

MILWAUKEE COMMERCE

Summer 2015 - Volume 94, No. 3

TALENT IS THE BACKBONE
OF OUR CHANGING
ECONOMY 05

HOW WE GOT TO WHERE
WE ARE 08

FEATURING PROFILES ON:

CannedWater4Kids

Chr. Hansen

Prolitec

Spancrete

TJM Innovation LLC

Max Weiss Co., LLC

Vulcan Global Manufacturing

Made in Milwaukee THEN & NOW

ALSO INSIDE:

2015 Future 50 Award Winners

New MMAC Members

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This Issue:

MADE IN MILWAUKEE: THEN & NOW

05 | TALENT IS THE BACKBONE OF OUR CHANGING ECONOMY

Tim Sheehy - *President, MMAC*

06 | MILWAUKEE'S EVOLVING & DIVERSE ECONOMY

08 | HOW WE GOT TO WHERE WE ARE

Bret Mayborne - *Economic Research Director, MMAC*

COMPANY PROFILES

10 | MAX WEISS COMPANY SHAPES LANDMARKS IN MILWAUKEE & BEYOND

11 | SPANCRETE PROVIDES STRONG FOUNDATIONS

12 | TJM INNOVATIONS CREATES SUSTAINABLE HOUSEHOLD PRODUCTS

13 | CANNEDWATER4KIDS CHARITY PROVIDES LIFE-SAVING WATER WORLDWIDE

14 | UNASSUMING COMPANY DEDICATED TO IMPROVING FOOD & HEALTH

15 | LEAD WEIGHTS LIFT VULCAN GLOBAL MANUFACTURING INTO INTERNATIONAL SPOTLIGHT

16 | PROLITEC: THE DOLLARS AND CENTS OF SCENT MARKETING

SPECIAL FEATURES

17 | 2015 FUTURE 50 AWARD WINNERS

19 | STANDING UP FOR BUSINESS NEVER HAS AN OFF-SEASON

Steve Baas - *Senior V.P. of Governmental Affairs, MMAC*

IN EVERY ISSUE

21 | Milwaukee 7 Update

23 | MMAC Program & Event Photos

43 | "I DIDN'T KNOW THE MMAC DID THAT!"

Cathy Harrison - *Membership Director, MMAC*

44 | MMAC Member Milestones

45 | New MMAC Members



Metropolitan Milwaukee
Association of Commerce

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Talent is the backbone of our changing economy

By TIM SHEEHY - *President, MMAC*

There is an old poster showcasing Milwaukee's economic prowess, with an array of products displayed over the backdrop of a globe. The tagline reads, "Milwaukee feeds and supplies the world."

While the poster graphics are dated, the tagline is as accurate today as it was in the early 1900s. The innovative products highlighted in this issue of *Milwaukee Commerce* are a small sampling of our continued economic strength and diversity.

Today the region boasts a \$105 billion gross metropolitan product supported by 47,000 companies employing about 1 million residents. So what is Milwaukee still doing well, and what's new in our economic makeup?

STILL DOING WELL: Manufacturing is still our fastball, \$23 billion of our gross metropolitan product (GMP), 154,000 jobs, and No. 2 among U.S. metros in the percentage of employment in manufacturing. Mining equipment (which helped dig the Panama Canal back in the day), pumps, small motors, forging and foundries, motorcycles, range ventilation, hardware for sailboats, cookware, locks, and much, much more. We are still a global supplier with exports rising 45% over the last decade.

WHAT'S NEW: In money management we have some of the best asset managers in terms of quality, and a high concentration per capita compared to our peer regions (examples include Northwestern Mutual, Fiduciary, Artisan, Nicholas, Baird) which combined, manage hundreds of billions of dollars of other people's money. We also are home to leaders in information technology, automation and the internet of things (Rockwell, FIS, FISERV, Johnson Controls) as well as water, and new ways to conserve it (A.O. Smith), measure it (Badger Meter), and brew it (Sprecher). We continue to diversify our region's economy.

In some cases the old is new, and the new gets old faster. What will keep Milwaukee "feeding and supplying the world" is the talent that makes its home here. Behind what we make and the services we sell is a dedication to keep Milwaukee developing and attracting the talent that drives innovation and creativity. In the end, this is the enduring contributor to Milwaukee's economic history that must be maintained to keep our future prosperous.



Enjoy the highlights of what makes Milwaukee today, and think about what you are doing to develop the talent you need to keep doing it in the future.



At Associated Bank, we are committed to exceeding clients' expectations by winning their loyalty, trust and respect in order to build and maintain deep and lasting relationships. Recent industry research indicates that 68% of executives would consider switching banks for better customer service. In reality, many deal with the frustration of substandard service because they don't want to deal with the hassle of switching banks.

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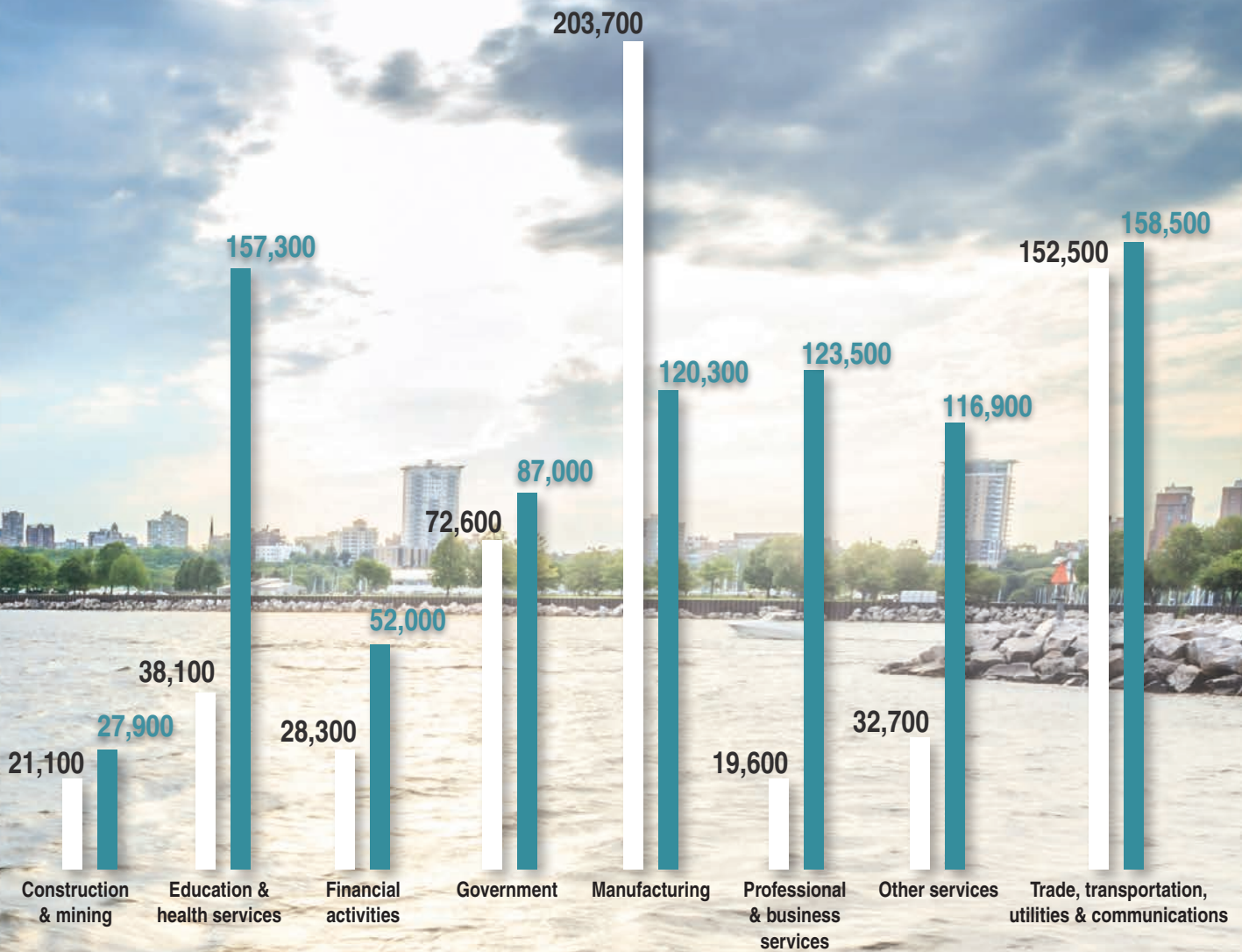
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MILWAUKEE'S EVOLVING & DIVERSE ECONOMY



Metro Milwaukee Employment Distribution

1970 2014

Industry breakdowns for 1970 employment based on categories available at that time.

Milwaukee's economic history mirrors the rise and fall of the industrial boom. Evolving from a port city, Milwaukee became a center of production, taking raw materials and turning them into manufactured goods for consumers and businesses. Manufacturing hit a high note in the 1970s, when more than 200,000 workers made things like car frames, farm equipment, cranes and machinery, and yes, lots of beer. In the years since that time, the Milwaukee Region has diversified and transitioned to a more knowledge-based economy. Yet despite a shift in production and the closing of some notable

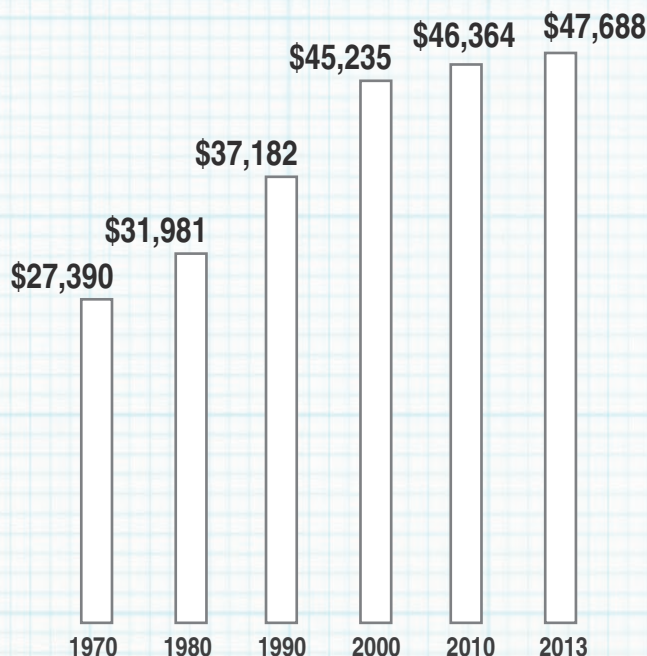
local manufacturers, Milwaukee still makes more than its share of goods. Today's manufacturing is fueled by innovation, technology and talent. And we still make some really interesting stuff.

This edition of *Milwaukee Commerce* highlights several member companies that represent the unique array of homegrown products. Each company has an interesting story to tell, and all are examples of a bright future – not only for the companies themselves – but for the economic future of metro Milwaukee. If you have a unique product or story to tell, let us know. Contact *Milwaukee Commerce* editor **Julie Granger** at jgranger@mmac.org.

HOW WE GOT TO WHERE WE ARE



By **BRET MAYBORNE**
Economic Research Director, MMAC



**Change in Per Capita
income (2013\$)**

The economic landscape of Milwaukee in the 1970s and 1980s was far different than it is today. One of the more well-documented trends has been the loss of manufacturing jobs. Manufacturing in the four-county metro area has gone from employing more than 30% of the workforce in 1970 to less than 15% in 2014 with a net loss of more than 70,000 jobs.

This sounds dramatic but the more things change, the more they stay the same. Relative to other major metros, Milwaukee remains one of the nation's primary manufacturing centers and the dollar value of manufacturing activity is on the rise, fueled in part by increasing exports.

Nonetheless, the Milwaukee area no longer relies on manufacturing the same way it used to. The newest version of the *Fortune 500* shows that four of the seven largest public companies in metro Milwaukee are non-manufacturing in nature and the manufacturers that are on the list are as much about headquarters operations as they are production facilities.

Metro Milwaukee Companies on the Fortune 500 list (2014)

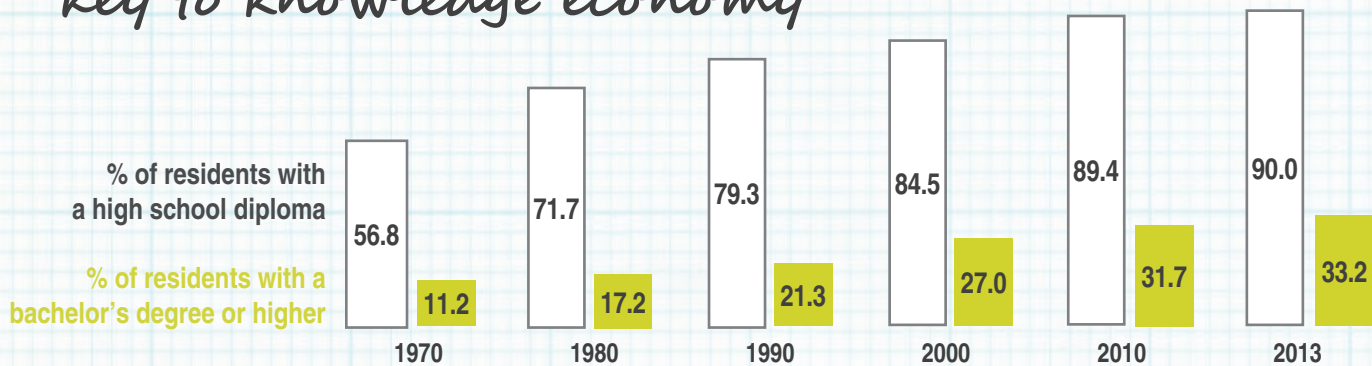
Manufacturing

*Johnson Controls
Rockwell Automation
Harley-Davidson*

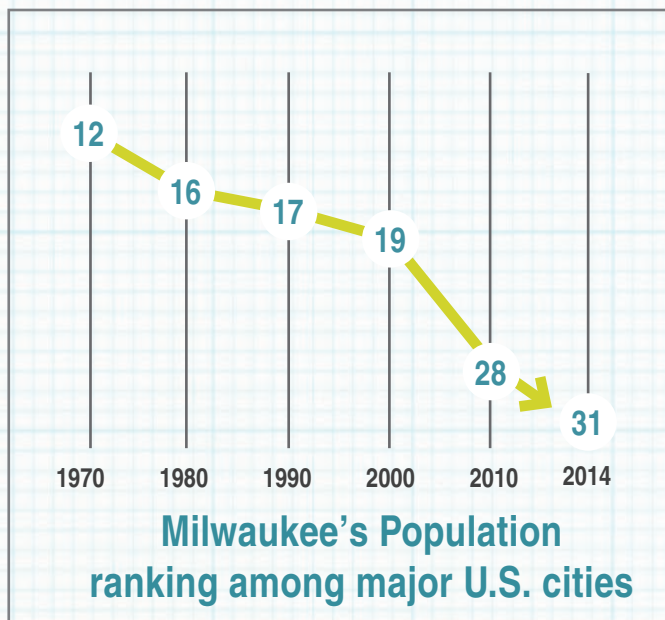
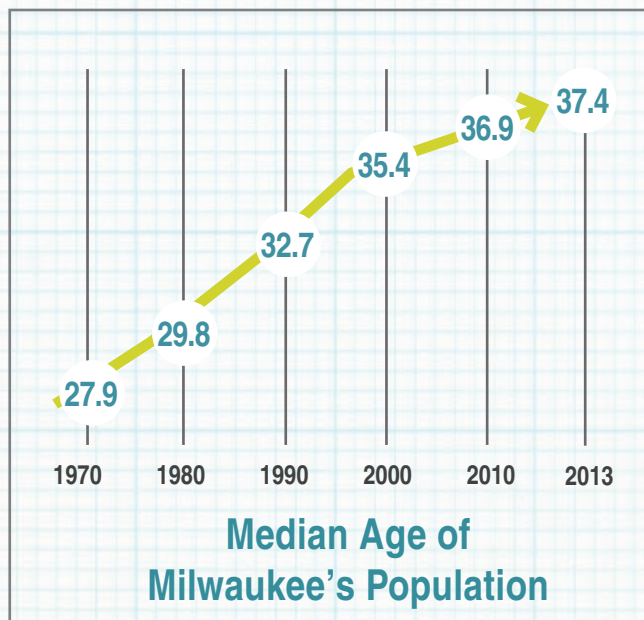
Non-manufacturing/service

*Northwestern Mutual
Kohl's
ManpowerGroup
WEC Energy Group*

Educational attainment key to knowledge economy



The transition from a manufacturing-dominant economy to a prosperous knowledge economy requires a well-educated workforce. Metro Milwaukee has posted significant gains in this regard. In 1970 only 57% of the 25+ age group had high school diplomas vs. 90% in 2013. One-third of this population currently has a bachelor's degree or higher, two times larger than the 11% with bachelor's degrees in 1970.



Population aging, shrinking and diversifying

Other changing workforce demographics are also evident. The population has aged from a median age of 27.9 years in 1970 to 37.4 years in 2013. The population age 65 or over has increased 56%, nearly double the gain in working age population of 29%. Milwaukee's white population has fallen 17% in the 1970 to 2013 period while the minority population has grown 332%. Clearly, if the past results are any indication of future trends, metro Milwaukee will increasingly rely on an older, more diverse and well-educated workforce.

In this regard Milwaukee is not much different than the nation as a whole. Yet the slower growth of our population and the age dynamics has led to a high relative labor force participation rate. While this is economically efficient it also presents the challenge of finding workers to fuel future regional economic growth.

The past gives us guideposts as to where we are. A well-grounded, cluster-based growth agenda lights the path to a prosperous future.

Projects like the Denver Union Station (pictured here) are typical of the Max Weiss Company's metal structures.



Max Weiss Company shapes landmarks in Milwaukee and beyond

From Helfaer Field at Miller Park to The Cheesecake Factory at Mayfair Mall, all the way to the Dallas Cowboys Stadium in Texas, Max Weiss Co., LLC has literally shaped some of the nation's most unique and recognizable landmarks. The company is among the largest suppliers of high quality curved structural steel and formed metal products in the U.S.

Dan Weiss, fourth generation owner, has advanced not only Max Weiss' customer base and services but also its culture and regional involvement. Originating in Bavaria, Germany, the company was started by Dan's great-grandfather who operated a blacksmith shop, then immigrated to the U.S. to grow his business, progressing into the construction and steel industry.

Through wars, recessions, globalization and technological advancements, the company has met the demands of an evolving market, utilizing much of the same equipment they manufactured in the 1970s. Max Weiss continues to advance its technique to complete bigger and better projects. Some of these projects include the framework for Kohl's Department Stores entryways, the Indianapolis Motor Speedway, and Denver Union Station, to name just a few.

Weiss said his favorite project is the Dallas Cowboys Stadium. "This project went relatively smoothly and is probably one of our most well-known structures. But a general challenge we face is freight and transportation of our product." Because of the sheer size and shape of the curved metal, it is difficult and

expensive to ship 5-6 ton beams and tubes. Vice President **Paul Schulz** shared, "The company's success is largely attributed to our employees' skills and professionalism, dynamic scheduling and material management."

Open door policy and engaging culture contribute to success

Acknowledging the value of the company's craftsmen and shop floor employees, Weiss implemented an "open-book" policy to reflect his values after he purchased the business from his father. Dan explained, "People are more involved with the company when they know where the money is going and see the vision. Our open-door policy breaks down the communication wall between the office and



Spancrete projects include: (top) MSOE parking deck & soccer field (middle) Swedish Covenant parking and Medical Commons in Chicago, IL; and (bottom) Beerline B apartments in Milwaukee.

Spancrete provides strong foundations

It's been more than 60 years since Spancrete cast its first concrete plank in Waukesha. Today, Spancrete has grown from a local concrete block business to become a world leader in the design, manufacture and distribution of precast concrete products and equipment.

The third-generation, family-owned business headquartered in Waukesha found a niche back in the early 1950s when it purchased a pioneering precast concrete manufacturing machine called a "hollowcore extruder," along with its blueprints and patents, from a German inventor and brought them back to the U.S.

Using that machine, Spancrete manufactured the first precast, prestressed concrete hollow core slabs ever produced in the United States. Spancrete, its machines and licensees now produce millions of feet of precast concrete slabs each year around the globe, creating spans up to 65 feet in length.

Within Wisconsin, Spancrete precast products have been used to build landmarks like Miller Park, Lambeau Field, the Marquette Interchange and Camp Randall Stadium. The company's components can also be found in area schools, universities, hotels, hospitals, office buildings, parking ramps and bridges.

Spancrete sells its equipment worldwide under license agreements and direct sales through its Global Services Division. In the last several years, the company has entered India, the Middle East, Kazakhstan and the Russian Far East. This spring, Spancrete entered the Indian market with the company's first full production system through a joint venture between two firms in that country. The new plant will provide Spancrete hollowcore slabs and other precast elements for residential, commercial and industrial development projects.

Export strategies drive sales

Exporting is a vital part of Spancrete's global business strategy to provide safe and rapid building solutions to other areas around the globe while adding jobs here in Wisconsin, said **Alan Antoniewicz**, president and COO of Spancrete. The company has 400 employees in the state, including 300 at a plant in Valders, WI.

Spancrete's Global Services division has worked closely with the U.S. Department of Commerce's Commercial Service program to secure major sales contracts around the world. Through its Gold Key program, the Commercial Service identified companies interested in purchasing the firm's equipment systems and coordinated meetings with key government officials. "They've been extremely helpful in India, Russia and Kazakhstan and emerging markets – all in all, the service is excellent," said **Terry Dittrich**, Spancrete's global sales director.

Spancrete's experience in international markets has made the company more competitive. "There's no doubt that our history of selling overseas has made us a more effective exporter and our products and services more competitive," says Dittrich. "We have successfully customized our production systems to fit the emerging markets, no matter what the local conditions or language spoken."

shop floor." Transforming the company culture into one of engagement and fun, Weiss strives to make every employee feel like a "part owner."

With so many grand projects under its belt, where does the company go from here? Involved in the later stages of the Northwestern Mutual construction project and many others throughout the country, Max Weiss continues to diversify its customer base and support the region's growth through development. Setting the curve for excellence, Max Weiss may also help shape the future of the region by providing its craftsmanship to a new downtown arena.

TJM Innovations creates sustainable household products

One of TJM Innovations' most successful products started with beignets – a simple French doughnut made famous in New Orleans' Café du Monde. **Ted McNamara** and his wife **Julie** (owners of TJM) were on vacation and decided to cook up a batch of the pastries for breakfast. Like any good doughnut, this required quite a bit of cooking oil. The problem: how do you easily and properly dispose the oil? The answer: CorbZorb, a TJM product that absorbs cooking oil so it can safely be thrown away. The company also makes a paint hardener, odor eliminating cat litter and general deodorizer – all made from environmentally safe, biodegradable, and sustainable corn cob byproducts.



Julie and Ted McNamara create products that are practical yet innovative.

TJM started in 2007 with a product called “GutterStuff,” a foam gutter filter that the company fabricates, coats with paint, and distributes from its production facility near 55th and Mill Road on Milwaukee’s north side. Ted McNamara has a background in his family’s roofing business and the gutter shields were a natural extension of that experience. The next step for the company includes manufacturing the foam itself and renovating the facility that the McNamaras recently purchased and adding production lines.

Location provides access to workers

The company’s location in the city is no accident. “One of the main reasons we located here was our access to workforce, said Julie. “Not only are we close to bus lines, but through the city we have been able to participate in the Transitional Jobs Collaborative.”

This program helps place unemployed, low-skilled individuals in entry level jobs. Often these individuals are transitioning out of the correctional system. The state shares the cost of employment with the employer. “It’s really been a win-win for us,” said Julie. “And we’ve been able to grow a great team.” That team includes family members as well as some long-terms hires from the Jobs Collaborative.

Products based on personal experience

The McNamaras excel at finding new and inventive uses for their products and by-products. “I think we develop products that have great utility and are based on personal experience,” commented Ted.

Take paint for example. With a significant amount of paint left over from their foam coating process, the McNamaras began collecting paint from other companies as well as residents. Today, they are the largest paint recycler in the state, salvaging leftover paint to create the Amore’ paint line with the tagline “spread the love.” Looking to the future, the couple hopes to create additional uses for their manufactured foam, including filters, packaging, and maybe even outdoor furniture.

The McNamaras credit their success with the time-tested attributes of hard work and good people. Ted’s advice for would-be entrepreneurs is straightforward. “Be patient. Ideas may come easy, but it takes a lot of work to bring them to execution. And hire a good attorney and accountant. You’ll be glad you did.”



A child dies every eight seconds from drinking dirty water.

This fact inspired the founding of CannedWater4Kids



CannedWater4Kids charity provides life-saving water worldwide



Gregory Stromberg has funneled his 40 years of experience in the aluminum canning industry into a cause that carries serious weight: bringing fresh water to children across the globe. In 2008, he founded CannedWater4Kids, a Sussex-based charitable

enterprise that sells canned and aluminum bottled water, and uses the profits to fund certified clean water projects around the world.

A year before founding the charity, Stromberg attended a “Can Makers Summit” where a United Nation’s representative challenged the industry experts to use their ridged metal packaging to help provide clean food and water to developing countries.

Stromberg says that what he learned at that conference shocked him. “A child dies every

eight seconds from drinking dirty water,” he explains. “And every 20 seconds a person dies from a waterborne disease like typhoid, cholera and dysentery.”

Moved and inspired, Stromberg’s first step was to find the best source of water – which he found in an underground glacier in Cold Spring, MN. The next step – packaging – was a no brainer.

“We use aluminum because it is durable, lightweight for shipping, and easily recyclable, making it environmentally sound,” he says.

Produced and shipped in Wisconsin, the water is mostly sold online but is also distributed throughout North America in various places. It can be found at a wide variety of locations including Milwaukee’s Beans and Barley restaurant, the Ritz Carlton in Laguna Beach, CA and Alaska’s Denali National Park.

Ninety-five percent of all CannedWater4Kids sales are donated to clean water projects. To date, \$250,000 has been donated to support projects led by the University of Wisconsin-Milwaukee’s Engineers Without Borders, The United Nations, World Vision and many others.

“Our goal is to do five wells for Zambia and a water purification project in Highlands of Guatemala in 2015,” Stromberg says. He projects nearly \$100,000 in donations this year alone.

CannedWater4Kids is almost 100% volunteer-driven, with most of those volunteering on the actual water projects being 20- and 30-something Millennials.

For more information please visit www.cannedwater4kids.com

Food scientists at Chr. Hansen develop products for the food, beverage and pharmaceutical industries.



Unassuming company dedicated to improving food & health

Most people have never heard of Chr. Hansen, and the American president of the company, **David Carpenter**, knows it. But he also knows you don't have to be a household name when you have the reach and influence his company does. Inconspicuously tucked into a quiet West Allis neighborhood, the company is ubiquitous, manufacturing and supplying crucial components of the products people consume every day.

It all began with a dream: founder **Christian Ditlev Ammentorp Hansen** wanted to improve the quality of cheese and the safety of the cheesemaking process. His research led to a revolutionary method of extracting rennet, a milk-clotting enzyme from calves' stomachs, and purifying it, creating a standardized and safe product. His treatise on the process won a gold medal, and Hansen established his

company in 1874 in Copenhagen, Denmark. Hansen quickly outgrew Copenhagen and expanded to Manhattan, then to River Falls, New York. Seeing an opportunity in the cheese making scene, the company established its North American headquarters in West Allis, Wisconsin. The company now has a presence in 30 countries.

As facilities expanded, so did Chr. Hansen's capabilities. Natural colors for butter and cheese were some of the first items developed, and eventually the company cultivated a wide portfolio of products used in the food, beverage, nutritional and pharmaceutical industries. Today, lactic acid bacteria, probiotics and direct-fed microbials for animals are among the most revolutionary products made, in addition to natural colors, enzymes and cultures.

Growing the good kind of bacteria

"When we talk about what we do, most people are surprised that we do grow bacteria... but it's good bacteria. Most people don't realize that they have more bacteria in and on their body than they have cells in their body," Carpenter explains, "We're actually growing living organisms that are used in manufactured food products and for the improvement of health."

In fact, "improving food and health" is the company's motto. Where many food companies struggle with the increasing demand for natural products, Chr. Hansen embraces it. "Our overall strategy is that nature's number one," Carpenter says. "So as the food industry keeps moving

Lead weights lift Vulcan Global Manufacturing into international spotlight



Olympic luger Julia Clukey wears a specially crafted uniform that includes lead weights made by Vulcan Global Manufacturing.

Olympic luge competitor **Julia Clukey** hopes to speed down a 1,198-meter track at nearly 100 miles per hour in Pyeongchang, South Korea in 2018 at the Olympic games. She and her fellow luge athletes will be taking a little piece of Milwaukee with them. Actually, several little pieces. Vulcan Global Manufacturing Solutions is a radiation shielding manufacturer on Milwaukee's near south side. The vast majority of its products are used in medical applications, airport security, and industrial markets. But once every four years, specially crafted lead weights measuring about one inch square made by Vulcan are fitted into the uniforms of Olympic luge athletes.

It all began more than 25 years ago. Vulcan CEO **Chuck Yanke** was watching the Olympics on TV when he heard that the athletes could use weights in their suits to adjust their total weight to the allowable weight standard.

That's important in a sport that's all about speed – it's the only sport tracked to .00 of a second. Before Vulcan's involvement, the team had to cut and trim the weights themselves from lead sheets. Yanke called the team and offered to craft the weights specifically for their needs.

The U.S. took home its first medals in luge in 1998 at the games in Nagano, Japan. In addition to providing weights, Vulcan also became part of the "Adopt an Athlete" program and Vulcan's adopted athletes — **Mark Grimmette** and his luge partner **Brain Martin** — won the bronze that year. Grimmette went on to compete in five Olympics, retired after 2010 and is now the team manager. Currently, Vulcan's adopted athlete is Julia Clukey.

Olympic support rallies employees

"The motivation behind our support is really to be part of something so much bigger than ourselves," said **Matt Macur**, vice president of marketing and sales for Vulcan GMS. "We're not in this for the publicity as a sponsor – we just wanted to do something really fun that we could relate to."

Macur said the company's involvement with the Olympics has created a sense of pride and connection for its 110 employees. "Every year we fly members of the team into Milwaukee for our company picnic and recently have asked the athletes to speak to students in Milwaukee schools so they can learn about this experience."

Yanke continues his personal involvement in the sport of luge. He has attended several Olympic Games and has served as a track judge, helped with weighing in of equipment and monitored track temperatures and conditions.

Of course, luge weights are only a side business for Vulcan GMS. The company has four main business units, including casting, extrusion machining and assembly. Their diverse product portfolio includes X ray tube housings that are used in radiation therapy for cancer; airport and cargo security scanners; counter weights for helicopter blades; and shell casings for explosives used in mining.

"We offer everything from developing new concepts and research to 3D printing and assembly for our customers," said Macur. "And we're always looking to create new products."

to clean label, as well as more natural foods, it's a big benefit for us."

Carpenter looks forward to where the industry is moving and what's next for Chr. Hansen: taking the lead on developing microorganisms to eliminate chemicals being used on crops, as well as a global initiative on the human microbiome to understand the role of bacteria in the human body—innovations far beyond cheesemaking.

"We just celebrated our 141st anniversary this year. I wonder if Christian Hansen envisioned that this would be the company that it is today," Carpenter noted.

Prolitec: The dollars and cents of scent marketing

Many businesses spend great time and energy devoted to reaching their target audience in varied ways. Logo concepts, fresh packaging, catchy jingles and the like. But serial entrepreneur **Richard Weening** knows one of the most powerful of all marketing strategies has nothing to do with what we can see, hear or touch. Scent is in fact, far and away the most powerful of human senses, and Milwaukee's own Prolitec is on the leading edge of what is becoming more widely known as scent marketing.

As CEO and chairman, one could say Weening has a good sense for success, with Prolitec as his seventh start-up venture. "The air care market is now a \$20 billion global industry," he noted. Prolitec is recognized as a leading innovator in the field. Since opening in 1996, its team of scientists and engineers have evolved their offerings both in the variety of scents available and in their delivery systems. Their newly patented AirQ releases a uniform scented ambiance without spraying high volumes of chemicals into the air. Its scenting strategies are a unique blend of artistry and cutting-edge technology. Fragrance artists are skilled chemists and marketers, who create a custom scent to make an impression on a targeted demographic.

Prolitec's ATMOSPHERES ambient scenting services are now provided to clients in 85 countries with more than 75,000 installations. U.S. clients are served by the Milwaukee-based customer care team, while those outside the U.S. are managed by 90 certified service providers. Prolitec products are used by hundreds of major brands, including businesses in hospitality, spas & salons, gaming, retail, entertainment, healthcare, financial services and houses of worship. One of their more unusual scent requests? "We've been asked to create a scent one would experience on the track at the Indy 500," says Weening. Prolitec thrives on challenges like this and has the team of marketing experts who understand the science of smell and the power an ambient scenting strategy can deliver.



Within six months after participating in the Wisconsin Manufacturing Extension Partnership's ExporTech™ program, **Prolitec's export sales were 60% ahead of the company's sales plan.**

Prolitec's ambient scenting services are now provided to clients in 85 countries with more than 75,000 installations.

2015



Award Winners

Congrats to this year's winners! The Future 50 program recognizes privately-owned companies in the seven-county Milwaukee region that have been in business for at least three years and have shown significant revenue and employment growth.

Award	Company	City/Municipality	President/CEO	Main Product	Year Founded
2 nd	American Roller & Plasma Coatings	Union Grove	Daniel Cahalane	Coverings & coatings for machine parts	1939
2 nd	Angelic Bakehouse	Cudahy	Jenny Marino/James Marino	Sprouted grain baked goods	1969
1 st	Association Acumen LLC	Menomonee Falls	Gail Bast	Association management	2006
1 st	Best Version Media LLC	Brookfield	Dave Durand/Peter Ericksen/Paul Lubinski	Magazine publisher	2007
1 st	Bliffert Lumber & Fuel Co.	Milwaukee	Eli Bliffert	Building material supplier	1904
2 nd	Butters-Fetting Co., Inc.	Milwaukee	Ed Tonn	Mechanical contractor	1924
1 st	CCB Technology	Racine	Chris Booth/Patti Booth	IT solutions	1991
2 nd	CSE, Inc.	New Berlin	Tom Savio	Branded merchandise agency	1979
1 st	Central City Distribution Co., Inc.	Wauwatosa	Michael Dahlke	Sells & merchandises snacks	2000
2 nd	Church Metal Spinning Company	Milwaukee	Kim Verhein/Mark Verhein	Contract manufacturer	1944
1 st	ClearPath Connections, Inc.	Pewaukee	Jeff Tschurwald/Jim Denor	Integrated communications & connectivity infrastructure	2010
2 nd	Clearwing Productions, Inc.	West Allis	Gregg Brunclik	Live event production services	1985
1 st	Comprehensive Orthopaedics SC	Kenosha	Joshua Gershtenson/Jonathan Main	Orthopaedics practice	1989
2 nd	Concurrency, Inc.	Brookfield	James Savage	IT project management	1989
1 st	Construction Management Assoc., Inc.	Kenosha	S.R. Mills/Stephen Mills	General contractor	1991
MM	CornerStone Plumbing LLC	Waukesha	Steven Adkins	Plumbing for the commercial market	2003
2 nd	Custom Equipment - Hy-Brid Lifts	Richfield	Steve Kissinger/Lynn Kissinger	Manufacturer of lightweight scissor lifts	1981
1 st	Dental Associates	Milwaukee	Anthony Vastardis	Dental practice	1973
2 nd	Eagle Enterprises Ltd.	Milwaukee	Amy Gottheardt-Muench	Full service cleaning & janitorial	1992
1 st	Edge Advisors LLC	West Allis	Michael Bark/Andrew Lehmkuhl	Consulting for dental & healthcare clients	2012
MM	EmbedTek LLC	Hartland	Dan Aicher	Manufacturer of embedded computers & displays	2003
1 st	Federal Tool & Engineering LLC	Cedarburg	David Tomczek/Steven Moyer	Manufacturer of metal components	2005
2 nd	Global Precision Industries, Inc.	Menomonee Falls	Gale Pence	Supplier of engineered solutions for manufacturers	2003
1 st	Hansen Reynolds Dickinson Crueger LLC	Milwaukee	Toby Reynolds/Tim Hansen	Complex business & patent litigation	2011
2 nd	Healics, Inc.	Milwaukee	Patti Plough/Michael Naparalla	Health & wellness assessments for companies	1985
2 nd	Healthfuse	Milwaukee	Nicholas Fricano	Healthcare revenue cycle management	2010
1 st	Hot Water Products	Milwaukee	Gregory Daniels/Howard Endres	Water heating systems for residential & industrial use	1998
2 nd	HUSCO International, Inc.	Waukesha	Austin Ramirez	Designer/manufacturer of hydraulic & electro-hydraulic components	1985
1 st	Hydro-Thermal Corporation	Waukesha	Jim Zaiser	Manufacturer of hydroheaters	1964
MM	KS Energy Services LLC	New Berlin	Dennis Klumb Jr.	Construction for utility companies	2005
1 st	MSI General Corporation	Oconomowoc	Dirk Debbink	Design/build firm	1957
2 nd	Midwest Engineered Systems, Inc.	Waukesha	Scott Woida	Designs & builds custom machines	1991
1 st	Newport Network Solutions, Inc.	Menomonee Falls	Jason Berthelsen	Installation of telecommunications infrastructure	2009
2 nd	Nissen Staffing Continuum	Waukesha	Scott Nissen	Staffing services	1997
2 nd	OwnersEdge, Inc.	Brookfield	Lisa Reardon	Voice, data & video technology	1985
1 st	Pattyn North America, Inc.	Hartland	Lars Nielsen	Automation systems for bulk product packaging	2010
1 st	RC Insurance Services, Inc.	Hartland	Jeffrey Cardenas/Dimas Ocampo	Independent insurance agency	1978
1 st	RSP, Inc.	Milwaukee	Michael Ryan/Paul Ryan	Contract manufacturer	1960
1 st	Roofed Right America	Milwaukee	Ricardo Herrera/Adam Brissman	Roofing contractor	2006
2 nd	Sanborn Tube Sales of Wisconsin, Inc.	Pewaukee	John Topetzes	Tube metals fabrication & manufacturing	1957
2 nd	Scas Management Group LLC (SMG)	Milwaukee	Ron Scasny	Consulting for health insurance & home health care	2011
MM	Smart Choice MRI	Mequon	Rick Anderson	Medical diagnostics	2006
2 nd	Stay-Lite Lighting, Inc.	Pewaukee	Kirk Tuson	Lighting & electrical energy savings programs	1970
2 nd	SWICKtech	New Berlin	Gary Swick/Isaac Monteagudo	Business computer systems	2004
1 st	Titan Spine LLC	Mequon	Peter Ullrich/Kevin Gemas	Design, manufacturing of titanium interbody cage devices	2006
MM	Transcendent LLC	Hartland	Todd Molbeck/Todd Youngbauer	IT consulting services	2004
1 st	Valentine Coffee Co.	Milwaukee	Robb Kashevarof/Joe Gilsdorf	Coffee roasting & distribution	2009
2 nd	Vantage Point Corporation	Kenosha	Nick Preuss/Ryan Sorensen	Installation & management of IT hardware & software	2006
MM	W.I.S. Logistics	New Berlin	Jon Teraoka/Janelle Teraoka	Third party logistics provider	1996
1 st	ZMac Transportation Solutions LLC	Racine	Jeff McMahon/Matt Ziegler	Flatbed freight	2010

MM = Master Mettle, 3rd year winner

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The Future 50 award celebrates the success of fast-growing regional companies. Presented by MMAC's Council of Small Business Executives (COSBE).





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Madison Night in Milwaukee

State and local legislators gathered with more than 300 business and community leaders on May 6 for MMAC's annual Madison Night in Milwaukee. The crowded room did not impede some great networking and conversations.

1. **Tim Sheehy**, MMAC, and MMAC Board member **Tracy Meeks**, Seaway Bank and Trust Company
2. MMAC Chairman **Ted Kellner**, Fiduciary Management, and Milwaukee Mayor **Tom Barrett**
3. This year's event was held at Best Place in the Historic Pabst Brewery in downtown Milwaukee.
4. **Jake Suski** and **Peter Feigin**, Milwaukee Bucks
5. **Paul Kolo** and **Rochelle Bast**, Go Riteway
6. **Jamie Elder** and **Holly Davis**, State of Wisconsin; **Marjorie Rucker**, The Business Council
7. **Mary Carpenter**, American Transmission Company LLC; **Mark Honadel**, TalentBridge



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Standing up for business never has an off-season



By **STEVE BAAS**,
Senior VP of Governmental Affairs, MMAC

Advocacy at MMAC takes many forms. While a lot of time and media attention has been occupied by the state budget debate in Madison this spring, it certainly has not been the only game in town for MMAC's members or its lobbying team. From trade policy and immigration at the federal level to education policy on the local level, the interests of MMAC's members cover a lot of territory and so does MMAC's advocacy work on our members' behalf.

That's why we try to provide our members with a variety of different avenues to connect and engage in the political process.

On the previous page you can see photos from one of those examples. This May, more than 300 MMAC members had the chance to bend the ears of dozens of state and local elected officials. This event will be reprised in Washington, D.C. with our federal officials on September 16 with our annual "Milwaukee Night in Washington."

Another way many members have stayed connected is through our MMACtion.org advocacy web page. Many of you use MMACtion to monitor the news and track the legislative progress of our MMAC agenda. Since the beginning of this year alone, nearly 1,500 of you have also utilized this page to generate more than 5,000 direct contacts to state legislators on bills before them. That is an incredible level of engagement from our members!

Through the years, MMAC has consistently advocated for an ambitious public policy agenda. From education to infrastructure, from taxes to transportation, our goals are often aspirational and require persistence and patience to accomplish. Your sustained involvement — getting informed, getting engaged, investing your time and money in our political advocacy — is key to our continued success.

At MMAC, standing up for your businesses never has an off-season. Your involvement in that process has been key to our past successes. I hope you will continue to take advantage of the many opportunities to join us in our exciting work in the future.

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Milwaukee 7 Council Meeting

Leaders from throughout the seven counties of Southeast Wisconsin met in Walworth County at the Riviera Dock in Lake Geneva for a Milwaukee 7 Council meeting. The meeting provided a business update on industry clusters and guest speakers addressed the talent gap and pending freeway needs for the entire state.

1. **Darien Schafer**, Lake Geneva Chamber & Visitors Bureau
2. **Annette "AJ" Simms**, Corporate Contractors
3. **Brett Wallace**, WI Dept. of Transportation, discussed Wisconsin's freeway needs.

MILWAUKEE 7



M7 campaign exceeds goals

The MMAC is one of the founding partners of the Milwaukee 7 economic development collaboration. The group, formed in conjunction with The Greater Milwaukee Committee and the Mayor of Milwaukee, is embarking on its third 5-year campaign to support the growth, expansion and attraction of companies and talent. The results from the past campaign exceeded its goals and positioned the group to strengthen the region's prosperity.

2010-2015 Campaign results (as of Jan. 1, 2015)

- 7,048 pledged jobs (9.4% above goal)
- \$49,088 average wage (9% above regional average)
- 5,050 new jobs from the Immigrant Visa Investor Program
- \$906 million in total capital investment

If your company is interested in becoming an investor, please contact M7 VP of Investor Relations Jim Wall at jwall@mmac.org or 414.287.4119.

RENAISSANCE MANUFACTURING ACQUIRES FOUNDRY

Delivering on its mission to grow, expand and attract companies to the region, Milwaukee 7 recently announced a new "win." Renaissance Manufacturing Group of Menomonee Falls has acquired Navistar's Pure Power Technology foundry, located in Waukesha, in a deal that will keep 176 high-paying manufacturing jobs in southeastern Wisconsin. In addition, the company expects to create 36 new jobs over the next three years. The foundry, which has been continuously operating in Waukesha since 1912, was in danger of closing had Renaissance not emerged as a purchaser. Navistar recently shuttered a similar operation in Indianapolis.

"We're delighted that Renaissance Manufacturing Group has purchased Navistar's Waukesha Foundry," said **Gale Klappa**, WEC Energy Group chairman and CEO and co-chair of the Milwaukee 7, which assisted Renaissance in assembling the financial package. "Foundries are critical supply chain partners for manufacturers throughout southeastern Wisconsin. If Renaissance had not stepped forward, the Waukesha Foundry may have been forced to close its doors. The impact would not only have been felt by the foundry's dedicated employees, but by the region as a whole."

- 176 jobs saved in Waukesha; 36 new jobs expected by 2017
- WEDC loan was critical component of financing package
- Team effort: WEDC, Waukesha County, M7



Renaissance Manufacturing Group of Menomonee Falls has acquired Navistar's Pure Power Technology foundry, located in Waukesha, in a deal that will keep 176 high-paying manufacturing jobs in southeastern Wisconsin.



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A Region on the Rise

2015 MMAC ALL MEMBER MEETING

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Monday, October 26, 2015

5:00-5:30 PM – Registration • 5:30-6:30 PM – Program • 6:30-8:00 PM – Reception
The Marcus Center for the Performing Arts • 929 N. Water St., Milwaukee

Sponsorships still available!

Contact Karen Powell at 414/287.4166 or kpowell@mmac.org



Freedom Day

On April 27, 1994 the first democratic post-apartheid elections were held in South Africa. The Business Council celebrated the anniversary of South African freedom with a visit from Donnadelliah (Donna) Maluleke, South African Consul Economic Climate & Market, who stressed that there is no real freedom without economic freedom.

- 8. Milwaukee Alderman **Joe Davis** spoke at the event.
- 9. Attendees at the South Africa Delegation Luncheon at the Milwaukee Yacht Club



COSBE All-Group Spring Breakfast

Several times each year, COSBE brings together the participants from all its Executive Roundtable groups to network and learn from expert speakers. In May, Executive Roundtable members learned how Giacomo Fallucca grew his family business into the fifth largest pizza company in the U.S.



10



11

- 10. **Paul Kilp** (right), Elite Human Capital Group LLC was among the attendees.
- 11. Keynote speaker **Giacomo Fallucca**, Palermo Villa, Inc.
- 12. COSBE's P. Michael Mahoney Award recipient **Jeff Clark**, Waukesha Metal Products, and **Mary Steinbrecher**, MMAC/COSBE
- 13. **John Cornell**, Crescendo Trade, Inc., and **John Griffith**, Park Bank



12



13



MMAC's World Trade Association held its annual full-day International Trade Conference on May 7 at the Wisconsin Center. Hundreds attended to learn the latest in global trends and meet with vendors and each other. Said one attendee: "The conversations I had were so productive – great experience overall."

1. Exhibitor **Linda Scaro**, SWITS, met conference attendees.
2. WEDC Trade Rep for Brazil **Claudia Tomaselli**, TVZ International
3. Attendee **Paul Hultgren**, BMO Harris Bank, took advantage of time between sessions.



WISCONSIN INTERNATIONAL



4. 2015 Governor Export Achievement Award Winner: **Gamber-Johnson LLC**
Accepted by **Guatum Malik** and **Brian Wagner**
5. **Shannon Kirsop**, M.E. Dey & Co., Inc., and **Florence Farkas**, Lesaffre Yeast Corporation
6. 2015 Governor Export Achievement Award Winner: **Prevention Genetics**
Accepted by **Kong Xiong**, **Amy Nystrom** and **James Weber**

- 7. **Bryan Mulkerron** (left), Euler Hermes North America, networked with other attendees.
- 8. **Roxanne Baumann**, WMEP, and **Derek Dahlgren**, TLX Technologies LLC
- 9. **Kathy Parins**, Hancock International
- 10. **Dan Geraghty**, Whyte Hirschboeck Dudek S.C.



TRADE CONFERENCE



- 11. **Barb Smith**, MMAC, and **Linda Crawford**, BizTimes Media
- 12. Keynote Speaker **Jack Perkowski**, AMISCO/JFP Holdings
- 13. **Dan Meyer**, BizTimes Media; **Eric Ness**, Small Business Administration (SBA); **Reed Hall**, Wisconsin Economic Development Corp. (WEDC); and **Robert Bahillo**, BizTimes Media



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Community Conversations

In April, MMAC and its young professionals network — FUEL Milwaukee — hosted a panel discussion exploring the potential development of a new sports and entertainment district in downtown Milwaukee.

1. Featured speakers were: **Beth Weirick**, BID #21; **Gary Grunau**, Grucon Group; **Greg Uhen**, Eppstein Uhen Architects; **Robin Reese**, Vanguard Group; **Cory Nettles**, Generation Growth Capital; and **Corry Joe Biddle**, FUEL Milwaukee
2. **Ralph Hollmon**, Milwaukee Urban League, and **Peter Feigin**, Milwaukee Bucks
3. **Tom Rademacher**, Re/MAX Realty 100
4. **Sofina Ziu**, FUEL Milwaukee, and moderator **Jeff Sherman**, OnMilwaukee.com



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Expert Series: Using employee performance management to your best advantage

Accenture's Expert Series introduced MMAC members to new ideas in managing employee performance.

1. Attendees learned about the latest research on the effectiveness of performance management systems.
2. **Kelly Renz**, VP of Organizational Effectiveness at CoreLogic



3

Regulatory Reform

3. & 4. U.S. Senator **Ron Johnson** met with members for a candid discussion about recent legislation in Washington at a Roundtable meeting in late May. Johnson currently chairs the Homeland Security and Governmental Affairs Committee and also serves on the Budget, Foreign Relations, and Commerce, Science and Transportation committees.



4



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FUEL Milwaukee: Adopt-a-Nonprofit

Members of FUEL Milwaukee – MMAC’s young professionals network – visited with metro Milwaukee nonprofits in an open house format. The interactive experience was designed to help YPs learn about volunteer opportunities at the agencies.

Featured nonprofits included:

1. Milwaukee Children’s Choir
2. Victory Garden Initiative
3. Attendees networked while signing up for individual non-profit service.
4. Milwaukee Riverkeeper
5. USO Wisconsin

Other non-profits featured:
Milwaukee County Historical Society
March of Dimes
United Performing Arts Fund
Vision Forward



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The generation mix is changing. Generation retirements are planned and new types of generation are coming on line. Evolving markets, renewable energy sources, and new technologies also are changing the way the grid is used. New lines will reduce regional congestion, providing access to renewable resources and lower cost generation options.

We want to make sure everyone understands the need for a robust electric transmission system. To learn more, visit www.atcllc.com/PowerForward.



The Business Council (TBC) Annual Meeting

TBC members gathered at the Rumpus Room on May 28 to hear about the accomplishments and future goals of the organization.

1. **Henry Hurt**, Hurt Electric, Inc., and **Bill Beckett**, CHRYSPEC
2. **Marjorie Rucker**, executive director of The Business Council, Inc. (TBC)
3. **Ugo Nwagbaraocha**, Diamond Discs International, and **Steve Adams**, SEWRPC
4. Featured speaker **Darren Fisher**, Darren Fisher Consulting LLC
5. **Jean Marie Thiel**, Belonger Corporation; **Minoo Seifoddini**, Custom Service Plastics, Inc.; **Jenny Alexander**, Marquette University



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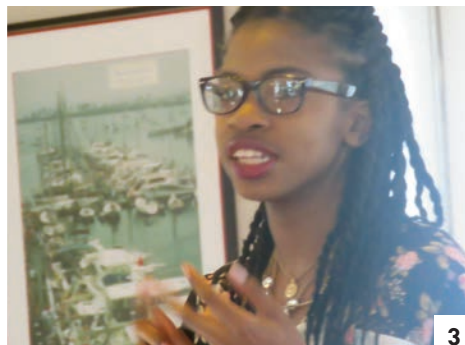


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Business Opportunities in India

MMAC's World Trade Association regularly brings in speakers from around the world to share their perspectives on global trade.

1. In June, WTA presented "India's New Economic Era."
2. **Rev. Dr. Abraham Mulamootil**, author of "E-Rupee to Reinvent India," was the speaker.



3

Expanding Global Exports in South Africa

3. At a seminar on doing business with Africa, attendees shared progress, delays and how to overcome trade issues between Wisconsin and Africa.

4. **Magugu Davis**, Thanda International
5. **Donna Maluleke**, South African Consul Economic, with guests



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Have you asked yourself or someone you know about the next step in your professional development? Perhaps you have wondered about the value of a master's degree or a professional certification. This can lead to other questions such as "What is the best and most affordable option for me?" and "Are all masters degrees the same, or is there one that stands out and offers me the practical skills I need to make a difference in my life's journey?"

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FUEL Social @ La Perla

- 1. **Maurice Pendergast**, QPS Employment Group
- 2. & 3. La Perla restaurant welcomed members of FUEL Milwaukee for a social gathering in late May.

Leadership Dialogue with WI Dept. of Transportation Secretary Mark Gottlieb

- 4. & 5. **Gottlieb** updated members on current DOT projects like the Zoo Interchange and reconstruction of the I-94 corridor at a Q&A session at the MMAC.



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COSBE leaders give advice during Small Business Week

1. As part of the 4th Annual Milwaukee Small Business Week, MMAC's Council of Small Business Executives hosted a dynamic business panel with local entrepreneurs.
2. **Daphne Jones**, Glorious Malone's Fine Sausage, and **Matt Richardson**, SmartWave Consulting
3. **Anna Lopez** and **Dan Gramann**, HFI Consulting
4. **Derrick Hawkins**, Hawkins Law Offices LLC
5. **Mary Steinbrecher**, MMAC/COSBE, and **Elmer Moore, Jr.**, Scale Up Milwaukee



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COSBE's 6th Annual Brewers Outing

On June 25, members enjoyed networking in the Gehl Club at Miller Park while watching the Brewers take on the New York Mets.

1. **Larry Schmidt**, Lakeland Supply, Inc.; **Chris Whittet**, Bottom Line Experts; **William Gross**, **Beverly Gross**, **Katherine Gross** and **Bob Gross**, Gross Automation
2. **Heather Schmdit**, Global Precision Industries
3. **Jerry Schmit**, Sikich LLP; and **Brian Swanson**, Park Bank
4. **Mary & Dick Tillmar**, Tillmar Connect LLC
5. **Rexx Igunbor**, **Malico Watson**, **Edward Bostridge** and **Jeff Martin**, PCLAN Services Milwaukee



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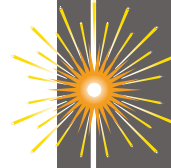
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COSBE BE THE SPARK

Business Education Tours

Last fall, the Council of Small Business Executives (COSBE) launched a program to bring MPS seventh-graders into small businesses to give them a better understanding of the variety of workplaces and skills needed for career success. Through the "Be the Spark" program more than 800 students visited 25 member businesses.



Clearwing Productions Inc. was toured by Rogers School.



Veolia was toured by Fernwood Montessori.



Rinka Chung Architects was toured by OW Holmes school.



Heritage Printing was toured by Morse Marshall.

"I didn't know the MMAC did that!"

By CATHY HARRISON - *Membership Services Director, MMAC*

Dear Member,

After nearly two hours of pleasant conversation over coffee recently, an MMAC member said to me: "Now I get it! The MMAC does a lot more than I thought." We actually hear that a lot. Why does that matter? It matters because I want to give you reasons — lots of them — to support our efforts and encourage others to support us as well. And I want to make sure you are getting everything out of your membership that you possibly can.

Let's take a look at the seven diverse companies highlighted in this issue of *Milwaukee Commerce*, as well as new and renewing member companies. Each has joined the MMAC for its own reasons.

Perhaps they joined to support the critical activities and results of the **Milwaukee 7** economic development initiative. (Pages 20 & 21).

Or perhaps they joined to take advantage of one of our high-value **COSBE executive networks**, award programs or executive group networking events. (Pages 12, 23, 37, 39 & 41)

Maybe they are interested in **supporting or growing a minority business** (TBC) in the Milwaukee region. (Pages 23 & 33)

They may be looking for international business support through **MMAC's World Trade Association** (WTA) and its many education programs and advocacy activities. (Pages 24, 25, 34)

On pages 31 & 35 we learn a little bit about **FUEL Milwaukee** and all they do to attract and retain young professional talent.

Perhaps your company joined because of the strong **public policy influence** and results the MMAC has obtained in support of metro businesses. (Pages 18 & 19)

I could go on and on. But instead, let me ask: What is the motivation behind your membership?

If you would like to discuss what the MMAC is doing for you today, please give me a call at 414-287-4159. It will be my objective to hear you say, "I didn't know the MMAC did that!" and I promise not to take 2 hours of your time.



Cathy Harrison

MMAC Member Milestones

Congratulations to these companies celebrating
membership anniversaries (Dec. 2014-Feb. 2015)

85 YEARS

Braeger Company of Wisconsin
Northwestern Mutual

70 YEARS

DCI - Artform

45 YEARS

Selig Leasing Company

35 YEARS

Doubletree by Hilton Milwaukee Downtown

30 YEARS

General Mitchell International Airport
NAI MLG Commercial

25 YEARS

Daily Reporter Publishing Co.
Milwaukee County Research Park Corp.
Lindner & Marsack SC

20 YEARS

BizTimes Media
Beyond Vision
Davis & Kuelthau SC
Platypus Advertising & Design, Inc.
Share Corporation
Tax Airfreight, Inc.

15 YEARS

CHRYSPAC
Gecko Networks

10 YEARS

Ajilon Prof. Staffing, Accounting Principals,
Parker + Lynch
Focus Training
Innovative Signs, Inc.
Kangaroo Brands, Inc.
Metro Eye
The PrivateBank
Storage Systems Midwest
Waukesha Metal Products
Wisconsin Club

5 YEARS

7Summits LLC
A. Fillinger, Inc.
BizStarts Milwaukee
Branigan Communications
Cambridge Major Laboratories, Inc.
Closet Concepts
Coldwell Banker Residential Brokerage
Complete Warehouse & Distribution LLC

Connected Technology Solutions (CTS)
Duet Resource Group
Empower Credit Union
Horny Goat Brewing Company
Imprex, Inc.
Kaplan University
Littler Mendelson P.C.
Multicultural Entrepreneurial Institute
Munger Technical Services
Patina Solutions
Ries Graphics
SET Ministry, Inc.
Sendiks Management Company
Wm K. Walthers, Inc.

1 YEAR

The ABC Group LLC
All Occasions Catering and Bubbs BBQ
Anderson & Anderson Construction LLC
Artisan Partners
Baensch Food Products Co.
BlueGreen
Bolt Express LLC
City of Greenfield
Dental Associates - Wauwatosa
Dielectric Corporation
DirectBuy
Full Potential Associates
General Welding Corporation
GoGeddit
Hawks Landscape
Hunger Task Force
JRM Advisers
KS Energy Services, Inc.
Lakeview Equity Partners
Lamplight Farms
Majic Productions
Miller Electric Mfg. Company
Milwaukee Film
The Milwaukee Institute
PIC Wire & Cable
Prochnow-Wilson Group at Merrill Lynch
Purolator International
Robbins Law Group LLC
Rodizio Grill Brazilian Steakhouse
Solve
Swarmm Events
Suddath International
Uber Technologies
Vanguard Cleaning Systems of SE WI
Vibetech, Inc.
Wisconsin Women's Business Initiative Corporation
Zens Manufacturing, Inc.

American Diabetes Association - WI

Don Shane, Director of Wisconsin Market
375 Bishops Way, Ste. 220 • Brookfield, WI 53005
(414) 778-5500 www.diabetes.org
Social Service Organizations

AP Squared

Denise Pitchford, Managing Partner
7076 N. Lincolnshire Circle • Milwaukee, WI 53223
(414) 349-0562
Management Training

Arcoa Group

Jeffrey Datkuliak, VP Corporate Development
3300 Washington St. • Waukegan, IL 60085
(847) 249-7011 www.thinkarcoa.com
Electronic Recycling

Beauchamp Maleki Group

Gina Natoli, Business Development
731 N. Jackson St., Ste. 420 • Milwaukee, WI 53202
(414) 270-1890 www.bmg-nm.com
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Brew City Promotions

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240 N. Milwaukee St., Ste. 201
Milwaukee, WI 53202
(414) 226-2244 www.brewcitypromotions.com
Promotional Products

Catholic Charities

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3401 S. Lake Dr. • Milwaukee, WI 53207
(414) 769-3400 www.ccmke.org
Human Services Organizations

Cottrel McNeal Consulting Group (CMCG)

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(585) 370-6500 www.cottrelmcneal.com
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International Trade Services

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Printing and Finishing

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Milwaukee, WI 53205-1299
(414) 831-6306 www.feedingamericawi.org
Social Service Organizations

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new members

NEW MMAC MEMBERS (DEC. 2014-FEB. 2015)

Support your fellow members by doing business together.

mmac.org/directory

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dba Tech Financial Services

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Financing

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Jerry Condon, Director of Operations
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(414) 771-7030 www.fleet-services.com
Automobile Leasing

Forteco Framing Co.

James Jendusa, President
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(262) 264-6343 www.lwstructures.com
Construction Companies

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(414) 934-1442 www.funjet.com
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Peter Wallace, CEO
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(414) 212-4700 www.gardnerdenver.com
Manufacturers

Hellmann Worldwide Logistics

Aaron Scarce, Director of Strategic Accounts
440 W. Bell Ct., Ste. 100 • Oak Creek, WI 53154
(414) 571-9312 www.hellmann.net
Freight Forwarding

Hermle Machine Company LLC

Manuel Merkt, Operations Manager
5100 W. Franklin Dr. • Franklin, WI 53132
(414) 432-9770 www.hermlemachine.com
Manufacturers

HFI Consulting

Dan Gramann, Managing Partner
4718 S. 26th St. • Milwaukee, WI 53221
(312) 909-8259 www.hficonsulting.com
Consultants & Trainers

Integrated Time Systems

Chris Kapenga, President
740 N. Plankinton Ave., Ste. 730 • Milwaukee, WI 53203
(414) 727-7800 www.integratedtime.com
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Bob Rowe, President
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Employment Agencies

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Sue Kohlmann, Principal
960 Timber Pass • Brookfield, WI 53045
(414) 640-7010
Business Startup Services

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Stephanie Chedid, President/CEO
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(414) 464-3880 www.luthermanor.org
Nursing Homes

Malteurop

Kurt Seagrist, President
3830 W. Grant St. • Milwaukee WI 53215
(414) 218-6099
Manufacturers

MCS Logistics

Dan Kennedy, Account Manager
11414 W. Park Pl., Ste. 202 • Milwaukee, WI 53224
(630) 478-2060 www.mcs-logistics.com
Logistics/Transportation

Milwaukee REIA

Eric Lundberg, Executive Director
12660 W. North Ave., Ste. 5 • Brookfield, WI 53005
(262) 751-6881 www.milwaukeearea.com
Professional Organizations

Mosaic Communications

Nepherterra Estrada, Partner
P.O. BOX 241972 • Milwaukee, WI 53224
(414) 444-7001 www.mosaic-wi.com
Public Affairs

MPS - Contract Compliance Services

Regina Flores, Manager
6620 W. Capitol Dr., Ste. 204 • Milwaukee, WI 53216
(414) 438-3622 www.mps.milwaukee.k12.wi.us
Education

Optimum Signs, Inc.

Scott Kuehn, Owner
W132 N5504 Campbell Dr. • Menomonee Falls, WI 53051
(262) 289-9481 www.optimumsignswi.com
Signs

Pappas DeLaney

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(414) 858-1386 www.pappasdelaney.com
Executive Search Consultants

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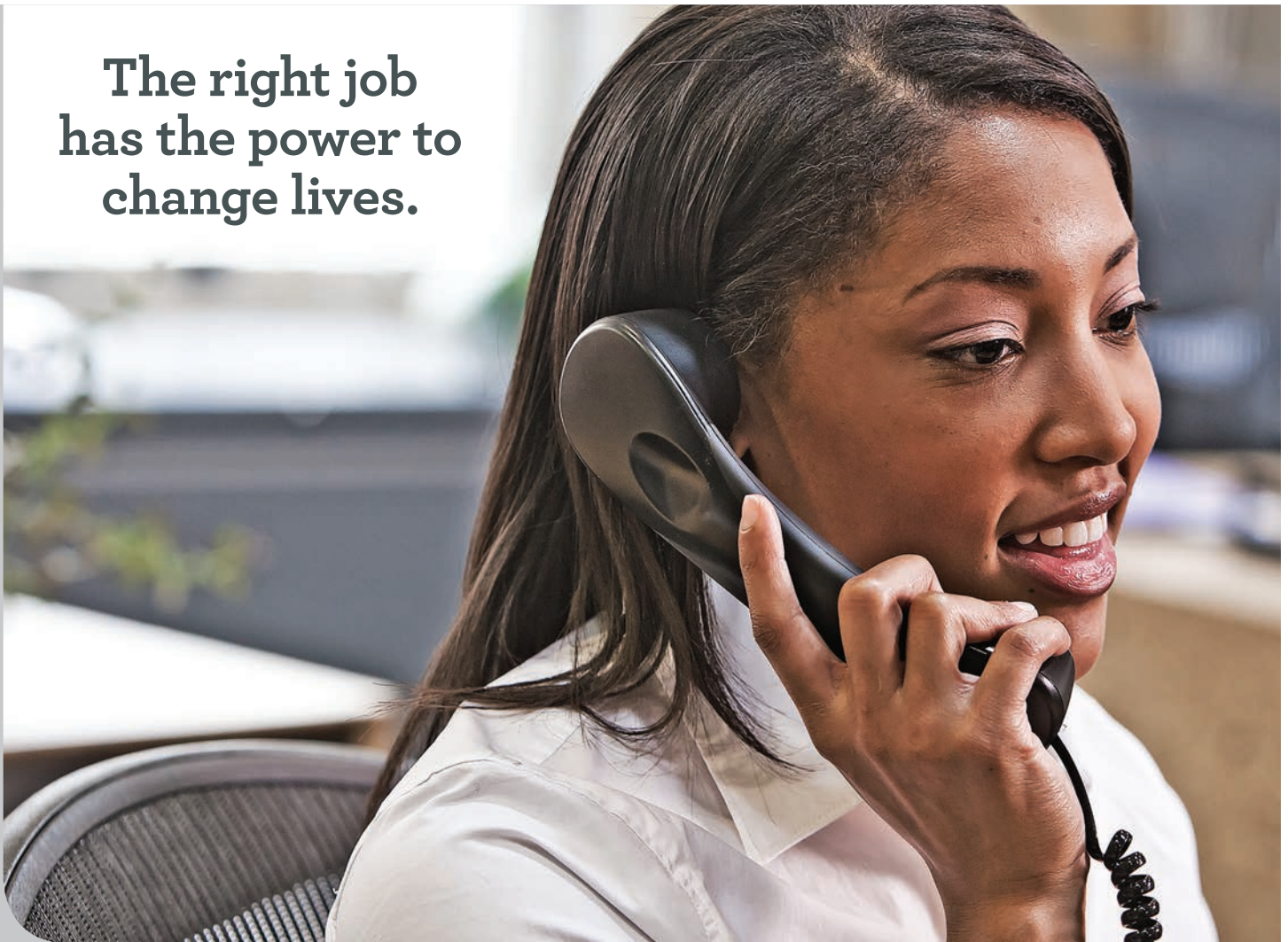
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