very best corporate growth strategies of cutting-edge organizations and the leadership teams that made them possible.

Once again, we received a record number of nominations. Congratulations to all the 2019 **BOLD** Award nominees. We recognize and applaud the Minnesota organizations nominated for innovative and inspirational moves that demonstrate success in acquisitions, innovation, turnaround, access to workforce, trailblazing paths that never before had existed and other extraordinary strategies to sustain and accelerate growth.

A jury of peer judges, including corporate leaders, entrepreneurs, service professionals and past **BOLD**est of the **BOLD** recipients reviewed and ranked all nominations. This group selected the **BOLD** Award finalists and one outstanding winner from each of the following five categories: non-profit, early stage, small corporate, middle market and large corporate companies. One of these four corporate category winners will walk away with the **BOLD**est of the **BOLD** title by live audience vote at the gala!

We are pleased to recognize all of the companies that were nominated and to introduce you to the finalists.

Excerpts from their **BOLD** accomplishments are scattered throughout these pages. They are all **BOLD** visionaries, responsible for developing companies that inspire. They are all courageous and tenacious; and, they all demonstrate outstanding creativity and innovation.

Special thanks to the **BOLD** Awards committee, volunteers and the ACG Minnesota staff that made this program possible. And, a big and a **BOLD** thank you to our sponsors who without their generous support these events would not be possible.

Finally, we extend an invitation to you: GET YOUR **BOLD** ON! Nominate for next year. Nominations are for **BOLD** moves in the 24-month period from Jan 1, 2018 through Dec 31, 2019. Visit us online at www.acg.org/bold for more information or call 612-590-1041.

Very truly yours,

Nicki Vincent
ACG Minnesota

EXECUTIVE
DIRECTOR, CAE



Craig Kleis
Bernstein Private
Wealth Management

ACG MN
2019 PRESIDENT



Johan Gjenvick
Gallagher

2019 BOLD
CO-CHAIRPERSON



Todd Taylor
Avisen Legal

2019 BOLD
CO-CHAIRPERSON



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WHAT IS BOLD?

BOLD is creating housing for special needs adults, **BOLD** is enabling the deaf the freedom to speak through technology, **BOLD** is a turnaround of a company that saves 800 jobs, **BOLD** is finding housing for 100 people in 100 days, **BOLD** is creating a razor just for women, **BOLD** is innovating an industry and selling out of the product the day it launched, **BOLD** is launching a brand new company overnight and becoming an industry leader in asset transfer...in a year, **BOLD** is a management buyout and brand new company HQ, **BOLD** is revolutionizing an industry and leaving the competition behind, **BOLD** is a large acquisition, **BOLD** is being the travel agent to the travel industry, **BOLD** is having technology running the most recognizable buildings in the world, **BOLD** is starting a business in a GARAGE/LIVING ROOM/BASEMENT, **BOLD** is changing lives, **BOLD** is giving back and **BOLD** is on display in force for the 7th annual **BOLD** Awards!

The Association for Corporate Growth created the **BOLD** Awards in 2012 to recognize organizations in our community that took risks to grow and benefit others. In our seventh year of seeking out the **BOLDEST** moves in the community, we have set another record. 85 organizations have been nominated and I can tell you, Minnesota is simply the **BOLDEST**! It would seem that just about every product in the state had **BOLD** suddenly attached to it, ala the **BOLD** NORTH

Superbowl, lottery tickets, and coffee... you name it! Not that the **BOLD** awards is having a "Kleenex" problem. With a record setting number of nominees we are embracing the **BOLD**. **BOLD** is a posture for Minnesotan's.

ACG Minnesota is excited to bring you the 7th Annual **BOLD** Awards along with two special recognitions this year to honor and recognize two governmental organizations making **BOLD** impacts in their communities.

Please join us in congratulating our 2019 **BOLD** finalists and all of our **BOLD** nominees. These organizations and their passion for risk, creation, partnership and change continue to grow Minnesota!

We welcome you at the Muse Event Center as we bust out the **BOLD**, honor the finalists, name the winners and through a live interactive vote - we name the **BOLDEST** of **BOLD**!

Sincerely,

Johan Gjenvick
Gallagher
2019 **BOLD** Co-Chair

Todd Taylor
Avisen Legal
2019 **BOLD** Co-Chair

2019 BOLD Committee Members



Back Row: Ron Jost, Steve Lepinski, Thea Otterstad, Will Roach, Max Smith, Joe Driscoll

Front Row: Tony Rubin, Anne Hed, Nicki Vincent, Johan Gjenvick, Julie Tanaka, Mary Christensen, Mike Wolf

Not Pictured: Dennis Knoer, Georgi Alexander, Julie Hubbell, Julie Kimble, Kayla Picciano, Mark Capaldini, Mike Traeger, Tara Anderson, Todd Taylor, Traci Auger



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ACG MINNESOTA NAMES ITS 2019 BOLD AWARD FINALISTS

Avivo

Avivo believes everyone deserves the chance to live well and work well. Avivo is a nonprofit organization that provides chemical and mental health services, career education, and employment services to more than 18,000 people annually. Avivo helps people who face the most complex barriers—poverty, homelessness, unemployment, chemical addiction or mental health concerns—to achieve recovery and stability. Our paired services lay a foundation of health, and social and economic wellness, which transforms lives. avivomn.org



BOLD MOVE: In the summer of 2018, Minnesota's crisis of homelessness could not be ignored with a growing homeless encampment at Cedar and Hiawatha Avenues in Minneapolis. Avivo responded immediately by assigning 30 housing team members to an outreach effort. Staff first addressed people's immediate physical needs and then began to link them to housing and support services.

This work led to a formal partnership with Red Lake Nation and their vision to house 100 of the 300 people in 100 days. Individuals at the encampment are experiencing homelessness due to the lack of affordable housing and decades of oppressive policies impacting the community, and struggles with chronic joblessness, mental health concerns, and substance use disorders. Avivo has housed nearly the entire 100 individuals in under 100 days (at the time of this printing) and is providing the services they need to keep their housing. Avivo continues to partner with Red Lake Nation and collaborate with government agencies and partners to find housing and services for the people living at the Navigation Center.

TEAM: Emily Bastian, Director of Care Coordination; Carrie Johnson, Manager of Housing Programs; Housing team members AJ Anderson, Courtney Gunderson, Bronwen Tynndol, Erin Dixon, Kya Rawn, Katia Iverson, and Ojulique Davidson; Kelly Matter, President & CEO; and Boyd Brown, Vice President of Chemical & Mental Health

Nominated by: Jack Duffy, Consultant, Gallagher

Best Christmas Ever

Best Christmas Ever (BCE) is a nonprofit organization that provides life changing surprise Christmases to families who have fallen on hard times due to no fault of their own.



BOLD MOVE: In 2011 BCE set out to change the lives of one family who had fallen on hard times. In 2018 they blessed almost 200 families spanning across 8 states and two countries. Massive, life changing Christmases delivered! This isn't just about the gifts. This is about the long-term impact. While there are plenty of amazing organizations providing small gifts, there are few providing life changing experiences. BCE not only surprises families who have fallen on hard times, they also provide a boost needed to move forward on stable ground. Every family who receives a BCE receives the opportunity to attend a financial literacy class from a top trainer on financial literacy. If they complete the class, BCE will pay \$1,000 towards any debt they have to get the momentum started towards financial peace and debt-free living. To date, BCE is responsible for helping families start to pay off more than \$500,000 in debt!

Think about that. A family who is likely at one of the toughest places in their life, receives this unsuspected, amazing surprise. But, it doesn't stop there. They then get an education to understand how to pay off and get out of debt, for life. This changes lives and impacts communities!

Just imagine, every child, every family globally waking up on Christmas morning knowing without the shadow of a doubt they're loved, knowing this temporary position they're in is insignificant to the purpose they're here to pursue.

TEAM: Don Liimatainen, Founder and Executive Director; Jason Kunz, Co-Founder

Nominated by: Ole Hovde, Producer, Lockton

J-HAP

Who will care for my loved one when I am no longer able?"

The seeds for J-HAP were planted when a group of parents of young adults with developmental disabilities gathered to share their mutual concern. They wanted to ensure that their adult child's future would include independent, safe and secure housing, and an abundance of social, educational, recreational, and spiritual opportunities. J-HAP was incorporated in 2010. Several years of intense planning and seeking funds resulted in the development of Cornerstone Creek, a state-of-the-art affordable apartment building in Golden Valley, Minnesota.



BOLD MOVE: The J-HAP model is the first of its kind. There was no roadmap, no path paved; they were pioneers. J-HAP is completely funded by grants and donors. They are making it happen (with a staff of 3) every day! This model not only benefits the tenants and J-HAP participants, but it also impacts the broader community and creates a network and education for parents, siblings, and others in the disability world. It adds trained employees to the job force. It changes the narrative of how the world sees adults with disabilities; allowing this population to live their best lives.

What will be the long-lasting benefits of this BOLD strategy?

J-HAP, has answered the question: "Who will care for my loved one when I am no longer able?" Along with the housing, J-HAP has created opportunities and meaningful experiences, so that both tenants and community participants, can be involved in all life has to offer.

TEAM: Linda Bialick, Founder; Alyssa Golob, Executive Director; Jeff Barin, Board President; Carrie Miller, Community Engagement and Corporate Development Director; Nicole Rabinowitz, Kitchen Director; Abby Rabinovitz, Office Manager

Nominated by: Tony Rubin, Advisor; Rudin & Rubin Financial Group of Wells Fargo Advisors

Delivering BOLD strategies now, for tomorrow.

Baker Tilly's accounting and consulting professionals understand today's most pressing challenges – and provide targeted strategies to help clients reach their BOLD goals.



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Little Acorn Shave Co.

Little Acorn Shave Co. is an innovative start up shave club for women. Introducing the 'Amora' Light Touch razor for women! This new razor technology changes everything with its handle that's 45% longer than ALL the others & specifically designed with a flexible neck so it gently glides over ankle bones, knees and every curve of a woman's body with grace & precision. Every package conveniently delivered to your door provides a luxury shave experience complete with an all-natural shave bar that leaves the skin feeling silky smooth.



Little Acorn is inspiring women to accept they are Enough & Beautiful with body-positive messaging and water proof affirmations in the shower. Empowering women in all walks of life, including those who have not experienced positive affirmations from others, is why they are donating 5% of profits from every product purchased to support the survivors of sex trafficking.

BOLD MOVE: Designing a razor made entirely for women for the first time ever! Little Acorn is going up against the BIG BOYS, Gillette, Schick & Bic. It's a BOLD move like the 300 Spartans against the entire Persian empire. Little Acorns becoming mighty oaks! This game changing innovation for women in a shave experience is unlike anything else on the market today and is winning the loyalty of women everywhere. This takes courage and extreme determination. Leaving the comfort of her successful coaching practice, Founder Tracy David has led her team on a mission that she is determined to complete. BOLD is blazing her own trail, believing in the potential of their innovation and having the grit & perseverance to improve the current status quo while positively impacting the daily lives of their customers and supporting survivors of sex trafficking.

TEAM: Tracy David, Founder/CEO; Allen Bonk, Chief Strategy Officer & Inventor; Cory & Elizabeth Bergeron, production/marketing team; Isabelle Mercier, Brand Strategist; Eun Stowell, numbers whisperer; Darren Jacklin, Business growth advisor; Lisa Llyod, Market Advisor; Chrys Tsilibes, Product Development

Nominated by: Kristin Larson, UBS Financial Services; Lauren Altschuler, Blue Rooster Marketing

Verto

Verto is an early-stage technology company that has designed the latest innovation connecting the Deaf and hearing communities in a way not previously available. We are excited for the opportunity to empower the Deaf community by providing interpreters at the touch of a button through our mobile app. This exciting technology conquers barriers the Deaf community faces.



BOLD MOVE: The Deaf community has waited many years for innovation enhancing their communication experience. As a result, there were many situations where Deaf people didn't have the communication access hearing people have. Imagine not being able to communicate important treatment plan options with your doctor, or never being asked how your day is, or feeling like conversations with parents at your children's school are avoided? Could you see yourself thoroughly enjoying a family gathering in complete silence? These are a small sampling of the daily connection opportunities that don't always exist for the Deaf community—until Verto!

The red tape and arguments about who is responsible for providing interpreting services can lead to delayed access at an appointment or failure to provide access at all. Verto empowers Deaf people by providing them the control and CHOICE of interpreter services and skill best suited for the situation. We are the technology that provides the option of requesting an on-demand video interpreter or geo-location based in-person services. All of this instantaneous access happens right from their smartphones!

Today, we are beta testing with local EMS personnel, and are contracted with a large local hospital. We are opening doors for the community that are often left closed in a myriad of ways. Our greatest hope is to connect people by enhancing communication and eliminating the isolation created by language differences.

TEAM: Angela Packard, CEO; Bradley Cabanilla, COO; Tyrel Hoon, CTO; Suzanne Juberian, CBO; Dale St. Pierre, CFO; Nathan Ellis, CMO; Amanda Moran, Director of Human Resources

Nominated by: Thea Otterstad, Manager, Dougherty Insurance Agency

Vibes

Originally designed for concertgoers, Vibes Hi-Fidelity Earplugs are discreet, reusable earplugs designed for sound quality. Unlike traditional methods of hearing protection that block and muffle sounds, Vibes reduce the volume of loud environments to a safer and more comfortable level, while still allowing you to hear everything clearly and communicate with those around you.



BOLD MOVE: In January 2017 Jackson went on the popular TV show Shark Tank just 3 months after officially launching Vibes. Jackson was offered \$100,000 for a 35% stake plus \$2 for every pair of earplugs sold from celebrity investor Kevin O'Leary. Jackson turned down the offer and has had no regrets about it. Since Jackson's Shark Tank debut, Vibes' sales have grown from just \$30,000 to over \$3.5 million. The product has changed the lives of tens of thousands of individuals in ways Jackson never anticipated. Although their core business is still focused on concertgoers, Vibes has pivoted towards previously untapped markets and is finding great success. Vibes are now used by professional orchestras, motorcycle riders, bartenders/event staff, the US military, group fitness class enthusiasts, and perhaps most importantly, individuals who have extreme sensitivity to sound, including the autism community and people affected by Traumatic Brain Injuries. Vibes now works with special education programs, therapy clinics, and doctors to get these individuals, whose conditions result in sound sensitivity, access to hi-fidelity hearing protection, which allows them to comfortably go out in public and interact with the world around them in ways they were not able to before.

Through their partnership with Hear the World Foundation, Vibes donates a percentage of their profits to the Foundation, which provides hearing healthcare, education, and hearing aids to underprivileged children.

TEAM: Jackson Mann, Founder; James Sherwood, Business Development

Nominated by: Thea Otterstad, Manager, Dougherty Insurance Agency

GET CONNECTED WITH OVER 400 MEMBERS, with quality programming offered through ACG Minnesota.

BOLD AWARDS - February 26, 2019

Showcasing cutting edge business innovation, collaboration, expansions and mergers that keep Minnesota growing each year. acg.org/bold

WOMEN'S LEADERSHIP SERIES - Quarterly

We bring in top women leaders to speak on the challenges and successes they face in running their organizations.

MONTHLY LUNCHEONS - Monthly

Held on the 3rd Tuesday of each month at Windows on Minnesota featuring topics and speakers you want to hear.

PRIVATE EQUITY SUMMIT - May 9, 2019

Business owners discuss the sale of their business to private equity. Learn from these owners and professionals who have successfully navigated this journey.

CAPITAL CONNECTION - June 10 & 11, 2019

The region's premier gathering of middle market professionals involved in corporate growth and mergers and acquisitions. Meet local and national private equity funds and investment bankers. acg.org/capcon

OWNERS FORUM - October, 2019

A business owner thought-sharing workshop, including breakfast, lunch, discussion panels and breakout sessions.

CORPORATE CONNECTIONS - Quarterly

These breakfasts are for owner/operators and C-suite individuals only. Focusing on issues in various areas of growth and strategy throughout all stages of business.

AIM: A WOMEN'S LEADERSHIP CONFERENCE - March 7, 2019

Full day conference with exceptional speakers, panel discussions, breakout sessions, breakfast, lunch and happy hour. acg.org/aim

YOUNG PROFESSIONALS - Quarterly

Our young professionals represent the dealmakers of the future, searching for quality networking and mentorships.

Membership information
maryacgmn@acgmn.org or 612-242-6800

Programming & Sponsorship
nicki@acgmn.org or 612-590-1041

ACG Minnesota

JonnyPops

Making delicious frozen pops is their passion, and the delightfully creamy Smoothie-on-a-Stick® is the perfect feel good treat. JonnyPops® is a frozen novelty made right in Minnesota! Each pop is made with simple ingredients and nothing artificial – these pops are meant to be shared with the entire family! Each stick is printed with a good deed because they believe sharing kindness, through actions big and small, is what makes their mission of “A Better Pop for a Better World” a reality.



BOLD MOVE: JonnyPops® has experienced tremendous growth through several BOLD moves. In 2018 revenues grew more than 120% from the previous year and JonnyPops® products are now available in all 48 continental states. Results from the company's launch of its BOLD new “Delights” line of non-fruit flavors show that the JonnyPops® brand and products resonate with consumers across the country. Early signs show that these new flavors even outperform the company's original “Fruit-First” flavors and contributed to JonnyPops'® streak of 50%+ year-over-year same store growth that is 3 years running. In another BOLD move, JonnyPops® brought their frozen treats to K-12 students across the country with a special foodservice line of two products that not only meet the regulatory needs of school lunch programs, but also offers the chance for students to get a high-quality and better-for-you, frozen treat as a part of their school lunch. Also benefiting from JonnyPops'® success is the local community, where JonnyPops® has grown to more than 50 employees who manufacture all products in St. Louis Park, MN. The organizations supported by JonnyPops'® mission “A Better Pop for a Better World®” raise awareness and fight the challenges of addiction and recovery. JonnyPops® and its co-founders were selected by Forbes as 2018 30 Under 30 awardees for their achievements and innovative vision for the future.

TEAM: Erik Brust, Co-Founder & CEO; Connor Wray, Co-Founder & CFO

Nominated by: Marcus Laman, Shareholder, Briggs and Morgan

SixSpeed

SixSpeed is a project-driven end-to-end brand marketing agency built to make the world's most adventurous brands impossible to imitate. With double digit growth since its start in 2009, SixSpeed delivers unique brand communication and engagement across both online and offline landscapes – often blurring the lines between the two. Clients include Red Bull, Polaris, BFGoodrich, Rally Health, Bushnell Optics, Crestliner Boats and Toro.



BOLD MOVE: SixSpeed engaged racers, shop owners, off-roaders and over-landers, photographers and athletes to discover shared values and beliefs that defined the off-road community. Through conversations, it became clear everyone is building their vehicle for something. Whether to conquer an obstacle, have a capable rig, or go further to find a secret surf spot, the build of the vehicle had a real purpose. The most important part of that build, the tires. Where rubber meets the terrain. Whether it was racing, off roading, snowboarding, mountain biking, or any other activity, each user had a different motivation and connection to BFGoodrich. The BFGoodrich KM3 needed to speak to adventure seekers as well as those who find inspiration wrenching in their garages day and night. SixSpeed flipped the model by pulling the core of the community in as talent and producers for the campaign. In just two weeks the nimble crew captured thousands of images and hours of video to show the performance of the tires in mud, rock, and sand. Throughout the process, they included the advocates by enlisting their help to review the creative work to ensure everything was on point. The result was a years' worth of content including print, retail, social, web and more. The campaign was launched with a record sellout of the product in one day, and digital and social earned media and related content at over 350,000,000 impressions and growing.

TEAM: Alyssa Andersen, Senior Project Manager; Andrew Ellingson, Brand Strategist; Anthony DiNicola, Creative Director; Chris Hergott, Branded Content Director; Jake Larson, Account Supervisor; Joe Hurd, CEO

Nominated by: Bill Jarrett, Managing Director, TrueNorth Capital Partners; Loren Unterseher, Managing Director, Oxbow Industries

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Travelliance

Travelliance is the world's leader in airline and workforce lodging logistics, with the industry's largest hotel database booking over seven million room nights annually. Their global team provides this service through their innovative technology on a 24/7/365 day a year basis. Travelliance also provides multi-lingual customer service phone agents, as well as live chat. Serving 5 continents, they accommodate the airline, trucking, and emergency management industries, utility companies, along with many others. Travelliance succeeds in ensuring accommodations are booked in accordance with all company and federally mandated requirements and ready for the workforce resulting in a restful night's sleep while away from home.

BOLD MOVE: In a BOLD Rapid Response - Travelliance recently supported a client in one of the largest natural disasters in the history of the United States. Managing and coordinating booking of several thousand hotel rooms a day for the teams that were restoring power in Florida during Hurricane Irma. This was one of the companies' biggest challenges as they had to find rooms for the workforce in areas of the State that were shut down completely from the outside world. Their staff coordinated with their national hotel brand partners, along with using their vast network of hotels and even utilized convention center ballrooms for the placement of cots.

New Technology - Travelliance designed and built proprietary technology called ConneX that assists their team in all aspects of account management. From room usage to block strategies, to real-time operations, ConneX promotes best practices, cost savings, compliance, contract management, and best in class reporting. Also, as other BOLD moves, Travelliance has merged and acquired competitors to continue their cutting-edge growth as a company

TEAM: Ted Scislowski, President & COO; Lisa Wing, CEO

Nominated by: Joel Cairry, VP, Travelliance



Design Ready Controls

Design Ready Controls is a leading supplier of control panels and wiring harnesses in North America, and the most automated control panel builder in the world. They provide products and services to original equipment manufacturers from many industries, including HVAC, factory automation, power generation, oil and gas, and alternative energy. For 30 years, they have been committed to providing the highest quality control panels and wire harnesses in the industry.



BOLD MOVE: Redeveloping the process for attracting new employees to manufacturing. Design Ready Controls is creating a new perception for what manufacturing is today—a career, not just a job. They restructured their approach for finding new employees; looking for motivated, driven, hardworking individuals. They developed career paths within their manufacturing floor through advanced training programs and partnerships with tech colleges and the state. Individuals start in one role but have an opportunity for a career in manufacturing. **Training:** They provide on-the-job training with peer mentors, both for new employees and cross-training to help employees learn more about the manufacturing process. Employees also attend events and seminars to continue their personal and professional growth.

Education: In partnership with technical colleges, they offer their employees free, on-site classes during the work day, to further develop their knowledge in control panel manufacturing. They provide tuition assistance making education more accessible. Encouraging employees to further their education by providing them with internship opportunities. They also talk to high school students to show how STEAM/STEM courses are applicable to careers in manufacturing.

TEAM: Jon Hacker, Vice President of Finance; Kevin Skau, COO; Amanda Gregory, Marketing Brand Manager; Chrissy Peloquin, Director of Operations; Nikki Dills, Director of Sales; Jacob Willson, Director of Engineering, Sales and Development; Brady Sabatino, Director of Engineering

Nominated by: Chandler McCoy, President, M&A Executive Search

EQ by Equiniti

EQ provides shareowner services in the U.S. including stock transfer agent, corporate action and investment plan services to over 1,200 public and private companies in the U.S. EQ is part of the Equiniti Group, a London-based, publicly listed company who provides technology, administration, processing and payment services to some of the most recognized global brands.



BOLD MOVE: In May, 2017, Equiniti Group made a bold move to enter into the U.S. market and announced the acquisition of the Shareowner Services division of Wells Fargo. In eight months, Equiniti needed to stand up all corporate functions and launch EQ to the U.S. market which meant building out the people, processes and systems for all areas of the new organization. Not only did the transaction close ahead of its estimated date, with 96% of employees successfully transitioning to EQ, but the transition was seamless for clients.

The acquisition has been transformational, combining the #1 UK and #3 US market leaders to create a multi-national transfer agent and services business spanning the world's deepest capital markets. Clients and shareowners now receive the benefit of a broader array of services and more sophisticated technology. EQ will continue to hire new employees as well as open a call center in Milwaukee, WI, which will employ 100 plus people.

The creation of EQ has resulted in increased service offerings and enhanced technology to clients and shareowners and creation of additional jobs in MN and potentially elsewhere in the U.S.

TEAM: Todd May, CEO; Katie Sevcik, COO; Robert Hoke, EVP, Relationship Management; Anne St. Martin, EVP, Client Services & Business Strategy; Bill Milbauer, EVP, Sales; Amy Madden, Chief Customer Officer; Jeff Elmquist, Chief Information Officer; Jim Groenewold, CFO; David Becker, General Counsel and Chief Compliance and Risk Officer

Nominated by: Karen Melby, VP, Steven Douglas Associates

Tierney Brothers

Tierney provides interactive technology solutions that improve performance.

They are committed to providing exceptional customer experience, leading with quality, taking care of their employees, and always doing the right thing. Their customers include Fortune 500 companies, government entities, educational institutions, nonprofit organizations, houses of worship, and small businesses.



BOLD MOVE:

Tierney's **BOLD** move came when they decided to shift their focus to include services throughout the purchasing process. Rather than simply selling a product, Tierney offered services that included project management, training, and ongoing support to build trust and a stronger working relationship with each client. This shift in focus occurred in all four of Tierney's markets: K-12 education, higher education, corporate/retail, and government.

In Tierney's K-12 segment, the introduction of Tierney Teachers brought schools training and support that went well-beyond basic technology training. These Tierney Teachers focused on student achievement, growing technology skills, and finding solutions that fit each classroom's unique needs; they were able to gain the trust of teachers by providing instructional support that stemmed from their own classroom experience, and they built long-lasting relationships that directly supported Tierney's own growth over the coming years. This mutually-beneficial relationship supported student growth and Tierney growth, and helped Tierney establish themselves as a company that can provide products and services that positively impact schools in all of their territories.

Tierney continues to grow organically into new states and geographic territories, but this growth doesn't come at the expense of the customer. Tierney treats their business as a living, breathing organization that calibrates frequently to ensure their work is done the right way, and customers feel the same level of support regardless of company growth. Tierney uses customer data, gathered through the Net Promoter Score system, to maintain this balance and keep the customer's experience at the forefront. The growth Tierney experienced from this shift to services and support continues to be a focal point as the company's success extends into the future.

TEAM: Robert Gag, Chief Executive Officer; Derek Burns, Chief Marketing Officer; Bruce Hoffman, Chief Sales Officer; Mike Tierney, Chief Operating Officer; Tom Tierney, Founder; Jim Tierney, Chairman of the Board

Nominated by: Julie Kimble, President & Founder, KimbleCo

Bio-Techne

Bio-Techne is a public corporation traded on the NASDAQ under the TECH symbol. Founded over 40 years ago as R&D Systems, the company established itself as a leading provider of quality reagents to the life science research market. These products, some of the most cited in the industry, enabled discovery of novel biomarkers which improved the understanding of various diseases and the modalities to treat them.



Through its strategy, which has resulted in the acquisition of fourteen companies over the last 5 years, Bio-Techne has assembled a family of complimentary brands that provide life science customers unique workflow solutions consisting of an extensive portfolio of consumables and instruments in the medical research market. Bio-Techne brands pride itself on delivering world class products and services for life-science research and clinical applications.

BOLD MOVE: Exosome Diagnostics, the most recent addition, allows Bio-Techne to participate in one of the fastest growing and revolutionary diagnostics markets, biofluid-based diagnostics. Delivering non-invasive personalized precision healthcare improves patients' lives. The synergy of the Exosome Diagnostics core technology and reagents from Bio-Techne have the potential to revolutionize diagnostics by doing away with invasive biopsies while delivering on the long-held promise to improve patient care at a lower cost. EPI, it's first diagnostic test on the market, in certain circumstances helps doctors and patients determine whether an invasive prostate biopsy can be avoided.

The Bio-Techne acquisition of Exosome Diagnostics enhances shareholder value for stockholders of Bio-Techne. It's a deal valued at up to \$575M that adds revenue and access to a much larger diagnostic market with strategic opportunities specific to the existing Bio-Techne product portfolio. The lasting benefits beyond shareholder value include; growth to a Minnesota based company, an organization that will drive additional cross-selling of business lines, and the chance to be part of improving human health for the world.

TEAM: Chuck Kummeth, CEO; Stuan Robertson, VP Human Resources; Kevin Smyth, Chief Digital Officer

Nominated by: Johan Gjenvick, Consultant, Gallagher

Smead Manufacturing Company



About Smead: Smead Manufacturing Company, a global leader in office management systems, was established in 1906 in Hastings, Minnesota. Smead is a privately held, certified Women's Business Enterprise (WBE) offering thousands of organizational products for use in the home or office. For more information on Smead's high-quality organizational products, including hundreds of products Made in the USA, visit [Smead.com](https://www.smead.com).

About U Brands: U Brands LLC is a dynamic consumer products company specializing in a diverse line of stationery, storage, home and office products (dry-erase boards, cork boards, dry-erase calendar boards, dry-erase markers, magnets, locker accessories and more). The company's pledge is to deliver innovative and creative designs with great quality and value. For more information on U Brands' high-quality innovative products, visit [ubrand.com](https://www.ubrand.com).

BOLD MOVE: It would be easy for a successful 113-year-old company with five locations around the country to become complacent with their business. Instead, Smead has taken the bold step to reevaluate their entire business as it began to observe declining office supply sales. Smead created project century to ensure the company's growth through its second century. As a result, many of Smead's product lines were reimagined and redesigned. Smead also expanded its business through the acquisition of a company named U Brands. Located in Orange County, CA, U Brands specializes in designing trend forward solutions for the home and office. This acquisition expanded Smead's product lines and market segments while bringing a fresh perspective to their existing product line and approach to sales channels. Smead now sees its future more clearly to include a broader market and a robust growing business looking forward to the next 100 years.

TEAM: Sharon Avent, CEO; Casey Avent, President; Dan Wagner, VP of Sales; Gayle Taylor, VP Of Marketing; David Arndt, Director of Finance

Nominated by: Chris Jones, M&A Advisor, Sunbelt Midwest

Starkey® Hearing Technologies



Starkey® Hearing Technologies is a privately held, global hearing technology company headquartered in Eden Prairie, Minnesota. Founded by Bill Austin in 1967 and led today by President Brandon Sawalich, Starkey is the only American-owned and operated provider of hearing technologies and is known as an industry leader for its innovations in technology and design. The company has more than 6,000 employees, operates 25+ facilities and does business in more than 100 markets worldwide.

BOLD MOVE: Starkey Hearing Technologies is BOLD. They have reinvented the hearing experience and the hearing aid with Livio® AI. Livio AI is the world's first Healthable™ hearing aid to utilize integrated sensors and artificial intelligence, and the first to track physical activity and cognitive health. Livio AI also features the first-ever Fall Detection and Alert capability within a hearing aid, has a virtual assistant and translates 27 languages instantly. With Livio AI, Starkey Hearing Technologies has transformed a single-use device into the world's first multi-purpose hearing aid, a Healthable. Livio AI is so much more than just a hearing aid, it is a gateway to better health, wellness and, ultimately, a better quality of life.

Starkey continues to push the boundaries and is challenging assumptions of what people think about hearing loss and aids. It's redefining the future of hearing health and providing tools that can help give millions of people, their families and caregivers peace of mind with revolutionary features such as Fall Alert.

Providing direct monitoring of physical and cognitive activity, Livio AI raises awareness for the importance of hearing to overall well-being, and links to important health conditions, including cardiovascular disease, fall prevention and cognitive decline in the aging population, among others.

Livio AI is BOLD; enabling people to hear better, live better.

TEAM: Bill Austin, Founder and CEO; Brandon Sawalich, President; Achin Bhowmik, Ph.D., Chief Technology Officer; Dave Fabry, Ph.D., Chief Innovation Officer

Nominated by: Karin Dalsin, Communications Manager, Starkey Hearing Technologies

SPECIAL RECOGNITION

U.S. Army Minneapolis Recruiting Battalion



The U.S. Army Minneapolis Recruiting Battalion, headquartered at Fort Snelling, Minnesota, was originally established in 1972, the same period the last man was drafted and America's Army became an "all-volunteer/recruited" organization. Its geographic area of operation includes Iowa, Minnesota, & North and South Dakota, making it the second largest battalion in the U.S. Army Recruiting Command. The Minneapolis Recruiting Battalion is charged each year with the recruitment of over 1000 of the best and brightest people to serve in the United States Army and Reserve. They look to recruit outstanding and diverse talent from our community to answer the call to serve our nation both locally and globally in jobs ranging from nursing, administration, combat arms, information security, or any of the Army's 180 different specialties.

BOLD MOVE: Although the U.S. Army has been protecting our country since before Minnesota was a state, the Minneapolis Recruiting Battalion has boldly expanded its operations and influence with the communities of the North Star state and surrounding region. Speaking strictly in numerical terms, the battalion has increased the number of new recruits by 29% over 15 years of historical recruiting trends. The battalion's efforts go far beyond just recruiting. From the Hometown Hero initiative – which highlights the achievements of Minnesota Soldiers and brings the Army to the kitchen table - to supporting the next generation of STEM innovators and leaders by sponsoring Minnesota students at VEX International Robotics competitions – to showing Minnesota educators, community partners and influencers firsthand the world class training provided to America's finest soldiers. The Minneapolis Recruiting Battalion brings America's Army to Minnesota and invests in our youth with \$3M in yearly tuition assistance and \$67M in G.I. Bill benefits. Partnering with leading employers and legislative initiatives to ensure that Minnesota continues to get the educational and financial resources that the state deserves. The battalion's efforts has based its recruiting culture on that of Minnesota: hard work, done well to win.

TEAM: Lieutenant Colonel David Foster, Battalion Commander; Command Sergeant Major David Porter, Battalion Command Sergeant Major; Major Michael Whitten, Executive Officer

Nominated by: Deborah Youngner, CEO/Founder & Chief Visionary, ERBUS Inc., LifeGRID Technologies

Department of Iron Range Resources & Rehabilitation



Iron Range Resources & Rehabilitation is a State of Minnesota economic development agency located in Eveleth. It is funded through a taconite production tax that is paid by the region's mining companies in lieu of property taxes. The agency invests in business, community and workforce development for the betterment of northeastern Minnesota.

When recruiting new industries or assisting with the growth of current businesses, we have traditionally utilized attractive and flexible incentive packages for infrastructure and buildings. Recognizing the skilled workforce needs of businesses, the agency added workforce development to its incentive toolbox by providing funding and resources for customized curriculum and training.

The agency works with local industries to anticipate workforce gaps and shortages,

BOLD MOVE: Welding Program: In response to a welder shortage, the agency convened competing area businesses that employ welders. Solutions were identified to grow the number of people choosing welding as a profession and put them on an education fast track. The agency provided funding for local education institutions to develop an Accelerated Welding Institute for individuals to obtain a certificate of completion and immediately start a career as an entry-level welder. A training program was also established for businesses to upskill their existing workers.

TEAM: Janelle Greschner, Director of Business Recruitment; Roy Smith, Director of Education & Talent Development

Nominated by: Andrew Pulkrabek, Managing Partner, Marabek

CONGRATULATIONS 2019 BOLD AWARD NOMINEES

Accurate Home Care
Ackerberg Group
Al-Corn Clean Fuel
American Red Cross
Minnesota Region
Asset Discovery Corporation
Avivo
Beehive Strategic Communication
Best Christmas Ever
Bio-Techne
BOLD3 Coffee
Brand Advantage Group
Clearwater BioLogic
Comparatio
Crescent Cove
Cru Row Club
Department of Iron Range
Resources and Rehabilitation
Design Ready Controls
Dominate with SEO
EnergyPrint
EQ by Equiniti
Feed My Starving Children
Fiberstar
FINNEGANS Brew Co.
Great North Labs
Grow North MN
H.F.S. Properties
Hennepin Healthcare
Henricksen
Her Spirit Vodka
Hitch Health
Horwitz
Hunt + Capture
Invenshure
J-HAP
JL Schwieters Building
Supply Construction
Jonny Pops
Jukko
Junior Achievement of
Upper Midwest

KK & Co.
Leighton Interactive
Let's Go
Lindus Construction
Little Acorn Shave Co.
Living Greens Farm
LUMA Luxury Matchmaking
LVC
LymanDoran
Lyn-Lake Psychotherapy
Marion Parke Designs
ProjectionSmart
Minneapolis Army
Recruiting Battalion
Minnesota Vikings
Monicat Data
Nelson Worldwide
Norhart
Nuvera Communications
Omcare
Pediatric Home Service
Pelican BioThermal
SalesReach.io
Silicon Prairie
Simon Says Give
SixSpeed
Smead Manufacturing Company
Starkey Hearing Technologies
Tech Guru
The Bandit Big Rig Series
Tierney Brothers
Total Expert
Touchstone Mental Health
Travelliance
Tuned Up Custom Rods
US Internet Corporation
Verto
Vibes
Village Bank
Wayside Recovery Center
Weatherology
Wellbeats
Yellow Brick Road Child Care
YouthLink

PLATINUM SPONSOR



RECEPTION SPONSOR



VENUE SPONSOR



VENUE HOST



GOLD SPONSOR



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