



## ANNEX STUDENT LIVING, LLC

College and university enrollment is steadily growing across the U.S. and so is the demand for safe and

affordable student housing. **Annex Student Living, LLC** is challenging the traditional campus dormitory lifestyle by developing units with innovative features such as private bedroom suites with attached bathrooms and dedicated high-speed Internet access.

Annex has nearly 1,500 beds in various stages of operation in the Midwest, with several hundred more already under contract. Annex has added three Indiana and two Ohio properties to its portfolio in the last 12 months and expects to double total assets by 2016.

In 2014, Annex launched a construction management division in order to manage projects from concept to student occupancy. In 2015, in-house construction management will result in four times the amount of revenue from the prior year.

The company's goal is to develop and acquire student living communities and mixed-use developments at regional campuses, community colleges and Division II and III institutions to serve the housing needs of students while delivering a Division I experience.

### AT A GLANCE:

**Kyle Bach, CEO**

**Current leadership since 2009**

**Founded: 2009**

**Location:** Indianapolis

**Primary business:** real estate and rental and leasing

**Sites in Indiana/elsewhere:** 1/1

**Full-time equivalent employees:** 8 in 2014; 12 expected in 2015

**www.annexstudentliving.com**



## Blue Pillar®

**Blue Pillar** is a leading provider of facility "Internet of Things" (IoT) and energy management solutions for complex single-site and centralized multi-site facilities. Blue Pillar's visionary approach has made it a pioneer in tackling the issues that impact facilities today – shrinking

budgets, rising energy prices, and aging core electrical and mechanical infrastructure.

Blue Pillar has created an equipment monitoring solution that offers customers a full-tested, production-ready software product they can use and benefit from in just weeks.

In October of 2014, Blue Pillar launched its suite of connectivity, energy and centralized enterprise facility management solutions, empowering executives to recover value from stranded assets and reduce power-loss risk, while improving energy efficiency across multi-site facility systems and enabling demand response programs.

Today, more than 255 of the most critical, complex and geographically-dispersed facilities across health care, government, higher education and other industries use Blue Pillar to manage their energy and power systems.

### AT A GLANCE:

**Tom Willie, CEO**

**Current leadership since 2013**

**Founded: 2006**

**Location:** Indianapolis

**Primary business:** management of companies and enterprises

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:** 40 in 2014; 60 expected in 2015

**www.bluepillar.com**



**Creek Run LLC Environmental Engineering** is a full-service consulting firm that provides environmental and engineering services throughout Indiana and surrounding states at petroleum and industrial facilities. Services range from basic site inspections to design and implementation of engineered remediation systems to risk-based closure

strategies within a variety of regulatory programs.

Chief Operating Officer Jason Lenz recently earned his Ph.D., and his published research on geography and engineering geology has been presented at conferences. This increased Creek Run's footprint and brought an unprecedented level of expertise within the environmental community in Indiana.

An example of Creek Run's dedication to customer service occurred when a client encountered development opposition due to the proximity of the site to the Wellhead Protection Area of the municipal water supply system. Creek Run's plan went above and beyond safety, human health and environmental impact regulations, and the station is now a state-of-the-art facility.

### AT A GLANCE:

**Jason Lenz, chief operating officer**

**Current leadership since 1993**

**Founded: 1993**

**Location:** Montpelier

**Primary business:** scientific and technical consulting services

**Sites in Indiana/elsewhere:** 4/0

**Full-time equivalent employees:** 44.5 in 2014; 48.5 expected in 2015

**www.creekrun.com**





Michele Meyer founded **Creative Solutions Consulting, Inc. (CSCI)** in 2002 after clocking 300 hours of overtime to turn a failing project around for a large consulting company, whose only recognition for her achievement was to send her a coffee mug. Now CSCI is an award-winning consulting firm specializing in financial management and information technology solutions for federal, state and commercial customers.

The company's rapid growth began in 2007 when a contract with the federal government came along for a project that was in disarray. CSCI stabilized the entire project within the first 90 days and never missed a deadline over the ensuing four-year program.

In 2011, CSCI had an opportunity to grow into the government financial management sector. Congress had mandated the Department of Defense prepare audit-ready financial statements by 2017, which meant government agencies would require contractor assistance. CSCI took the unprecedented approach of hiring blended teams of accountants and information technology analysts and programmers, eliminating the need to divide audit support into segregated areas of responsibility. Financial management is now the company's fastest-growing service area.

**AT A GLANCE:**

**Michele Meyer, president**

**Current leadership since 2002**

**Founded: 2002**

**Location:** Indianapolis

**Primary business:** information technology

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:**

80 in 2014; 97 expected in 2015

**www.csciconsulting.com**



Fort Wayne-based **Design Collaborative** is an architectural, mechanical and electrical engineering, and interior design firm serving clients in higher education, health care and corporate markets. The mission is simple – to improve people's worlds.

An innovative tool used to do that is Revit, which allows engineers to create a three-dimensional model of a design rather than a two-dimensional drawing. This fully integrates all systems into the digital reality that can be updated to respond to future development or upkeep.

The company began with two architects and an engineer who chose Fort Wayne as their home in the early 1990s. It has woven itself into the city's fabric ever since. Design Collaborative was part of the development of Parkview Field, home of the Tin Caps and a catalyst of downtown Fort Wayne's recent revival. Design Collaborative is part of a new project underway that will bring the first mid-rise development to the city's skyline in 30 years, and the company continues its involvement in further riverfront and historical area development.

**AT A GLANCE:**

**Pat Pasterick, president**

**Current leadership since 1994**

**Founded: 1992**

**Location:** Fort Wayne

**Primary business:** architectural, engineering and related services

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:**

44 in 2014; 51 expected in 2015

**www.designcollaborative.com**



Ensuring the right patient gets the right treatment at the right time is the focus of **DK Pierce & Associates, Inc.**, a management consulting services provider for biopharmaceutical

companies whose drugs are used for catastrophic diseases. Its "bread and butter" service is monitoring health insurance company actions to manage cancer and rare disease treatments and reporting that information to clients that sign up for annual subscriptions to track their drugs.

There are currently more than 700 treatments in development for different cancers, and each requires support once approved by the Food and Drug Administration. Coining itself a "small giant," DK Pierce & Associates has embraced a niche of providing differentiated expertise and services related to cancer and rare disease treatments.

With a leadership team that has more than 125 years of cumulative experience, the company also owns and manages DKP Compass™, a proprietary database that houses information across Medicare, Medicaid and private insurance, and allows clients to create reports in real time.

**AT A GLANCE:**

**Denise Pierce, president**

**Current leadership since 2000**

**Founded: 2000**

**Location:** Zionsville

**Primary business:** management consulting services

**Sites in Indiana/elsewhere:** 1/6

**Full-time equivalent employees:**

18 in 2014; 24 expected in 2015

**www.dkpierce.net**





**Fineline Printing Group**, a privately-held, minority-owned business, is one of the leading providers of commercial print, fulfillment and marketing services in the Midwest. With a manufacturing facility in Indianapolis, more than 60 employees and state-of-the-art print production equipment, the company serves clients in education, health care and medical management, non-profit and government.

When the digital age called for adaptation, Fineline re-invented its business model from a product manufacturer to a communications service provider. The company built custom digital storefront technology that allows clients 24/7 access to online document management and print on-demand services, including ordering, inventory, fulfillment and brand management tools that empower them to manage cost, inventory and have control of their own projects. Fineline employees can now focus on strategic print consulting.

Fineline has also innovated new ways of ensuring data integrity and protection during the production process. Through the automation of online orders, the company has increased its client service representative capacity by nearly 12.5 hours per week.

**AT A GLANCE:**

**Richard Miller,**  
owner and  
president

**Current leadership**  
since 1981

**Founded: 1981**

**Location:** Indianapolis

**Primary business:** manufacturing

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:**  
67 in 2014; 71 expected in 2015

**www.finelineprintinggroup.com**



In each of the last four years, **Gibson**, a regional insurance broker and risk management services firm, has exceeded aggressive growth plans and posted record profitability. Harnessing technology, mobile, cloud, big data and social networking, the

company has a strategic quest to bridge the gap between marketing and technology to drive growth.

*Employee Benefits Advisor*, an insurance industry magazine, featured Gibson on the cover in May 2015 for the progress made in social media usage for marketing.

Gibson is 100% employee owned and ranks in the top 1% of independent agencies in the nation. The company's transparent, fee-based compensation structure sets it apart in an industry where the standard is percentage of premiums paid.

Looking to the future and realizing many young professionals don't intentionally pursue careers in insurance, the company created a team-based selling model where new recruits are teamed with seasoned professionals to perpetuate years of institutional knowledge and create the next generation of young leaders.

**AT A GLANCE:**

**Tim Leman,**  
chairman and CEO

**Current leadership**  
since 2010

**Founded: 1933**

**Location:** South Bend

**Primary business:** finance and  
insurance

**Sites in Indiana/elsewhere:** 4/0

**Full-time equivalent employees:**  
105 in 2014; 116 expected in 2015

**www.gibsonins.com**



The numbers speak volumes about the success of **Guidon Design Inc.** – achieving an average revenue growth of 115% each year, creating 27 high-level professional jobs since its founding and winning more than 40% of all projects pursued.

Guidon Design is a growing multi-disciplinary architecture and engineering firm specializing in health care, government, education, municipal and urban in-fill projects.

Guidon Design is committed to sustainability with more than 70% of the firm's technical staff LEED accredited. It has secured roles on high-profile projects such as the Downtown Transit Center, Monument Circle and Deep Rock Tunnel project.

Two years after its founding, Guidon leadership took a leap of faith and became the lead designer for a two-tenant office space in a former warehouse. Anticipating future growth, the company provided a discounted design fee in exchange for a reduced lease rate to become one of the two tenants. This initiative provided an office space the firm can grow into with capacity for 27 staff.

**AT A GLANCE:**

**Luke Leising,**  
president

**Current leadership**  
since 2011

**Founded: 2011**

**Location:** Indianapolis

**Primary business:** architectural,  
engineering and related services

**Sites in Indiana/elsewhere:** 1/4

**Full-time equivalent employees:**  
22 in 2014; 25.5 expected in 2015

**www.guidondesign.com**





In 1987, **Hudec Woodworking**, a custom architectural millwork provider, was founded to service small, quick-turn specialty contracts. The first side jobs were plastic laminate projects for various general contractors, architects and owners. The first production shop was the two-car garage at the residence of president John Hudec’s parents.

The company’s growth since then has been most impressive. In 1996, Hudec built its present 30,000-square-foot facility and has since undergone several renovations to sustain growth. The company purchased its first computer numerically controlled (CNC) equipment, bringing new levels of production and capabilities. The technology has resulted in better consistency of parts and has enabled Hudec to cut complex shapes in a fraction of the time of older methods.

Despite the economic downturn in 2008, Hudec was able to keep its doors open and maintain its workforce. Since 2010, Hudec’s annual revenue has doubled and grown steadily each year. In 2014, Hudec was recognized by Inc. 5000 as one of the nation’s fastest-growing companies.

**AT A GLANCE:**

**John Hudec,**  
president

**Current leadership since 1987**

**Founded: 1987**

**Location:** Griffith

**Primary business:** construction

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:**  
31 in 2014; 38 expected in 2015

**www.hudecwoodworking.com**



**M&M Holdings I, Inc.** subsidiaries Heavy Duty Trucking and Delcar, Inc. (doing business as Rock Transport) serve the local Indiana construction industry with tri-axle dump truck hauling services. The companies haul dirt, sand, gravel and salt to customers throughout Indiana.

Heavy Duty Trucking recently expanded its business operations to include semi-tractors and trailers for hauling general freight over the road throughout the Midwest, Northeast and Southeast.

Last year, Rock Transport opened a temporary Louisiana office to help rebuild levees that were damaged during Hurricane Katrina. The project provided additional winter work to Indiana residents who otherwise would have been laid off.

In 2014, both companies added GPS tracking technology with real-time information to all trucks to better manage business and customer relationships.

**AT A GLANCE:**

**William Meador,**  
president

**Current leadership since 2013**

**Founded: 1996**

**Location:** Indianapolis

**Primary business:** construction

**Sites in Indiana/elsewhere:** 1/1

**Full-time equivalent employees:**  
79 in 2014; 89 expected in 2015



**Mesh Systems LLC** delivers Smart products for companies looking to quickly bring novel solutions to

market. The company’s turnkey systems connect products using the devices, software, communication frameworks and “Internet of Things” (IoT), which is the backbone of all Smart products.

Mesh Systems developed its own cloud-based IoT platform, MeshVista, enabling companies to transform traditional products into Smart products that instantly connect, monitor, analyze and control remote devices. It is a component-based platform that enables Mesh Systems to design a Smart system specifically tailored to an industry need and bring it to market quickly.

One example is a coffee-maker manufacturer that, with this technology, can embed a cellular component within coffee machines and have a real-time view into performance, maintenance needs and vital statistics, ensuring the highest possible uptime of the machine.

Earlier this year, Mesh Systems was honored with the 2015 IoT Evolution Product of the Year Award from *IoT Evolution* magazine, the leading publication covering IoT technologies.

**AT A GLANCE:**

**Richard V. Baxter, Jr.,**  
co-founder,  
president and CEO

**Current leadership since 2005**

**Founded: 2005**

**Location:** Carmel

**Primary business:** computer systems design and related services

**Sites in Indiana/elsewhere:** 1/1

**Full-time equivalent employees:**  
N/A

**www.mesh-systems.com**





An example of a good problem: A manufacturer wins a large contract that requires increased production; however, the company needs supplemental labor to handle the project. **MS Inspection & Logistics, Inc. (MS-IL)**, a light industrial staffing agency in Indianapolis, recruits, trains and qualifies workers that can be placed in a facility at a moment's notice to meet demand, while also handling the paperwork and human resources needs.

MS-IL has developed a metrics business model that is based on lower margin but higher retention of associates, as opposed to the higher margin, larger turnover model. The company sustains growth by offering associates monetary incentives based on tenure. The result: Customers receive a more consistent and productive workforce and associates earn higher wages.

MS-IL is one of the fastest growing staffing agencies in the Midwest and one of the fastest growing minority- and woman-owned businesses in the country.

**AT A GLANCE:**

**Leticia Snoddy, CEO/founder**

**Current leadership since 2001**

**Founded: 2001**

**Location:** Indianapolis

**Primary business:** other services (except public administration)

**Sites in Indiana/elsewhere:** 5/4

**Full-time equivalent employees:** 113 in 2014; 121.5 expected in 2015

**www.ms-il.com**



**PERCEIVANT**

**Perceivant** was founded to help organizations utilize their data to reduce risk, cut costs and improve quality. Organizations that don't have big budgets or information technology

departments can gain rapid insights from their data in a simple, secure and affordable way.

Data Dojo, Perceivant's cloud-based, HIPAA-compliant data analytics platform, can process terabytes of structured and unstructured data from any source in real time, correlate it and deliver it to data scientists and decision-makers in a readable format.

In addition to technology, Perceivant provides a complete analytics service, including a hosted analytics infrastructure, Business Intelligence (BI) visualization tools, and data science consulting and integration services.

With the acquisition of key clients last year, Perceivant established a presence in health care, wellness, finance and education, opening up new avenues for products and services. Perceivant's technology partnerships open up a new target market: clients looking to integrate, complement and expand their current data analytics technology.

**AT A GLANCE:**

**Brian Rowe, founder and CEO**

**Current leadership since 2012**

**Founded: 2012**

**Location:** Indianapolis

**Primary business:** scientific and technical consulting services

**Sites in Indiana/elsewhere:** 1/1

**Full-time equivalent employees:** 10 in 2014; 15 expected in 2015

**www.perceivant.com**



Nothing goes to waste at **Pioneer Packaging LLC**, a company specializing in pallet building and services. Any materials that are left over from a project are either resold or recycled into livestock

bedding. Pioneer Packaging produces and recycles several million pallets and produces about 40 million pounds of livestock bedding annually.

The company offers new, recycled, combination and heat treating (for export) pallets, warehousing, trailer rentals and freight service. It manages customers' pallet inventory and keeps multiple trailers full on its lot. If a customer has an empty trailer, Pioneer delivers another load the next day.

In response to the company's growth, the owners purchased three large former production plants to manufacture products and maintain high inventory levels for customers. Almost all raw materials, works in production and finished inventory are indoors at all times, an anomaly in the wood pallet industry.

Pioneer Packaging was recently featured on the cover of *Pallet Enterprise* magazine for its innovation in recycling waste into usable product.

**AT A GLANCE:**

**Susan Kohler, president**

**Current leadership since 2003**

**Founded: 2003**

**Location:** Portland

**Primary business:** manufacturing

**Sites in Indiana/elsewhere:** 2/0

**Full-time equivalent employees:** 91 in 2014; 98 expected in 2015

**www.pioneerpackaging.com**





**Renaissance Administration LLC** is the largest independent charitable gift services provider in North America. Renaissance currently supports more than \$5 billion of

charitable planned gift assets under administration and 12,170 gift instruments. The team has more than 680 years of combined charitable gift experience.

The company designed, built and continues to update its proprietary charitable gift services administration system. Renaissance manages and monitors all charitable planned giving vehicles in a central location, which decreases costs for clients and allows for a larger percentage of the gifts to go toward the intended purpose. With demand for more gift accountability, this system allows institutions to be transparent about planned gifts.

In 2014, Renaissance launched its Center of Excellence and a multi-million dollar system redesign. In addition to increased efficiencies and costs savings, the enhanced system creates a more donor-friendly giving experience and integrates social media. Services offered include legal services, consulting services and reporting.

**AT A GLANCE:**

**Edward Thompson, president and chief executive officer**

**Current leadership since 2013**

**Founded: 1987**

**Location:** Indianapolis

**Primary business:** administrative and support services

**Sites in Indiana/elsewhere:** 1/1

**Full-time equivalent employees:** N/A

**www.reninc.com**



With three co-owners who were all track athletes, customers can expect the highest quality equipment from **Richey Athletics**. It specializes in pole vault and high jump pits and standards. The equipment is American made – employees weld the steel, cut the

fabric and glue the foam as well as deliver and set up the equipment.

In 2010, Richey Athletics transferred ownership from the founder, Max Richey, to three grandsons: Michael, Stephen and David Griffy. To grow the company from more of a hobby to a thriving business, the new owners had to radically evolve processes, including creating a web site and adding sales staff. Richey equipment is used nationwide by colleges/universities, high schools and clubs.

Richey Athletics also supports local schools. Colton Crum, a freshman at Frankfort High School, finished in second place in the 2015 IHSAA state track meet; he practices with a used pit from Richey Athletics in his backyard.

**AT A GLANCE:**

**Michael Griffy, president**

**Current leadership since 2008**

**Founded: 1962**

**Location:** Frankfort

**Primary business:** manufacturing

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:** 19 in 2014; 21 expected in 2015

**www.RicheyAthletics.com**



**Spear Corporation** has been serving the commercial swimming pool industry since 1984 throughout Indiana, Illinois, Kentucky and Ohio. The company designs and constructs pools, sells pool equipment and chemicals, and offers continuing education classes for pool professionals. The work

spans public recreational pools to competitive aquatic venues, and Spear maintains a dedicated staff of factory-certified technicians who specialize in precision installation and quality customer service.

A couple of recent projects include the construction of the Olympic Trials pools and the Nyad 48 "Swim for Relief" Project, where long-distance swimmer Diana Nyad swam in a temporary pool in New York City's Herald Square for two straight days to raise funds in support of Hurricane Sandy recovery efforts.

Spear Corporation leadership credits a dedication to customer service as a catalyst for the company's growth. An expansion into design and construction of commercial swimming pools was in response to customer feedback.

**AT A GLANCE:**

**James Spear, CEO**

**Current leadership since 1984**

**Founded: 1984**

**Location:** Roachdale

**Primary business:** construction

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:** 44.5 in 2014; 44 expected in 2015

**www.spearcorp.com**





The aerospace and defense sector is growing in Indiana, and at the forefront is **Tech Castings LLC**, a leading manufacturer of alloy castings of turbine engine components.

Tech Castings specializes in hot section components for turbine engines and auxiliary power units – rotors, stators, nozzles, torque converters and more, including airfoils with complex ceramic cores. It is one of only a handful of private companies nationwide with the capability to produce “lost wax investment castings” in a vacuum environment, a process that is essential for manufacturing many of the most highly-stressed components in modern turbofan jet engines.

Aircraft operate by mandated maintenance schedules (based on flight hours) where parts are either serviced or replaced. Tech Castings has screens throughout the plant with live data of what projects are coming, and the company continuously invests in new technology as original equipment manufacturers develop lighter and more powerful turbofan designs.

The future looks bright for Tech Castings, with current predictions estimating the total worldwide aircraft fleet more than doubling over the next 20 years.

**AT A GLANCE:**

**Jeff Lantz,**  
president

**Current leadership since 2011**

**Founded: 2011**

**Location:** Shirley

**Primary business:** manufacturing

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:**  
N/A

**www.techcastings.com**



Bakery & Deli  
Baking Up Family Goodness Since 1980.

Recently voted No. 1 Bakery and No. 2 Best Donut in the Indianapolis market by voters on the Indy A-List, demand for **Titus Bakery LLC's** array of baked goods and deli sandwiches is growing exponentially.

Owner Terry Rake's grandfather started a bakery in Lebanon in the 1950s, and her father had run a donut shop with a small, devoted following since 1980. In 2013, Rake acquired her father's business, expanded the product line, ramped up social media and marketing, doubled monthly revenue, planned the opening of a new location in Westfield and has many strategies for continued growth.

Rake has also focused on customer experience and convenience to stimulate growth. She has more than tripled staff, added cash registers, opened a drive-thru and doubled hours of operation. In addition to phone orders, requests for online ordering and shipping out of state is growing, prompting current efforts to enhance the web site.

**AT A GLANCE:**

**Terry Rake,** owner

**Current leadership since 2013**

**Founded: 2013**

**Location:** Lebanon

**Primary business:**  
accommodation and food services

**Sites in Indiana/elsewhere:** 1/0

**Full-time equivalent employees:**  
17.5 in 2014; 27.5 expected in 2015

**www.titusbakery.com**

