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INDUSTRY INNOVATORS
REPORT

PangeaGlobe in partnership with Newsweek

Clayco sets the bar for design-build industry

Building "Beyond These Walls" to make the world a better place

Executive Chairman & Founder, *Clayco*

At the age of 25, Bob Clark founded Clayco, a business venture that would forever change the design-build industry. The company's growth over the years has been remarkable. From its humble beginnings 40 years ago, Clayco today is a leading fully integrated, turnkey real estate, architecture, engineering and construction firm with offices across the country.

Clayco generates about $6 billion in revenue from commercial, institutional, industrial and residential building projects, mostly in the United States but also in Canada and Mexico. Its undertakings are complex, mission-critical structures, including data centers, universities, hospitals, residential and advanced manufacturing plants for cars, batteries and semiconductors.

What is interesting, however, is Clark's concern beyond growing the business. The company's "Beyond These Walls" mantra is a genuine commitment to the needs of end users of the building. Its new office in Berkeley, Missouri, demonstrates the company's dedication to sustainability and well-being, while Clayco Rising is an umbrella program that promotes diversity. All these initiatives are clear manifestations of the company's adherence to the golden rule of treating others the way one wants to be treated.

Beyond These Walls

While other builders may see a school, hospital or research laboratory as simply a building, Clayco considers the purpose behind every project it takes on.

"What happens inside these buildings and understanding the needs of the people using them are a thousand times more important than the bricks and mortar we're putting together," says Clark, Executive Chairman and Founder of Clayco. "This is the point of our mantra, 'Beyond These Walls,' and the essence of why we exist."

This commitment to the welfare of others is highlighted in the company's unwavering support for the economy of St. Louis, where the company began. This is despite the fact that many businesses have left the area after experiencing economic challenges.

"We're doubling down on the St. Louis area," Clark says. "I started the business here and remain committed. That's why we chose to keep our people here and rehab an existing building to reduce the carbon footprint and make way for 400 new jobs in the St. Louis market."

New Green Office in Berkeley

Clark is referring to Clayco's new site at 8640 Evans Avenue in Berkeley, Missouri. While Clayco's corporate headquarters are located in Chicago, the Berkeley office will serve as home for many of the company's design-build construction functions, including operations, business unit leadership, architecture, process engineering, safety, IT, marketing, finance/accounting and talent management. With a fresh take on sustainability, the site, building and interior, which was designed by Clayco's subsidiary Lamar Johnson Collaborative, blurs the divide between the interior and exterior. Trees seem to encroach into the building, while the atriums and expansive glass walls generously let in sunlight.

Opting to renovate an existing building will cut carbon emissions equivalent to those coming from 1,370 cars annually for the building's lifetime. Moreover, by planting 1,000 trees in Berkeley, Clayco will cut emissions equivalent to those produced by 114 cars annually, according to USDA Climate Hubs. The building's landscape design, including the aforementioned trees, deliberately incorporates native plant species that highlight the importance of water-efficient site design. These and other features have made the facility a shining example of how companies can meet the rigorous emission-reduction goals outlined under the Science Based Targets initiative (SBTi).

Vice President of Sustainability, *Clayco*

"We are committed to enabling all our projects to help future generations thrive, and we've done nothing less for our Berkeley site," says Alana Spencer, Vice President of Sustainability at Clayco. "We're doing exactly what we would have done if a client came to us and asked us for impactful sustainability measures."

Taking the Lead on Diversity

Clayco also prides itself on being a diversity and inclusion pioneer, having built one of the industry's most comprehensive diversity and inclusion programs—Clayco Rising. The umbrella initiative aims to break barriers arising from factors such as differences in income, race, gender and sexual orientation.

Part of Clayco Rising is Clayco Connects, the company's strategic relationship-building initiative. Clayco Connects includes, among other things, a weekly call with Clayco executive leadership to share industry best practices and opportunities for small and diverse firms. The goal is to increase the participants' revenue, reduce costs and build their company net worth.

Senior Vice President, *Clayco*

"There are reasons why different groups are under-represented in our industry, and we want to be a leader in changing that and raising awareness," says Clayco Senior Vice President Sandra Porter Marks, who was the company's first African American female executive.

Clayco has achieved so much in the last 40 years. It is not only the top-of-mind design-build company for some of the most complex structures; it is also a driving force in revolutionizing the industry on all fronts, including sustainability and diversity.

"Clayco, in its essence, is meant to solve the world's most challenging and complex problems," says Clark. "As we look to the next 40 years, we must continue to have a loud voice, a beating drum, demonstrating our commitment to making a significant difference where we work and live."

The glass walls of the Berkeley office generously let in sunlight.

The Berkeley site has about 1,000 newly planted trees.

Furnished Finder Creates a Sweet Spot for Everyone in Mid-term Property Rentals

It is a win-win proposition: Landlords make better returns from paying a small, flat subscription fee, while tenants do not pay any booking or service charges.

Some people look for a place to stay for just a few days, and there are those who plan to lease a property for the long term. In between, there are tenants who need a place for a month or longer. Satisfying the unmet need in this mid-term property rental market is Furnished Finder, an online rental platform that delivers a win-win solution for both landlords and tenants in this particular property segment.

Jeff Hurst

President & CEO, *Furnished Finder*

"We're thriving in the middle, which is between the short-term rentals, like Airbnb and Vrbo, and the longer-term players, like Zillow or Homes.com," says Jeff Hurst, president and CEO of Furnished Finder. "We're building a property rental category, and we think there is something truly magical here. Being able to communicate directly and having more control of the transaction gives landlords and tenants a lot of comfort. However, most of our value actually comes from being able to provide a truly affordable alternative for both parties. Landlords realize excellent returns from making a minimal subscription payment, while tenants don't pay any booking and service fees."

How It All Started

The bootstrapped company began its journey in 2014, initially created to help a medical device salesman rent out his extra home. The individual spent a lot of time in hospitals and realized that many nurses were looking for places to stay as well, so he rented out his spare apartment. Over time, that inventory of one unit grew to more than 275,000 paid listings on the Furnished Finder platform today.

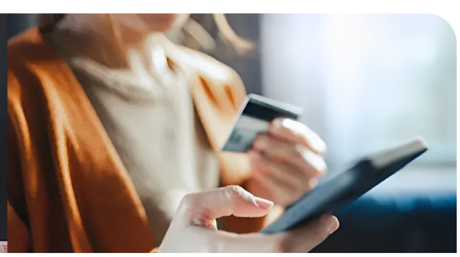
However, what truly propelled the company was the recent pandemic. During the health crisis, there was a massive demand for traveling medical professionals amid a glut in available housing as people could not move around. In addition, aggressive local regulation of short-term rentals has created a necessity for landlords to rent for greater than 30-day stays or sell their homes. As a result, the Furnished Finder site developed its momentum and grew rapidly to help accommodate the growing audiences in need on the supply and demand sides of the marketplace.

Excellent Value Proposition

The company's success comes as no surprise, considering its excellent value proposition for both landlords and tenants. For a subscription fee of only $149 a year, property owners can make more than 100 times that investment during that time. Tenants, on the other hand, can choose from a large inventory of homes and save money since Furnished Finder does not charge a booking fee like many other rental platforms.

"It reminds me of the original internet promise of making things more available and cheaper for everyone," says Hurst, a former Vrbo president and Expedia's COO. "We've got an opportunity that tenants and landlords truly love, and we're hoping the real estate community sees more and more benefits through our value proposition."

For the price of only three lattes a month, property owners can access a growing market of tenants in need of stays of 30 days or more. Mid-term rental opportunities abound not only for traveling medical professionals but also for business people, academics such as professors and graduate students, and families needing a place to stay temporarily. Landlords thus have a chance to help these people needing a place for several months or so and make significant money along the way. Compared to short-term rentals, mid-term rental bookings offer durations of an average of 90 days, resulting in less wear and tear on the property vs. repeated nightly rentals.



Landlords on Furnished Finder also enjoy the benefit of more extensive vetting and control as they decide who stays at their property every time and how they pay. Mid-term property owners also need not furnish their property like a resort for tourists. This is because their tenants only need a place where they can stay and work comfortably.

At the same time, renters also enjoy countless benefits. The savings from using Furnished Finder can be significant as tenants booking a $2,000 unit for the next three months can save as much as $600 in booking and service fees. In addition, with more than 275,000 paid listings on Furnished Finder, tenants have a wide array of places to choose from, depending on their specific requirements. In contrast to short-term rentals, renters under a mid-term lease are often able to negotiate a lease extension when necessary since these rentals do not have a string of upcoming nightly rentals already on the books.

What to Expect

This year, Furnished Finder celebrates its 10th anniversary and looks forward to a far more exciting future. Landlords and tenants can expect a significantly improved online platform. The company has brought in a world-class team, including seasoned engineers and other experts in the field. This initiative is intended to modernize the customer experience by providing better map filters, seamless search processes and more intuitive app handling.

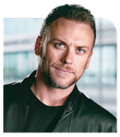
Before shifting to larger property managers, the Furnished Finder team will focus on optimizing the product experience for individual landlords first. On the tenant side of the marketplace, the team plans to continue expanding their partnerships with large organizations representing their common tenant categories like corporations, universities, insurance providers and health care staffing agencies.

"If at the end of three years, we have managed to have a greater product experience, built twice as much inventory, and maintained our position as a low-cost, best-price leader, I would be thrilled," Hurst says. "My long-term vision is to make it easier for people around the world to access our inventory by removing any barriers that would keep them from enjoying our platform."

FURNISHED FINDER

Learn more at furnishedfinder.com

FINANCE



Nick Goraczkowski
President
iLending

As a growing fintech, we're dedicated to helping people manage their finances better and feel more secure. We're passionate about helping clients save money, while also supporting our network of lenders and partners, and providing our team members with an exceptional work environment every single day.

Steve Koenen
President & CEO
Altra Federal Credit Union

Our tagline, "Helping You Live Your Best Life," is more than a marketing catchphrase. We walk the talk and have become exceptionally good at helping people who are going through a tough time. This corporate philosophy has nurtured the loyalty of our members, staff and the communities we serve.

REAL ESTATE

Matthew Hemphill
Founder & CEO
Reverse Mortgage Academy

As a seasoned expert, I've condensed a decade's worth of experience in reverse mortgages into an engaging online course. Going beyond mere theory, I teach loan officers how to communicate and confidently engage senior citizens in the reverse mortgage process.

LUXURY GOODS

Maurizio Mazzocchi
Chief Executive Officer
PURNELL

When we talk about high-end watches, the first thing that comes to mind is tradition. We are less about tradition; we're driven by the future. Priced at least $400,000 each, PURNELL watches have fused cutting-edge technology with a fun demeanor partnering with sports, entertainment and other lifestyle icons worldwide.

REAL ESTATE & FINANCE

Paul Daneshrad
Founder & CEO, StarPoint Properties

How StarPoint Delivers Asymmetric Returns: Insights into Property Investment

Discover how the experts at StarPoint Properties are helping real estate investors benefit from tax-efficient returns.

A real estate investment firm with over 35 years of experience, StarPoint Properties has made a name for itself by consistently delivering above-market returns through an innovative and disciplined approach to real estate investing. With a portfolio exceeding a billion dollars and returns that continually outshine the S&P 500, Dow Jones, or most private equity funds, what's been the key to their enduring success?

"A lot of real estate firms are specialists in one area," says StarPoint founder and CEO, Paul Daneshrad. "They'll just do multi-family or retail, and they're stuck with that. If all you sell are apples, you always think apples are the best and need apples to be a performer all the time."

At StarPoint, they remain agile, operating what they call a "Prime and Prime" strategy—looking for prime markets and prime real estate classes that will outperform in certain markets. The firm's agility and entrepreneurial spirit result in it identifying lower-risk, higher-return opportunities in the wider real estate arena.

When you couple their highly skilled management team with a real estate network they've built over decades, StarPoint can pinpoint standout investments in any section of the property market. With a deep following of institutions and private investors, StarPoint has both the insight and financial backing needed to capitalize on opportunities quickly.

The firm's tax-efficient structure further sets it apart. "In opportunity zones," explains Daneshrad, "if you hold an asset for 10 years, you don't pay any taxes on your gains. It's basically the only program in the country where there are no taxes on any future profits."

With StarPoint leveraging depreciation and 1031 exchanges as well as opportunity zones, the company is proving to be a hugely attractive investment option and one of the most tax-efficient investment vehicles available.

Seeing a looming US economic crisis tied to structural debt issues, StarPoint remains proactive in delivering a reliable investment solution. By strategically capitalizing on the current real estate cycle and using reduced property prices as a buying opportunity, the firm aims to double in size over the next three to five years. A shooting star, indeed.

Hobas Pipe USA is the largest manufacturer of FRPM pipes in the Americas.

Hobas Pipe: The Unseen Innovation That's Shaping a Better World

Long-lasting, sustainable, noncorrosive and leak-free, fiberglass pipes are supporting life for future generations.

Hobas Pipe USA is committed to sustainability and minimizing environmental impact throughout its operations and the lifecycle of its products. "We continuously challenge ourselves to find a better way and minimize our impact on our environment," says President and CEO Martin Dana. "From our daily operations, products and partnerships, we seek out ways to be good stewards of the environment today and for future generations."

Martin Dana

President and CEO, *Hobas Pipe USA*

As the largest manufacturer of fiberglass reinforced polymer mortar (FRPM) pipes in the Americas, Hobas Pipes plays a crucial role in laying the foundation of a healthier and greener world. Noncorrosive, long-lasting and leak-free, the innovation beats alternative products by a wide margin.

With our nation's aging infrastructure, from water pipelines supporting life and reliable wastewater systems upholding human dignity, the company is set to further support quality living as it expands its business in the next several years to address this issue.

Hobas Pipe currently holds more than 60 percent of the FRPM gravity sewer market and is expanding into the potable water market in the U.S. FRPM pipe holds a predominant role in water pipelines around the world. Add to that the recent acquisition of FRP manufacturer O-Tek in Latin America, Hobas Pipe's commitment to growth for a sustainable, corrosion-resistant and leak-free infrastructure solution across the Americas is clear. O-Tek is well-positioned to address the critical need in Latin America, where only half of households are connected to appropriate water and wastewater systems, and about 30 million people have no access to clean drinking water.

Dana sees the vital role Hobas Pipe plays in infrastructure as one of laying a solid and lasting foundation. "It's not just about turning a profit; our mission is to make a difference in the world with our products," says Dana. "We want to use the best innovations in the market today."

Robust Growth

This core corporate philosophy has worked well for Hobas Pipe. The company was founded in 1987, and over the course of the past five years, it has experienced more than 140 percent growth in revenue. Over the same period, Hobas Pipe's staff and facilities have expanded. The Hobas team has grown from 50 to more than 750 people, while its combined production facility has similarly expanded with four manufacturing facilities in Houston (Texas), Cartagena (Colombia), Aguascalientes (Mexico) and Cordoba (Argentina). This growth ensures Hobas Pipe can continue to address the vital needs for cities and municipalities to repair and replace aging water and wastewater infrastructure with a sustainable FRPM pipe system.

Hobas Pipe products have earned the trust of engineers and contractors in a broad range of applications, with pipes measuring from 12 to 126 inches in diameter. Additionally, the pipes have an operating pressure rating of up to 450 psi, which includes installations for water and wastewater, chemical processing and water treatment plants, desalination facilities, industrial effluent or sewage discharge, and water cooling for fossil fuel, hydro and nuclear plants.

Today, about 18 million feet of Hobas FRPM pipes are installed in every state in the continental U.S., as well as Puerto Rico and Alaska.

Bright Outlook Ahead

However, the best is yet to come for Hobas Pipe's end users. The company is currently focused on a growth initiative to ensure that its mission of creating a better world through its innovative products is realized. It has spent in excess of $100 million on capital projects and acquisitions to move into new markets, especially in the sewer rehabilitation segment for noncircular pipes and the pressure-water market. Hobas Pipe has installed new equipment at its Houston-based factory to more than double its capacity to produce pressure pipes for the potable water market as well as for gravity sewer applications.

"We have visions of continuing to expand throughout the Americas," says Dana. "We like the opportunity to drive further infrastructure investment across Latin America."

A More Sustainable Option

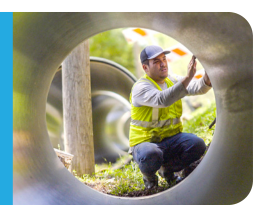
It's not difficult to see why FRPM pipes are so popular. Besides their noncorrosive and leak-free qualities, Hobas Pipe provides a 150-year lifespan. These qualities make FRPM pipes an excellent choice, not only for structural reliability but also for sustainability.

This commitment to green transformation links Hobas Pipe with its mother company, the Wietersdorfer Group. With 130 years of experience in the building infrastructure sector covering cement, lime, pipe systems and industrial minerals, the Austrian-based family conglomerate gives Hobas Pipe access to the latest green technologies and other resources from Europe.

"On the municipality front, there's clearly a push across all of the big cities to become more sustainable," Dana says. "When we talk about our fiberglass solution, we know from our own data that our carbon footprint is the lowest among other options, including PVC, DIP, steel and concrete. We think our product is the smart choice for municipalities as they consider replacing their infrastructure."

As part of Hobas Pipe's journey, Dana remains committed to fulfilling the company's credo: "To ensure today's infrastructure solutions do not become tomorrow's problems."

HOBAS®



Hobas Pipe products have earned the trust of engineers and contractors in a broad range of applications.

Justrite Safety Group's extensive line of safety products is meticulously designed and tested to meet or exceed industry regulations.

Justrite Safety Group: A Legacy of Protecting People, Property and Planet

Leading the industry with advanced solutions, proactive regulatory compliance and sustainable practices

For over 100 years, Justrite Safety Group has been at the forefront of workplace safety, ensuring that lives, assets and the environment are protected through state-of-the-art products and solutions. As a global leader in safety, the group delivers a comprehensive range of solutions designed to address emerging risks while advancing compliance with strict safety regulations. These complementary mission-critical products span from equipment for the safe storage and handling of hazardous chemicals to mats, signages and motion safety products, including ground protectors and wheel chocks. Blending this top-notch portfolio with regulatory knowledge and personalized service, the company is simplifying workplace safety and operational efficiency while maintaining a solid commitment to environmental sustainability.

"Our core mission is to protect people, property and the planet by advancing safety and compliance," says Ankush Kumar, president and CEO of Justrite Safety Group. "We work closely with our customers to identify potential safety and environmental vulnerabilities and guide them toward the right solutions, ensuring they meet safety regulations with ease."

President and CEO, *Justrite Safety Group*

Key Success Factors

A significant driver of Justrite Safety Group's longstanding success is its extensive line of safety products, meticulously designed and tested to meet or exceed industry regulations. Totaling more than 150,000 stock-keeping units, these solutions prioritize safety while simultaneously improving productivity in workplaces worldwide.

Additionally, Justrite Safety Group's deep expertise in navigating the complex landscape of workplace safety regulations sets the company apart from competitors. By staying current with updates from governing bodies like the Occupational Safety and Health Administration (OSHA), the Environmental Protection Agency (EPA) and the National Fire Prevention Association (NFPA), the group ensures customers are always in compliance, offering peace of mind and a proactive approach to safety.

With headquarters in Illinois and presence across North America, EMEA (Europe, Middle East and Africa) and Asia-Pacific, the company boasts one of the most extensive networks of safety-trained professionals and partners who offer tailored expertise.

"Our blend of a best-in-class product portfolio, regulatory knowledge and personalized service is what truly makes us a trusted partner," says Kumar, who has over 20 years of manufacturing industry experience specializing in innovation and growth. "We take pride in delivering solutions that offer exceptional performance and reliability, even in the most challenging environments."

Core Products and Services

Justrite Safety Group is home to a growing family of safety brands. They span multiple workplace applications, from manufacturing to health care and construction. Its core offerings cover three segments: chemical and environmental safety, facility safety and asset protection, and job site motion safety.

For chemical and environmental safety, the Justrite and Eagle brands lead the market with storage cabinets, spill containment systems and chemical transfer equipment. Hughes Safety addresses worker and asset safety with safety showers and eyewashes, while U.S. Chemical Storage provides safe, custom solutions for hazardous materials and chemical storage. The Basic Concepts brand specializes on portable spill containment.

Under facility safety and asset protection, the Notrax product line offers industrial matting solutions, while AccuformNMC leads in safety signage and facility identification.

The job site motion safety segment addresses the unique challenges of temporary worksites. These products include the Checkers brand of ground protection solutions, hazard signage and emergency response kits.

Innovation at the Core

As industries continue to evolve, so do the safety challenges they face. The group is committed to staying ahead of emerging risks, particularly in relation to new technologies like lithium-ion batteries. The company is developing innovative products to prevent accidents associated with battery fires, including fire-resistant storage solutions and containment systems that offer protection.

In addition, the workplace safety expert has embraced digital transformation by developing a robust e-commerce platform. Customers can now explore the company's product catalog, compare solutions and make informed purchasing decisions from the comfort of their offices or homes. This omnichannel strategy allows the group to engage with customers across multiple touchpoints, ensuring consistent and high-quality service.

Commitment to Sustainability

Justrite Safety Group's commitment to protecting the environment is integral to its overall mission. The company incorporates sustainable practices into the design, manufacture and delivery of its products, ensuring that safety solutions are as environmentally responsible as they are effective.

From using recycled materials to manufacturing locally and reducing carbon emissions, the group's sustainability initiatives are evident in every aspect of the business. The company's ISO-certified "zero-waste" facility in Wellsburg, West Virginia, exemplifies its commitment to reducing waste and conserving resources.

A Forward-Looking Approach

As workplace safety regulations become increasingly stringent, Justrite Safety Group continues to lead the industry with its integrated safety solutions. Its extensive engineering, development and support to sectors such as the military, general manufacturing, aviation, and food and beverage provide customized solutions for specific challenges or emerging risks. Other workplace applications include chemical manufacturing and distribution, construction, warehousing, logistics, food production, health care, pharmaceuticals, life sciences, oil and gas, agriculture, utilities, mining and metals, infrastructure, telecommunications installation, transportation and logistics.

"We are constantly evolving alongside technological advancements to ensure our customers stay ahead of the curve," Kumar explains. "Our goal is to design future-proof products that will secure safer, more sustainable workplaces for the next generation of workers."

With a century-long legacy of excellence and a commitment to continuous improvement, Justrite Safety Group remains at the forefront of workplace safety, setting new standards for innovation and compliance while protecting people, property and the planet.

Justrite® Safety Group

AZZ Delivers the Future of Metal Coatings with Innovation and Sustainability

Founded in 1956, AZZ has solidified its position as North America's premier provider of galvanizing and metal coating solutions. The company holds leading market positions in its two operating segments, each approximately double that of its nearest competitor. CEO Tom Ferguson attributes this success to its customer-first philosophy, advanced technology and extensive market presence. With 41 locations specializing in hot-dip galvanizing and 13 dedicated to coil coating, AZZ's operations span the United States and Canada, providing unparalleled solutions across diverse end markets.

"Our expansive footprint and investment in technology have allowed us to provide unparalleled flexibility and quick turnaround times, advantages that have set us apart from our peers in the marketplace," says Ferguson.

Clients benefit from AZZ's cutting-edge technologies. Its industry-leading Digital Galvanizing System (DGS) enhances operational efficiency and delivers superior customer service by providing clients with order status updates in real time. Meanwhile, its Coil Zone technology provides customers with an online portal where they can select paint colors as well as view order status information with unmatched flexibility.

AZZ's end markets include a variety of industries, including construction, industrial, transportation, consumer and electrical, offering solutions from galvanizing structural beams for large infrastructure projects to specialized coating for aluminum beverage cans. It works across residential and nonresidential construction markets, with a broad portfolio of coating solutions that are found on today's metal roofs and garage doors, as well as hot-dip galvanized steel finishing for large-scale utility projects, including solar and electric transmission.

Clients likewise benefit from AZZ's high regard for environmental, social and governance (ESG) practices. Making it to *Newsweek's* "America's Most Responsible Companies" for two consecutive years in 2023 and 2024, the metal coating specialist is dedicated to further reducing emissions across its whole value chain, reinforcing its leadership in sustainable practices.

Moving forward, AZZ is set to expand operations with its new coil coating facility outside of Washington, Missouri, while continuing to collaborate with organizations such as Texas A&M University to drive innovation.

"We have a strategic relationship in place with Texas A&M and remain open to exploring new ideas and relationships that could further improve our operations and customer experience," says Ferguson.

WORTHINGTON STEEL

Geoff Gilmore

President and CEO

Worthington Steel

Very few companies have the breadth of value-add capabilities that we have, and the more processes we apply to steel, the more value we bring. We believe our alignment with various uptrends involving decarbonization, energy transition and infrastructure spending could push our annual growth in those product lines to as much as 10 percent in the next decade, outpacing GDP.

Streamline®

David Sisk

Co-founder and CEO

Streamline Innovations

We're making a difference by making our clients' operations greener, easier to implement and more profitable. Our VALKYRIE plant uses our biodegradable TALON chemistry to convert hydrogen sulfide into water and sulfur for fertilizer, helping advance the circular economy. Besides helping our clients generate huge savings from more uptime and leaner operations, we're eliminating about 300,000 pounds monthly of hazardous chemicals they don't have to handle and transport.

CONSTRUCTION & BUILDING

HARRIS

Michel Michno

CEO

Harris

Clients really want certainty that a mechanical contracting project will be completed on schedule and on budget, as initially agreed upon. To help us deliver on that promise, we rely heavily on our team, culture and proven processes. So, if you are looking for somebody you can trust to deliver on those large and complex projects, Harris can help you achieve your vision.

PRECISION TILE

Alice Jarvis

President

Precision Tile

It's all about making our general contractor, architect or real estate developer look good to their end-users. Part of that endeavor is getting the message out that tiles are a greener way to construct compared to other materials such as vinyl. We have to choose more sustainable building materials if we're to leave a greener world behind.

TECHNOLOGY

Flexxon Equips Memory Hardware With Autonomous Cybersecurity Function

X-PHY SSD is the world's first standalone flashcard with an AI-powered system to combat hacking.

Flexxon, a trailblazer in cybersecurity solutions, is redefining the landscape with its cutting-edge innovations. Led by co-founder and CEO Camellia Chan, the company has evolved from a provider of NAND storage solutions to a frontrunner in hardware-based cybersecurity.

Imagine if the memory card in a laptop not only stored data but also protected it without human intervention in real-time, 24/7. Flexxon achieved just that with its X-PHY AI Cyber Secure SSD. Embedded with AI technology, the invention is putting industries a step ahead of hackers. This is because, unlike software that normally detects only known threats, the X-PHY can deter even unknown cybersecurity breaches.

"We recognized that there are pain points or gaps in the market that needed to be addressed," says Chan. "We found an effective way to leverage the hardware layer using cutting-edge AI algorithms to protect a device in a way that cybersecurity software cannot. Our solution will become the future de facto standard for all hardware devices."

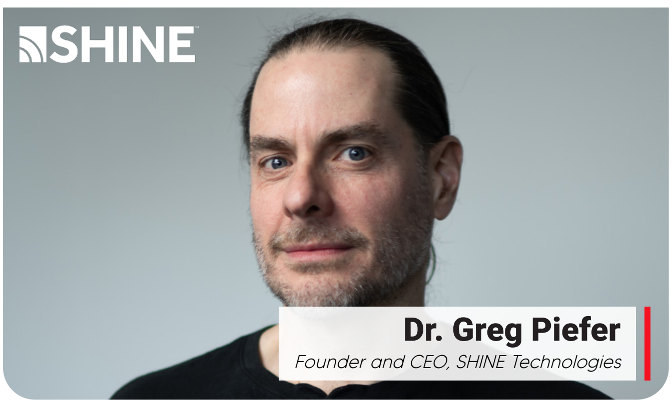
Flexxon's product portfolio includes industrial NAND flash storage solutions and a growing ecosystem of dynamic hardware cybersecurity offerings. Its industrial NAND products cater to high-performance, reliability and data confidentiality needs across sectors like industrial, medical, military, automotive and aerospace, while its cybersecurity solutions span endpoint and server security. It has a strong customer base, serving multiple Fortune 500 companies.

Camellia Chan
Co-founder and CEO, Flexxon

The company is headquartered in Singapore, with offices across Asia and two in the United States. Flexxon's partnerships span system partners like Dell, Lenovo, HP and government agencies keen on enhancing cybersecurity.

With 42 patents granted to date, Flexxon's success is built on a culture of innovation and entrepreneurship. The company promotes inclusiveness and diversity, fostering creativity and ownership among its team. By focusing on merit, passion and the desire to learn, it brings diverse perspectives that boost ideation and innovation.
"We welcome partners as we expand our presence across the globe," says Chan. "We're committed to developing innovations that can handle all uncertainties in a constantly changing environment."

HEALTH CARE & MEDICAL



Dr. Greg Piefer
Founder and CEO, SHINE Technologies

SHINE Technologies Leads the Nuclear Fusion Revolution

With groundbreaking innovations, the company is not only transforming energy but also revolutionizing the medical industry with life-saving isotopes.

SHINE Technologies, founded by Dr. Greg Piefer, is on a mission to usher in the nuclear fusion era.

Isotopes, when used in imaging devices or attached to certain drugs, can help identify or cure cancer, tumors and other disorders through the short-range radiation they emit. However, the raw materials used to make these isotopes are often exclusively sourced from Russia, and producing them requires aging nuclear reactors.

SHINE Technologies is overcoming these challenges as it has found a way to produce medical isotopes using its own raw materials at its Wisconsin campus. The game-changing innovation will allow the scaling of isotope production and the creation of millions of patient doses.

"Our facility will be the largest isotope production facility in the world," says Piefer, founder and CEO of SHINE Technologies. "We have demonstrated fusion at a level where it can outcompete fission reactors as a means for producing isotopes. The future of the pharma supply chain can rest easier knowing that we are here."

Over the next three to five years, SHINE Technologies plans to become the world's top radioisotope producer, contributing to Wisconsin's emergence as a nuclear technology hub. However, the company's innovations not only improve isotope production but also have broader implications for nuclear energy. SHINE Technologies is advancing toward recycling nuclear waste before eventually focusing on the final phase of its portfolio offering development—generating fusion energy.

"All our efforts are bound to improve humanity, creating a safer, healthier and cleaner world," says Piefer, who has a doctorate in nuclear engineering from the University of Wisconsin–Madison. "Our purpose is clear: to deploy state-of-the-art fusion technology to solve global problems in industries like health care and the environment today while creating a scalable path to practical fusion energy. We're well-positioned to tackle these global challenges head-on."

Dr. Joseph Esposito
Founder and CEO, AlignLife

The New Frontier of Health and Wellness

A more advanced offering of natural health care is expanding across the nation.

Dr. Joseph Esposito, inspired by his father's challenging experiences with traditional medicine, co-founded AlignLife with his sister, Dr. Cristina Esposito. They sought to challenge the "pill-for-every-ill" approach prevalent in conventional health care. AlignLife Chiropractic & Natural Health Centers provides an integrated model of chiropractic care, nutritional support and weight management, helping individuals achieve optimal health and reduce chronic diseases. The AlignLife Chiropractic Franchise Model offers chiropractors and investors a chance to join its mission to promote health and vitality naturally.

"There's a cascade of issues caused by traditional medicine's focus on symptom reduction, which often conceals underlying problems," says Joseph Esposito, co-founder and CEO of AlignLife. "In contrast, our 'Optimizing Health Model' enhances bodily functions. Chiropractic care should be the first line of treatment because it's conservative, noninvasive and free from severe side effects. Our structured and objective tests demonstrate the effectiveness of natural health care."

Since COVID, AlignLife has witnessed a new health care consumer who is smart, educated and looking to be empowered versus simply medicated and sometimes misguided. "We give patients the self-awareness they seek. They want to know what's wrong and what behaviors or services they can utilize to fix their problem's underlying cause," says Esposito. "Patients can see any damage to their body structure via an X-ray, determine metabolic imbalances via lab tests and understand body composition alterations via bioimpedance analysis. Patients know the exact gaps in their health after their first two visits at an AlignLife clinic, and we create a clear clinical path toward their health and wellness. It's the empowerment consumers look for."

AlignLife's holistic and outcome-focused chiropractic franchise model provides chiropractors and investors with the tools and support needed to deliver positive health outcomes. Franchisees benefit from the company's extensive resources, experience and community, enabling them to serve patients effectively.

"AlignLife's unique franchise setup supports chiropractors and investors in building practices that operate with authenticity and integrity," Esposito explains. "Our system empowers doctors to serve patients better with more testing, services and support. At AlignLife, you're an owner, but you're not alone."

Franchisees receive comprehensive support in all business aspects, including site selection, location development, training, operations, marketing, financial management and branding. "We've begun to experience significant growth at our clinics because we're providing solutions customers seek," Esposito says. "Our industry-leading company offers an affordable entry point into a rapidly expanding health care sector, presenting a new frontier in the booming health care industry."

pear

Robert Allison
Co-founder and CEO
PEAR Health Labs

PEAR's mission has always been to deliver incredible fitness content pertaining to body movement personalized to specific individuals. Our Aaptiv digital solution offers a comprehensive wellness benefit designed for individual consumers, insurance plan holders or employees in a corporate wellness program. We are on the lookout for partner companies that share our mission.

SUPERHEALTH®

Dr. Mukta Kaur Khalsa
Founder and Director
SuperHealth

SuperHealth restores physical, mental, emotional and spiritual balance by guiding individuals to their authentic selves and helping them strive toward their own excellence. SuperHealth trainings are open to health care providers, yoga teachers and practitioners, and anyone ready to make positive lifestyle changes. Learn more: https://www.super-health.org/

CBDfx

Jameson Rodgers
Co-founder
CBDfx

We've evolved over time into a highly customer-centric health and wellness company, earning us the trust of millions worldwide. We listen to our customers and stay close to them to constantly innovate and launch products that fill specific gaps our peers are missing. We genuinely care about the quality, consistency and transparency of all of our products.

ChromaDex.

Rob Fried
CEO of **ChromaDex** *and Founder of* **Tru Niagen**

It's all about making our general contractor, architect or real estate developer look good to their end-users. Part of that endeavor is getting the message out that tiles are a greener way to construct compared to other materials such as vinyl. We have to choose more sustainable building materials if we're to leave a greener world behind.

TRU NIAGEN

HEALTH CARE & MEDICAL

Angela Olea
Founder and Brand President, Assisted Living Locators

Assisted Living Locators Puts Heart Into Comprehensive Elderly Care

The nation's first senior placement franchise offers genuine, personalized care for life.

When it comes to making decisions about senior care, families often find themselves in a challenging situation. This is where Assisted Living Locators steps in, providing essential support and expert guidance to seniors and their families at no cost. Established by Angela Olea, a registered nurse and visionary, Assisted Living Locators is a national organization with a mission to offer personalized care options. Currently operating in 39 states with 155 locations, the company has grown by focusing on senior advocacy and a servant leadership model.

"I saw the need to work with families to fill that need during the final chapter of their seniors' lives," says Olea, founder and brand president of Assisted Living Locators. "It's not a quick turn, as we're in it for the long haul. When we work with a family, we follow through with them for the entire life of the elderly."

The organization begins with a thorough intake process to understand each individual's unique needs. Whether it's maintaining the safety of a senior at home with support services or finding the right assisted living or memory care facility, the goal is to create a customized care plan that ensures the best possible quality of life.

For those who prefer to stay at home, the company partners with in-home care agencies, home health organizations, hospice care and skilled service providers to modify their house. For other seniors, Assisted Living Locators explore various accommodation options, from small, family-style homes to more luxurious communities with extensive amenities. Its advisors, who undergo rigorous training and certification, including dementia care certification, are dedicated to matching seniors with environments where they can thrive.

"We're continuing to grow with like-minded individuals," says Olea, who also helped form the National Placement and Referral Alliance, a unified resource and advocacy organization for senior care. "We welcome franchisees and other partners who share our passion for helping the elderly live their best lives."

ENTRUSTED Pediatric Home Care

Nicholas Norwood

Owner and President

Entrusted Pediatric Home Care

There is a great deal of dedication and compassion among our people who care for these children. Besides first-rate technology and an experienced management team, communication and teamwork are keys to our success. It is just such a worthwhile endeavor knowing we are able to help a lot of families and children in need of quality care.

MENTAL HEALTH & WELLNESS

STCS

Dr. Allison Brownlee

Founder and Clinical Director

Stronger Together Community Services

We need to invest in our own mental wellness and build connected communities to support us. STCS uniquely addresses individual concerns and is focused on creating spaces where people can come together and heal in the community. Its specialized approach provides effective treatment for individuals, couples, families and groups in need of quality mental health care.

Calmerry

Alex Vitchenko

Founder and CEO

Calmerry

Our online platform efficiently matches therapists with patients in a safe environment. We listen to our customers, understand their needs and have devised a personalized and unique approach to selecting their therapist. For our health care providers, we handle the administrative, marketing and all their other requirements so they can concentrate on their patients.

RI RECOVERY INTERNATIONAL BETTER. MENTAL. HEALTH.™

Celinda Jungheim

President

Recovery International

We help people better understand what's going on with their lives. Most people don't stop to think about what causes the irritations and frustrations that work them up. At Recovery International, we learn simple tools that allow us to have more peaceful and productive lives.

San Antonio Regional Hospital: Meeting community health needs with excellence

Innovative partnerships and expanding services ensure superior patient care and community impact.

For over a century, San Antonio Regional Hospital has been a cornerstone of health care in Upland, California, and surrounding areas. Known for its patient-centered approach, the independent, non-profit facility continues to evolve, addressing the unique health needs of its diverse community. With a strong focus on collaboration and cutting-edge technology, San Antonio Regional Hospital remains unwavering in its commitment to delivering exceptional service.

"Our purpose is to serve the health of our community with care and compassion," says President and CEO John Chapman. "Families come to us because of our top-tier physicians, cutting-edge technology, remarkable customer service and excellent patient outcomes."
A standout feature of San Antonio Regional Hospital is its focus on collaboration. Chapman highlights the importance of partnerships, such as the one with City of Hope, a renowned cancer treatment center, and Cedars-Sinai, an expert in heart disorders. Instead of patients traveling many miles for treatment, they can now access the same world-class care right in Upland.

In addition to partnerships, the hospital has achieved notable recognition for its performance. Healthgrades has rated it as among the top 50 cardiac hospitals in the nation for three years now. *U.S. News & World Report*, meanwhile, has named the medical institution as one of the country's best facilities in stroke care, heart failure, kidney disease and pneumonia.

At the forefront of their respective fields, the hospital's physicians use the best technologies, including da Vinci robots and state-of-the-art cath labs, to ensure precise and minimally invasive procedures. These doctors will become more accessible through the hospital's residency program, which will produce more primary care providers every year.

San Antonio Regional Hospital also adopts best practices to reduce readmission rates. For instance, it provides up to three weeks of medications at the bedside before discharge. Pharmacists personally deliver the medicines and explain their use, particularly benefiting patients who may have difficulty accessing a commercial pharmacy due to mobility issues.

The hospital is expanding its services to meet the growing needs of an aging population. Chapman mentions their upcoming Center of Aging, a one-stop complex offering specialized care for seniors, from primary care to specialized treatments.

"We have the market share, and we're using our profits to subsidize services that families need," says Chapman. "We're here to make a lasting impact on our community."

Bill Terlato
President & CEO, Terlato Wine Group

Sustaining Excellence Across the Decades with the Terlato Wine Group

With an 85-year history spanning four generations, the Terlato Wine Group stands as a testament to longevity in an often challenging industry. As a family-owned business that has remained an enduring feature of the wine and beverage landscape for so long, what's been the secret to its lasting success?

"We only partner with other family-owned businesses," explains Bill Terlato, president and CEO of the Group. "Family businesses make decisions measured in decades, not in financial quarters… which is how public companies think. When you focus on the long term, you make far better decisions."

Better decisions indeed. From humble beginnings with a single wine shop in Chicago, the Terlato family gradually transitioned into distribution, importing Italian wines in the '60s, and later expanding their portfolio to include wines from around the globe. Recognizing the importance of proximity to the source, the company strategically sold its retail and distribution businesses to focus on owning brands and developing vineyards.

A key aspect of their enduring success is the meticulous attention given to their vineyards, boasting over 1,000 acres worldwide. Owning the majority of their vineyards ensures optimal grape quality, allowing the wines to almost make themselves with minimal intervention for brands such as Chimney Rock, Rutherford Hill, and Sanford. This dedication to quality extends beyond wines, as evidenced by their entrance into spirits and nonalcoholic beverages, offering a curated portfolio to cater to diverse preferences.

Sustainability is a core value for Terlato. "Our vineyards are the most valuable assets we have," says Bill Terlato. "So you want to care for them the best you possibly can, to keep them healthy and sustainable for the future." With the family using sheep as natural lawnmowers in their vineyards, it's clear the family is looking for environmentally conscious solutions wherever they can.

In an industry often swayed by trends, Terlato remains focused on timeless quality. As it continues to expand, the Terlato Wine Group is standing strong thanks to its enduring partnerships, commitment to sustainability and an evolving portfolio catering to an ever broader range of customers.

Hillary Cole
Director of Sales
Bell Wine Cellars

Bell Wine Cellars has been a family-owned winery in Napa for over 30 years and has significantly shaped the region's viticulture. Our research into seven cabernet sauvignon clones has uncovered their application in modern winemaking to influence a wine's structure, optimal food pairings and aging potential.

FIOR DI SOLE

Stefano Migotto
Owner
Fior di Sole

Born from Italian roots, Fior di Sole has successfully blended extensive winemaking expertise with advanced production facilities to deliver the highest quality private and retailer-exclusive brands, along with custom wine co-packing services.

WILLIAMS SELYEM

Jeff Mangahas
VP, Director of Winemaking
Williams Selyem

From our mature vineyards to our commitment to traditional winemaking techniques, Williams Selyem is capturing a purity of character and essence in its wines that sets it apart from a quality perspective.

SOUTHWEST WINE CENTER

Michael Pierce
Director of Viticulture and Enology
Southwest Wine Center

At Yavapai College, wine students can embark on a practical-minded journey into viticulture. With Southwest Wine Center's "grape camps" helping budding young—and not so young—winemakers understand the craft inside out, we're redefining Arizona's wine industry.

Kentucky distillery signifies a monumental milestone for the brand's evolution.

The Spirits Beyond Heaven's Door. A Glimpse Into the Craftsmanship Behind Heaven's Door's Premium Whiskeys.

When you think of Bob Dylan, you probably think of legendary songwriting. You may even think of painting and sculpture, both of which Dylan has proven himself remarkably gifted at. Many of you may not be aware, however, that he's also the talent behind a portfolio of American whiskeys that have won numerous awards, from "Whiskey of the Year" to "Best American Blended Limited Release."

"He's a perfectionist," says Marc Bushala, CEO of Heaven's Door. "What does he do when he creates a masterpiece? He creates another. He constantly pushes us to make everything better, different and more interesting than it was before."

With Bushala having earned his wings with Angel's Envy, he collaborated with Dylan, sharing a mutual passion for crafting exceptional whiskeys. Merging Bushala's expertise with craft whiskeys with Dylan's artistic flair— showcased through metalwork sculptures on the bottle labels—the pair have created a selection of exceptional whiskeys that each have their distinct character and story.

The purchase of a Kentucky distillery signifies a monumental milestone for the brand's evolution. Now home to The Heaven's Door Distillery at Six Mile Creek, led by Master Distiller Ken Pierce, this venture is set to expand the Heaven's Door portfolio into new realms.

With the success of Heaven's Door, Bushala's vision now extends beyond whiskey to tequila and hard seltzers. Partnering again with unexpected names, like Playboy, Bushala has created the Play Hard Seltzer, using famous art from the 1960s and '70s to help capture the spirit of the drink. "We use Andy Warhol's bunny head for our first releases, which are the vodka seltzers," says Bushala.

One thing is for sure. As Heaven's Door continues to flourish and new brands emerge, one thing remains comfortingly certain: In a world driven by trends, authentic craftsmanship and artistic spirit are alive and well, courtesy of Dylan, Bushala and co.

HEAVEN'S DOOR

Marc Bushala
CEO
Heaven's Door

Collaborating with legendary songwriter Bob Dylan, we created Heaven's Door—a brand that blends artistry with craftsmanship to offer a curated selection of exceptional whiskeys that capture unique characteristics and inspire exploration.

VINES OS

Jules Robbins
CEO
VinesOS

Delivering customer-centric excellence, VinesOS is redefining how wineries manage direct sales. As an allin- one winery software platform, our primary objective is to help wineries increase profitability and streamline operations with a highly personalized platform for point of sale, clubs, ecommerce and reservations.

FOXX EQUIPMENT COMPANY
An Empire Group Company

Foxx Equipment
Rob Beckley
Foxx Equipment

At Foxx Equipment, we like to think we're more than just a beverage dispensing supplier—we're a partner. And a great one. With unrivaled customer satisfaction and a scientific approach to system optimization, we're making the beverage industry an easier place for businesses to succeed in.

INDUSTRY INNOVATORS
REPORT