

2022

# Louisiana's Entrepreneurial Engine



**550+**  
COMPANIES

**20K+**  
EMPLOYEES

**\$3.91 BILLION**  
ANNUAL SALES



# John Bel Edwards

GOVERNOR, STATE OF LOUISIANA

Small businesses provide a strong foundation for Louisiana's economy, and my administration has worked continuously to increase support for small businesses so that they can grow and thrive. Since 2016, we have enhanced, established and relaunched several important programs that benefit our small business community.

Among these initiatives is the LED Growth Network, which we launched in 2017. This dynamic network now consists of more than 550 growth companies from all across Louisiana. These companies collectively represent more than 20,000 employees, and they generate more than \$3.91 billion in annual sales. The LED Growth Network seeks to nurture these Louisiana companies by providing resources that accelerate their growth, tools that import new wealth into our state, and strategies that ultimately add new jobs.

We are pleased to recognize this impressive new class of Louisiana Growth Leaders. The 10 members selected for the 2022 Louisiana Growth Leaders award have gone above and beyond, both as business owners and community leaders. And for the first time, we will recognize one past Louisiana Growth Leader with the inaugural Legend award.

We have so much to be proud of here in Louisiana. Featured in these pages, the strength of Louisiana's small business community shines. I encourage you to learn more about the impact these business leaders are having upon our economy, to congratulate them, and to emulate their success.

Louisiana Economic Development is responsible for strengthening the state's business environment and for creating a more vibrant Louisiana economy. We cultivate jobs and economic opportunity for the people of Louisiana through strategies that include the support of small business, innovation and entrepreneurship. That is why we have grown our suite of small business programs, and why we have designed resources to build capacity, increase opportunity, and accelerate growth among Louisiana's small businesses.

Some of our most innovative programming comes from the LED Growth Network, including Strategic Research and CEO Roundtables. These programs return more than \$10 for every \$1 invested by the state. Some 357 companies participating in Strategic Research have added 3,083 new jobs, while 413 companies participating in CEO Roundtables have created 1,940 jobs.

In 2021, the LED Growth Network launched new pilot programs including the Rural Entrepreneurship Initiative and the Diversity in Entrepreneurship Initiative, and in 2022 we have plans to further enhance these and other initiatives. LED's Small Business Services team is building and strengthening these programs to accelerate business growth, and we will continue to provide effective resources for Louisiana's businesses to thrive.

Thank you for joining us to celebrate the success of these companies through our annual Spotlight Louisiana event.

**Don Pierson**

SECRETARY, LOUISIANA ECONOMIC DEVELOPMENT



# Welcome to the



The LED Small Business Services (SBS) team

## What is the LED Growth Network?

Launched in 2017, the LED Growth Network (LGN) is the expanding suite of resources designed by Louisiana Economic Development (LED) to accelerate the growth of Louisiana's second-stage companies. Second-stage companies are beyond the startup and early stages of business but have not yet reached maturity. In nearly every community, second-stage companies will represent a small percentage of overall business establishments, but the largest percentage of all the jobs. In Louisiana, about **16% of establishments** are second-stage businesses, and they represent about **39% of all the jobs**.

Brick by brick, the LGN is growing both in terms of companies and continued access to strategic



LED receiving the 2021 IEDC Gold award for entrepreneurship

business resources including, but not limited to, strategic research, peer-to-peer learning, leadership retreats, recognition events, networking and educational opportunities, mentoring, and additional technical assistance with the goal of accelerating the growth of Louisiana's economy from within.



## What is a Louisiana Growth Leader?

Louisiana Growth Leaders is a recognition program of the LED Growth Network. The honor of being a Louisiana Growth Leader signifies that the recognized company has demonstrated outstanding contributions to both its local community and the state of Louisiana. Being a Louisiana Growth Leader is about much more than just company growth. It is recognition that the company and its leadership are making important contributions that positively impact our economy.

For the 2022 award, all LED Growth Network companies from across the state were eligible to apply. LED's Small Business Services team then narrowed the applicant pool to 30 outstanding finalists. Afterwards, a 17-member panel of economic development professionals evaluated these applications to select the awardees. Applicant companies were evaluated on the following categories for a maximum score of 100 points:

- **Growth**  
30 points
- **Strategy**  
15 points
- **Innovation**  
15 points
- **Philanthropy**  
10 points
- **Intangibles**  
5 points
- **Leadership/Culture**  
25 points



Inaugural Louisiana Growth Leaders

# 2022 Louisiana Growth Leader Selection Panel

The LED Growth Network would like to thank the organizations listed below for their support of small business and their partnership in selecting the 2022 class of Louisiana Growth Leaders.





Louisiana's  
Business  
Roundtable



# LED Growth Network Resources



**Diversity in Entrepreneurship Initiative**  
**Rural Entrepreneurship Initiative**  
**30/60/90 Aftercare**





Diversity retreat group



14 Louisiana companies participate in the 2021 American Academy of Entrepreneurs

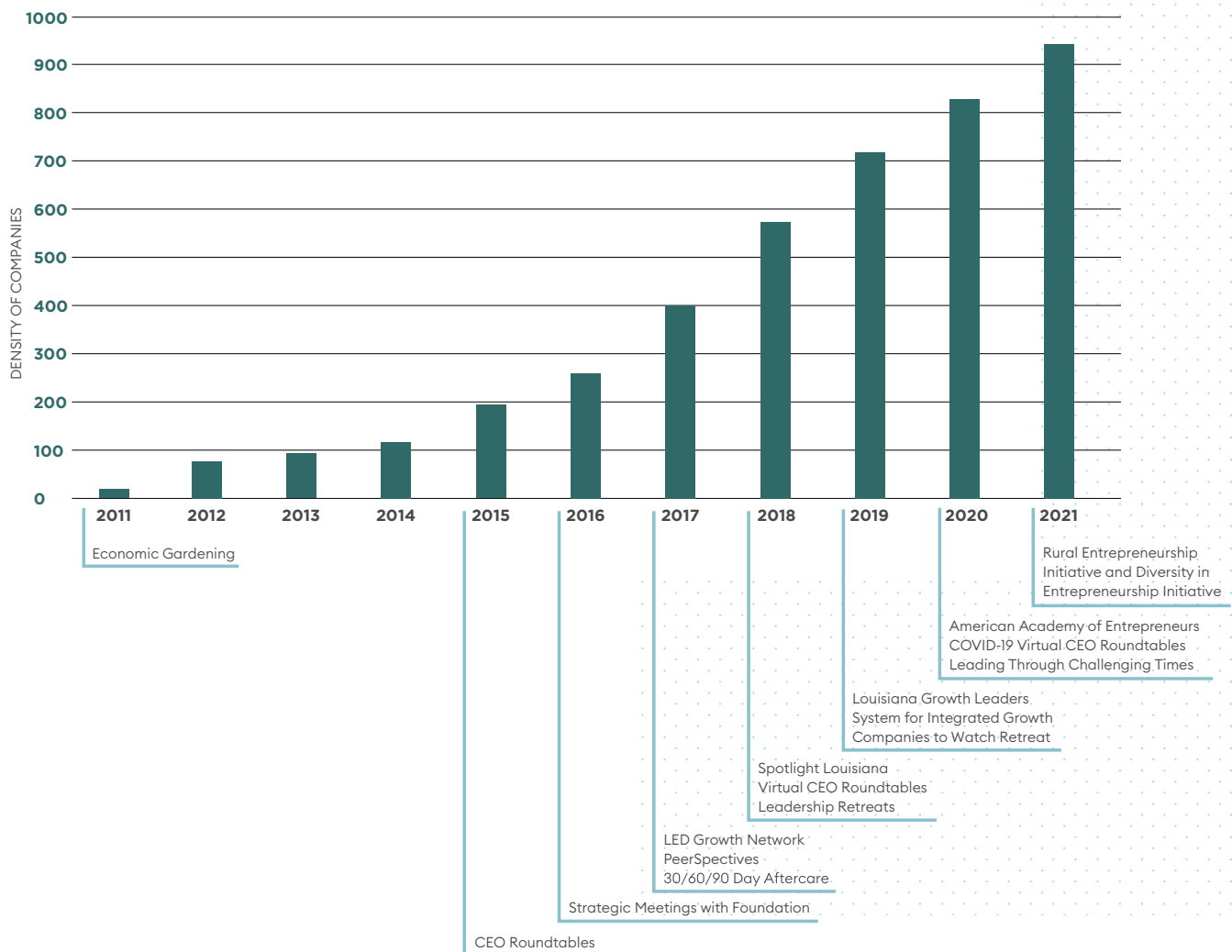
PARTNER HIGHLIGHT

# Edward Lowe Foundation

A national nonprofit organization, the Edward Lowe Foundation focuses on second-stage companies, helping accelerate their growth through customized research, leadership development and peer learning programs. The foundation was launched in 1985 by Ed and Darlene Lowe, two entrepreneurs who believed that small businesses are the backbone of our country's economy – and wanted to provide future generations of entrepreneurs with greater support and recognition.



## EVOLUTION OF EDWARD LOWE FOUNDATION & LED PARTNERSHIP



Some of the foundation's programs are delivered virtually, but many are conducted at Big Rock Valley (BRV), its learning campus in southwest Michigan. Comprised of 2,000 acres of woodlands, prairies, ponds and streams, BRV's natural beauty

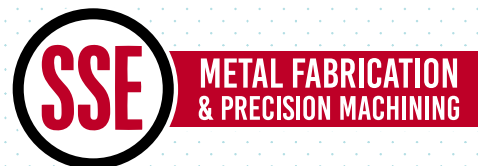
is enhanced by the unique aesthetics Darlene Lowe has created for its facilities and grounds. The Lowes wanted BRV to be a destination for entrepreneurs, a place where they could recharge, be inspired and discover new ways to grow their businesses.



# Louisiana Growth Leader Hall of Fame

Once named a Louisiana Growth Leader, companies will always carry that badge of honor. Below are the awardees from 2019 through 2022.







INAUGURAL LOUISIANA GROWTH LEADER LEGEND

## Argent Financial Group

**RUSTON, LA | Media Contact:** Sarah Warren | 318-251-5812 | [swarren@argentfinancial.com](mailto:swarren@argentfinancial.com) | [argentfinancial.com](http://argentfinancial.com)

Argent Financial Group, a leading, independent, fiduciary wealth management firm, was founded in 1990 in Ruston. The firm provides individuals, families, businesses and institutions with a broad range of wealth management services, including trusts and estate

planning, investment management, oil and gas mineral management, corporate trustee and custody, retirement plan administration and consulting, ESOPs, funeral and cemetery trusts and other unique fiduciary services.



Responsible for more than \$38 billion in client assets and operating in 30 markets across 12 southern states, the company offers clients a “You, First” approach to relationship management.

Argent’s founder and CEO, Kyle McDonald, hails from DeSoto Parish, the son of a dairy farmer and school principal. McDonald graduated from Louisiana Tech in accounting and finance and went on to earn a

J.D. from LSU Law. While in law school he worked for the Louisiana Bankers Association on a project to rewrite the state’s banking laws. He was practicing law with Taylor Porter Brooks & Phillips when he was asked to return to Ruston to work at Ruston State Bank, and eventually led the group of investors who would spin out the bank’s trust department into the institution that is today Argent Financial Group.

McDonald is often heard saying that much of Argent’s story and growth has been providential, such as the company’s impressive growth in 2008 through the success of its then-new mineral management division, when the rest of the financial services industry experienced its worst stretch since the Great Depression. Kyle’s vision for an independent trust company, exceptional drive to serve clients, willingness to allow employees (and himself) to learn from failure and personal leadership style of “humble confidence” are the true foundation of Argent’s success and what has allowed it to build such a significant company from the quiet streets of Ruston.



“An early investor in Argent once encouraged us, ‘There may be a limit of what we can do in Ruston, but there is no limit to what we can do from Ruston.’ Thirty-two years later, Argent is still headquartered in Ruston and now boasts over 300 employees working in 30 markets across 12 states with responsibility for more than \$38 billion of our clients’ assets. We are proud of our history and growth and are humbled to represent the ingenuity and success of Louisiana businesses as the inaugural recipient of the Louisiana Growth Leader Legend Award.”

– Kyle McDonald, CEO

## 2022 LOUISIANA GROWTH LEADERS

# Flexicrew Technical Services

**METAIRIE, LA | Media Contact:** Brandon Smith | 504-500-3539 | info@flexicrewtech.com | [flexicrewtech.com](http://flexicrewtech.com)

Flexicrew Technical Services (FTS) strives to combine relevant industry expertise with a commitment to making a positive difference in the communities and businesses they serve. Founded in 2015, FTS is an executive and technical search firm that emphasizes custom tailored search solutions to alleviate unique challenges for their clients both locally and nationwide. FTS operates based on five core values: Accountability, Integrity, Perseverance, Service, and Teamwork. Recruiting top talent starts with having a team built of top talent. This philosophy is what FTS uses to seek out and recruit industry leading employees, both internally and externally. In a highly competitive market, FTS innovated and invested heavily in technology and marketing to remain the industry leader in technical placements. The company moved to a completely paperless work environment for conducting interviews, candidate screenings, and new-hire onboarding. The investment in marketing efforts, combined with innovative

industry offerings, allowed the company to see substantial growth among online web traffic and social media platforms. This expansion increased their social media presence by over 400 percent on LinkedIn alone. In addition to technology and marketing, the company plans to roll out a new company, Flexblue Staffing, which will focus on the industrial staffing/skilled trades staffing market.

#### Louisiana Growth Leader Facts:

- In 2021 FTS became one of the first 16 companies in the nation inducted into the American Academy of Entrepreneurs.
- In 2019, Inc. 500 Magazine's fastest growing Louisiana businesses (#287 overall).
- Inc. magazine's 5000 honoree in 2020 and 2021.
- Junior Achievement- Board of Governors.
- Goldman Sachs 10,000 Small Business Program Alumnus.
- New Orleans Regional Leadership Institute (NORLI) Alumnus.



“Flexicrew Technical Services (FTS) is honored to be among the extraordinary businesses being recognized as 2022 Louisiana Growth Leaders. We are proud to be a Louisiana based recruiting firm that has overcome and flourished with perseverance through the pandemic. LED has been a great resource for FTS as we continue to absorb and apply the material provided by many of the distinguished programs offered. With what started as an idea in 2015, FTS has expanded across the gulf south as one of the fastest growing recruiting and staffing firms in the region. The continued growth of FTS is a direct result of our dedicated internal team, the associates we place, and the client partners we serve. We are confident that the future is bright, and the best has truly yet to come.”

– Brandon Smith, President



2022 LOUISIANA GROWTH LEADERS

# NANO Architecture | Interiors

**NEW ORLEANS, LA | Media Contact:** Olivia Szczerba | 504-486-3272 | olivias@nanollc.net | [nanollc.net](http://nanollc.net)

Founded in 2001, NANO provides award-winning architecture and interior design services for new construction, renovations, and historic preservation within the commercial, residential, educational, industrial, and municipal sectors. It is NANO’s client-centered, team-building approach that has been the driving force behind the company’s 45 awards and accolades. NANO was the first and only Louisiana architecture firm to be invited to exhibit at the internationally renowned 2021 Venice Biennale, in which they were awarded the ECC Time Space Existence Architecture Award. NANO has grown from a New Orleans small business with \$5,000 in the bank to an internationally recognized multi-million-dollar company. Some of the key components to NANO’s growth are due to continued superior design standards, intentional investment in project management and project finance software, carefully developed and ever-evolving business development efforts, consistent branding and messaging, and a commitment to designing the highest quality architectural environments as possible. NANO continues to demonstrate innovation

within the industry by focusing on designing and building sustainable, resilient projects that operate as efficiently as possible. NANO’s employees make this possible by being both LEED and Well AP certified to prioritize the health of the building’s occupants.

**Louisiana Growth Leader Facts:**

- Certified Disadvantaged Business Enterprise (DBE) and Women’s Business Enterprise (WBE).
- Managing Partner, Terri Dreyer, was President of the AIA New Orleans Chapter in 2020.
- First and only Louisiana firm to be invited to the Venice Biennale Architecture Exhibit; recipient of the ECC Time Space Existence Architecture Award.
- Currently the Architect of Record for the New Orleans Ernest N. Morial Convention Center Interior Renovations – the largest contract amount ever awarded to an SLDBE by the New Orleans Exhibition Hall.
- Noteworthy projects: Frederick Douglass Senior High School Auditorium, Il Mercato, Octavia Books & Toast, GNO Inc. Offices, Festival Productions Offices, 616 Conti, 2513 Metairie Road, Weinstein’s, Southwest Pass Station, and more.



“After graduating with our Masters in Architecture at Tulane School of Architecture in 2001, we started NANO with only \$5,000 in the bank and an ambitious vision to create an architecture firm unique from any other architecture firm in New Orleans. We could have never predicted experiencing growth, exposure, and success at the scale that we have. The LED Growth Network has been an invaluable resource for our firm, and we are extremely honored to have been acknowledged for a third consecutive year. LED has provided us with incredible business connections, avenues for firm advancement and growth. We are humbled by this recognition and equally inspired to continue providing the high quality, detailed architectural design services that NANO is committed to.”

– Terri + Ian Dreyer, Managing Partners

## 2022 LOUISIANA GROWTH LEADERS

# Online Optimism

**NEW ORLEANS, LA | Media Contact:** Flynn Zaiger / 504-521-6222/ Flynn@onlineoptimism.com | [onlineoptimism.com](https://www.onlineoptimism.com)

Founded in 2012, Online Optimism is a creative digital marketing agency, providing clients in Louisiana and nationwide with effective online marketing campaigns and resourceful websites. Online Optimism has focused on increasing their market outreach by establishing offices in Atlanta and Washington D.C. The company plans to use these three strategically placed offices to offer its services to clients from Florida to California. In 2020, Online Optimism decided to bring its video production capabilities in-house. This allowed the company the ability to not only produce a promotional video a week, but also decrease expenses associated with third party production companies. The production upgrades also granted the company the advantage of running-sophisticated social

media campaigns to increase its online foot traffic. To help recruit the best talent, the company offers its employees the decision to work from home and work their hours around their personal schedules.

### Louisiana Growth Leader Facts:

- Utilizes social media campaigns using Facebook, Twitter, Snapchat, Instagram, TikTok, and LinkedIn.
- Increased revenue from 2019 to 2021 by 55 percent with an additional 57 percent growth projected through 2023.
- More than doubled headcount from 2019 to 2021.
- Anticipates more than 50 percent of revenue to be derived from non-Louisiana markets by 2023.
- Headquartered in New Orleans, two satellite offices were opened in Atlanta and Washington D.C.



“Online Optimism is honored to be recognized as a 2022 Louisiana Growth Leader alongside many great organizations. The past several years have shown that innovation, optimism, and passionate work will provide companies and their employees with the best possible environment to reach their full potential. Our organization’s experience with the LED CEO Roundtables, and System for Integrated Growth enabled us to increase our revenues beyond Louisiana. During COVID, our growing national client base led us to expand our company to two additional offices in other regions, as well as to change policy allowing for fully remote work. Despite these options, the majority of our staff choose to come in every day to work in our 4,200 square foot national headquarters in New Orleans’ Irish Channel. We are excited to continue building a company, workforce, and physical space that is perfect for crafting a center of creativity on the Gulf Coast.”

– Flynn Zaiger, CEO

## 2022 LOUISIANA GROWTH LEADERS

# Southern Scripts

**NATCHITOCHEES, LA | Media Contact:** LeAnn Boyd | 800-710-9341 | leann.boyd@southernscripts.net | [southernscripts.net](https://southernscripts.net)

Founded in 2010, Southern Scripts provides innovative and transformative pharmacy benefit management (PBM) solutions that guarantee employers complete flexibility and control over their benefit plan. Southern Scripts focuses on delivering significant savings to clients through a single, straightforward pricing model and sound clinical management philosophies. These values allow the plan sponsor complete autonomy to source high-cost medications through a variety of market-leading providers at a cost-effective price. Southern Scripts has steadily evolved by developing and adopting cutting-edge technologies to assist in providing the best possible care for their members. Employers have access to key programs to substantially reduce costs on brand and specialty medications. In 2021, employers saved more than \$27 million with Southern Scripts' Variable Copay™ Program and more than \$30 million with Southern

Scripts' robust clinical management programs. The superior care provided by Southern Scripts saves organizations and businesses of all sizes an average of \$18 to \$23 on each prescription filled.

### **Louisiana Growth Leader Facts:**

- Surpassed 1,500-client mark in 2021.
- Serves over 500,000 members coast-to-coast in all 50 states, District of Columbia, Puerto Rico, and the Virgin Islands.
- More than doubled annual sales from 2019 to 2021.
- Net Promoter Score of 89.
- Endorsed by Pharmacists United for Truth and Transparency (PUTT).
- Supportive of numerous community events and organizations including the American Cancer Society's Relay for Life, Northwestern State University, University of Louisiana at Monroe, Natchitoches Chamber of Commerce, Natchitoches Jazz/R&B Festival, and local schools and sports groups.



“On behalf of the entire Southern Scripts team, we are honored to be recognized as a Louisiana Growth Leader. We are thankful for LED programs that support the development of businesses that call Louisiana home. One of our Core Values is “Strategic Growth in All Measures”, and we consider this recognition a great testament to our commitment to living out this value. At the heart of Southern Scripts, we believe not only in the importance of growing as a business, but also the importance of growing our team of people, growing individuals professionally and personally, and growing our communities.”

– LeAnn Boyd, CEO and Co-Founder

## 2022 LOUISIANA GROWTH LEADERS

# Southern Services & Equipment, Inc.

**ST BERNARD, LA | Media Contact:** Mindy Nunez Airhart | 504-682-8800 | Mindy@sse-la.com | [sse-la.com](http://sse-la.com)

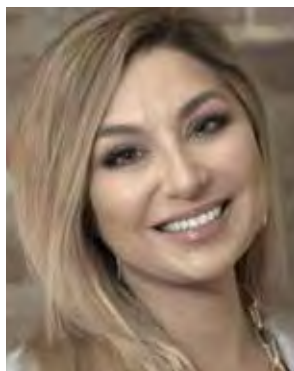
Founded in 1996, Southern Services & Equipment (SSE) is an award winning, AISC certified, structural steel fabrication and erection contractor, specializing in the commercial and industrial sector. SSE has grown from a mom-and-pop job shop to a large, technology-driven fabrication company. The company made the decision to become AISC certified and invest in state of the art fabrication machinery. These upgrades have provided the opportunity for continued and rapid growth.

Southern Services & Equipment continues to scale by penetrating more industrial and a number of petrochemical markets. The company introduced a state of the art fabrication machine, PythonX®, which reduced fabrication time from hours to minutes. The PythonX® allowed SSE to innovate and rapidly expand its capabilities. SSE is a family-

owned company that strives for quality in its services, products, and employees and offers a strong benefits package to managers as well as healthcare to its employees. Their commitment to quality work resulted in 100% retention of the company's employees even during the height of the Covid-19 pandemic.

#### Louisiana Growth Leader Facts:

- SSE was named to Inc. Magazine's "Inc. 5000" list of America's fastest growing companies two years in a row for 2018 and 2019.
- The CEO is currently the chairwoman of the New Orleans Chamber of Commerce and past chairwoman of the St. Bernard Chamber of Commerce.
- Roughly 40% of annual sales derived from non-Louisiana markets.
- The company projects annual sales to grow more than 25% by 2023.



"Southern Services and Equipment, Inc. is honored to be chosen as a 2022 Louisiana Growth Leader by LED. This achievement is a testament to the hard work and dedication put forth by our outstanding group of employees, who work tirelessly to build successful projects in and around the great state of Louisiana. As we enter our 25th year of operation, we are looking forward to being a regional leader in steel fabrication, while maintaining a workplace where employees look forward to coming to work each day. Thank you, LED, for this commendation; we are pleased to be among such a deserving and impressive group of companies."

– Mindy Nunez Airhart, President and CEO

2022 LOUISIANA GROWTH LEADERS

# Thomas Pump & Machinery

**SLIDELL, LA | Media Contact:** James Thomas | 985-649-3000 | [jamest@thomaspump.com](mailto:jamest@thomaspump.com) | [thomaspump.com](http://thomaspump.com)

Founded in 1985, Thomas Pump & Machinery manufactures the T-GTO high-pressure pump used primarily in the food processing industry for high-pressure sanitation and wash-downs at the end of processing shifts to clean entire facilities. In addition to manufacturing their own pump lines, the company also distributes other pump lines directly in Louisiana, Mississippi, Arkansas, and Georgia. Thomas Pump & Machinery has also innovated and will launch a new product in 2022 to support their high-pressure sanitation business. The company has adapted its workforce to focus more on technical sales and engineering to support this new product. Thomas Pump & Machinery is an industry leader, supplying their pumps within 24 hours of receiving a call where usual lead times from competitors are 20 weeks. This short lead time is possible due to the company's investment in using USA made products and manufacturing and stocking parts and pumps onsite. In 2018, the company shifted its focus to core products manufactured by Thomas Pump & Machinery and the premium product lines they represented. This shift eliminated distractions and enabled the growth of the strongest and most profitable parts of the business. The company also created a dedicated engineering solutions group to concentrate on product development

and long-term capital sales projects which facilitated growing the business. Thomas Pump & Machinery is active in its community and supports local charities, churches, area schools and athletes, and participates in city and State sponsored events. One company tradition involves giving two gift cards to each employee during the Thanksgiving holiday season – one for the employee and the other to gift to a family in need. Thomas Pump & Machinery is built on “service is our commitment” and that dedication shines through every aspect of the company.

#### Louisiana Growth Leader Facts:

- Established in 1985 as a family owned business, the CEO, in place since 2016, is second generation.
- Capable of supplying T-GTO pumps in 24 hours to customers.
- In 2020 named LABI Manufacturer of the year.
- Sales of Thomas Pump manufactured product lines increased by 27% in 2021.
- In a five year period, Thomas Pump earned a 73% increase in total sales.
- Combined with traditional benefits the company also offers a 5% bonus for all employees based on company performance.
- Named a Top Workplace in New Orleans based solely on employee feedback!



“We are extremely proud to be recognized by the LED Growth Network as a 2022 Growth Leader. This represents the hard work and dedication of so many of our employees, every one of them should take pride in this recognition. Louisiana Economic Development, specifically the CEO Roundtable program, was very important in shaping my views as a 2nd generation CEO. LED has created a suite of programs that are truly tailored to support business growth in the state of Louisiana. We are very proud of our roots and look forward to continuing our growth trajectory as a Louisiana Growth Leader.”

– James Thomas, CEO

## 2022 LOUISIANA GROWTH LEADERS

# Trigon Associates, LLC

**NEW ORLEANS, LA | Media Contact:** Lisa Cookmeyer | 504-585-5767 | lcookmeyer@trigonassociates.com | [trigonassociates.com](http://trigonassociates.com)

Founded in 2009, Trigon Associates, LLC specializes in providing engineering, environmental, consulting and management services. They specialize in engineering and project management throughout all phases, from inception to planning, design, procurement, construction and post-construction, including overall management of capital improvement programs. Trigon prides itself on developing relationships with its customers to support new and repeat clients. Trigon is committed to catering towards the ‘human factor’ when taking on new clients, always focusing on its guiding principles of Quality, Commitment and Client Service. This simply means that Trigon leverages their soft skills to create a responsive and continuous communicative atmosphere so clients feel their ideas and concerns are acknowledged. The company is innovating and using its recent experience in environmental remediation of hazardous materials

to develop a service line in this sector. Focusing on the customer experience and developing new services will provide the Trigon the competitive advantage to grow and expand in the Federal and overseas markets.

#### Louisiana Growth Leader Facts:

- Selected for remediation/clean-up of the largest Agent Orange hotspot in Vietnam in 2018.
- Awarded Indefinite-Delivery/Indefinite Quantity (IDIQ) contracts by U.S. Agency for International Development (USAID) in 2015 and in 2021.
- Following several years of project completion for USAID the company has taken on projects in Palestine, Jordan and Vietnam.
- Has successfully pivoted to work-from-home and virtual implementation delivery models in domestic commercial and Federal international markets in a post-pandemic environment.
- More than half of sales derived from non-Louisiana markets.



“Trigon is honored to be recognized as a Louisiana Growth Leader by Louisiana Economic Development (LED) along with the other outstanding businesses recognized. We are very appreciative of the support and guidance provided by LED since our founding—this investment in our small Louisiana-based engineering firm has been so important in our successes domestically and abroad. Our dedication to our guiding principles of Quality, Commitment and Client Service sets us apart, motivates us daily and enables us to continue to grow while providing exceptional services to our communities and clients.”

– Michelle Herbert, Chief Executive Officer

2022 LOUISIANA GROWTH LEADERS

# Universal Data, Inc.

**NEW ORLEANS, LA | Media Contact:** Chad Perrier | 504-934-7125 | cperrier@udi.com | [udi.com](http://udi.com)

Founded in 1982, Universal Data, Inc. (UDI) provides IT solutions and support to organizations of all sizes across the Gulf Coast region. UDI strives to form true “IT partnerships” by future proofing their client’s organization. This includes helping clients create flexible work environments and improving their cyber security practices. The company is comprised of a team of unique individuals who hold themselves accountable to be the best at what they do.

Universal Data, Inc. takes a customer first approach that can be summed up by two mantras - “your business first” and “your best employee”. This business first approach is the driving force behind the company’s “Security Posture” initiative that helps their clients protect themselves and the customers they serve. The company has demonstrated innovation by developing new “IT Roadmaps” in order for their clients to address the shifting work environment. UDI was also able to

have boots on the ground 12 hours after Hurricane Ida passed through the region. This was possible by the company’s disaster response plan, which made sure all staff were safe and their clients taken care of.

#### Louisiana Growth Leader Facts:

- Had remote hands and boots on the ground 12 hours after Hurricane Ida passed and participated in a food drive to help serve over 300 meals to families in the disaster area.
- Increased revenues by 17 percent from 2019 to 2021, and projects additional employee growth of nearly 30 percent by 2023.
- Launched a “Culture Club” at the company, which is responsible for community engagement and a number of initiatives.
- Develops “IT Roadmaps” for clients to help them navigate the future of technology. Headquartered in New Orleans, two satellite offices were opened in Atlanta, GA and Washington D.C.



“Universal Data Inc. is honored to be included in the Louisiana Growth Leaders Award. For this award to come in conjunction with our 40th anniversary year is almost symbolic of the hard work and passion of our amazing team and clients who enable us to do what we love every day. If the past couple years has taught us anything, it’s that organizations need to be agile to operate in today’s modern workplace. This agility must apply to clients, partners and staff. LED has provided us with countless resources to help our business and the Louisiana business community alike. This is an exciting time to be a locally owned company.”

– Chad Perrier, Vice President

## 2022 LOUISIANA GROWTH LEADERS

# Utiliserve, LLC

**BOSSIER CITY, LA | Media Contact:** Zach Raley | 318-584-7101 | raleyz@utiliservepro.com | [utiliservepro.com](http://utiliservepro.com) & [fireservepro.com](http://fireservepro.com)

Founded in 2014, Utiliserve, LLC is a service provider for municipal water/sewer/storm drain, fire departments, engineering firms, military institutes, state and federal government, industrial water applications, rural water and rural water departments and contractors.

The services offered support asset management in various aspects from compliance with specific recommended practices, fire ratings requirements, insurance compliance, verification of utilities for plan sets, proper maintenance on life saving assets and asset reliability through repairs/replacements.

Utiliserve is always looking to the future for more technological solutions to add value to their customer's experience. Beginning in 2022, the company is starting the construction of a new company office facility that will allow for further expansion of services.

Utiliserve instills a great amount of confidence in

their employees making them learn every aspect of the products and services they provide and sell. Annual team building events and an understanding of where the company is going brings everyone together within the company to achieve success.

#### Louisiana Growth Leader Facts:

- In 2021, Utiliserve became one of the first 16 companies in the nation to be inducted into the American Academy of entrepreneurs
- President was one of the first in the country to be invited and participate in the Entrepreneur in Residence program at the Edward Lowe Foundation.
- Supports the Volunteers of America, St. Jude Cancer Center, American Humane Society, American Cancer Society, Various School Fundraisers/Athletics
- Projecting 35-40 percent employee and revenue growth by 2023
- In process of building new 7,500 square foot combined office and shop space.



“We at Utiliserve, LLC are truly honored to be recognized as a 2022 Louisiana Growth Leader. LED has been essential in the growth of our company from leadership support through CEO Roundtables, Strategic Research (multiple rounds), Mentorship (American Academy of Entrepreneurs), and through the LED partnership with the Edward Lowe Foundation. The impact felt by our relationship with LED is priceless; we have been able to increase and develop our workforce, increase efficiencies leading to revenue increases and develop a culture that allows for so many opportunities. It's good to be a Small Business from Louisiana!”

– Zach Raley, President and Owner





2022 LOUISIANA GROWTH LEADERS

# VPG Construction

**HARVEY, LA | Media Contact:** Michael Merideth | 252-258-6329 | mmerideth@veriusproperty.com | [vpgconstruction.com](http://vpgconstruction.com)

Established in 2016 under the Verius Property Group (VPG) enterprise, VPG Construction is a general contractor intensely focused on becoming a best-in-class construction company in the region, providing premier residential, commercial, and federal services. Founded on the principles of building a better tomorrow with P.R.I.D.E (passion, resourcefulness, integrity, dependability, and excellence), the VPG team is deeply committed to providing construction services that build better communities, solve problems and inspire future builders, one project at a time.

VPG's innovative atmosphere and mindset led them to pivot from a primary focus on real estate development and property management to expanding their capabilities into the construction market. The continued success of the construction integration has allowed VPG to develop and implement a new leadership team to oversee the growth within their existing departments, invest in a marketing department to position themselves as construction leaders and expand their capabilities even further by developing a self-perform construction team. Additionally, the company takes a strong stance on

employee engagement and regularly hosts company events to promote fellowship, team recognition, and camaraderie. Furthermore, VPG recognizes that it takes continued service and outreach to help a community thrive, so the team is committed to hosting or participating in at least one community outreach event every quarter. For example, in 2021, the VPG team built community gardens, hosted back-to-school supply drives for local low-income families in New Orleans, fed the homeless in partnership with United Way and #HashtagLunchbag, adopted families for the holidays in partnership with the Boys and Girls Club, and financially sponsored multiple organizations through their generous donations. Building a better tomorrow with P.R.I.D.E isn't just the VPG motto. It's what they do.

#### Louisiana Growth Leader Facts:

- In 2019, VPG completed the 37Hundred Bienville project, which was the largest townhomes development in New Orleans in more than 25 years.
- From 2019 to 2021, employee count nearly quadrupled.
- Sales have quadrupled from 2020 – 2022.
- In 2022, the marketing team is launching a podcast focused on construction, real estate development, and property management.



“The VPG team is deeply honored to be recognized by the LED Growth Network as a Louisiana Growth Leader. We're a people business and want to recognize our team's continued support and hard work because we wouldn't be who and where we are without each of them. We are incredibly proud and grateful for the success we have amassed over the past few years, and look forward to continuing to cement ourselves as one of the fastest-growing construction firms in Louisiana and the Southeast region.”

– Michael Merideth, CEO



## 2022 LOUISIANA GROWTH LEADER FINALISTS

# 3D Media

**THIBODAUX, LA | Media Contact:** Daryl Roy | 985-210-6630 | daryl.roy@3dmedia.io | [3dmedia.io](http://3dmedia.io)

Founded in 2016, 3D Media provides high-tech training for high stake jobs by creating detailed user training simulations with virtual and augmented reality tools and utilities. The company has leveraged numerous cutting edge software platforms that increase efficiencies and focus on reducing training durations, increasing knowledge retention, and keeping your workforce safe with risk-free virtual process walkthroughs. 3D Media currently builds, deploys and sustains Virtual Reality Training, and Augmented Reality human performance tools for the DoD and the Critical Infrastructure verticals. Their mission is to “leverage Cutting edge technology

to ensure that our nation’s warfighters and workers make it home safely to their families every night.”

3D Media believes that while products and technology are wonderful tools that can achieve great things, businesses exist for, and because of, people. This is evident in the strong trust-based relationships that they build with their clients. It is also apparent in the value that 3D Media places on its team’s well-being. From flexible work hours to a limitless vacation policy, 3D Media has built a unique workplace that nurtures wellness, creativity, and empathy.

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# brandRUSSO

**LAFAYETTE, LA | Media Contact:** Maria Hanes | 337-769-1530 | maria@brandrusso.com | [brandrusso.com](http://brandrusso.com)

Founded in 2001 by Chief Executive Officer Jaci Russo and Chief Creative Officer Michael Russo, brandRUSSO has developed a robust client roster in a variety of industries around the world. The company’s branding process, Razor Branding™, permeates all levels of marketing, advertising, digital and social media. Giving their clients a unique

advantage in identifying their target audience, brandRUSSO develops messaging to build their clients’ brand awareness and their audiences’ loyalty. As a strategic branding agency, brandRUSSO uses consumer insight to develop branding and marketing initiatives that effectively change the conversation and form emotional connections with consumers.



## 2022 LOUISIANA GROWTH LEADER FINALISTS

# Brightside Clinic

**DENHAM SPRINGS, LA | Media Contact:** Evon Roquemore | 888-417-5250 | e.roquemore@brightsidela.com | [brightsidela.com](http://brightsidela.com)

Founded in 2015, Brightside Clinic is a nationally accredited and locally licensed outpatient mental health system with multiple locations in south Louisiana. Brightside provides treatment to children as young as five, adolescents, adults, and seniors. Their unique treatment model incorporates real-time electronic visit verification, telehealth technology and compliance software tools as a strategy in their business model which increases access to care. Brightside's model of treatment emphasizes mental health education coupled with timely appointment access for all their clients.

Brightside Clinic is nimble and adjusts to the evolving mental health needs of the different populations they serve. Their business model includes individual customers and businesses in need of mental health

treatment, education, programming, or development. Brightside is unique in that it offers its employees 4 hours of paid time off per week to devote to their mental health. Additionally, in 2019, the company incorporated a "wellness room" which allows employees the opportunity to unwind, take a nap, and even fellowship when they feel they need a mental break. Brightside Clinic has been developing their Everso Technology platform to help increase access to mental health services to its clients, decreasing fraud, waste, and abuse while also increasing and managing staff productivity. In 2020, the technology platform helped scale and manage a 25% month over month increase in growth as well as supported its newest business expansion, Bright Enterprise, a 360 mental wellness business model.

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# CloudGavel

**BATON ROUGE, LA | Media Contact:** Pratyush Kumar | 225-267-8688 | pratyush@fusionstak.com | [cloudgavel.com](http://cloudgavel.com)

Founded in 2016 and since operated by its parent company FusionStak, CloudGavel revolutionizes the way our criminal justice system operates with the solution of the electronic warrant. eWarrants is a practice by which the entire warrant process can be facilitated in a secure cloud environment. With their use of eWarrants, Law enforcement can now get any warrant, subpoena, or court order approved in minutes as opposed to hours. It is essentially a game-changer for the criminal justice system and the public who depend on it.

CloudGavel is able to deliver a state-of-the-art solution to the criminal justice system at an extremely affordable price, while producing a net savings for their clients. The company is customer focused and delivers unparalleled live support to its users. They offer a product that is user friendly and at the same time meets the needs of their agency. CloudGavel puts pride into giving back to the law enforcement community by sponsoring numerous events along with allocating time for community service, such as feeding officers and emergency responders during natural disasters and helping the families of fallen officers.



## 2022 LOUISIANA GROWTH LEADER FINALISTS

# Colmex Construction

**NEW ORLEANS, LA | Media Contact:** Angelica Rivera | 504-451-8524 | [angelica@colmexconstruction.com](mailto:angelica@colmexconstruction.com)  
[colmexconstruction.com](http://colmexconstruction.com)

Founded in 2008, Colmex Construction is a Certified Woman Owned General Contractor that offers a wide range of construction services. Colmex is a team of skilled professionals that provides a wide perspective to achieve the client's goals from concept to completion, with their commitment and motivation Colmex builds more than buildings, they build long lasting relationships. In addition to the construction of new projects and renovations of existing buildings, Colmex offers disaster

recovery emergency services making the recovery process seamless and less impacting. They have a strong organizational culture focus and core values that allows them to deliver a unique and an enjoyable construction experience to every client. They are always looking for ways to improve their processes by implementing new technology and continuing education that keeps the team current and makes them resilient.

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# Crystal Clear Imaging

**NEW ORLEANS, LA | Media Contact:** Cheri Landry Torri | (504) 818.2241 | [cheri@ccimaging.net](mailto:cheri@ccimaging.net) | [crystalclearimaging.com](http://crystalclearimaging.com)

Since 1999, Crystal Clear Imaging has established excellence as a signage solutions specialist by providing clients with professional consultation, creative conceptualization, high quality production, and expert execution. From building wraps and stadium branding to retail signage and transportation graphics, they offer the highest quality printing with competitive pricing and impressive turnaround times. CCI is built to meet signage demands in whatever size, shape, or form. They pride themselves on offering cutting-edge technology and innovative solutions.

Crystal Clear Imaging's ability to pivot, adapt and evolve has led them through multiple hurdles and is what earned them the 2021 JEDCO Small Business of the year award. Following the devastation of Hurricane Katrina in 2005, CCI became the go to company for

all emergency response signage. Since then, CCI has become the official Signage Solutions Partner of the New Orleans Saints and the go to for major sporting events in New Orleans including multiple Super Bowl's, Final Fours, NBA All-Star Games and more. At the start of the COVID-19 pandemic, CCI used their printing supplies, materials, and knowledge to create PPE solutions, and landed the cover of CityBusiness for "Pivoting During a Pandemic". After sustaining roof damage and power loss from Hurricane Ida, CCI helped neighboring communities in South Louisiana by creating a network of friends and family who are still to this day delivering basic supplies and aid to those hit hardest. Their CEO is currently working to build a school in Peru, where he previously helped build a water well for the Shipibo indigenous people living in the jungles.





## 2022 LOUISIANA GROWTH LEADER FINALISTS

# Global Management Enterprise

**LAKE CHARLES, LA | Media Contact:** Dalia Matheus | 337-477-1862 | gmellc@bellsouth.net | [globalmgt.us](http://globalmgt.us)

Founded in 2008, Global Management Enterprise, LLC (Global) provides recruiting for heavy and light industrial, construction, technical, manufacture, hospitality, healthcare, food industry and other skilled workers. The company also provides temporary and/or permanent staffing solutions for their contracted clients such as work force development, employee assessment field safety training and coaching/mentoring programs with their associated partners. In addition, Global acquired the building commercial contraction license to increase services. The Past year Louisiana has faced a substantial damage after Hurricanes Laura and Delta. Global decided to add more services for reconstruction residential and commercial, debris removing, fencing, landscape to assist the business and citizen to rebuilt our community.

GLOBAL ensures the complete satisfaction of every customer while offering knowledgeable and very user-friendly services at affordable rates. They have ambitious growth targets, including launching new products and adding new services to accommodate long-term business strategies. Global has received in 2021 LED Resiliency Award by the Louisiana Economic Development and LFT Airport Project Contractor JSA & Ladder Inspections Safety Award from Lemoyne and Manhattan. In 2020 The Diversity and Inclusion Award by the Chamber of South West Louisiana, 2018 Women's Business Network Business Leader by the Chamber of Southwest Louisiana and 2015 Small Business of the Year by the Chamber of South West Louisiana.

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# Hadley Precision

**BATON ROUGE, LA | Media Contact:** Johnny Hadley | 936-777-0832 | [jhadley@hadleyprecision.com](mailto:jhadley@hadleyprecision.com) | [hadleyprecision.com](http://hadleyprecision.com)

Founded in 1969, Hadley Precision provides the refining, petrochemical, oil and gas industry with spare parts and complete assemblies for burners, mixers, injectors, etc. In addition, the company fabricates vessels, skids and process piping with their premier weld shop and machine shop.

Hadley Precision has reached out to some new markets, while still maintaining focus on exotic metals fabrication, they have shifted some focus to carbon steel process piping and vessels to better utilize their weld shop. The company's robot welder provides an advantage over competitors when overlaying or inlaying material. At Hadley, the family-focused culture, inspires great attitude and work ethic.





**iConvergence**

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# iConvergence

**LAFAYETTE, LA | Media Contact:** John Meche | 337-735-1302 | [barrym@iconvergence.com](mailto:barrym@iconvergence.com) | [iconvergence.com](http://iconvergence.com)

Founded in 2003, iConvergence provides best-in-class Managed IT services, products and solutions for businesses of all sizes. The company works closely with people from many different industries from finance and healthcare to government, legal and energy. They encourage creativity and support their employees resulting in happier employees and customers.

iConvergence has steered their focus towards Managed Services and Network Security to provide customers with best practices in creating secure data

environments. The company has worked diligently to put resources and personnel in place to expand customer reach beyond Louisiana to Mississippi, Arkansas and Tennessee as well. They innovate and make strategic moves to anticipate and stay ahead of ever-changing technology industry trends. iConvergence is guided by their values, including trust, honesty, genuine customer value, integrity, innovation, family, care and commitment. They know successful, happy, fully engaged employees will provide clients with unparalleled results. That's their secret sauce.

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# K-Belle Consultants

**NEW ORLEANS, LA | Media Contact:** Kristi Matthews | 504-488-0222 | [kmatthews@k-belle.com](mailto:kmatthews@k-belle.com) | [k-belle.com](http://k-belle.com)

Founded in 2008, K-Belle Consultants is an engineering and construction group that provides project management, multi-discipline engineering, design/drafting, and construction. They offer top management techniques as well as have a diverse staff that allows them to handle projects from beginning to end.

K-Belle Consultants recognizes the importance of a growth curriculum. They created the Radix group,

which is a management specific firm that focused on continuing education and developing field construction manager to assist small to medium size businesses so they can perform their best. K-Belle Consultants sees the importance of being adaptable especially during the times of COVID. They teach, advocate and speak on behalf of equal opportunities in their community.





2022 LOUISIANA GROWTH LEADER FINALISTS

# L&R Security Services

**NEW ORLEANS, LA | Media Contact:** Edward Robinson | 504.943.3191 | erobinson@lrsecurity.com | [lrsecurity.com](http://lrsecurity.com)

Established in 1979, L&R Security Services is a veteran-owned security business providing armed and unarmed guard services at locations such as industrial sites, religious and educational facilities, and federal and private locations as well as special events services at conventions, hotels, entertainment venues, festivals, and sporting events. L&R Security trains employees to focus on providing a safe and secure environment in unstable areas, and their guards always receive site based training to ensure their clients the best possible service. L&R Security uses

updated technology, as well as various strategies to ensure the worksite is the safe. Employees are required to attend various trainings to keep up with current trends of security coverage. The company motto is “NO Job Is Too Large or Too Small For Our Service”.

L & R Security Service, Inc. is planning to expand further into various industries including airports, shipyards, and special events. They are also a generous donor of time and money to various local, national and community organizations.

2022 LOUISIANA GROWTH LEADER FINALISTS

# Leaaf Environmental, LLC

**JEFFERSON, LA | Media Contact:** James Blazek Jr. | 504-342-2687 | Jimblazek@leaaf.com | [leaaf.com](http://leaaf.com)

Founded in 2005, Leaaf Environmental is a Louisiana licensed environmental engineering and consulting firm based in Gretna, Louisiana. They provide services that concentrate on minimizing environmental risk for their clients. Their team consists of highly experienced and responsive senior environmental professionals, project managers, engineers, geologist, environmental risk assessors, technicians, and scientist dedicated to finding cost-effective ways to minimize environmental risk. Leaaf Environmental offers many services including, indoor air quality, consulting services, environmental site assessments, remediation

services, brownfields investigations, engineering and compliance, environmental training, and legal support.

Leaaf Environmental continues to reinvest in employees, processes, technology, and services. They strive to reach client focused, environmental solutions of best management practices, proven science, engineering and the most up to date technology. At Leaaf Environmental, there are five core values that define the brand and who they are as a company - the Leaaf family, ethics, service, professionalism, and self-development.





## 2022 LOUISIANA GROWTH LEADER FINALISTS

# Leading Home Care

**LAFAYETTE, LA | Media Contact:** Matthew Rovira | 337-236-9111 | mrovira@lhcla.com | [lhcla.com](http://lhcla.com)

Founded in 1997, Leading Home Care provides clients with disability-specific supports and one-on-one, in-home caregivers, so they can live a fulfilling life in the comfort of their home as an alternative to institutional care. The company is family-owned and works hard to deliver in-home care in a genuinely warm and compassionate way.

Leading Home Care has managed to thrive within a turbulent industry, reporting year-after-year growth

and having opened 3 new offices since 2019, bringing their total to 9 across the state. The company's success is driven by the entire team's commitment to setting and meeting strategic goals to improve client care and empower employees. This is further fueled by technology innovations, including an internally-developed software system for scheduling and care documentation, as well as increased government relations with the establishment of a Home and Community Based provider association.

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# Manning, APC

**NEW ORLEANS, LA | Media Contact:** Wm. Raymond Manning | 504-412-2000 | wrm@manning.xyz | [manning.xyz](http://manning.xyz)

Founded in 1985, Manning, APC leads in the development, design, and delivery of complex urban projects, providing integrated architectural, interior design, and planning services in education (K-12, community colleges, and higher-ed), aviation, transit, civic, cultural, corporate, hospitality, and healthcare. With a driving force to improve the quality of life in the communities where Manning works and lives, the firm brings client visions to fruition while adding to the vitality of communities through a collaborative process.

Licensed in 22 states, the District of Columbia, and Puerto Rico, Manning's work is national and international. Regionally, they focus on the Southeast from Texas to Florida, servicing the area from offices in Baton Rouge, Dallas, and New Orleans. Manning is a minority-owned company with certifications in 11 states, providing leadership in the area of diversity along with the highest level of professional services. Manning is a go-to for clients with targeted project goals, and the firm's business and reputation is built on repeat business based on performance.







## 2022 LOUISIANA GROWTH LEADER FINALISTS

# MediTrans

**NEW IBERIA, LA | Media Contact:** Paul Broussard | (337) 366-6618 | info@meditrans.com | [meditrans.com](http://meditrans.com)

Founded in 2003, MediTrans LLC is a Premier Private Transportation Provider and Louisiana's first and only Coordinated Transportation Network. Taking a coordinated, comprehensive approach to Non-Emergency Medical Transportation (NEMT), MediTrans prioritizes the Member experience, while balancing quality and cost to create safer, healthier communities throughout the state. The company works with the Department of Health and other medical facilities to identify challenges and solve them with a Coordinated Transportation Network (CTN). Working closely with all stakeholders, they help

influence positive change for Members and the Medicare/Medicaid programs. When the pandemic hit, they increased their pay per trip for Independent Transportation Providers to prepare for the expected drop in trips. MediTrans has made community engagement a number one priority by participating in multiple virtual Town Hall meetings in an effort to communicate best practices and avenues to access PPE. In coordination with Healthy Blue, they distributed over 25,000 PPE donations to Network Transportation Providers.

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# NetTech

**MONROE, LA | Media Contact:** Aaron Paul | 318-387-0001 | aaron.paul@nettech.net | [nettech.net](http://nettech.net)

Founded in 2004, NetTech provides managed IT services, managed voice services, security services, and cloud based products to a wide range of industries and businesses.

NetTech has heavily invested in software and technology that allows them to view their business in depth. They use data analytics, trending, and industry proven analysis techniques to actively and dynamically manage

resources across their client base. Regarding staff, each division is run by an equity owner in the business, which makes NetTech a truly unique organization -- ownership is distributed across multiple client facing fronts, and as a result has in-depth knowledge of all business units. NetTech is a fully remote company and has put in place a culture of accountability and communication that leads to stronger internal teamwork and collaboration.





## 2022 LOUISIANA GROWTH LEADER FINALISTS

# One Telemed

**LAFAYETTE, LA | Media Contact:** Charles Edwards | 337-565-0843 | cedwards@onetelemed.com | [onetelemed.com](http://onetelemed.com)

Founded 2017, One Telemed is a minority-owned telepsychiatry company that specializes in medication management services to underserved communities across Louisiana. Nearly 100 percent of the population they serve lives below the poverty level. They have a staff of psychiatrist and psychiatric nurse practitioners that provide premier mental health services utilizing their HIPAA approved telemedicine technology.

One Telemed was one of the first companies in Louisiana providing Telemedicine (Telepsychiatry) services since

2013. They are focused on marketing efforts towards the underserved communities across Louisiana. The company serves as a direct resource to the Medicaid MCOs by reducing wait times and providing access to care in areas where there is a shortage. Leadership invented the world's first true wearable telemedicine device through a partnership with the University of Louisiana Lafayette's engineering department.

## 2022 LOUISIANA GROWTH LEADER FINALISTS

# RED Group

**NEW ORLEANS, LA | Media Contact:** Kyle Remont | 504-729-5086 | kremont@red.group | [RED.Group](http://RED.Group)

Founded in 2006, RED group is an industrial control systems (ICS) technology development and integration firm specializing in process automation, operational technology (OT) consulting, and cybersecurity. RED Group works to improve production and operational efficiency for companies and municipalities across the U.S that manufacture, invent, produce or control industrial products or resources.

RED Group has a passion for innovation and value creation. As they grow they want to ensure they

provide the same quality and reliability that their clients have come to expect from them. They are able to execute projects from the R&D phase and conceptual engineering all the way through fabrication, installation, and commissioning, adding value throughout the entire life cycle of a project. In addition, team building and team advancement are key components of who they are at RED Group.





2022 LOUISIANA GROWTH LEADER FINALISTS

# RESTECH Information Services

**METAIRIE, LA | Media Contact:** Vince Gremillion | 504-212-4390 | vince@restech.net | [restech.net](https://restech.net)

Restech is a full- suite IT and cybersecurity firm servicing small and medium businesses throughout Louisiana.

Founded in 1992, Restech specializes in managed IT services, cybersecurity solutions, backup and disaster recovery. The company helps clients with compliance and cybersecurity to guard against

modern and sophisticated cyber threats. Restech has a highly responsive team of certified and experienced engineers who help clients with IT support and technology projects. The company has a SOC II Type 2 Certification, which ensures the confidentiality, integrity, and privacy of data. Leadership participated in the 2021 American Academy of Entrepreneurs.



2022 LOUISIANA GROWTH LEADER FINALISTS

# Seedlinks Behavior Management

**SHREVEPORT, LA | Media Contact:** Ryan Williams | 318-771-9806 | rwilliams@seedlinks.net | [seedlinks.net](https://seedlinks.net)

Founded in 2016, Seedlinks Behavior Management is veteran-owned and advocates for planning and policies at all levels of society to provide accessible, reliable mental health services with a focus on prevention and treatment. Their vision is to educate all segments of communities about mental health, the process of coping with recovery, and the consequences of untreated addiction and mental illness.

Seedlinks Behavior Management is community orientated, goal structured, with a heavy emphasis on client relations. They offer parenting classes, services that are unmatched, and unique programs. The company is extremely diverse and provides healthcare from a holistic approach. Seedlinks has benefit days for their clients, food and clothing drives, and provides hot meals to their clients on Wednesdays.

# LED Growth Network Companies

\*AS OF JANUARY 2022

3 Sided Media	Anna Marie Seafood LLC	Brown Builders, Inc.
365 Connect	Antares Technology Solutions, Inc.	Brown Eagle
3D Media	Anytime Electric, LLC	Brute Strength LLC
5 Stones Media	AOSS Medical Supply, Inc.	Bulldog Services
A P S Engineering and Testing	Apex Innovations	BIC ALLIANCE, INC
A thru Z Janitorial Service	Approach Environmental, LLC	Business Health Partners
& Supply Inc	ArcMail Technology	C M Combs Construction, LLC
A&E Enterprise Management	Argent Trust Company	C&J Safety Solutions, LLC
Abell+Crozier+Davis Architects	Aristotle's Alexander LLC	C&R Preferred Concrete Pumping
Abform, Inc.	Arnold & Associates Interiors Inc.	Cajun Bug Exterminating
Abigails	Ascension Roofing and Sheetmetal	Cajun Energy Services & Rental, LLC
Absolutely Custom Apparel	Ashley Ross Construction LLC	Cajun Kleen Products
Acacia Industries, LLC	Atlas Feed Mills	Calls Plus
Acadiana Pain &	Atlas Security, LLC	Cane River Pecan Company
Performance Rehab	Auzenne Transportation	Cannon Services
Accessibility by Design, Inc.	Services, LLC	Capital Glass & Mirror
Adley Services, LLC	aVeriFact, LLC	Cardinal Services
Advance Telehealth/	Aviation Exteriors Louisiana	Cardiovascular Institute of the South
One Telemed LLC	Avionics Solutions LLC	Carmichael's Honey
Advanced Corrosion	AxoSim, Inc.	Castle Row Construction
Technologies & Training, LLC	Baker Sales, Inc.	Cayenne Marketing
Advanced Graphic Engraving, LLC	Ballard Brands	CBM Technology
Advanced Imaging Solutions, Inc.	Ballard Hospitality	CBS 1 Collision
Aillet, Fenner, Jolly &	Barrister Global Network Services	Cecil D. Gassiott, LLC
McClelland, Inc.	Bart's Office, Inc.	Cenla Environmental Science
AIMS, Inc.	Baton Rouge Cargo	Composite Effects, LLC
Airmaster Aerator, LLC	Baum Environmental Group, Inc.	Chief of Minds, LLC
Ajax Executive Nutrition, LLC	BaumTech	Clara's Little Lambs, Inc.
DBA Your Nutrition Delivered	Bayou Concrete Pumping, LLC	Clean Concepts Equipment, Inc.
Alarm Monitoring Services	Bayou Teche Brewing LLC	Colby Service and Supply, LLC
Albert Architecture, LLC	BBP Sales, LLC	Cole Pratt Gallery
All The Way Health Center	BBQ Guys	Colmex Construction, LLC
Allegiance, LLC	BBR Creative	Commercial Construction
Allen's Electric Motor Service, Inc.	Bell Foods	and Development
AlliedPRA New Orleans	Ben Paul Housing Initiatives	Complete Logistical Services, LLC
Alta Max, LLC	Bespoke Experiences	Complete Safety Solutions
Always Connected	Bilco Tools, Inc.	Computer Sales & Services
Answering Service	Bioceptiv, Inc.	Computrols
American Covers, Inc.	Bizzuka	ComTec Information Systems, Inc.
American Rubber Products, LLC	Boudreaux Henderson	Con-Fab Engineering & Welding
American Screening Corp	& Company, LLP	Confetti Momma
Andi Lynn's Pure &	Brammer Machine Shop	Continental Kennel Club, Inc.
Custom Formulary	brandRUSSO	Copeland Electric
Angelica Manufacturing	BRC & Associates, LLC	CORE, LLC
Angelle Architects	Brew Agency	Covalent Logic
Angelle Materials, LLC	Brightside Social Services Louisiana	Crescent Payroll Solutions, Inc.

Crescent Power Systems  
 Crump Wilson Architects  
 Crystal Clear Imaging  
 Custom Automated Controls  
 CyberReef Solutions  
 Cypress Bayou Home Builders  
 D&H Wholesale Medical, Inc.  
 D'Argent Companies  
 Datacom, LLC dba  
 BlackHawk Datacom  
 Data-Tel of Louisiana, Inc.  
 Dave Rambaran Geosciences, LLC  
 David Chauvin's Seafood  
 Company, LLC  
 David Orsot Plumbing & Heating, Inc.  
 Davis Drapery & Interiors, Inc.  
 Delta Administrative Services, LLC  
 Delta Compression and Equipment  
 Demo Diva Demolition  
 Dependable Glass  
 Design the Planet, LLC  
 Diesel Specialist, LLC dba  
 Diesel Parts Direct  
 Digital Forensics Solutions  
 Dixie Paper Company, Inc.  
 DMI Contractors, Inc.  
 DMR Mechanical LLC  
 Dupuy Storage and Forwarding, LLC  
 E.M.J. Enterprises, Inc.  
 Eagle Consulting  
 Eagle Eye Resources, LLC  
 Eberhardt Physical Therapy,  
 Nutrition, and Wellness Clinic  
 Echo Powerline, LLC  
 E-Claim.com, LLC  
 Eclectic Products, Inc  
 Ed. Smith's Stencil Works  
 e-Gov Systems  
 EJES, Inc.  
 ELOS Environmental, LLC  
 EME Company  
 ENDARA ENTERPRISES  
 Engineering & Inspection  
 Services, LLC  
 Enterprise Computing Services  
 Enterprise Data Concepts, LLC  
 Enviro-Tech Systems  
 Envoc  
 ESI Fabrication, LLC  
 Event Producers, Inc.  
 Evergreen Working Capital, LLC  
 Evonir, LLC  
 Excelerant, LLC  
 Fabricated Steel Products, Inc  
 Fabrication Services, Inc.  
 Facilities Maintenance Management  
 Falcon Rice Mill, LLC  
 Feigley Communications  
 FileLink  
 Finding Solace LLC  
 Fire & Safety Specialists  
 Fire Tech Systems, Inc.  
 First Choice Couriers  
 First Choice Medical Staffing  
 of Louisiana, Inc.  
 Fleur de Vie Beauty and Cosmetics  
 Flexicrew Technical Services, LLC  
 Foret Contracting Group  
 Forte and Tablada, Inc.  
 Frazee Recruiting Consultants, Inc.  
 Freedom Tours  
 Frontline Real Estate Group  
 FSC Interactive  
 Furniture Rental Service  
 FusionStak  
 FutureProof, LLC  
 G.T. Michelli Co., Inc.  
 G2 Land Services, Inc.  
 Gaea Consultants, LLC  
 Gambel Communications  
 GCE Services, LLC  
 General Hearing Instruments  
 Genesis 360 Facility  
 Maintenance & Construction  
 Gladden Sales, LLC  
 Glen Armand Furniture, Inc.  
 Global Management Enterprise, LLC  
 Go Media, LLC  
 Good Eats Kitchen  
 Goodbee Plumbing, Inc.  
 Grandmother's Buttons  
 Great Raft Brewing  
 Greenup Industries, LLC  
 Guardian Computer, Inc.  
 Guidry's Fresh Cut, Inc.  
 Gulf Coast Machine Services, LLC  
 Gulf South Engineering & Testing  
 Gulf South Machine, Inc.  
 Gulf South Technology Solutions, LLC.  
 H.J.M. Machine Shop  
 h2o Auto Spa LLC  
 H2O Auto Spa, LLC  
 H2O, Inc.  
 Hadley Precision  
 Hall Builders, Inc.  
 Hampr  
 Hand Construction  
 Hanna Manufacturing Company, Inc.  
 Harrison Paint Co of Shreveport  
 Haydel's Game Calls  
 Healthy Image  
 Henkel Enterprises, LLC  
 Hernandez Consulting  
 Highflyer  
 Hilton's Restaurant Supply  
 HIT International Consulting  
 Hi-Tech Computers of Ruston, Inc.  
 Holbert Steel of LA  
 Holbrook Multi Media, Inc.  
 Holiday Fried Pecans  
 Home Building Materials, Inc.  
 Homeland Safety Systems  
 Howell Foundry, LLC  
 HR Solutions  
 Hunt Forest Products, LLC  
 Hunt, Guillot & Associates  
 Hybrid Racing  
 Hydro Blade Waterjets  
 iARCHiTECHTURE, LLC  
 iConvergence, Inc.  
 iFAB Industrial, LLC  
 IMA, Inc.  
 In Loving Arms Pediatric  
 Day Health Center  
 Industrial Solutions Group, LLC  
 InfiniEDGE Software, Inc.  
 InfoTECH Solutions, LLC  
 Ingalls Information Security, LLC  
 Inglewood Farm  
 Innogenomics  
 Innovative Intelligent  
 Design, Inc. (IDI, Inc.)  
 Integrated Logistical Support (ILSI)  
 IntegriCert, LLC  
 International Consulting Group, LLC  
 Internet Retail Connection  
 Interstate Electronic Systems, LLC  
 IPC Louisiana LLC  
 IPS of Louisiana Corp  
 iShuttle, LLC  
 ISOMAG Corp.  
 ITinspired  
 J & M Industries  
 J Custom Supply, Inc.  
 Jackson Cabinetry, LLC  
 Jani-King Gulf Coast  
 JCM Greenhouse  
 Manufacturing, LLC  
 Jean Simpson Personnel  
 Services, Inc.  
 Jefferson Fiberglass Co.  
 Jenkins Counseling Services, LLC  
 Jireh Plastics  
 JM CPA LLC  
 JM Lyons Construction, LLC

JM Test Systems, Inc.  
 Johnson, Siebeneicher & Ingram  
 Joval Manufacturing  
 JPS Aviation, LLC  
 Kajan Perfection  
 K-Belle Consultants  
 KETO, LLC  
 KHEIRON LLC  
 Kidcam Camps  
 Kologik  
 KouCo Environmental Services, Inc.  
 L&R Security Services, Inc.  
 L.H. Hayward Co, LLC  
 LA New Product Development Team  
 Labarre Associates, Inc.  
 LaBorde Therapy Center  
 Lafayette Marble and Granite, LLC  
 Landrieu Concrete and  
 Cement Industries  
 Landry Vineyards, LLC  
 LaTech Security + Surveillance, LLC  
 LATG, Inc.  
 Launch Media  
 Leaaf Environmental, LLC  
 Leading Health Care of La., Inc.  
 Lemonade Creative Marketing  
 Lettermans  
 Lightning Bolt & Supply, Inc.  
 Livers Construction Inc.  
 LogoJET  
 Loksafe Services, Inc.  
 Long's Products, LLC  
 Louisiana Container Company, Inc.  
 Louisiana CSI, LLC  
 M S Benbow & Associates  
 M&A Safety Services  
 M&M Bumper Service, LLC  
 M&M Glass Company LLC  
 M&M International  
 M. L. Smith, Jr., LLC  
 M.L. Bath Company  
 Machine Tech, Inc.  
 Mackie One Construction, LLC  
 Magee Resource Group, LLC  
 Magnolia Physical Therapy  
 Magnolia's Home Care, LLC  
 Manchac Technologies, LLC  
 Manning Architects  
 Marrero, Couvillon, and  
 Associates LLC  
 Martin Ecosystems, LLC  
 MasteryPrep  
 Maxim Evaporators, LLC  
 Mayco  
 McClure, Bomar & Harris, LLC  
 McGee Equipment Rental  
 and Sales, Inc.  
 mcnew Architecture, APAC  
 MDM Tool Supply  
 Mechanical Specialties  
 MediTrans, LLC  
 Medpharmics, LLC  
 Melanie Massey Physical Therapy  
 Mels Transportation II LLC  
 Merchants Security Services, Inc.  
 MESH  
 MetalCraft Manufacturing, LLC  
 Microchip ID Systems  
 Midstream Timber Solutions LLC  
 Miguez Fuel & Lubricants  
 MKG Marketing Inc.  
 MMO Behavioral Health Systems  
 MOEbiz  
 MOJO Outdoors  
 Moore Care  
 Motivait Seafood  
 Mouldoux, Bland, Legrand  
 & Brackett, LLC  
 MSF Global Solutions, LLC  
 My Spa My Way  
 NANO, LLC  
 Neighbors, LLC  
 NetTech, LLC  
 New Age Social Services  
 New Orleans Perspectives  
 Nexus Systems, Inc.  
 Nick's Cleaning & Janitorial  
 Noble Plastics  
 Noel Medical Transportation  
 NOLA BOARDS & New  
 Orleans Woodworking  
 NORF Companies  
 Norred Fire Systems, LLC  
 Nouriche  
 nSpire Technologies, LLC  
 Nu-Worx, LLC  
 NXT Energy Services  
 Obatala Sciences, Inc  
 Offshore LiftBoats  
 Oilquip, Inc.  
 Old South Fabricators, LLC  
 Omega Concierge Services  
 OneSource EHS, LLC  
 Online Optimism LLC  
 OrionCase  
 Orleans Coffee LLC  
 OrthoLA  
 Ouachita Biomass, Inc.  
 Ourso Designs, LLC  
 Painting with a Twist, LLC  
 Panola Pepper Corp.  
 Pearce Pump Supply, Inc.  
 Pearson Medical Technologies  
 Peck Construction  
 Pel Hughes Printing  
 Pelican Bill Management, LLC  
 Pelican Defense Technologies LLC  
 Pelican Waste & Debris, LLC  
 Penton Industries, LLC  
 Perez, A Professional Corporation  
 Petro TV  
 Pharma-Safe Industrial Services  
 Picture This Wraps and  
 Graphics, LLC  
 Pinnacle Security &  
 Investigation, Inc.  
 Pixel Dash Studios LLC  
 Pixus Digital Printing  
 Pizza Artista Inc.  
 Planche Politz Ledet, LLC  
 Planet Beach  
 PMO Link, LLC  
 Pod Pack International, LTD  
 Pontchartrain Blue Crab  
 Post Trauma Institute of LA  
 Power Temp Systems  
 Praeses, LLC  
 Precision Waste Solutions, LLC  
 PRM CPAs + Advisors LLC  
 ProForce, LLC  
 Pro-Log, Inc.  
 ProMed Jobcare  
 ProTech Fixture & Display, LLC  
 Protemp Staffing Solutions, Inc.  
 Providence  
 Providence Wealth Strategies  
 Pulpmill Services, Inc.  
 Puryear IT, LLC  
 Putman Restoration  
 QDS Systems  
 Quality Engineering & Surveying  
 Quality First Marine  
 Quality Sitework Materials

Quaternary Resource  
 Investigations, LLC  
 R&H Quality Refractory  
 Services, Inc.  
 RAM Computer Services, LLC  
 Ratcliff Development, LLC  
 Raw Republic  
 Ready Power LLC  
 RecordMax New Orleans, LLC  
 RED Group  
 Red Stick Entertainment  
 Regal Construction, LLC  
 Reliability Point, LLC  
 Reliant Healthcare  
 Remont Engineering &  
 Design Group, LLC  
 Reputation Capital Media Services  
 Restech Information Services, Inc.  
 Reulet Electric Supplies, LLC  
 Rewarding Events, LLC,  
 dba REI Promos  
 Richard's Supply Co.  
 Rig-Chem, Inc.  
 Right Angle  
 Ritter Maher Architects, llc  
 Robbins Association /  
 Irrigation Mart, Inc.  
 Robert Brown Plumbing, LLC  
 Ross & Wallace Paper Products, Inc.  
 Royal Service & Rentals, Inc.  
 Ruby Shore Software  
 Safe Haven Enterprises LLC  
 Safeguard Business Systems  
 Sage Foods of Louisiana, LLC  
 Savoies Sausage & Food Products  
 Sawyer Industrial Plastics, Inc  
 School Info App, LLC  
 Search Influence  
 SecureNation  
 Seedlinks Behavior Management  
 SEMS, Inc.  
 Sentinel Pension  
 Separator Spares & Equipment, LLC  
 Servicemaster Quality Services  
 Shreveport PT and Sports Medicine  
 Sign It Inc.  
 Skip and Whistle, LLC  
 Skyhawk  
 SNA Contracting  
 Soldevila & Associates, LLC  
 Solid Ground Innovations  
 SolPowerlines, LLC  
 SolScapes, LLC  
 Something Borrowed Blooms  
 Southern Designs & Gifts, LLC  
 Southern Geo  
 Southern Marsh  
 Southern Roofing  
 Southern Scripts  
 Southern Services & Equipment, Inc.  
 Southern Survey Services, LLC  
 Southern Tank Testers  
 Southwest Call Center  
 Spears Group  
 Spectrum Employee Services  
 Square Button  
 Step-Ko Products, LLC  
 Story Block Media, LLC  
 Streamline Industries  
 Stric-Lan Companies  
 Stuart & Company  
 General Contractors  
 studioWTA  
 Success Labs  
 Sullivan and Sons, Inc.  
 Superior Contract Cleaning  
 Superior Woodwork and Trim  
 Surgical Imaging Specialists, Inc.  
 Susco Solutions and Touch Studios  
 SYCON International, LLC  
 SysCom, LLC  
 System Services Broadband  
 System Services Pipeline, LLC  
 Tarpan Construction, LLC  
 Tasc Performance  
 TBA Studio Architects  
 Techneaux Technology  
 Services, LLC  
 Technologix Group LLC  
 Technology Associates  
 Technology Professionals  
 Teknarus, LLC  
 Tensas Machine and Manufacturing  
 The Backpacker  
 The Bass Companies  
 The Ehrhardt Group  
 The Ellis Company  
 The Healing Sole  
 The Olde Mill  
 The Olinger Group  
 The Pangburn Group  
 The Wellness Studio, LLC  
 The Workforce Group, LLC.  
 Thomas Pump & Machinery  
 Three Sixty Eight  
 Thru Tubing Systems  
 Tides Medical  
 Tiger Shredding and Recycling, LLC  
 Tillage Construction, LLC  
 Tin Roof Brewing Company  
 Tommy's Tees Inc.  
 Touchpoints Marketing, LLC  
 TraceSecurity  
 Trackable Lead Generation LLC  
 Trahan Construction  
 Trigon Associates, LLC  
 Tri-Seal Valve, LLC  
 Triton Industries  
 Trucking Innovation LLC  
 Turn Key Health  
 Turner & Turner Contracting, LLC  
 Tutties Machine & Supply  
 TWRU CPAs & Financial Advisors  
 U.S. Forensic, LLC  
 Uncorked, LLC  
 United Engines, LLC  
 Universal ComOne Louisiana, LLC  
 Universal Data, Inc.  
 Urban Systems, Inc.  
 Utiliserve, LLC  
 Valentine Chemicals  
 VCC Janitorial Supply  
 Velocity Agency, LLC  
 Vgraham, LLC  
 Vincent Piazza Jr.and  
 Sons Seafood, Inc.  
 Vinformatix, LLC  
 VPG Enterprise  
 Waitr Inc.  
 Walpole Tire & Services  
 Watch Systems, LLC  
 Webbing Industries, Inc.  
 WellNecessities Holding, Inc  
 West Industries  
 Westport Linen Services  
 Wetland Equipment Company  
 Wieland  
 WMD Squared, LLC  
 Worknet Staffing  
 Xenetech Global, LLC

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