This year’s class of Leaders in Diversity honorees know how to get it done. They think you can too.

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THE LIST
MINORITY-OWNED BUSINESSES 20-22

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Under Armour dropped from S&P 500 index

BY JESSICA IANNETTA
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Under Armour Inc. has been dropped from the S&P 500 after a rocky few weeks that saw the company report disappointing quarterly results and part ways with its CEO.

The Baltimore sportswear maker will be removed from the stock market index starting June 21 and instead moved to the S&P Midcap 400, according to a June 3 news release from the S&P Dow Jones Indices. Under Armour will be replaced on the S&P 500 by Keurig Dr. Pepper Inc. while IPG Photonics Corp. will also be downgraded and replaced by ON Semiconductor Corp.

The S&P 500, an index of stocks for 500 large-cap companies, is one of the most closely watched stock indexes in the country, and it’s a strong indicator of the health of the U.S. stock market. S&P Dow Jones said in a release it made the changes to its indexes to “ensure each index is more representative of its market capitalization range.”

S&P Dow Jones last June announced it would raise the minimum capital requirements for its indexes, requiring S&P 500 companies to have market capitalization of at least $13.1 billion to join, up from $11.8 billion. Companies that didn’t meet that requirement wouldn’t necessarily be kicked off the S&P 500 though and at the time nearly 40 S&P 500 companies had stock market values below $11 billion, according to Reuters.

The minimum market cap for the S&P Midcap 400 is $3.6 billion. Under Armour has been a member of the S&P 500 since 2014. When it joined the index, it had a market cap of $9.45 billion but today its market cap is a little more than half that at $4.86 billion.

The news is yet another blow to Under Armour, which has had a rough last month or so. In early May, Under Armour reported the results of its most recent quarter, which saw the company swing to a loss and miss sales expectations. At the time, CEO Patrik Frisk attributed the poor performance to temporary factors such as supply chain challenges, Covid-19 restrictions in China and rising inflation.

But less than two weeks later, the company announced it would part ways with Frisk, who had served as CEO since January 2020 and officially stepped down on June 1. Colin Browne, the company’s chief operating officer, is serving as interim president and CEO while a search for Frisk’s successor is underway. One person not in contention for the role is founder and executive chairman Kevin Plank, who told CNBC last month that he won’t be returning as CEO.
**WHAT’S HAPPENING**

The business ideas, people, news and events driving conversations in Baltimore.

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**DIANE BELL-MCKOY DEPARTS ASSOCIATED BLACK CHARITIES AFTER 16 YEARS**

Diane Bell-McKoy, an outspoken advocate for Baltimore’s Black community as leader of Associated Black Charities, has left the nonprofit after 16 years. ABC officials said on June 6 the nonprofit will launch a national search for Bell-McKoy’s successor. Heidi Arndt, who served as the departed CEO’s chief of staff, will serve in the role of interim CEO. The search process for a permanent CEO will be led by Tawana Bhagwat, chair of ABC’s board of directors. ABC will celebrate Bell-McKoy’s tenure at its in-person fundraising gala on June 10.

**CELIAH HOTEL PROPERTY NEAR GREAT WOLF LODGE SITE HITS MARKET**

The 109-room Days Inn by Wyndham hotel about a mile from the new Great Wolf Lodge in Perryville is up for grabs. The 43,274-square-foot, two-story hotel will be auctioned on June 17.

**FRONTIER TO ADD DAILY NONSTOP SERVICE BETWEEN BWI, LAS VEGAS**


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**COMING UP**

- June 17: Managed IT Firms; Software Developers
- June 24: Middle Market Leaders; Credit Unions
- July 1: Fastest-Growing Public Companies; Public Companies
- July 8: Residential Real Estate Firms; Luxury Homes; Wealthiest ZIP Codes
- July 15: Private-Sector Employers

**SPECIAL SECTIONS AND PUBLICATIONS**

- Middle Market Leaders Awards: June 24
- Enterprise Women of Excellence: Aug. 5
- 52nd Issue (annually)

**ON THE WEB**

- PEEK INSIDE THE MOST EXPENSIVE HOME FOR SALE IN BALTIMORE

The most expensive home currently on the market in Greater Baltimore is a four-bedroom mansion located on five pristine, landscaped acres near to the exclusive Caves Valley Golf Course.

- FRONTIER TO ADD DAILY NONSTOP SERVICE BETWEEN BWI, LAS VEGAS


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Fair and accurate coverage is at the heart of our mission. We will promptly print corrections of substantive errors. If you believe incorrect or unfair information has appeared in the Baltimore Business Journal, please contact Editor Joanna Sullivan.

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A local private investment fund focused on supporting minority developers and bringing development to underserved neighborhoods is expanding to more U.S. cities as it marks its first anniversary.

The Aequo Fund created by high-profile developer Ernst Valery is poised to start investing in long-neglected communities in Memphis, Chicago and Charlotte, North Carolina alongside ongoing work in Baltimore and several other cities. Valery said the fund is expected to grow to $10 million in the coming year through reinvestment and new commitments.

“In the first year we really proved that the pace of redevelopment and investing in communities of color and people of color could be done,” said Valery, managing partner of SAA | EVI. “We proved it is possible, that there’s talent in all ZIP codes and opportunities in all ZIP codes and we can roll this out in a significant way.”

The fund started in 2021 during the pandemic with the goal of leveling the playing field for minority, women and immigrant developers here and in Philadelphia, Buffalo, New York and Richmond, Virginia. These developers have experienced constant rejection from large banks and investment firms and have had difficulty attracting private capital for projects in disinvested neighborhoods like those in East and West Baltimore, Valery said.

Valery himself has developed several large projects in Baltimore including the conversion of the former St. Michael’s Roman Catholic Church to the Ministry of Brewing and Ministry Lofts apartments near Patterson Park; the Nelson Kohl Apartments next to Penn Station and Bath House Square Apartments in Pigtown. He recently joined the development team of the massive overhaul of Penn Station, is part of the new ownership for Station North arts hub Area 405 and is launching a ground-up project in Johnston Square for 21 affordable apartments.

The fund is set up to reinvest its capital into other projects and will now move into other cities to build new residential and retail projects, Valery said. “This shows that we’re actually trying and the others aren’t,” he said. “The big banks have 10 times more money and are 10 times less effective in certain areas. It’s all so political. There’s no justice for the people.”

The first annual report of the Aequo Fund showed that 23 formerly vacant properties were rebuilt, sold or under contract to new homeowners. They totaled just over $6.6 million in value and sparked $350,000 in “wealth-building,” or investment returns, for a group of 25 minority, women or immigrant developers. The fund today is around $7.5 million, and Valery anticipates it will jump to $10 million by the end of the year.
INDUSTRIAL REAL ESTATE

47 ACRES IN HAGERSTOWN SELLS TO MAKE WAY FOR A NEW BUSINESS PARK

The hot industrial market in Washington County just got another boost. Investors have scooped up 47 acres of rural land off Interstates 81 and 70 in Hagerstown to develop another warehouse complex. The deal to sell the property was settled last month for an undisclosed price. A joint venture between Elberon Development Group and the Avidan Group acquired the land and plan to build a 210,000-square-foot industrial facility.

Colliers Maryland Industrial brokers Tommy Gentner Jr., Brian Siegel and Brian Watts brokered the deal for the buyer. Colliers’ Jason Sullivan represented the seller, MLD Limited Partnership. Colliers will also lease the site.

Gentner said the growth of the Western Maryland industrial market is buoyed by a strong workforce and ample land availability — both major attractions to developers. He also said the area’s location near the two interstates that serve three states (Maryland, West Virginia and Pennsylvania), and the nearby Hagerstown airport, is a plus.

“Over the next three years you’re going to see nine million square feet of industrial development occur in Washington County,” he said. “This area is under a good bit of demand.”

The industrial boom in Hagerstown and Williamsport is producing large and small warehouses for e-commerce and distribution companies, Gentner added. The latest 47-acre project will be located at 12001 Hopewell Road and will be developed on spec, or without a specific user in mind, Colliers officials said last month. The property has already been cleared and has public utilities.

The sale is the latest in the Western Maryland industrial market that includes a recent expansion of global rail manufacturing company Hitachi Rail with a $70 million, ground-up plant in Hagerstown. That 307,000-square-foot plant will ultimately aid Hitachi’s $2.2 billion contract to build a new fleet of 8000-series all-electric cars for the Washington Metropolitan Area Transit Authority.

Washington, D.C.-based Penzance is also moving into the market. The firm in September broke ground on an 825,000-square-foot, Class A warehouse just off Interstates 81 and 70 in Williamsport that will bring 500 new jobs to the county.

Last year, Amazon opened a 1 million-square-foot distribution center at the 2.2 million-square-foot Hagerstown Logistics Center. That move by the Seattle-based e-commerce giant created 500 new jobs. Another tenant at the center, Herbalife Nutrition, has leased 200,000 square feet and brought close to 100 new jobs to the community.

“Demand for industrial buildings is on the rise, and with e-commerce in high demand, companies are looking for real estate along I-81 that are in or near distribution hubs and warehouse spaces,” Gentner said.

THE BIG NUMBER

The size of Baltimore-based Spark Coworking’s new venture in Choctaw Stadium in Arlington, Texas. The fast-growing venture of the Cordish Cos. will anchor the stadium and an emerging entertainment district.

The new venture is Spark’s fourth U.S. city with more growth on the way, said Sheronne Cherry, director of community and partnerships for Spark Coworking. Spark first opened at Baltimore’s Power Plant Live development in 2016 and is currently 100% leased with 250 large and small companies and 800 members. Spark this year expanded into the Inner Harbor’s Power Plant building and snagged the Baltimore Banner as its lead tenant. The venture has also opened Spark Coworking in St. Louis and Kansas City, Missouri.

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Baltimore lost about 100 liquor licenses during COVID-19 pandemic

It’s budget season: always a great time for collecting some hard facts and figures about the inner workings of the city’s agencies. Last week’s budget presentation from Baltimore’s Board of Liquor License Commissioners didn’t disappoint.

The board is requesting about $1.2 million in fiscal 2023 to perform its administrative functions, such as issuing liquor licenses, as well as $1.3 million to support inspections of the city’s bars, restaurants and strip clubs.

But an even more interesting tidbit is the decline in the total count of liquor licenses in Baltimore before the pandemic compared to now. The liquor board processed 1,241 licenses in the year before the Covid-19 outbreak, according to Nicholas Blendy, the board’s deputy executive secretary. This year, there were “slightly over 1,100 licenses left,” he told council members—a loss of about 100 licenses, which Blendy attributed to “the impacts of the pandemic.”

The change is yet another indicator of the pandemic’s toll on the hospitality industry, one of the hardest hit by Covid. Maryland law, which sets the rules the liquor board enforces, says that if a business with a liquor license is closed for more than 180 days, that license will expire. Businesses can apply for hardship extensions of 90 or 180 days to keep the license valid while they deal with unexpected closures, delays and other hurdles.

Blendy said many of the expired licenses were in Baltimore’s downtown area, and that the “vast majority” were Class B restaurant licenses. While some license types are limited in the number that can be issued, the liquor board is able to issue new Class B licenses, Blendy said. Class B licenses generally allow for service seven days a week from 6 a.m. to 2 a.m.

If the month of May is any indication, the city’s hospitality scene is showing signs of recovery as the summer gets underway. Blendy said the liquor board received 26 license applications last month.

“We have a very busy month ahead of us for new licenses and transfer applications,” he said. “So that’s hopefully a harbinger of business returning to something approaching normal as we come out of the pandemic.”
Big corporations get a lot of attention due to their sheer size. Small businesses, on the other hand, have the numbers — there are tens of millions of enterprises across the U.S. that fit this description. But what of those in between?

New for 2022, the Baltimore Business Journal is turning a spotlight on the lower-profile drivers of the regional economy through the Middle Market Leaders awards program. We’ll award companies — with $25 Million to $1 billion in revenue — for their strong revenue growth and impact on their community and industry.

Find out who will receive the Truist Caring Impact Leader award — a Best in Class among our Middle Market Leaders.

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BREAKING IN

Two minority cannabis businesses get ready to take on industry

Clara Dubbé hugged one of her employees upon learning she had been pre-approved for a Maryland medical cannabis license and would be able to start her own company. “As a woman of color, I want every little girl to know, do not give up,” Dubbé said. “It means so much more than just the license.”

Her company, Zia Integrated, along with Standard Wellness Maryland, owned by Christina Betancourt Johnson, both recently gained pre-approval for medical cannabis licenses, after each was initially denied in 2020. The licenses allow companies to grow, process or sell medical cannabis to licensed patients, depending on which type a company holds.

Competition for the limited, state-issued licenses has been fierce. Over 200 businesses submitted applications for the 14 available licenses, and in 2020, the Maryland Medical Cannabis Commission (MMCC) approved 11 licenses and denied nine others.

The new licenses, 20 in total, were created by the state in 2018 and intended to increase women and minority business ownership in Maryland cannabis companies. The state’s General Assembly passed legislation to create them after a disparity study, ordered by Gov. Larry Hogan, found that women and minorities were vastly underrepresented in the emerging industry.

But Dubbé and Johnson can’t spend much time celebrating their win. There’s hard work ahead.

Both must now build a business in a market that has changed drastically since they applied for their licenses in 2019. The Maryland medical cannabis market expanded rapidly from 2019 to 2020, with sales doubling, and now the state is bracing for the possible legalization of recreational use. Maryland voters will decide whether to legalize cannabis for recreational use in a November referendum.

The two women will also encounter what every business owner now endures: rising inflation and hiring difficulties.

Though the market now has well-established competitors, Johnson said the knowledge of companies that have braved the hurdles of establishing a new business in the cannabis market place will be a great asset. She also believes that the state will ensure the new minority operators are up and running when the recreational market opens up, which could cause a delay in the recreational market opening up.

Alongside ensuring that current minority medical licenses are up and running, Johnson hopes the state will also provide an avenue for additional minority owned businesses to participate in the recreational cannabis industry.

“The reality is that we didn’t get into the market at the same time,” Johnson said. “That isn’t a level playing field.”

Dubbé and Johnson’s battles with the MMCC stemmed from concerns that language in the loan documents they submitted would allow the lenders to dilute the minority owner’s shares. The state commission believed the applicants did not have real, substantial, and continuing ownership. After the administrative hearings and the appeals, the commission said they were satisfied that the ownership interests of Dubbé and Johnson could not be diluted beyond their control.

Next, both women will need to secure final approval from the MMCC to secure their final licenses.

Johnson operates Standard Wellness Maryland as a joint partner with Ohio-based Standard Wellness. She also founded cannabis company Rooted Therapeutics in Washington D.C., and said she maintains majority ownership of Standard Wellness Maryland.

She hopes Standard Wellness Maryland will be operational by the end of 2023.

Standard Wellness Maryland, which received a growing pre-approval license, plans to build a 70,000-square-foot growing facility in either Montgomery, Prince George’s or Anne Arundel counties.

Christina Johnson, the founder of Standard Wellness Maryland

THE BIG NUMBER

How much Baltimore’s EcoMap Technologies Inc. has raised in a seed funding round. The money allowing the tech company to continue to expand and add new customers. The company plans to hire nine to 10 new employees over the next 12 months, bringing the staff to 30. Founder and CEO Pava LaPere will focus on marketing to help gain new customers, as EcoMap previously relied on word-of-mouth sales, with customers who enjoyed the product spreading the word to other companies.
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It’s not just our name. It’s our promise.
Our 2022 honorees have one thing in common. They’ve made it a personal mission to open up their workplaces and industries.

PAGES 11-19

PHOTOS COURTESY OF HONOREES
IMOH AKPAN
PARTNER, GOLDBERG SEGALLA LLP

Imoh Akpan’s first rule for fostering diversity and equity in the workplace is simple. Take people to lunch. He said he makes time for coffee or lunch with people who are considering a career at a law firm. “Reach out to someone,” Akpan said. “That individual act can make a difference in someone’s career. Someone did it for me. I feel it is incumbent for me to do it for others.”

Akpan, 40, is doing far more than taking people to lunch in his work to promote diversity and inclusion in the legal industry and his own firm, Goldberg Segalla’s Baltimore office. The accomplished litigator is an active member of Goldberg Segalla’s diversity task force and holds multiple national leadership roles focused on advancing diversity within the legal industry. He serves as co-chair of the Diversity Committee of the Federation of Defense and Corporate Counsel and as a member of the Diversity Steering/Planning Committee of the Defense Research Institute. He recently chaired the Defense Research Institute’s 2021 Diversity for Success Seminar and Expo in May.

“It was always very important that I saw more faces that looked like me than none and that I do more than I could to assist,” he said. Akpan’s firm’s leadership nominated him for the Baltimore Business Journal’s Leaders in Diversity award because he is a “dedicated mentor for young attorneys and law students from diverse backgrounds.” Akpan said he’s motivated by seeing people succeed in a difficult industry. “To say it’s rewarding doesn’t fully encompass it,” he said. “I take some solace in it. I just feel good for them. It’s not easy to navigate private law firm life as a minority.”

Akpan said he benefited from strong mentors in local legal circles and a minority law clerkship program. He also had someone close to home to emulate. His father ran a solo immigration law practice. Both Akpan and his sister worked there, stuffing envelopes with clients’ bills.

But Akpan, a native of Nigeria, at first thought he wanted to be a physician when he left high school. He soon found that college was a lot harder than he expected. His grades weren’t high enough for medical school. So he took a year off and entered a post-baccalaureate program at the University of Pennsylvania. Seeing that his sister enjoyed law school, he decided to follow the same path. He doesn’t regret a thing.

Akpan has 15 years of experience representing corporations and insurers on issues involving catastrophic injury, wrongful death, general negligence, negligent security, civil rights, product liability and other types of claims. There isn’t much free time these days with two young children and a busy career. But he finds time to play sports — or watch them. “I could watch [ESPN] SportsCenter all day,” he joked.

— Joanna Sullivan

DAVID BAHAR
DIRECTOR, TELECOMMUNICATIONS ACCESS OF MARYLAND

When David Bahar became the director of Telecommunications Access of Maryland (TAM) in 2019, he was only the second Deaf person to lead the agency that provides programs and services to make the phone more accessible to the Deaf-Blind community.

Established in 1991, the organization has offered a number of assistive services to Maryland’s deaf or hard of hearing population of 1.2 million people who are Deaf or hard of hearing. But after the Covid outbreak required more employees across the country to work from home, it presented new challenges for those in the Deaf-Blind community, who cannot always rely on video conferencing to communicate with employees. It’s what led Bahar to oversee the creation of the Remote Conference Captioning program, which launched in 2020 and offers free, real-time captioning of video conferences. The following year, the organization created the Maryland Communication Facilitator program, which gives Deaf-Blind people an in-person assistant to translate American Sign Language during video conferences.

According to Bahar, employers aren’t always quick to accommodate Deaf or Blind workers in situations like these. “Employers who are unaware of what appropriate accommodations are and who sometimes try to force either an unacceptable accommodation, or deny accommodations altogether,” he said. “Many employment-related issues we hear about from our constituents come down to employers in this group.”

During his time at TAM, Bahar has also overseen the hiring of two additional Deaf people, further elevating those in the Deaf community into key oversight roles. As communication services continue to move online, it marks an important time in history for the Deaf-Blind community to have a stake in how that technology evolves and accommodates their disabilities, Bahar said.

“There was a 90-something-year period between when the telephone first came out and when the [Americans with Disabilities Act] passed and made relay services a 24/7/365 thing and the telephone was for once usable,” Bahar said. “And relay users understand more than anyone that relay services aren’t the ideal solution in that it doesn’t make the telephone system itself more equitable.”

As for how employers can make their workplace more approachable for those who are Deaf or Blind, Bahar said it comes down to simply listening to those with disabilities. “There is a spectrum of deafness and blindness and not all blind people know Braille just like not all deaf people know [American Sign Language],” he said. “My advice for employers is to learn directly from the employee what accommodations are effective for them, and to provide them with these accommodations.”

— Phil Davis
La Keita Carter

Owner and CEO, The Institute for Healing

During her school-age years, La Keita Carter felt the sting of subtle or unintentional implicit bias. People seemed surprised at how well she, a young Black woman, delivered morning announcements in middle and high school. In a mostly white class in Baltimore County, a teacher singled her out for not knowing the answer to a Black history month question, even though no one else knew the answer. And when she told people her mother was a principal and her father a teacher, everyone assumed she had misspoken: her mother must be an assistant principal.

“The implication was it’s not possible that a Black family could have that kind of status or reach that professional standing,” Carter said.

Now a practicing psychologist, college professor and small business owner, Carter focuses her energy on breaking down false assumptions to give her children a better world.

“People who are minority groups belong in every space in our society — whether they are a minority based on gender, sexual orientation, language, religion, ethnicity, ability or wear their hair differently,” Carter said. “It’s important for me to put energy into the world that I want my kids to get back that I didn’t have 30 years ago.”

Through both professional and volunteer positions, Carter embraces and fosters inclusiveness and diversity. Chief among her goals is to improve minority access to health care, attract more minorities to work as mental health providers, and through continuing education, help providers and employers recognize and avoid biased behavior, and instead advocate for clients and employees.

She serves on the board of directors of Pro Bono Counseling, where last year she donated $91,000 in services. Carter helps raise awareness and reduce the stigma of mental health in the Black community as vice president of Baltimore-based Black Mental Health Alliance, Inc.

She also teaches psychology at Community College of Baltimore County and online courses to students at Capella University, and is Capella’s director of clinical training for students earning their doctorate degrees in psychology. Carter also chairs the mental health ad hoc committee of Rho Xi Omega Chapter of Alpha Kappa Alpha Sorority, Inc.

With her husband’s urging, she founded Owings Mills-based Institute for HEALing, LLC (iHEAL) in 2014. She rented her first office space in 2016, hoping to break even. But within nine months, the demand for services exceeded her capacity, and she needed to hire another therapist.

Today, she is the CEO of iHEAL, which has more than two dozen employees, including 18 providers, and sees about 360 patients a week.

“Our diversity statement is who we hire,” Carter said. — Deborah Funk

LEADERS IN DIVERSITY

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We must represent our communities internally, and with nearly 50% representing an ethnic minority, we proudly reflect the people we serve.

Diversity supports workplace cultures, and our differences enable us to be extraordinary. Please join us in celebrating the 2022 Leaders in Diversity!

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In recognition of the outsized negative impact that the pandemic has had on small businesses, in 2021 BGE launched the Energizing Small Business Grant Program as part of a $15 million pledge to assist Maryland’s small business recovery efforts. Eligible businesses located in BGE’s service area can apply for a grant of up to $20,000 to support their operations. During the first year of the program, BGE dispersed $3.5 million to more than 37,000 small businesses throughout the state of Maryland. The second round of funding for 2022 runs from July 18 – August 26. Businesses can visit bge.helloalice.com to apply and learn more about eligibility. The program is expected to continue until at least 2023 and is part of BGE’s comprehensive Customer Relief and Energy Infrastructure Investment Plan designed to help Maryland’s economic recovery from the pandemic.

Building upon their efforts to support small businesses, BGE, in partnership with Exelon, recently launched a new Racial Equity Capital fund. The $36 million fund will expand access to capital for minority businesses so they can create more jobs, grow their companies, and reinvest in their communities.

“Small, minority-owned businesses often struggle to obtain the financial support they need to pursue their ideas and innovate, a problem that has worsened since the pandemic,” said Tanya Terrell, Director of Corporate Community Impact for BGE. “BGE is bringing this Racial Equity Capital Fund to central Maryland to provide another tool that can help these business owners grow their businesses, strengthening the state’s economy for all Marylanders.”

Businesses located in the communities served by BGE and Exelon’s five other utilities are eligible to apply. RockCreek, a diverse owned fund manager, will oversee the fund and make investment decisions. Interested applicants should contact RockCreek at RCECInquiries@therockcreekgroup.com or visit Racial Equity Capital Fund. BGE is Maryland’s largest natural gas and electric provider serving 1.3 million+ electric customers and 690,000+ natural gas customers.

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ROSILAND CAUTHEN
EXECUTIVE DIRECTOR, BALTIMORE SCHOOL FOR THE ARTS

Even before she took the helm at the Baltimore School for the Arts in 2021, interim Executive Director Rosalind Cauthen was already steering the public high school toward a more inclusive community.

Cauthen, the first woman of color to lead the school, was appointed to launch its diversity, equity and inclusion (DEI) committee in 2020 while still head of the theater department, a job she’d held since 2016. She’s implemented an anti-racism training plan for everyone — from the people who work for or run the school, to the students who attend.

She also hosts the DEI Lunch Bunch meetings, which take place in the conference room and feature snacks from different cultures, such as African or Afghan. Some of the informal meetings are for faculty, others for students. They share information about different cultures, such as where their grandparents came from, and stories they’d passed down. They also discuss progress toward inclusiveness and what more needs to be done.

For those meetings, Cauthen has brought in speakers who represent different minorities in the arts, such as Asia Pacific, Latinx and African American communities, who discuss how their culture influences their work.

Among the speakers was author Lawrence Brown, who spoke at workshops for students and teachers about the findings in his book, “The Black Butterfly.” The book describes how deep-rooted racism in Baltimore has created inequity, including in education, and offers solutions to reverse the damage. Cauthen also organized a faculty book club on “The Black Butterfly.”

While expanding a greater appreciation of diversity, Cauthen is also focused on creating a culture that is forgiving, and helping students be less judgmental, particularly of the older generation.

Much of the demand for change has come from students who want more diversity in their curriculum and student-led activities. Besides meeting all of the school system’s graduation requirements, BSA students are classically trained in ballet, music and theater. Cauthen is working with faculty to add contemporary options.

“The Black Butterfly” helped him create the Greysteel Black Professionals Network to help minorities and women in commercial real estate find better opportunities in the white male-dominated field. The focus is to help young executives and developers gain better access to capital and projects in the city, especially in areas long-ignored and in need of renewal and investment. Cosby called it a win-win quest.

“We want to promote, grow the careers and have retention of black and minority employees,” he said, of the network. “The [commercial real estate] industry is underrepresented with them. I always understood why it matters — it allows you to be able to find common ground. The biggest goal here is to help stimulate a high level of commitment for people of color, and it feels like it’s turning.”

— Deborah Funk

TC COSBY
DIRECTOR, GREYSTEEL

TC Cosby moved back to his hometown after the Freddie Gray unrest rocked the Ashburton community where he grew up.

“I was reading something recently that said the new generation has a better understanding of it all, and at this point there is belonging. No apologies are being made about being in the room anymore, and that’s where that change has been created. Now, it is a sense of belonging and thriving,” he said.

Locally, Cosby sits on the boards of Parity Homes and the Cristo Rey Council. He says he is a believer in Baltimore and its future and gives credit to his parents, Thurgood Sr. and Elizabeth, for instilling in him a strong work ethic and a love of education and sports.

That has led him to mentor some city youth to help them chart their life course. Years as an athlete at the private McDonough School and later at Penn State University taught him the value of teamwork, focus and competition.

“When I was growing up, just seeing people of color in roles I aspired to helped me to attain my goals. Representation matters,” he said.

At Greysteel, Cosby oversees sales and financing for multi-family projects in the mid-Atlantic. In addition to running the Baltimore office, he is director of the structured finance team for Greysteel in Washington, D.C.

Cosby, 40, said he has witnessed a sea-change for Black and minority workers over the past decade, and plans to spend his career building on the momentum.

— Melody Simmons
Growing up in a military family, Diana Emerson embraced diversity and service at a young age, moving with her family when her father’s job as a U.S. Marine Corps Gunnery Sergeant, and later State Department employee, took them around the globe.

Now, as senior director of entrepreneurial and workforce experiences at Junior Achievement of Central Maryland, Emerson works to ensure high school students are exposed to all the diverse industries and entrepreneurial opportunities that Maryland offers so they can plan a career.

“Students need access to everyone so we get beyond ‘firsts’,” she said.

But the impact Emerson has had with Junior Achievement reaches far beyond student career education, and even state lines. In summer 2021, Emerson was selected to lead the newly-created diversity, equity and inclusion council for the national office of Junior Achievement. As its inaugural chair, she led a collaborative effort to make Junior Achievement regions more inclusive and accessible, recognizing that approaches may need to be tailored to local community cultures.

The council developed and recommended baseline standards for hiring and recruiting volunteers. They made sure policies were in place so that all minority groups felt safe and respected. They created a large calendar, for example, that was more representative of all holidays and explained what each of them represent.

Emerson understands how it feels to be in the minority. In her more than two decades working for different nonprofits, she has been keenly aware that she was one of the few minority women in the room. The contrast grew more apparent with each promotion. Through her lens as a Black woman, she began to understand messaging and word choice, and what image an organization projected.

She carries a diversity, equity and inclusion in the workplace certificate from the University of South Florida, and shares the latest approaches to workforce diversity both in Maryland and with the national office.

Months before she chaired the national diversity council, Emerson launched a diversity understanding campaign with her Maryland Junior Achievement peers. She spearheaded a 21-week challenge with Junior Achievement state staff to better understand the experiences across cultures and address stereotypes. Those differences could be gender, gender identity, ethnicity or religion, for example. Emerson polled the staff to discover what they feared discussing, and what they wanted to talk about. They learned from one another and had to discuss how they felt.

“We had some very difficult conversations,” Emerson said. - Deborah Funk
As general manager of Annapolis Town Center, Anthony Henry has sought to use the suburban mixed-use center as a platform for those who may not have thought there was a chance for them to succeed in the real estate and retail industries.

Henry took over as head of the center in 2019 and has led it through the pandemic and now through a major renovation and renewal that is set to wrap up this fall. Along the way, he has created a contest for young entrepreneurs, instituted a partnership to hire people with Down syndrome for retail jobs and launched initiatives highlighting women-owned businesses and diverse artists.

“What is instilled in me and what was amplified by working through that pandemic is people — and helping those who necessarily don’t know that they have an opportunity to perform in certain industries,” he said.

Henry was once one of those people. Growing up, he hoped to write music for movies and enrolled at the Art Institute of California - Los Angeles to study film composition and audio engineering. When that dream didn’t work out, he started job searching and landed a job at Marriott in the food and beverage department. Henry eventually lost that job due to lack of punctuality — he was still in school at the time and didn’t have reliable transportation, he said — and ended up homeless for a time.

Eventually, he found a job working at Nordstrom’s cafe where he befriended several of his regular customers who worked for Caruso, which owns The Grove, the retail center where the Nordstrom was located. He asked them for a job and began working his way up in the company, eventually becoming assistant general manager for the west Los Angeles region.

In 2019, he moved back east to take a job with Trademark Property Co., which had been tasked with remaking Annapolis Town Center by its new owners. As he signed new retailers and worked to renovate the physical space, Henry has also sought to forge partnerships with the community and recruit minority and women-owned businesses as tenants and to fill the center’s pop-up shop program.

One of those community partnerships is with Gigi’s Playhouse. Henry worked with the nonprofit to design a program to help people with Down syndrome get job experience by serving as greeters for some of the center’s seasonal events, including photos with Santa and the Easter Bunny.

Last year, Henry also started an entrepreneurship program for kids called Little Bosses, where 14 businesses were selected to take part in a pop-up shop at the center, which generated $2,000 worth of sales collectively in about two hours.

All these programs and others Henry has started grew out of what he said is a simple desire “to be of service” to the community.

– Jessica Iannetta
Unlike more specialized fields such as medicine or law, executives in diversity, equity and inclusion positions can come to their jobs with any number of degrees or certifications.

And while those experiences may have partially prepared them for the job at hand, Courtney Jones Carney said those folks often don’t have the foundational knowledge required to achieve — and sustain — an organization’s desired outcomes.

To better prepare DEI leaders, Carney helped create the new Master of Science in Diversity, Equity and Inclusion Leadership Degree program at the University of Maryland, Baltimore. When it launches this fall, it will be one of just seven similar graduate degree programs in the country, according to Carney.

The program is one of several new offerings Carney has launched at the university as Executive Director of UMB’s Intercultural Leadership and Engagement Center. It responds, in part, to the significant increase in new DEI positions nationally after George Floyd was killed by police in Minneapolis, Minnesota in May 2020. Carney said the number of new DEI positions increased by 50% that summer amid a national reckoning with race in America that resulted in a wave of companies looking internally at their own DEI efforts — or lack thereof.

UMB’s new degree program will teach its enrollees everything from communication strategies for sharing a company’s new or renewed focus on DEI, to critical literature, frameworks and theories that can, and should, be applied to help guide the work.

“Folks should have this foundation so they can be confident in their skills and outcome of positions,” Carney said.

She also co-created an Intercultural Leadership certificate, offered in a cohort format by UMB since the fall of 2019, that aims to offer an academic space with coursework that encourages participants to reflect and “hopefully have ‘ah-ha’ moments, but also not be judged if they don’t have those moments.”

“We have grown up with a set of assumptions that have been reinforced throughout our lives, but to think we are going to be able to relate to everyone without doing any of the work is a bit naive,” she said.

Most importantly, she said it’s critical this type of DEI training include an action plan so that any changes can be sustained.

Carney said she was inspired to work in DEI by her experiences as a student athlete at Morgan State University. Attending the historically Black university was the first time the Philadelphia native had been in a predominantly Black education environment and seen Black leaders in “decision-making roles.”

“It was so affirming,” Carney said. “I could be my full authentic self.”

– Carley Milligan

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LEADERS IN DIVERSITY

GINA MERRITT
OWNER AND PRINCIPAL,
NORTHERN REAL ESTATE URBAN VENTURES

Gina Merritt is a matchmaker of sorts with a social impact goal. By leveraging her business savvy and professional network, she created Baltimore-based Project Community Capital (PCC) to help low-income individuals find jobs. “We want to be the Monster.com for the underserved community,” Merritt said.

PCC uses a comprehensive approach to solve problems for two groups: people who need jobs, and construction companies who need to hire them if their government contracts require it. Merritt is no stranger to real estate development. She’s worked in the field for more than 25 years, and 22 years ago founded Northern Real Estate Urban Ventures, which specializes in working in low-income communities. Developers who work in those communities, she said, have a duty to create opportunities for residents. She is a strong supporter of affordable housing, having grown up in a working-class affordable housing community in New York City’s the Bronx.

Some government contracts require developers to hire minority workers and/or people from low-income areas. Merritt learned first-hand years ago the challenge of finding qualified workers to meet those state and federal contract requirements. Many of the people she hired hadn’t been properly vetted, and didn’t work out.

To help solve that problem, PCC has created a database of people who are trained and ready to work, but have been unable to get employment due to their socioeconomic status and lack of social mobility and access to financial resources.

The database has largely been for construction jobs, but PCC is now expanding into other areas. They recently helped a woman land an administrative assistant job – with benefits — that pays more than the three jobs she’d previously cobbled together, for example.

“We’re tapping into a market of people who have been unemployed or severely underemployed,” she said.

The only thing Merritt requires is that they are reliable, trustworthy and ambitious.

Not everyone comes to PCC with the skills needed to land jobs. But they aren’t necessarily turned away. Merritt founded Workforce Leverage Collective, a nonprofit that partners with organizations to help underserved individuals acquire skills, train them in workplace etiquette and help them create a career plan.

As a Black woman, Merritt said her potential often was overlooked, and that drives her to help others.

Her work to increase minority participation in business isn’t limited to PCC or Workforce Leverage Collective. She mentors small business owners from disinvested communities through Innovation Works.

“People from these underserved communities just need that shot,” Merritt said.

– Deborah Funk

DIVERSITY & INCLUSION

PROMOTING INCLUSION, DIVERSITY, EQUITY AND ACCESS

Trademark is passionate about creating an inclusive workplace that promotes and values diversity. We strive to create workplaces that reflect the communities we serve and where everyone feels empowered to bring their full, authentic selves to work. Companies that are diverse in age, gender, race, sexual orientation, ethnicity, religion, ability and perspective are proven to be more successful. More importantly, diversity fuels innovation. We are building a culture at Trademark, where differences are valued.

IDEA stands for Inclusion, Diversity, Equity and Access

TRADEMARK
TRADEMARKPROPERTY.COM
LEADERS IN DIVERSITY

Award-winning chefs David and Tonya Thomas have been on a mission to honor foods and people rooted in African culture and history. They are changing the perception of Black food through their culinary creations, telling the stories of people who used a wide variety of ingredients that they farmed, hunted or netted.

It is diverse cultural education, served on a plate.

But their focus on inclusiveness doesn’t stop there. It courses through the business at H3irloom Food Group, from how they pay employees to their plans for the future.

Long in the public eye, the Thomas’ are pointing the spotlight toward their business partners and longtime friends, Linda and Floyd Taliaferro, and other chefs.

“H3irloom Food Group does not work without the partners,” Tonya Thomas said.

Tonya and David Thomas have solid credentials. A sampling includes: serving at the James Beard House; working in Dublin at Guinness’ Meatopia; cooking in a restored kitchen that had been used by enslaved Africans outside of Richmond, Va., in Michael Twitty’s Roots to Glory Tour; and appearing on The Today Show. David is a Grand Chopped Champion having appeared on the popular Food Network show. The couple is also on the board of TasteWise Kids, a Baltimore nonprofit that works to help children make healthy food choices, by teaching them about food sources, sustainability, nutrition, tastes and careers.

Linda Taliaferro, H3irloom Food’s CEO, describes her role as “the catch-all, be-all.” Her background is in communication and education, including education transformation and large-scale standards implementation. Her husband Floyd Taliaferro IV, a licensed clinical social worker and owner of a behavioral health care company, is CFO. And, like the Thomas’, Linda Taliaferro points to the team approach among the business partners.

“We feed each other, we struggle and cry together, we take it on the chin and encourage each other,” Linda Taliaferro said of the partners.

H3irloom Food Group is an evolving enterprise that offers catering, food products, ticketed dinners, as well as a venue space, The Sinclair. They have pop-up food shops at the Baltimore Farmers Market, and are currently promoting sous chef Avanti Brown to help grow an egg roll product he developed. David and Tonya are teaming with other chefs and cultural preservationists to develop a heritage center in South Carolina that celebrates people from the African diaspora. Soon they’ll move into farming. H3irloom has purchased 65 acres in Upperco and the team is in the process of preparing it for their future farming, likely in another two or three growing seasons.

– Deborah Funk

CONGRATULATIONS

to Our Baltimore Business Journal
Leaders in Diversity 2022 Honoree

COURTNEY J. JONES CARNEY, DPA, MBA
Executive Director, Intercultural Leadership and Engagement, and Director, Intercultural Center, University of Maryland-Baltimore
### MINORITY-OWNED BUSINESSES IN GREATER BALTIMORE

**RANKED BY 2021 REVENUE**

<table>
<thead>
<tr>
<th>Name/website</th>
<th>Address/phone</th>
<th>2021 revenue</th>
<th>Local employees</th>
<th>Total employees</th>
<th>Percent minority owned</th>
<th>Minority classification(s)</th>
<th>Primary owner(s) and executive(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Infosini Inc.</td>
<td>10015 Old Columbia Road Suite B-215, Columbia, MD 21204 443-257-0086</td>
<td>$54 million</td>
<td>15</td>
<td>537</td>
<td>100%</td>
<td>Asian</td>
<td>Sandeep Harjani, President</td>
</tr>
<tr>
<td>2. Fearless</td>
<td>8 Market Place #200, Baltimore, MD 21202 410-584-9600</td>
<td>$48 million</td>
<td>190</td>
<td>199</td>
<td>100%</td>
<td>Black/African American</td>
<td>Delali Duras, CEO; John Foster, COO</td>
</tr>
<tr>
<td>3. ABW Appliances</td>
<td>8309 Sherwood Court Suite B Jessup, MD 20794 301-589-1445</td>
<td>$46.72 million</td>
<td>101</td>
<td>115</td>
<td>100%</td>
<td>East Asian Indian</td>
<td>Bob Dhyani, Owner/Founder</td>
</tr>
<tr>
<td>4. Stella May Contracting Inc.</td>
<td>1512 Edgewood Road Edgewood, MD 21040 410-679-8206</td>
<td>$39 million</td>
<td>186</td>
<td>211</td>
<td>67%</td>
<td>Black/African American</td>
<td>Harley Flack, President/CEO; Brad Hawk, EVP; Christian Johnson, Chairman/CEO</td>
</tr>
<tr>
<td>5. Temp Air Company</td>
<td>526 Wynns Mill Court Owings Mills, MD 21117 410-356-8078</td>
<td>$23 million</td>
<td>51</td>
<td>51</td>
<td>51%</td>
<td>Hispanic</td>
<td>Christopher Bobes, Nicholas Bobes, Principals</td>
</tr>
<tr>
<td>6. CJ Maintenance Inc.</td>
<td>925 E. Redwood Road Columbia, MD 21045 410-217-7030</td>
<td>$19 million</td>
<td>180</td>
<td>200</td>
<td>100%</td>
<td>Asian</td>
<td>James Chep, President; Paul Spentz, COO</td>
</tr>
<tr>
<td>7. Altus Technology Solutions</td>
<td>7250 Parkway Drive Suite 10, Owings Mills, MD 21117 410-312-2069</td>
<td>$16.8 million</td>
<td>15</td>
<td>123</td>
<td>100%</td>
<td>Black/African American</td>
<td>David Brachay, President/CEO</td>
</tr>
<tr>
<td>8. Rudolph’s Office &amp; Computer Supply Inc.</td>
<td>6610 Amberston Road Suite E-2, Elkridge, MD 21075 410-931-4150</td>
<td>$16 million</td>
<td>50</td>
<td>50</td>
<td>100%</td>
<td>Asian</td>
<td>Mai Anh Jones, CEO</td>
</tr>
<tr>
<td>9. Bithgroup Technologies Inc.</td>
<td>133 W. Monument St. Baltimore, MD 21202 410-962-1188</td>
<td>$15 million</td>
<td>45</td>
<td>50</td>
<td>100%</td>
<td>Black/African American</td>
<td>Robert Wallace, CEO</td>
</tr>
<tr>
<td>10. Victory Global Solutions Inc.</td>
<td>5950 Symphony Woods Road #206, Columbia, MD 21044 410-834-9110</td>
<td>$10 million</td>
<td>2</td>
<td>54</td>
<td>100%</td>
<td>Black/African American</td>
<td>Angela Brown, CEO</td>
</tr>
<tr>
<td>11. Murthy Law Firm</td>
<td>10431 Hill Run Circle #100 Owings Mills, MD 21117 410-356-5840</td>
<td>$14 million</td>
<td>100</td>
<td>150</td>
<td>100%</td>
<td>Asian; East Asian Indian</td>
<td>Sheela Murthy, President/CEO</td>
</tr>
<tr>
<td>12. Mahogany Inc.</td>
<td>910 W. Pratt St. Baltimore, MD 21223 410-757-0324</td>
<td>$13 million</td>
<td>35</td>
<td>40</td>
<td>100%</td>
<td>Black/African American</td>
<td>Jeffrey Hargrave, President</td>
</tr>
<tr>
<td>13. Murphy, Falcon &amp; Murphy</td>
<td>1 South St. 30th Floor Baltimore, MD 21202 410-951-8744</td>
<td>$12.5 million</td>
<td>22</td>
<td>22</td>
<td>100%</td>
<td>Black/African American</td>
<td>William H. Murphy Jr., Founding partner; William H. Murphy III, Managing partner; William M. Murphy, Senior partner</td>
</tr>
<tr>
<td>14. Booth Management Consulting</td>
<td>7320 Lep Deford Drive Suite 103 Columbia, MD 21046 4103094929</td>
<td>$12 million</td>
<td>21</td>
<td>20</td>
<td>100%</td>
<td>Black/African American</td>
<td>NA</td>
</tr>
<tr>
<td>15. C.L. McCoy Framing Co. Inc.</td>
<td>301 E. Smallwood St. Baltimore, MD 21233 410-945-0024</td>
<td>$10 million</td>
<td>19</td>
<td>20</td>
<td>100%</td>
<td>Black/African American</td>
<td>Christopher McCoy, President</td>
</tr>
<tr>
<td>16. RWN Development Group LLC</td>
<td>4 W University Parkway Baltimore, MD 21228 410-528-0011</td>
<td>$10 million</td>
<td>7</td>
<td>NA</td>
<td>100%</td>
<td>Asian</td>
<td>Richard Naing, President</td>
</tr>
<tr>
<td>17. Boonerang Consulting LLC</td>
<td>101 North Avenue Suite 301 Baltimore, MD 21224 410-517-4864</td>
<td>$7.52 million</td>
<td>105</td>
<td>105</td>
<td>100%</td>
<td>Black/African American</td>
<td>Jacqueline Boone, President</td>
</tr>
<tr>
<td>18. Scientific Systems and Software International Corp.</td>
<td>5521 Research Park Drive Suite 290 Columbia, MD 21228 410-715-5700</td>
<td>$7.5 million</td>
<td>40</td>
<td>NA</td>
<td>100%</td>
<td>Asian</td>
<td>NA</td>
</tr>
<tr>
<td>19. Career Communications Group Inc.</td>
<td>729 E Pratt St. 50th Floor Baltimore, MD 21202 410-244-7101</td>
<td>$6.1 million</td>
<td>16</td>
<td>25</td>
<td>100%</td>
<td>Black/African American; Hispanic</td>
<td>Jean Hamilton, President/CEO</td>
</tr>
<tr>
<td>20. GML LLC dba J.D. Belfield Enterprises</td>
<td>4301 Garden City Drive #204 Landover, MD 20783 301-490-5505</td>
<td>$5.2 million</td>
<td>12</td>
<td>30</td>
<td>80%</td>
<td>Black/African American</td>
<td>Jeffrey Belfield, Principal</td>
</tr>
</tbody>
</table>

**NOTES:** NA - not applicable, not available or not approved; Information for this List was provided by company representatives via survey.
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<th>Minority classification(s)</th>
<th>Primary owner(s) and executive(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dream Management Inc.</td>
<td>210 W. 28th St. Baltimore, MD 21211 443-552-5515</td>
<td>$3.61 million</td>
<td>50</td>
<td>58</td>
<td>100%</td>
<td>Hispanic</td>
<td>Luis Gutierrez, President</td>
</tr>
<tr>
<td>PositivePsyche.Biz Corp</td>
<td>401 E. Pratt St. #4144 Baltimore, MD 21202 410-534-5600</td>
<td>$3.04 million</td>
<td>8</td>
<td>61</td>
<td>98%</td>
<td>Hispanic</td>
<td>Sarah Ruiz, VP; Enrique Ruiz, President</td>
</tr>
<tr>
<td>Puente Technology LLC</td>
<td>514 Progress Drive Suite T Linthicum, MD 21090 202-470-6960</td>
<td>$1 million</td>
<td>8</td>
<td>NA</td>
<td>100%</td>
<td>Hispanic</td>
<td>Dave Guerra, President/CEO</td>
</tr>
<tr>
<td>Exit Spivey Professional Realty</td>
<td>8500 Baltimore National Pkwy Suite B Ellicott City, MD 21042 410-465-0085</td>
<td>$2.3 million</td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>Black/African American</td>
<td>Donnell Spivey, President/Broker/Owner</td>
</tr>
<tr>
<td>P&amp;E Engineers</td>
<td>300 S. Hanover Blvd. #110 Owings Mills, MD 21117 410-988-3833</td>
<td>$2.1 million</td>
<td>15</td>
<td>NA</td>
<td>100%</td>
<td>Black/African American</td>
<td>Earl Smith III, Principal; Theodore Parker, Principal</td>
</tr>
<tr>
<td>Swift Staffing</td>
<td>405 Frederick Rd. #130 Catonsville, MD 21228 410-788-7032</td>
<td>$2 million</td>
<td>52</td>
<td>52</td>
<td>100%</td>
<td>Black/African American</td>
<td>Tasha Turner, Vice president</td>
</tr>
<tr>
<td>Institute for HEALing, LLC</td>
<td>9419 Common Brook Road Suite 300 Owings Mills, MD 21117 410-513-3231</td>
<td>$1.9 million</td>
<td>27</td>
<td>27</td>
<td>100%</td>
<td>Black/African American</td>
<td>La Kaiya Carter, Owner/CEO</td>
</tr>
<tr>
<td>All Pro Vending Inc. dba All Staffed Up</td>
<td>1410 Bush St. Suite C Baltmore, MD 21206 800-899-7530</td>
<td>$1.19 million</td>
<td>159</td>
<td>159</td>
<td>100%</td>
<td>Black/African American</td>
<td>David McDonald; Clarence Haskett, Principals</td>
</tr>
<tr>
<td>Atriata</td>
<td>103 N. Haven St. #201 Baltimore, MD 21224 301-618-1010</td>
<td>$1.15 million</td>
<td>4</td>
<td>7</td>
<td>100%</td>
<td>Asian</td>
<td>Aline Lin, CEO/Creative director</td>
</tr>
<tr>
<td>Roeder Travel Ltd. &amp; Kailua Properties</td>
<td>57 W. Timonium Road #110 Timonium, MD 21093 410-669-6000</td>
<td>$1 million</td>
<td>54</td>
<td>54</td>
<td>100%</td>
<td>Hispanic</td>
<td>Mimi Roeder-Hughan, Founder/President</td>
</tr>
<tr>
<td>Eco-Battery Inc.</td>
<td>798 Cromwell Park Dr. #3 K Glen Burnie, MD 21060 410-768-0844</td>
<td>$800,000</td>
<td>27</td>
<td>10</td>
<td>100%</td>
<td>Black/African American</td>
<td>Jack Lane, President/Owner; Camilla Lane, V/P Owner</td>
</tr>
<tr>
<td>Art of Balance Wellness Spa</td>
<td>801 Key Highway Street Baltimore, MD 21230 410-424-4080</td>
<td>$900,000</td>
<td>17</td>
<td>17</td>
<td>100%</td>
<td>Black/African American</td>
<td>Adriana Omstade; Nia Banks</td>
</tr>
<tr>
<td>Studio 921 Baltimore Salon</td>
<td>1607 Whetstone Way Baltimore, MD 21230 410-783-7727</td>
<td>$823,978</td>
<td>13</td>
<td>13</td>
<td>50%</td>
<td>Asian</td>
<td>Judy Slaafjut Kelly; Colleen Smith, Owners</td>
</tr>
<tr>
<td>DOO Consulting LLC</td>
<td>531 Piccadilly Road Baltimore, MD 21201 410-461-5569</td>
<td>$584,000</td>
<td>3</td>
<td>5</td>
<td>100%</td>
<td>Asian</td>
<td>Peter Doo, Principal</td>
</tr>
<tr>
<td>The Avenue Bakery</td>
<td>2229 Pennsylvania Ave. Baltimore, MD 21218 410-225-3881</td>
<td>$105,341</td>
<td>2</td>
<td>3</td>
<td>100%</td>
<td>Black/African American</td>
<td>James Huntlin, Owner</td>
</tr>
<tr>
<td>Ardent Privacy</td>
<td>5120 Research Park Drive #100 Catonsville, MD 21228 833-888-7653</td>
<td>$50,000</td>
<td>4</td>
<td>15</td>
<td>100%</td>
<td>Asian</td>
<td>Sameer Ahirrao, CEO</td>
</tr>
<tr>
<td>The Power Suite</td>
<td>3420 Pompton Ave. Baltimore, MD 21216 443-204-5887</td>
<td>$45,000</td>
<td>2</td>
<td>2</td>
<td>100%</td>
<td>Black/African American</td>
<td>Brian Allen; Tia Harris, Co-Owners</td>
</tr>
<tr>
<td>Melinated Beauty Supply</td>
<td>711 W. 40th Street #150 Baltimore, MD 21211 443-283-8263</td>
<td>$20,000</td>
<td>1</td>
<td>1</td>
<td>100%</td>
<td>Black/African American</td>
<td>Deone Russell, Owner/Operator</td>
</tr>
</tbody>
</table>

**NOTES:** NA - not applicable, not available or not approved; Information for this List was provided by company representatives via survey.
## FASTEST GROWING MINORITY-OWNED BUSINESSES

RANKED BY 2-YEAR AVERAGE REVENUE GROWTH 2019-2021

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company Name</th>
<th>Address/Phone</th>
<th>Revenue Growth, 2-Year Average</th>
<th>Revenue 2019</th>
<th>Revenue (2020)</th>
<th>Revenue (2021)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Boonerang Consulting LLC</td>
<td>101 North Haven Street, Baltimore, MD 21224</td>
<td>147.89%</td>
<td>$2.39 million</td>
<td>$10.05 million</td>
<td>$7.52 million</td>
</tr>
<tr>
<td>2</td>
<td>Institute for HEALing, LLC</td>
<td>9419 Commons Brooke Road Suite B208, Owings Mills, MD 21117</td>
<td>45.67%</td>
<td>$948,205</td>
<td>$1.7 million</td>
<td>$1.9 million</td>
</tr>
<tr>
<td>3</td>
<td>Exit Spivey Professional Realty</td>
<td>920 Baltimore National Pike, Ellicott City, MD 21242</td>
<td>33.03%</td>
<td>$1.3 million</td>
<td>$1.7 million</td>
<td>$2.1 million</td>
</tr>
<tr>
<td>4</td>
<td>Stella May Contracting Inc.</td>
<td>1512 Edgewood Road, Edgewood, MD 21040</td>
<td>28.58%</td>
<td>$33.59 million</td>
<td>$30.41 million</td>
<td>$59 million</td>
</tr>
<tr>
<td>5</td>
<td>Fearless</td>
<td>8 Market Place, Baltimore, MD 21202</td>
<td>20.6%</td>
<td>$34.1 million</td>
<td>$48.5 million</td>
<td>$48 million</td>
</tr>
<tr>
<td>6</td>
<td>ABW Appliances</td>
<td>1000 Sherwood Court, Baltimore, MD 21204</td>
<td>16.31%</td>
<td>$35 million</td>
<td>$36.03 million</td>
<td>$46.72 million</td>
</tr>
<tr>
<td>7</td>
<td>P&amp;E Engineers</td>
<td>300 Parkview Blvd, Owings Mills, MD 21117</td>
<td>14.58%</td>
<td>$1.6 million</td>
<td>$1.8 million</td>
<td>$1.9 million</td>
</tr>
<tr>
<td>8</td>
<td>All Pro Vending Inc. dba All Staffed Up</td>
<td>1410 Route 32, Owings Mills, MD 21060</td>
<td>12.65%</td>
<td>$1.42 million</td>
<td>$1.06 million</td>
<td>$1.19 million</td>
</tr>
<tr>
<td>9</td>
<td>Murphy, Falcon &amp; Murphy</td>
<td>1 South St, Baltimore, MD 21202</td>
<td>8.19%</td>
<td>$12.2 million</td>
<td>$8.04 million</td>
<td>$12.5 million</td>
</tr>
<tr>
<td>10</td>
<td>CJ Maintenance Inc.</td>
<td>9254 Bendix Road, Columbia, MD 21045</td>
<td>5.88%</td>
<td>$17 million</td>
<td>$17 million</td>
<td>$19 million</td>
</tr>
</tbody>
</table>

NOTES: NA - not applicable, not available or not approved; Information for this List was provided by company representatives via survey.

Small businesses are the backbone of Maryland’s economy and are job creators. As Maryland’s largest utility, BGE plays a vital role in helping businesses recover from the economic impact of COVID-19. To learn more about BGE’s Energizing Small Business Grants Program, visit BGE.HelloAlice.com

Girl Scouts of Central Maryland thanks these companies & individuals for celebrating excellence in women’s leadership through their sponsorship of our annual Distinguished Women Awards celebration.
The turnover factor many workers don’t want to discuss with their boss

For both employers and employees, burnout has been a hot topic over the past year. Employers are looking for solutions to burnout in their careers, while companies are trying to ensure their policies and protocols aren’t contributing to burnout and increased stress on employees at a time of high turnover.

But new research by talent and consulting firm Robert Half International Inc. found a big obstacle to addressing burnout: many employees are reluctant to report when they are experiencing burnout.

While more than four in 10 U.S. workers (41%) reported they are more burned out now than a year ago, more than one-third of employees (35%) said they would be hesitant to discuss burnout with their boss, according to the survey of more than 2,400 professionals in the U.S. “It’s concerning that many professionals continue to feel increased burnout, even as companies are hiring to help manage workloads and business demands,” said Paul McDonald, senior executive director of Robert Half. “Spotting signs of burnout can be harder when employees are working remotely, so it’s especially important for managers to establish regular check-ins, set expectations and encourage staff to speak up if they’re feeling overwhelmed.”

Best practices for fighting burnout

The research indicates that employees can’t be passive and must show more intentional support when it comes to the mental health and well-being of their employees.

Experts say burnout often results from a long, sustained period of stress when no solution appears in sight and employees feel they are drowning in never-ending deadlines.

Bill Lyons, CEO of Florence, Alabama-based professional employer organization Lyons HR, previously said a good proactive step to help those struggling with burnout, the conversations can also help them see the light at the end of the tunnel — especially if managers help them see and feel the importance of the work they are doing and where it fits into the big picture for the business.

Which workers are facing the most burnout?

Gen Z professionals, the youngest generation in the current workforce, were among the most likely to report a rise in burnout (47%). Others who are most likely to report include: technology workers (44%); women (43%); employees who have been with their company between two and nine years (43%).

The metros with the highest percentage of burned out workers include Boston (50%), Charlotte (50%) and San Diego (48%).

While flexible schedules have become an expectation for job candidates in the Covid-19 era, the survey found that flexibility may actually be contributing to rising burnout because it’s often resulting in longer hours. More than three-quarters of professionals (78%) said they have the ability to set their own schedule. But among those, 70% stated they are working more hours than they were before the pandemic, and three-quarters of employees overall (74%) are putting in 40 or more hours a week, according to the study.

“As more people stray from the typical 9-to-5, employees may feel greater pressure to be available at all hours of the day,” McDonald said. “Establishing rules of engagement — such as sharing your general availability and communicating clear deadlines — can help workers re-establish boundaries and reclaim their personal time.”

— Marq Burnett

HELPING OUT

LOCAL ORGANIZATIONS ANNOUNCE $1M PARTNERSHIP TO TACKLE DIGITAL DIVIDE

Nonprofit housing provider Enterprise Community Development has announced a five-year partnership with local nonprofit Project Waves to provide $1 million in high-speed internet, computer literacy and training, and computer equipment to over 200 residents at Ashland Commons and Hollins House, two communities in Baltimore City. The goal of the partnership is to help tackle the digital divide, which separates those with reliable and affordable access to high-speed internet and those without. The two organizations announced the partnership during an event at Hollins House on May 26.

1. Representatives from the city, Project Waves, Enterprise Community Development, Hollins House and the Baltimore Digital Equity Coalition celebrate the launch of the partnership. 2. A Hollins House resident with his new equipment provided through the partnership between Enterprise Community Development and Project Waves. 3. Enterprise Community Development officials Karrima Muhammad, Brian McLaughlin and Scotti Hutton.
CANDICE SLOWIK
Director of Operations
Employee Benefit Services of Maryland

It gives us great pride and pleasure to announce that Candice Slowik has been promoted to Director of Operations with Employee Benefit Services of Maryland. Candice has demonstrated an unwavering ability to effectively manage large areas of the business, including staff and outside vendors alike. This promotion and title change addresses the expansion of her duties with EBS over the last several years and more aptly encapsulates her role within the organization today.

TODD GALVIN
Analyst
Harbor Stone Advisor

Harbor Stone Advisors, a Mid-Atlantic leader in multifamily investment sales, has announced that Todd Galvin has joined the company as an analyst. In his new role, Todd provides support to the Investment Sales team through deal underwriting and due diligence, as well as internal operations. Todd has worked in the commercial real estate industry since 2016 with previous roles at Costar and on the acquisitions side for an ownership group.

KRYSTIAN SPANNAHKE
Director of Business Development
Northrop Realty

Northrop Realty has announced that Kristian Spannake, PE, LEED AP Senior Project Director at Brightview Development has been selected as the new Chair-elect of ULI Baltimore, a vital role for delivering the Institute’s mission in the Baltimore metropolitan region, where it has 600-plus members. Kristian, actively involved in ULI Baltimore since 2005, served as Chair of Mission Advancement and Chair of the Young Leaders Group (YLG) Committee and on the Wavemaker Awards Committee for nine years.

Tanja Allen joins Northrop Realty as the Director of Business Development. With over 15 years of leadership and sales experience, Tanja will lead strategy and execution to drive market expansion, revenue growth, and profit performance for the full-service brokerage. In her new role, she also manages core services, assists with recruiting, training, tracking, and reporting of KPIs, and collaborates with internal and external business partners.

TRACY SHAW
President
Immune Deficiency Foundation, Board of Trustees

Tracy Shaw began her term as Chair of the Board of Trustees of the Immune Deficiency Foundation (IDF) earlier this year, after serving on the IDF Board of Trustees since 2013. An active advocate and fundraising volunteer for the organization since 2012, she has also worked closely with Make/believable and the National Organization of Rare Disorders (NORD).

ROBYN MARBRAY
Senior Advisor
Spring Garden Lending

Robyn is a Senior Advisor at Spring Garden Lending, a private lender specializing in bridge and permanent loans for real estate developers. She will be assisting the Washington, DC and Baltimore teams navigate regional investor ecosystems and advising on transaction strategy.

JENNIFER LYON
Vice President
Moseley Architects

With more than two decades of design experience, Jen strives for a collaborative approach to design meaningful spaces that respond to context, program and budget. She is based in our Baltimore office, where she oversees the location’s multifamily housing and senior living operations.

NAHM, PHD, RN,
EUN-SHIM NAHM
Associate Dean of the School of Nursing
University of Maryland

Nahm is responsible for ensuring that graduates of the PhD program are well prepared to engage in research and scholarship that enhance and influence health care and spark new approaches to scientific questions. She oversees the recruitment, retention, and advancement of doctoral students; develops and implements new initiatives to advance their research capacity; and facilitates interprofessional interactions and learning.

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BALTIMORE BUSINESS JOURNAL

JUNE 10-16, 2022

USA Inc., case #24C2000869, 06/01/22.
Mary Thompson vs. Maryland Live Hotel and Casino, case #24C2000869, 06/01/22.
Autumn Perkins/Christopher Perkins vs. FCA USA LLC, contract, case #24C2000869, 06/01/22.
Thomas Christopher Poontan/John Richard Poontan vs. Elm Street Development LLC/Elm Street Development Communities LLC/Elm Street Development LLC et al., declaration, judgment, case #24C2000869, 06/01/22.
McClyng Logan Equipment Co. Inc. vs. Stellar Distribution Systems Inc. contract, case #24C2000869, 06/01/22.
Murphy Commercial Real Estate Services Inc. vs. Bailey Properties of Annapolis LLC, contract, case #24C2000869, 06/01/22.

BALTIMORE CITY

Jorge Prado vs. Maryland Auto Uninsured Division/Maryland Transit Administration, motor tort, case #24C2000870, 06/01/22.
Philadelphia Indemnity Insurance Co. vs. BLC Construction Enterprises Inc./C&B Roofing, case #24C2000870, 06/01/22.
Esther Frank vs. Allstate Insurance Co. vs. Allegheny Cnty./Allegheny Cnty./John Millward et al. vs. Perryman Abele, medical malpractice, case #24C2200185, 06/01/22.

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DR. ETHAN DMITROVSKY, M.D.
Director
International Laboratory for Cancer Research
President
Legos Biomedical Research, Inc.
Nancy W. Beagles to Patrick J. O’Rourke, 3600 Longmeadow Way, Arnold, 21012, $645,000.

Leigh M. Billings and Virginia H. Clamberg to Mark A. Merkur, 22209 Rock Creek, Severna Park 21146, $320,000.


Barbara J. Kushner and Virginia H. Clamberg to Mark A. Merkur, 22209 Rock Creek, Severna Park 21146, $320,000.

John T. Williams, 739 Freedom Crest Rd., Annapolis 21403, First Village Condominium ID 02/hyphen.uc184/hyphen.uc90212851, $473,000.

Diana M. Nurisky to Christian P. Meneghetti, 457 Commerrcy Rd., Severna Park, 21146, 21108, $365,000.

Michael B. Ballell and Elizabeth H. Bartley to Matthew H. Light and Elizabeth H. Bartley, 1915 Towne Centre Blvd. #707, Annapolis Towne Centre Condominium ID 01/hyphen.uc696/hyphen.uc116027800, $550,000.

Nancy R. Brady and Nancy R., 16 Spa Creek Lndg Dr., Severna Park, 21146, The Reserve At Canterbury 1203 Asquithpines Place, Arnold 21012, $890,000.

The Saunders Family LLC to Charles B. Pettus, 3470 Waverly Creek Ln., Gambrills 21054, Crofton Farms Condominium ID 03/hyphen.uc525/hyphen.uc90295849, $460,000.

Michael Andrew Schroten to Ethan Talbott, 1700 Bohemia Ave., Edgewater 21037, First Village Condominium ID 02/hyphen.uc184/hyphen.uc90212851, $403,000.

Robert Rash and Ashley Nash to David M. Gubelin and Gabriel E. Eauzone, 7805 Chancellord Dr., Hanover 21076, Subdivision Plat II 1-S #5 Parkside #425-15, $664,000.

Kelly L. Murray to Seth Hendersen and Dorothy H. Henderson, 703 Bay Blvd., Gambrills 21054, Crofton Farms Condominium ID 03/hyphen.uc525/hyphen.uc90295849, $460,000.

Sarah E. Knecht and Jannessa J. Hoopes to John S. Bond, 6208 Back Bay Blvd., Annapolis 21403, First Village Condominium ID 02/hyphen.uc184/hyphen.uc90212851, $403,000.

Rebecca A. Norton et al. to Ryan W. Lindsay, 6986 Peak Dr., Rehoboth Beach, Del. 19971; 1501 Haskill Mill Rd., Annapolis 21403, Crofton Farms Condominium ID 03/hyphen.uc525/hyphen.uc90295849, $650,000.

Shelley A. Brown to Ryan W. Lindsay, 6986 Peak Dr., Rehoboth Beach, Del. 19971; 1501 Haskill Mill Rd., Annapolis 21403, Crofton Farms Condominium ID 03/hyphen.uc525/hyphen.uc90295849, $650,000.

Condominium Horizontal Property Owners of 14 Major Subdivision Summer/f.shortield 1814 Cty., Severna Park 21146, Addition & Revised New Cut Farms Section One Plat Two ID 04/hyphen.uc497/hyphen.uc90022106, $605,000.

The Fermano Family to Anduna E. Adada and Demarco Demarco, 21076, The Enclave At Arundel Reserve 3008 Maple Brook Ln., Severn 21144, The Enclave At Arundel Reserve ID 03/hyphen.uc980/hyphen.uc90246298, $575,000.

Anthony D. Weber to Paul Ajesh and S. Kim et al., 16 Spa Creek Lndg Dr., Severna Park, 21146, The Reserve At Canterbury 1203 Asquithpines Place, Arnold 21012, $890,000.

Dennis to Anduna E. Adada and Demarco Demarco, 21076, The Enclave At Arundel Reserve 3008 Maple Brook Ln., Severn 21144, The Enclave At Arundel Reserve ID 03/hyphen.uc980/hyphen.uc90246298, $575,000.

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Sarah E. Knecht and Jannessa J. Hoopes to John S. Bond, 6208 Back Bay Blvd., Annapolis 21403, First Village Condominium ID 02/hyphen.uc184/hyphen.uc90212851, $403,000.
Baltimore Business Journal

**LEADS**

**Baltimore County**


Daniel B. Baker and Patricia T. Baker to 752 W. Hamburg St., Baltimore 21230, Subdivision Plan "South Duplex Lot(s)" plat, BALTIMORE, July 2, 2022.

Joseph Emerson to Errin Reed, 2105 Madeira Rd., Catonsville 21228, Subdivision Plan "South Duplex Lot(s)" plat, BALTIMORE, June 30, 2022.

Raymond C. Fay and Taylor C. Fay to Kathryn G. Rice, 1709 Moneta Rd., Catonsville 21228, Subdivision Plan "South Duplex Lot(s)" plat, BALTIMORE, June 22, 2022.

**Baltimore City**


LEADS

Gersen Investments LLC to Rental
601 Symphony Woods Rd., Annapolis 21401, Themes Subdivision Section 2 lot 16, $235,000.

Zachary M. Welker and Ashley N. Witting to Michelle K. Stroyer and Emily L. Mott, 221 Shipley Dr., Ellicott City 21040, Themes Subdivision Section 1 lot 4, $227,500.

William Moraschitf Jr. and Kelo Morgan to Richmond American Homes of Maryland to Jerome Ferguson and McGuire and Blair L. McGuire, 063191, $775,000.

Emily L. Pilpy and Emily N. Stripling to Christopher R. Tapp and Mary Cornegy and Richard C. Johnson, 2120 Fairway Dr., Westminster 21157, $156,500.

Margaret Lee Garber to Patricia Ann Biddle, 324 Calvert Dr., #307, Taneytown 21787, $135,500.

TVC Building Co. LLC to John T. Dugan and Mary E. Apoll, 7707 Tree View Ct., New Windsor 21776, Section 1 lot 413778, $131,600.

Kristin D. Hoelty and Michael Zeb名称 Margolin Morgan to Robert B. T. Howard, 05 Liberty Mt., Westminster 21157, ID 06/hyphen.uc152270, $129,000.

Rachel Patton and Brady Patton to Amy R. Balducci, 7056 Rd., Catonsville 21228, Section 3 lot 5-63518, $320,000.


type II Resolution

Tudor House and Estate of Robert E. Krat to Tyler Kratka and Andrew E. Rhoads, 21784, Section 1 lot S1-420343, $320,000.

Rahman et al. to Steven Koch
3606 Worthing Ln., Ellicott City 21043, ID 02/hyphen.uc203219, $620,000.

John J. Ford to David H. Hall and A. Shields
4120 Whistling Wood Ln., Ellicott City 21042, Section 3 area 2 lots 389-411, ID 02/hyphen.uc48 Sheet 30120, $435,000.

Jeffrey H. Gfeller et al. to Jenny Sanchez Arce et al.
707 Frans Dr., Abingdon 21009, Lot 12 1-40401, ID 06/hyphen.uc220114, $765,000.

William V. Dick et al. to Myong Chong and Sawyer A. E. Serlemitsos and Elizabeth Fitzpatrick
5914 Lebanon Ln., Ellicott City 21043, Section 2 area 1 lots 1-98, ID 05/hyphen.uc410401, $560,000.

Myong Kim and Weena Cha
2110 Weona Dr., Ellicott City 21043, Lot 55 ID 05/hyphen.uc416769, $425,000.

Mary Jones et al. to Alvin L. Lechleitner
2073 Crescent Moon Ct., Ellicott City 21043, ID 02/hyphen.uc203219, $620,000.

The Legacy Investment Group LLC to Manuel A. Torres and Debbi Kim
5914 Lebanon Ln., Ellicott City 21043, Section 2 area 1 lots 1-98, ID 05/hyphen.uc410401, $765,000.

William Torruellas and Debbi Kim to Christopher Timmons Badger and Margaret Torruellas
16071 Davis Dr., Grasonville 21052, Orchard Ridge Subdivision lot 5, ID 05/hyphen.uc419993, $745,000.

William Torreli and Debbie Kim to Mitchell and Michelle Wix Kovez
5959 Longview Dr., Ellicott City 21043, Section 2 lots 3-23, ID 05/hyphen.uc419993, $877,000.

Janet (J) Li et al. to Shalini Srinivasan and Tony Tan
6914 Edge Hill Rd., Ellicott City 21040, Section 1 area 2 lots 1-2, ID 05/hyphen.uc419993, $877,000.

Jae Kwon et al. to Theresa Miller
1142 Clay Ln., Ellicott City 21043, Section 2 area 1 lots 1-98, ID 05/hyphen.uc410401, $560,000.

Jae Kwon et al. to Karen and Dorthea K. Leary
385032, $565,000.

Jae Kwon et al. to William W. Alexander
5914 Lebanon Ln., Ellicott City 21043, Section 2 area 1 lots 1-98, ID 05/hyphen.uc410401, $560,000.

Jae Kwon et al. to Myong Chong
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5914 Lebanon Ln., Ellicott City 21043, Section 2 area 1 lots 1-98, ID 05/hyphen.uc410401, $560,000.
LEADS

REAL ESTATE TRANSACTIONS - VACANT

ANNE ARUNDEL COUNTY

Maryland State Plumbing Inc. to Vanoco Boardwalk and Matthew Boardwalk, 617 Westmount Pkwy., Ellicott City 21042, Administrative Plat Plat 2 of Westmount Hill Farm Rd ID 00-0010022D, $239,000.

Richmond American Homes of Maryland to Donna A. Allen and Kelvin A. Edwards, 6244 Orchard Hills Way 00111, Silverleaf Estates Plat Lot 4 of Silverleaf Estates II, 11006-1002837, $315,000.

South Slope Developments Co. and Baltimore Development Co. to Jonathan D. Brandt and Bernadette M. Brandt, 406 Raven Rock Pl., Annapolis 21401, Five Oak Estates Plat Lot 3 ID 04-411-92624-1, $177,777.

Richmond American Homes of Maryland to Tammy L. Deitz, 2707 Grosvenor Dr., Columbia 21045, Heritage Oak Towns Plat Lot 2 of Heritage Oak Towns, ID 04-000-11183, $375,000.

Schaefer Homes LLC to Shane Mace and Elizabeth Repaglia, 927 Valley Forge Rd., Hanover 21076, Briar Hill Estates Section 4A Plat Lot 3 of Briar Hill Estates, ID 01-393-4702134, $477,000.

Palle Home Co. LLC to Robert and Sania Fabian, 3440 Watershed Blvd., Laurel 20707, Section I Plat Lot 3 ID 04-000-90258, $151,111.

William Schilling to Xujun Sun, 11315 Eastern Blvd., Lutherville-Timonium 21093, Rockleigh Estates Plat Lot E of Rockleigh Farms, ID 04-000-44558, $136,000.

NVR Inc. to William Sandrock and Gennady P. Shterenshteyn, 5121 Cardin Way, Glen Burnie 21060, Regency Square Homes Section 2 Plat Lot 20 of Regency Square Homes, ID 01-388-9022401, $431,713.

J. Fazul Uddin to Sidharth Mann, 21444, Major Subdivision Greens Ordinary ID 11-959-9025224, $606,150.

NVR Inc. to Marie Hernandez, 7856 Reveille Rd., Bowie 20715, Subdivision Plat Sheet 1-9 ID 04-400-90230510, $593,883.


NVR Inc. to Breonwone Thomas Fischer and Akiva Moriah Hirsch, 3473 Jacob Ford Way, Hanover 21076, Subdivision Plat Lot 1-9 ID 04-400-90230515, $156,000.

Palle Home Co. LLC to Dakota Gillis, 1724 Watershed Blvd., Laurel 20707, Subdivision Plat Lot 9 of Watershed Blvd, ID 04-400-90230515, $156,000.

Palle Home Co. LLC to silicone McCarthy LLC and Angela McCarthy McCarthy, 7856 Reveille Rd., Bowie 20715, Subdivision Plat Sheet 1 ID 04-400-90230510, $58,000.

Stanley Martin Homes, 314 Arrington Drive, Millersville 21108, Vanswyr Gray Estates Plat 1 ID 04-490-9020671, $329,290.

Bayland Inc. and Buliding Homes Inc. to Phuong Thinh Tran and Lan Van Nguyen, 8510 Done Ave., Paradaas 21122, Great Falls 20160, Administrative Plat Plat 2 of Bayland Hill Farm Rd ID 00-0010022D, $493,320.

NVR Inc. to Ashley G. Echols and Hollie S. Smith, 7839 Riva Rd., Hanover 21076, Subdivision Plat Sheet 4 ID 04-400-90230510, $144,183.

NVR Inc. to Sadia Taraf Fazal and Sadia Saima Tazeen, 3753 Valley Ford Way, Columbia 21045, Administrative Plat Plat 1 of 7010-114000-041-238, $135,000.

Baltimore CITY

143 W Randall Street LLC to Andrew L. Wolman and Richard G. Golub, 21043, W. Randall St., Baltimore 21210, ID 21-06-04153214, $310,000.

Gormong Homes Inc. to Craig Groff, 1515 W. Randall St., Baltimore 21210, Section 4A Plat Lot 21 ID 01-388-90250077, $295,000.

Neil Arora, 12256 Federal Rd., Hanover 21076, Subdivision Plat Sheets 1-8 Heritage At Two Rivers ID 04-400-90248175, $529,990.

US Home LLC and Lennar to Izaak Barn and Brian Sult Worn Barn, 1334 Locust Ln., Sykesville 21784, Flat Four Row One Through Four Plat Elf ID 01-400-90248175, $760,705.

HOWARD COUNTY

Kirkland Inc. to Fumio Fujita, 3636 Woodway Place, Edgewood 21040, Woodway Phase 3 Plat Lot 3 ID 04-400-90248175, $2,387,410.

NVR Inc. to Robert Mark Greenberg, 1128 Exusia Ave., Fulton 20759, Flat Of Redwood Maple Lane South Plat 0 ID 04-00050757, $2,156,110.

MRX Eden Brook LLC to Mark Miller, 7311 Williamwood Dr., Columbia 21046, Eden Brook Phase 3 Plat Lot 2-3 ID 04-400-90248175, $139,300.

Maple Lawn Farms Inc. and Maple Lawn Partners LLC to NVR Inc., 9720 Pond Rd, Columbia 21046, Edgewood Phase 3 Plat Lot 3 ID 04-000-90248175, $440,000.

BALTIMORE CITY

BGR Washington LLC/BOI the Burger Joint, 7723 Lee Rd., Silver Spring 20905, ID 44-411, Charles 28226, 113-134, (Email), case #2-591, 04/25/22.

Contract Security Forces LLC, 15338 Colonel Timms Ct., Woodbridge, Va. 22193, 365-151, (Email), case #2-591, 04/25/22.

AAMCO Automotive LLC, 2421 Delany Dr., Odenton 21113, (Email), case #2-592, 04/25/22.

Access Demolition Contracting Inc., 3479 25th St. #A, Hanover 21076, (Email), case #2-592, 04/25/22.

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WORKPLACE WORRIES

Don’t make Jamie Dimon’s mistake on returning to the office

JPMorgan Chase CEO Jamie Dimon put out the word in June 2021 that his employees would return to their offices by July 6—no ifs, ands or buts. He explained to the Wall Street Journal CEO Council that working from home “doesn’t work for people who want to hustle, doesn’t work for culture, doesn’t work for idea generation.”

“By September it will look just like it did before,” he asserted. “We are getting blowback about coming back internally, but that’s life.”

Less than a year later in his annual shareholder letter, he conceded, “It’s clear that working from home will become more permanent in American business.”

Dimon is hardly an outlier. As companies look forward to a possible end of the pandemic, many are making the mistake of trying to force employees back into the office. Companies that set mandates requiring staff to return to the office 40 hours a week will likely have to deal with talent retention issues due to low employee satisfaction and pay more for less qualified employees.

As employers approved working at home during the pandemic, the percentage of employees who stayed in their home office nearly doubled to 42 percent, according to the U.S. Bureau of Labor Statistics. Sixty-five percent of employed workers between 25 and 65 with a bachelor’s degree or higher worked at home in 2020 compared with 19 percent of employed persons with a high school diploma, the government agency reported.

After working at home for the last two years, highly skilled employees who remained productive discovered they’ve earned a powerful bargaining chip to negotiate with their employers. Successfully completing more tasks in less time from home offices gives them more power to control of the marketplace and force employers to conform to them. It makes them less likely to conform to seemingly arbitrary requests to return to the office. Instead, many of these employees are empowered to seek positions with other companies that are willing to accommodate their unique work preferences.

Combine these new feelings of empowerment with the prospect of having to return to commuting, showering, shaving and wearing pants and many employees would rather seek positions with other companies. A Gallup survey published in October 2021 states, “Three in 10 employees working remotely say they are extremely likely to seek another job if their company eliminates remote work.”

Similarly, a survey of nearly 10,000 employees by Advanced Workplace Associates reported that 86 percent said a perfect work week would include working from home at least two days a week, limiting commuting days to Tuesdays, Wednesdays and Thursdays.

According to the Harvard Business Review, more than 40 percent of employees that it surveyed said they would quit immediately or start sending out resumes if they were forced to return to work.

While continuing telework is clearly vital to retaining talent, it is likely even more important for recruitment efforts. More people are looking for work than ever before and more companies are looking for employees than ever before. And yet, huge demand persists in the workplace.

Companies that require staff to return to the office dramatically limit the number of qualified employees they can recruit. In many cases they are forced to hire employees who are less qualified in order to keep up with project schedules. Employees without the required skillset are even getting sign-on bonuses that add costs to employers’ budgets.

In the pandemic, a same company could recruit higher skilled more qualified talent for the position because they were recruiting from a talent pool that stretches across the globe. Six months later some have forgotten what a great opportunity that was. How can a company possibly go back to limiting recruitment efforts to talent in close proximity to the office? How can any company justify overpaying for a less qualified person because they can sit in a cubicle?

During the pandemic, companies accessed a global talent pool to find someone with the skillset. The end of the pandemic doesn’t mean they have to geographically limit themselves again. Maintaining the remote work option helps ensure you don’t limit your talent searches and overpay in a market that forces you to down-skill and reduced the job description just to fill the position.

Surprisingly to many company leaders like Dimon, work-at-home employees have proved to be more productive even though they are not micromanaged.

Research by Stanford University’s Nicholas Bloom and others showed that by March 2021, 60 percent of workers said they were more productive at home while only 14 percent said they produced less. The study reported productivity at home rose 7 percent higher than expected. Part of the increase is due to a reduction of commuting time from an average of 54 minutes daily to zero, which translates to 62.5 million hours per workday, the researchers noted. Thirty-five percent of the saved commuting time was spent working in home offices.

Employers need to be sensitive to the desires and changing expectations of skilled employees who do not want to return to their cubicles. They need to conceptualize a new model that builds on lessons learned during the pandemic to maximize benefits for employees and employers.

Unfortunately, too many want to simply get back on the treadmill. They want to run faster and harder instead of finding a new, more effective approach.

This is a tough market with projects falling behind because of a lack of qualified workers. But leaders need to fight the urge return to the old approach to work. Leaders need to holistically evaluate all the costs and benefits of remote work to take advantage of the many opportunities telework provides to both employee and employer.
Why Should You Watch?

Businesses in the B2B services industry are facing new challenges from both the economy and from their competitors. Their competitors are undertaking digital transformations that let them be more productive, create opportunities to grow, improve their cash flow and boost the resilience of their business to disruptions. The digital solutions are affordable, easy to implement and sets businesses to grow and compete.

Our Panel of Experts

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CEO
Aimpoint Digital

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