

# ☆ 2019 ☆ ROCHESTER CHAMBER TOP 100



## Celebrating 33 Years of Growth & Innovation

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10 | Top Three Ranked Company Spotlights

20 | 2019 Rochester Chamber Top 100 Rankings

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A Greater Rochester Chamber of Commerce and KPMG LLP Program





# Steve General Contractor Inc.

*Full Service General Contractor Servicing  
Upstate NY for 47 years*

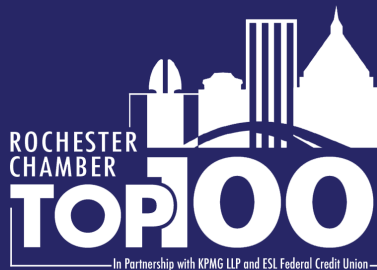


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Special thanks to Rochester Chamber's publication  
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on your  
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We extend a special  
thank you to the Greater  
Rochester Chamber of  
Commerce for teaming with  
KPMG for the past 33 years.

We look forward to honoring  
area companies that make  
significant contributions to  
the Rochester community  
for many years to come.

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Greater Rochester Chamber of Commerce is pleased to bring the 33rd annual Rochester Chamber Top 100 Awards Program to our region. We gratefully acknowledge the generosity of the Rochester Chamber Top 100 Awards Program Sponsors:

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Rochester Chamber Top 100 major sponsors like ESL Federal Credit Union, M&T Bank, and Paychex know the formula for business success. That's why they support this program recognizing our region's entrepreneurial spirit.

## Presenting Sponsor



"There has never been a more exciting time than now to launch, manage, and grow a business in Greater Rochester. I believe you could say that every year and it would be true. The assets we possess in this community—our colleges, our technologies, our quality of life, and most importantly, our people—are truly world class. The entrepreneurial spirit is strong throughout our region, and the support we provide to one another in the community is what strengthens that spirit year after year. To the Rochester Chamber Top 100, thank you for everything you do in your daily work to build a stronger, more resilient business community in Greater Rochester. Congratulations on tonight's honor and celebration. You have certainly earned it!"

**Faheem Masood, President and CEO, ESL Federal Credit Union**

## General Reception Sponsor

"The Rochester Chamber Top 100 brings our business community together to celebrate the companies that are driving our region's growth. Beyond a recognition of business success, the event also serves as a source of inspiration for us all to keep working toward a stronger, more vibrant Rochester. We have been a longtime sponsor of the Top 100 because it builds momentum for greater innovation, deeper collaboration, and ongoing economic growth in the year ahead."



**Dan Burns, President, M&T Bank Rochester Division**

## Top 100 Executives VIP Reception Sponsor




"The Rochester Chamber Top 100 gives all of us a chance to honor the entrepreneurs whose contributions are such a critical driver of Rochester's economy. Paychex is proud to be a lead sponsor of this important event, which celebrates our community's fastest-growing, privately held businesses. On behalf of Paychex's 16,000 employees, congratulations to this year's Top 100. Your success shows what's possible with hard work and an unwavering commitment to growing your business."

**Martin Mucci, President and CEO, Paychex**



# Manning Squires Hennig Leads 2019 Rochester Chamber Top 100

## 33rd Annual List of Fastest-Growing Privately Owned Businesses



**M**anning Squires Hennig, a general contractor based in Batavia, Genesee County, took the number one spot on the 33rd annual Rochester Chamber Top 100 list of fastest-growing, privately held businesses in the Rochester and Finger Lakes region. Construction firm Steve General Contractor, Inc. and IT and software development company Avani Technology Solutions, an Indotronic Avani Group Company, rounded out the top three. Greater Rochester Chamber of Commerce accounting partner KPMG determines Rochester Chamber Top 100 rankings based upon dollar and percentage revenue growth over a three-year period, which allows companies large and small to compete on a level playing field.

Rochester Chamber President and CEO Bob Duffy said, "The Rochester Chamber Top 100 program serves as the perfect illustration that Rochester has indeed moved from a company town of a few major employers to a town of companies so diversified across the board.

It is wonderful to see well-established companies competing with startups for a coveted spot on the list. The 2019 Rochester Chamber Top 100 companies employed close to 67,000 people and reported total revenue of nearly \$14 billion in the most recent fiscal year. That money comes right back to our community's economy."

To be eligible for the Rochester Chamber Top 100, businesses must be independent, privately held, headquartered in the nine-county Finger Lakes region, and have revenue of at least \$1 million in each of the three most recent fiscal years.

The program recognizes Rochester's reputation as a region of innovation spurred by a strong entrepreneurial spirit.





Manning Squires Hennig CEO Matt Squires said, "We are thrilled to be recognized as Rochester's fastest-growing privately held company. We have an incredible team, both in the field and in the office, and we've done an unbelievable amount of work over the past few years while vastly improving our processes, renovating our offices, and improving our safety record. A huge kudos and thank you to everyone at MSH that has helped us get to where we are!"

Steve General Contractor President David Vasciannie said, "Because we're 47 years old, I attribute our success to patience and perfecting our craft. We are family owned and a third of our staff is family. My office staff is small but very powerful and qualified and we are able to get the work done. One of the reasons we were able to score so high this year is the major projects that are going on in Rochester. We were fortunate enough to bid and win all five of the interior packages at the Rochester Airport."

Avani Technology Solutions President Sameer Penakalapati said, "We are honored and delighted to be recognized once again by Greater Rochester Chamber of Commerce. We attribute this achievement to utilizing new technology platforms to serve our customers and employees better and faster than ever before. Our sustained success is largely due to staying focused on growing the business while expanding our core competencies. Rochester was and is poised to be a region of unparalleled growth as we move forward in our industry."

The construction industry led the way with 26 companies landing on this year's Rochester Chamber Top 100 list. Following construction, the list features 19 service companies, 18 technology firms, 16 manufacturing businesses, 11 wholesale and distribution companies, six retail businesses, and four financial services companies.





# Celebrating Business: Rochester Chamber Top 100

**Bob Duffy**  
President and CEO  
Greater Rochester Chamber of Commerce



**T**he Rochester Chamber Top 100 has evolved into our region's biggest business celebration of the year. It recognizes success and the entrepreneurial spirit of innovation for which Rochester is well-known. A few years ago, we changed the Rochester Chamber Top 100 awards from a luncheon to a dinner, which took the event to an entirely new level. The evening celebration now allows business owners, employees, and their families to celebrate their success in a party-like atmosphere without the pressure of rushing back to work in the afternoon. While the energy of the New Year's Eve-type celebration is palpable, the most important thing is that these are all companies that are growing, creating jobs, and adding to the fabric of our local economy. Our Top 100 companies employed close to 67,000 people and reported total revenue of nearly \$14 billion in the most recent fiscal year. That money comes right back to our community's economy, not only to these companies, but to their vendors and ancillary businesses through spending by employees for living expenses, transportation, entertainment, and much more.



The Rochester Chamber Top 100 celebration serves as the perfect illustration that Rochester has indeed moved from a company town of a few major employers to a town of companies so diversified across the board. It is wonderful to see well-established companies competing with startups for a coveted spot on the list. Reading the stories of the Top 100 companies every year and how they have overcome challenges and persevered on their way to success serves as an inspiration. Their elevated standing within their industries as well as their loyalty to their employees and customers is outstanding.

These companies have made the Rochester and Finger Lakes region their home base and reinvest their success right here. If anyone ever questions whether the glass is half full or half empty here, come to a Rochester Chamber Top 100 celebration and you will see that the glass is overflowing.

The construction industry led the way with 26 companies landing on this year's Rochester Chamber Top 100 list. This is heartwarming to see. The growth of construction company revenues illustrates that our region's overall economy is growing. There is nothing more beautiful for me to see while traveling around the region than active construction sites. This serves as a great bellwether for success, investment, and growth in Rochester and should be encouraging to all of us. Following construction, the list features 19 service companies, 18 technology firms, 16 manufacturing businesses, 11 wholesale and distribution companies, six retail businesses, and four financial services companies.

Behind every successful program is a leader or a team that does not always get recognition. I want to commend Greater Rochester Chamber of Commerce Events Director Susan George for her nearly two decades of leadership in organizing the Rochester Chamber Top 100 awards program. Susan and her team do a tremendous job handling a process that runs nearly year-round with flawless planning and execution. I also share my gratitude to the Floreano Convention Center for its role as host venue of Rochester Chamber's signature event. Convention Center Executive Director Jim Brown and his staff do an amazing job. A nod also goes to Eric Smith at CMI/AV for providing the audio and video services that make the celebration a spectacle to behold. I would be remiss if I did not recognize the major sponsors that make the Rochester Chamber Top 100 program possible. These include ESL Federal Credit Union, Paychex, Wegmans, Samson Fuel and Trucking, RIT's Saunders College of Business, Constellation Brands, Waste Harmonics, Delta Air Lines, Selby Marketing, 92.5 WBEE, and 13 WHAM ABC, Fox Rochester, and CW Rochester.

As you can see, the Rochester Chamber Top 100 awards go beyond just recognition of a ranking. The program truly is a community-wide celebration.





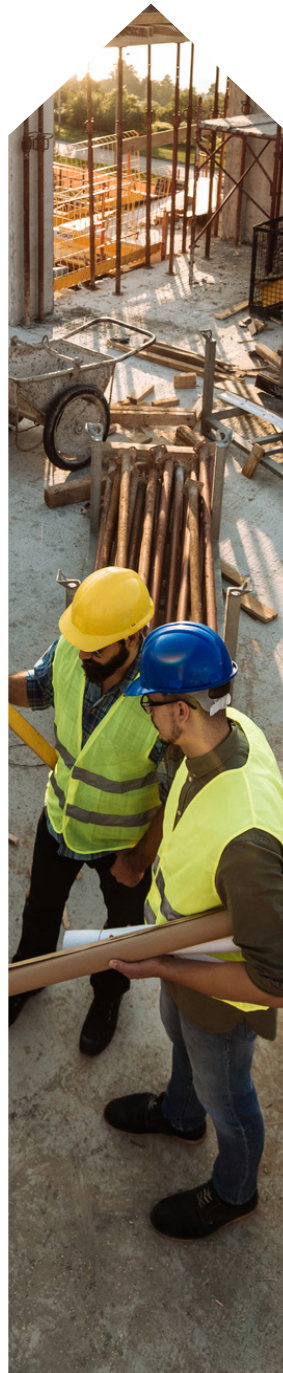
Tim White  
Managing Partner  
KPMG LLP



Economists generally consider the construction sector as a worthy barometer for measuring the strength of the economy. A clear takeaway from the 2019 Rochester Chamber Top 100 is that construction companies in Rochester are doing very well, which appears to be good news for the other industries in our area. Total overall revenue for companies in the 2019 Top 100 approximated \$13.8 billion compared with \$12.1 billion in 2018. While some of the companies on the list have changed year over year, the overall revenue growth trend is impressive no matter how you look at it.

Five of the Top six companies in the 2019 Top 100 are construction companies. I don't recall a previous year where one industry dominated the upper tier of the rankings as we've seen in 2019. It's a compelling data point when looking forward. And while most companies recognize there are always potential "head winds" that they need to monitor, there seems to be a fairly optimistic view of the economy for our local companies.

Also, one of the best Top 100 metrics we look at each year to gauge how companies in the Greater Rochester area feel about their success is "total nominations received". In each of the past two years, we've received 200 or more nominations. The last time we had consecutive years of 200 or more nominations was the 2007 and 2008 programs (pre-financial crisis). I can tell you that the "bar keeps rising" each year to make the list based on the revenue results of our local companies. The Rochester community should be very proud.



## RAISING VALUE IN OUR COMMUNITY

Built on a foundation of quality and service.

Since 1982, we have provided construction management, design/build and general construction services for a variety of projects – on time and within budget. As a result, we have become known for our commitment to provide **"Customer Satisfaction Through Quality, Service and Value."**

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1

# Manning Squires Hennig Co., Inc.

General Contractors Since 1958

**M**anning Squires Hennig is a full-service general contractor servicing western New York. The company employs more than 150 incredibly talented tradespeople who allow it to take on the region's most challenging concrete, masonry, and carpentry projects.

## History

Manning Squires was formed in 1958 by two highly skilled masons, Duane Squires and Richard Manning. Richard Hennig joined the company in 1962 forming Manning Squires Hennig (MSH). The partners saw an opportunity to become general contractors with the K-12 public schools building boom that occurred in the late '50s and early '60s. The success of those projects led to additional general contract work with private commercial and industrial clients predominantly in the Genesee County area.

Richard Manning died in 1963 and in 1972 Duane Squires bought out Richard Hennig. Duane's son Gary joined the firm in 1972 and began doing masonry work with Kodak. For the next 25 years Kodak was at least 50% of the company's sales volume. The company learned and grew alongside local industry leading to the development of a strong culture based on safety and quality.

As industry declined in Rochester, MSH was faced with the challenge of replacing its largest and most loyal customers. The transition from negotiated work with 30-year repeat customers to the hard-bid market was not without its challenges. Gary's leadership, MSH's great reputation, and fantastic team of tradespeople helped carry the company while learning the commercial, institutional, and educational marketplace that it operates in today.







## Third Generation

In 2015 Gary Squires began talking about retirement. As he took on the Chairman role, his son Matt was a natural choice to lead the company as CEO. Fortunately, they were able to hire Brian Kelly as COO and Samantha Nickerson as CFO to round out the new leadership team.

Brian is responsible for overseeing all operations — from project kick-off to close-out ensuring safety, quality control, scheduling, and customer satisfaction. Since he began his career in 1995 Brian has worked hard to establish a reputation within the industry as a committed, trustworthy, capable professional who's known for taking on tough assignments and delivering. Since starting with MSH he has helped create organizational systems that have allowed the company to continually grow revenues while increasing profits.

Samantha is responsible for all aspects of financial and administrative operations. Construction has long been a male-dominated field and Sam's position on the leadership team has helped MSH transition into a more inclusive organization. Sam is known for cutting to the chase and talking about finances in plain English so that non-finance people understand what is important.

A new level of excitement and opportunity comes with this team as they position the company for its continued long-term success.

## The Heart of MSH

Since 1958 the company has been driven by the talents of its union tradespeople. MSH employs the most talented carpenters, masons, and laborers in Western New York. The new leadership team set a goal to match that field talent in the office and has been successful in assembling an outstanding project management team. The project managers, assistant project manager, project administrators, shop staff, estimators, and accounting team are all focused on one common goal: helping the field staff deliver for MSH customers.

Matt Squires said, "As a growing company, we're constantly looking to recruit and retain the most talented people. To that

end, we go to great lengths to make people happy to come to work each day." MSH provides the tools that its field employees need to work safely and efficiently. The company's recently renovated offices include highly functional and fun gathering spaces. MSH holds an annual holiday party and this summer took employees and their families to a Rochester Red Wings baseball game. Manning Squires Hennig leaders believe that happy employees do the best work.

## The Future

The future is bright for MSH. The company has experienced steady growth and leaders expect that to continue. In 2018 MSH acquired Scufari Construction Company in Niagara Falls. Scufari has been providing general construction services in the Niagara Falls and Buffalo markets since 1913. Like MSH, Scufari has a reputation for quality, and again, that is due largely to the very talented men and women on site every day.

A new team has been assembled, the offices have been renovated and systems are updated — however, one thing remains unchanged; commitment to building with quality, acting with integrity, and treating people well.

## Thank You

Upstate New York is a special place with an amazing group of local architects, engineers, subcontractors, and tradespeople. MSH considers it an honor to work with such talented, hardworking people.

The company also enjoys touching so many different businesses across the region. Construction projects can be a scary endeavor if you don't do them every day. MSH takes joy in guiding an owner through that process from groundbreaking to ribbon cutting and is thankful for the many people who help it achieve that success every day.

585.343.5365 • [www.mshco.com](http://www.mshco.com)



## 2 | Steve General Contractor, Inc.

One would have to appreciate the irony of Steve General Contractor landing the number two spot on the Rochester Chamber Top 100 fastest-growing companies as an organization entering its 47th year in business. The news came with great pride and exhilaration to the company but not as a total surprise. After previously reaching the Top 100 three times, the last time at number 15, the company knew it accomplished something special over the past year and that hard work and patience were paying off.

Sales over the past three years exceeded the volume performed in the company's first 30 years in business combined. Annual sales nearly tripled from 2017 to 2018. The major contributing factor to this increase was the five separate prime contracts totaling nearly \$30 million that Steve General Contractor competitively bid and was awarded at the Greater Rochester International Airport. This included all of the interior renovations, the field observation window wall addition, bar and restaurant installations, as well as the demolition of the existing exterior canopy and steel foundation support for the new canopy structure.

At the same time that work at the airport was booming, the company was steadfastly continuing its normal volume of contract work. These projects included additions and renovations at School #6 on Hudson Avenue, an addition and renovations at the administration building at Van Lare Sewage Treatment Plant, multiple contracts for the Rochester City School District, SUNY Brockport, Attica, Albion, and Groveland prisons and other public works.

The company was not an overnight success. The business was started in the late 1960s by the late Stephen Vasciannie Sr., a Jamaican immigrant who got into the construction industry as a union mason, thus the name Steve General Contractor. Steve Sr. set out on his own building basements and fireplaces and performing maintenance work for local businesses. The family business was incorporated in 1973 and has been the sole employment for his five sons; Steve Jr., Richard, William, Charles, and David. A company built on nepotism, the business has expanded to include in-laws, nephews, and friends. Family and friends at times represented more than a third of those employed at the company.

David Vasciannie, the youngest of the sons, is the current president and CEO of Steve General Contractor. This position was bestowed on him by Steve Sr. a few years after David graduated from Clarkson College in 1983. As Steve Sr. preferred to work at jobsites, he became comfortable that this son was capable of turning the family occupation into a business. That is what David set out to do, but it wasn't easy. David said, "I remember having to convince my father to buy our first personal computer, argue with him that a business could not grow on a cash basis, and that borrowing wasn't necessarily an evil."

The company has maintained its niche in public works and prefers to avoid residential. David said, "We like the level playing field in public bidding and the work expectations are well-defined in the documents and contracts."





Photo Credit for the Food Court is ROCAirport

Photo Credit for the Checkpoint is James Montanus Photography

Effectively estimating and putting competitive bids together has been the key to Steve General Contractor's success and growth which is still handled primarily by David with major support from senior assistant Tracy McVicker. Upon successfully obtaining contracts, the company's well-experienced office staff and project managers add their contributions to make the projects successful.

One may ask, 'why have I never heard of this company?' The answer is that Steve General Contractor seldom advertises, and you don't see the name on vehicles and equipment, which has been a humble tradition over the years. You may not know the company name or the people behind it, but it is safe to say that you know their work. Here are some of the projects you may have seen or visited:

- All of the large exterior directional ground and overhead signage at the airport
- The new stadium at East High School, the first synthetic track at Franklin High, and renovated auditoriums at the four major Rochester City High schools
- The ice-skating rink at Manhattan Square Park
- The original opening of Batavia Downs and the current renovations and additions
- Addition and renovation to the Genesee County buildings including the DMV
- SUNY Geneseo – Starbucks, SUNY Brockport –SUBWAY, MCC- science wing, RIT – main entrance sign structure
- Projects at almost every school district in the surrounding counties.



**David Vasciannie**  
Chief Executive Officer  
and President,  
Steve General Contractor, Inc.

Steve General Contractor is proud to be one of New York State's oldest and largest minority-owned contractors. To be clear, the growth of this company was not because of the influence of affirmative action. In fact, satisfying MBE participation represents less than ten percent of the company's sales. Steve General Contractor's motto is "we are a qualified contractor who happens to be minority".

It is David's hope that many of the small companies that he mentors, and others view this Rochester Chamber Top 100 recognition as proof of what can be accomplished if you are patient and continue to learn from your failures along with your successes.

585.226.2784 • [www.stevegeneralcontractor.com](http://www.stevegeneralcontractor.com)





## 3 | Avani Technology Solutions, an Indotronix Avani Group Company

**A**vani Technology Solutions, an Indotronix Avani Group Company, builds awesome software and finds great talent for customers. Since its inception in 2008, the company has enabled IT solutions for its clients around the world, offering technology consulting services and digital product design and development. However, that's only a part of what Avani does. The company is also adept at providing skilled IT professionals in the fields of mobility, web applications, and enterprise computing. Avani landed at number three on the 2019 Rochester Chamber Top 100 after grabbing the top spot in 2018. Greater Rochester Chamber of Commerce President and CEO Bob Duffy talked with Avani Technology Solutions President and CEO Sameer Penakalapati about the growing company.

**Sameer Penakalapati, Chief Executive Officer  
Avani Technology Solutions,  
An Indotronix Avani Group Company**



*What does it mean for Avani to make the  
Rochester Chamber Top 100?*

**Sameer**

It's great. Making the list again further affirms the investments that we have made here on talent in a startup environment and reinforces that our strategy is working as we continue to grow.





*To what do you attribute this great growth and success?*

**Sameer**

It's about the people, really. Many don't realize that Rochester has great talent. The Rochester economy was once dependent upon the three largest employers but has now become a diverse entrepreneurial talent hub. When you have an environment where organizations like Rochester Chamber and other not-for-profits help startups grow, it's terrific. That has contributed a great deal to our growth. We're also not just a local company. We are global, with offices in the U.S., India, Canada, and expanding to the United Kingdom. But we owe all of that success to our start with the great people in Rochester.



*How would you describe the economic climate in the Rochester and Finger Lakes region?*

**Sameer**

It's excellent but there are two sides to it. I'll mention again the people. The talent that we get in Rochester is probably some of the best in the country. Great schools and a diverse community are a big thing. The government is also doing its best to promote and recognize the talent here and provide incentive programs and those are positive things for Rochester. On the other hand, I do believe the government can do better. I know taxes are important, but I think there are policies that can be reviewed to foster a more positive business climate.



*What is your advice as a successful businessperson to those aspiring to reach the Rochester Chamber Top 100?*

**Sameer**

Invest in people. Foster relationships with local and global banks that are willing to support you. Be realistic when you are trying to solve a problem and creating a business out of that. And finally, just be super-focused. I have seen people with great ideas and great skills, but they get distracted by different things. So, invest in people, stay focused, and build relationships - these are the most important things needed to build growth in my experience.





# 2019 Rochester Chamber Top 100 Industry Analysis

Total Overall  
Revenues of  
Most Recent  
Fiscal Year

**\$13,837,236,501**



## Largest Number of Employees

Employees Within Rochester Area

**Wegmans  
13,078**



**Wegmans  
36,124**



Employees Outside Rochester Area

**Oldest Company**

O'Connell Electric Company, Inc. • 1911

**Youngest Company**

TES Staffing • 2016



# Industry Breakdown

Construction	26 Companies	\$1,997,079,584 Total Revenue	2,867 Employees Within Rochester Area 1,833 Employees Outside Rochester Area
Service	19	\$598,273,844	3,480 3,110
Technology	18	\$347,101,273	1,903 256
Manufacturing	16	\$628,663,140	1,832 229
Wholesale/Distribution	11	\$579,809,225	623 777
Retail	6	\$9,629,277,321	13,655 36,155
Financial Services	4	\$57,032,114	175 21
Total	100	\$13,837,236,501	24,535 42,381





Congratulations to all of the  
Rochester Chamber  
Top 100 Companies



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Rochester, NY 14620  
585.454.1776

[reception@all-americanhomecare.com](mailto:reception@all-americanhomecare.com)





# Spotlight: All-American Home Care



All-American Home Care was founded in 2015 to serve people on Medicaid and those wishing to enroll in it. The company provides skillful compassion with personal attention by helping with chores like bathing, personal hygiene, laundry, cooking, cleaning, and light housework. All-American Home Care participates in New York State's Consumer Directed Personal Assistance Program – a model that puts the consumer or family in charge of their own care. All-American Home Care is headquartered in Rochester and serves hundreds of clients across dozens of upstate counties. It is one of the 75 largest employers in a six-county area. Greater Rochester Chamber of Commerce President and CEO Bob Duffy talked with All-American Home Care CEO Marco Altieri about the company's success.



**Marco Altieri**  
Chief Executive Officer,  
All-American Home Care

**“** *What does it mean for All-American Home Care to land on the 2019 Rochester Chamber Top 100?*

**Marco**

This has been an amazing experience. We are quite proud of the fact that our short-lived organization is among the fastest-growing companies in the region. It shows that this is a great place to do businesses which has some great leaders who have fostered an environment that has allowed us to do that.

**“** *To what do you attribute your company's sustained growth and success in that short period of time?*

**Marco**

Our industry is a very fast-growing industry. People need care. They want to move away from a traditional model of being in a facility and have more control for a better quality of life. We have seen that people are starting to take that control over their care in the sense that they want to age in place as opposed to being institutionalized. Also, the population is growing. As Baby Boomers are getting older, services are becoming much more accessible to people as opposed to before when people didn't realize these services are available to them.

**“** *How would you describe the economic and business climate in the Rochester and Finger Lakes region?*

**Marco**

It's been wonderful. I'm seeing now that there is much more collaboration in recent years. People are working together. Whether it's working with technology firms to make products better or working with organizations like Rochester Chamber to pull the community together, it's quite a culture change here. For us, it allows us to build better businesses to work together in finding ways to support the community as a whole even though this is just our small part of it.

**“** *Your success is a great story. What is your advice for those companies aspiring to grow and someday reach the Rochester Chamber Top 100?*

**Marco**

Work hard, make a plan, and stick to it. Do what you say you're going to do and serve people. We are a service-based organization. When the phone rings, we pick it up. When people need help, we help them. We don't leave them to figure things out on their own.



1

**Manning Squires Hennig Co., Inc.**

Industry: Construction  
 Founded: 1958  
 Local Employees: 125  
 Total Employees: 210

8426 Seven Springs Road  
 Batavia, New York 14021  
 585-343-5365  
 www.mshco.com



**Matt Squires**  
 Chief Executive Officer



**Brian Kelly**  
 Chief Operating Officer



**Samantha Nickerson**  
 Chief Financial Officer

2

**Steve General Contractor, Inc.**

Industry: Construction  
 Founded: 1973  
 Local Employees: 81  
 Total Employees: 81

3774 Telephone Road  
 Caledonia, New York 14423  
 585-226-2784  
 www.stevegeneralcontractor.com



**David Vasciannie**  
 President

3

**Avani Technology Solutions, an Indotronix Avani Group Company**

Industry: Technology  
 Founded: 2008  
 Local Employees: 728  
 Total Employees: 783

687 Lee Road, Suite 208  
 Rochester, New York 14606  
 585-584-1313  
 www.avanitechsolutions.com



**Sameer Penakalapati**  
 Chief Executive Officer

4

**DiPasquale Construction, Inc.**

Industry: Construction  
 Founded: 2013  
 Local Employees: 31  
 Total Employees: 31

5138 West Ridge Road  
 Spencerport, New York 14559  
 585-352-4410  
 www.dci-team.com



**Christopher DiPasquale**  
 President

5

**Christa Construction, LLC**

Industry: Construction  
 Founded: 1982  
 Local Employees: 41  
 Total Employees: 47

64 Commercial Street, Suite 401  
 Rochester, NY 14614  
 585-924-3050  
 www.christa.com



**David Christa**  
 Chief Executive Officer,  
 President

6

**Hamilton Stern Construction, LLC**

Industry: Construction  
 Founded: 2010  
 Local Employees: 40  
 Total Employees: 40

3850 Monroe Avenue  
 Pittsford, New York 14534  
 585-586-8101  
 www.hamiltonstern.com



**Christopher Stern**  
 Owner



**Justin Hamilton**  
 Owner

7

**LaBella Associates**

Industry: Service  
 Founded: 1978  
 Local Employees: 420  
 Total Employees: 770

300 State Street  
 Rochester, New York 14614  
 585-454-6110  
 www.labellapc.com



**Sergio Esteban**  
 Chief Executive Officer



**Robert B. Pepe**  
 Chief Financial Officer



**Robert A. Healy**  
 President

8

**NYMAT Machine Tool Corp.**

Industry: Manufacturing  
 Founded: 1981  
 Local Employees: 18  
 Total Employees: 53

2650 Baird Road  
 Fairport, New York 14450  
 585-248-8200  
 www.nymat.com



**Brian Cregg**  
 President

9

**cheribundi, Inc.**

Industry: Manufacturing  
 Founded: 2006  
 Local Employees: 60  
 Total Employees: 70

1 Montmorency Way  
 Geneva, New York 14456  
 315-787-0475  
 www.cheribundi.com



**John "Mike" Hagan**  
 Chief Executive Officer



**Bill Brophy**  
 Chief Financial Officer

10

**CloudCheckr**

Industry: Technology  
 Founded: 2011  
 Local Employees: 135  
 Total Employees: 162

342 N. Goodman Street  
 Rochester, New York 14607  
 585-413-0869  
 www.cloudcheckr.com



**Tim McKinnon**  
 Chief Executive Officer



11

**MediSked, LLC**

Industry: Technology  
 Founded: 2003  
 Local Employees: 86  
 Total Employees: 106

850 University Avenue  
 Rochester, New York 14607  
 866-633-4653  
[www.medisked.com](http://www.medisked.com)



Douglas Golub  
 President & Co-Founder



Tom Hogan  
 Executive Vice President,  
 Co-Founder & Compliance Officer

12

**Turner Underground Installations Inc.**

Industry: Construction  
 Founded: 1995  
 Local Employees: 24  
 Total Employees: 31

1233 Lehigh Station Road  
 Henrietta, New York 14467  
 585-359-2531  
[www.turnerunderground.com](http://www.turnerunderground.com)



Robert Turner  
 President



Rhett Turner  
 Vice President

13

**AeroSafe Global**

Industry: Service  
 Founded: 2001  
 Local Employees: 100  
 Total Employees: 103

460 Buffalo Road, Suite 200  
 Rochester, New York 14611  
 585-328-2140  
[www.aerosafeglobal.com](http://www.aerosafeglobal.com)



Jay McHarg  
 Chief Executive Officer



Michael Williams  
 Chief Financial Officer

14

**Career Start**

Industry: Service  
 Founded: 2007  
 Local Employees: 32  
 Total Employees: 33

252 S. Plymouth Avenue  
 Rochester, New York 14608  
 585-360-2620  
[www.careerstartny.com](http://www.careerstartny.com)



Lindsay McCutchen  
 President

15

**Nichols Construction Team**

Industry: Construction  
 Founded: 1983  
 Local Employees: 36  
 Total Employees: 36

75 Highpower Road  
 Rochester, New York 14623  
 585-427-9480  
[www.nicholsteam.com](http://www.nicholsteam.com)



Clay Carpenter  
 Chief Executive Officer/  
 Chief Financial Officer



Ric Carley  
 President



Jim Burm  
 Chief Operating Officer

16

**Cambridge Street Asset Management LLC  
(Manager for Royal Oak Realty Trust)**

Industry: Financial Services  
 Founded: 2013  
 Local Employees: 12  
 Total Employees: 12

600 East Avenue, Suite 200  
 Rochester, New York 14607  
 585-471-5821  
[www.royaloakrealtytrust.com](http://www.royaloakrealtytrust.com)



Daniel J. Goldstein, CPA  
 Chief Executive Officer  
 & President

17

**TalentBridge**

Industry: Service  
 Founded: 1985  
 Local Employees: 427  
 Total Employees: 2,627

7 Linden Park  
 Rochester, New York 14625  
 585-381-0810  
[www.talentbridge.com](http://www.talentbridge.com)



Thomas C. Ioele  
 Chief Executive Officer

18

**Lantek Companies**

Industry: Telecommunications  
 Founded: 2004  
 Local Employees: 85  
 Total Employees: 85

580 Fishers Station Drive, Suite A  
 Victor, New York 14564  
 585-924-6980  
[www.lantekcom.com](http://www.lantekcom.com)



Lance R. Papke  
 President

19

**OptiPro Systems, LLC**

Industry: Manufacturing/Technology  
 Founded: 1982  
 Local Employees: 102  
 Total Employees: 102

6368 Dean Parkway  
 Ontario, New York 14519  
 585-265-0160  
[www.optipro.com](http://www.optipro.com)



Mike Bechtold  
 President

20

**Conifer Realty, LLC**

Industry: Real Estate  
 Founded: 1975  
 Local Employees: 200  
 Total Employees: 550

1000 University Avenue, Suite 500  
 Rochester, New York 14607  
 585-324-0500  
[www.coniferllc.com](http://www.coniferllc.com)



Timothy D. Fournier  
 Chairman & Chief  
 Executive Officer



Joan F. Hoover  
 President



Thomas R. Johnson, CPA  
 Executive Vice  
 President



21

**EagleDream Technologies**

Industry: Technology  
 Founded: 2013  
 Local Employees: 68  
 Total Employees: 68

300 WillowBrook Office Park, Suite 300  
 Fairport, New York 14450  
 585-347-2880  
[www.eagledream.com](http://www.eagledream.com)



Robert D. Moore, Jr.  
 Chief Executive Officer

22

**Greenlight Networks**

Industry: Technology  
 Founded: 2011  
 Local Employees: 53  
 Total Employees: 53

1255 University Avenue, Suite 204  
 Rochester, New York 14607  
 585-351-6600  
[www.greenlightnetworks.com](http://www.greenlightnetworks.com)



Mark Murphy  
 President & Chief  
 Executive Officer



Phil Jones  
 Chief Financial Officer



Michele Sadwick  
 Vice President of  
 Marketing

23

**Keller Williams Realty Greater Rochester**

Industry: Service  
 Founded: 2008  
 Local Employees: 480  
 Total Employees: 480

2000 Winton Road S., Bldg. 1, Suite 201  
 Rochester, New York 14618  
 585-362-8900  
[www.kwroc.com](http://www.kwroc.com)



Charles Hilbert  
 Operating Principal



Susan Glenz  
 Operating  
 Principal



Anthony Butera  
 Partner



Karen Hilbert  
 Partner

24

**Workplace Interiors**

Industry: Retail  
 Founded: 2015  
 Local Employees: 17  
 Total Employees: 17

400 Packetts Landing  
 Fairport, New York 14450  
 585-425-7420  
[www.workplaceint.com](http://www.workplaceint.com)



Scott MacCauli  
 President

25

**FM Office Express, Inc.**

Industry: Wholesale/Distribution  
 Founded: 1995  
 Local Employees: 80  
 Total Employees: 110

106 Despatch Drive, Suite 2  
 East Rochester, New York 14445  
 585-673-2719  
[www.fmofficeexpress.com](http://www.fmofficeexpress.com)



Fabricio Morales  
 President &  
 Chief Executive Officer

26

**Oaks Construction**

Industry: Construction  
 Founded: 2003  
 Local Employees: 30  
 Total Employees: 35

8 Amity Street  
 Spencerport, New York 14559  
 585-247-6257  
[www.oaks-construction.com](http://www.oaks-construction.com)



Kristopher M. Oaks  
 President

27

**RP Fedder Corporation**

Industry: Manufacturing/Distribution  
 Founded: 1959  
 Local Employees: 38  
 Total Employees: 44

740 Driving Park Avenue  
 Rochester, New York 14613  
 585-288-1600  
[www.rpfedder.com](http://www.rpfedder.com)



Stephen Quinn  
 President



Joseph Pennise  
 Vice President

28

**Leonard's Express, Inc.**

Industry:  
 Transportation/Warehouse Services  
 Founded: 2001  
 Local Employees: 215  
 Total Employees: 520

6070 Collett Road  
 Farmington, New York 14425  
 585-924-8140  
[www.leonardsexpress.com](http://www.leonardsexpress.com)



Kenneth Johnson  
 Chief Executive Officer



Kevin Johnson  
 Chief Operating  
 Officer



Kyle Johnson  
 Chief Financial Officer

29

**O'Connell Electric Company**

Industry: Construction  
 Founded: 1911  
 Local Employees: 450  
 Total Employees: 800

830 Phillips Road  
 Victor, New York 14564  
 585-869-4523  
[www.oconnellelectric.com](http://www.oconnellelectric.com)



Victor E. Salerno  
 Chief Executive Officer



Thomas Parkes  
 Chief Operating Officer



Walter Parkes  
 Chairman

30

**All-American Home Care**

Industry: Service  
 Founded: 2015  
 Local Employees: 1,000  
 Total Employees: 1,004

742 S. Clinton Avenue  
 Rochester, New York 14620  
 585-454-1776  
[www.all-americanhomecare.com](http://www.all-americanhomecare.com)



Marco C. Altieri  
 Chief Executive Officer



Thomas A. Hanna, Jr.  
 Chief Financial Officer



31

**Klein Steel Service, Inc.**

Industry: Manufacturing  
 Founded: 1971  
 Local Employees: 167  
 Total Employees: 180

105 Vanguard Parkway  
 Rochester, New York 14606  
 585-328-4000  
 www.kleinsteel.com



**Mike Young**  
 President & Chief Executive Officer

32

**Surmotech LLC**

Industry: Manufacturing  
 Founded: 2013  
 Local Employees: 66  
 Total Employees: 66

7676 Netlink Drive  
 Victor, New York 14564  
 585-742-1220  
 www.surmotech.com



**Susan Horne**  
 President



**Jeff Thaler**  
 Chief Financial Officer

33

**Regional Distributors, Inc.**

Industry: Wholesale/Distribution  
 Founded: 1994  
 Local Employees: 60  
 Total Employees: 67

1281 Mount Read Boulevard  
 Rochester, New York 14606  
 585-458-3300  
 www.regdist.com



**Tracy Scalen**  
 President & Chief  
 Executive Officer



**David Scalen**  
 Executive  
 Vice President

34

**ENALAS LLC**

Industry: Retail  
 Founded: 2012  
 Local Employees: 30  
 Total Employees: 30

788 Old Dutch Road  
 Victor, New York 14564  
 585-494-1930  
 www.enalasconsulting.com



**Ben Pearson**  
 Founder & Chief Executive Officer

35

**Tri Tower Telecom Corporation**

Industry: Technology  
 Founded: 2009  
 Local Employees: 21  
 Total Employees: 21

70 Vantage Point Drive, Suite 2  
 Rochester, New York 14624  
 585-617-5060  
 www.tritowertelecom.com



**Alex Whitaker**  
 Chief Executive  
 Officer



**Walt Van Leuven**  
 Chief Operating  
 Officer

36

**LeChase Construction Services, LLC**

Industry: Construction  
 Founded: 1944  
 Local Employees: 475  
 Total Employees: 790

205 Indigo Creek Drive  
 Rochester, New York 14626  
 585-594-3510  
 www.lechase.com



**William H. Goodrich**  
 Chief Executive Officer  
 & Managing Partner



**William L. Mack**  
 President



**R. Wayne LeChase**  
 Chairman

37

**Northern Air Systems, Inc.**

Industry: Manufacturing  
 Founded: 1998  
 Local Employees: 89  
 Total Employees: 99

3605 Buffalo Road  
 Rochester, New York 14624  
 585-594-5050  
 www.northernairsystems.com



**Timothy Confer**  
 President



**William Rausch**  
 Vice President of  
 Operations

38

**The DDS Companies**

Industry: Construction  
 Founded: 2001  
 Local Employees: 203  
 Total Employees: 433

45 Hendrix Road  
 West Henrietta, New York 14586  
 585-359-7540  
 www.ddscompanies.com



**Sean G. Donohoe, P.E.,**  
 President

39

**AEY Enterprises, Inc.**

Industry: Construction  
 Founded: 1989  
 Local Employees: 48  
 Total Employees: 48

1607 Commons Parkway  
 Macedon, New York 14502  
 315-597-2188  
 www.aeyenterprises.com



**Michael Young**  
 President

40

**CloudSmartz**

Industry: Technology  
 Founded: 2012  
 Local Employees: 6  
 Total Employees: 7

28 E. Main Street, Suite 1525  
 Rochester, New York 14614  
 585-627-1984  
 www.cloudsmartz.com



**Dan Wagner**  
 Chief Executive Officer  
 & Co-Founder



**Manjeet Dhariwal**  
 Chief Technology Officer  
 & Co-Founder

41

**Waste Harmonics**

Industry: Service  
 Founded: 2001  
 Local Employees: 43  
 Total Employees: 49

7620 Omnitech Place, Suite 1  
 Victor, New York 14564  
 585-820-0631  
[www.wasteharmonics.com](http://www.wasteharmonics.com)



Michael Hess  
 President & Chief Executive Officer

42

**T&T Materials, Inc.**

Industry: Wholesale/Distribution  
 Founded: 2006  
 Local Employees: 4  
 Total Employees: 4

224 West Main Street  
 Rochester, New York 14614  
 585-328-9941  
[www.tandt-materials.com](http://www.tandt-materials.com)



James M. Terhune  
 President & Chief  
 Executive Officer



James F. Mossgraber  
 Vice President  
 & General Manager

43

**TES Staffing**

Industry: Service  
 Founded: 2016  
 Local Employees: 14  
 Total Employees: 14

1150 University Avenue, Suite 20  
 Rochester, New York 14607  
 585-232-4880  
[www.tesstaffing.com](http://www.tesstaffing.com)



Brian Harding  
 President



Karyn Tellez  
 Vice President

44

**C.P. Kelly and Associates, LLC**

Industry: Construction  
 Founded: 2005  
 Local Employees: 7  
 Total Employees: 7

1201 Ridge Road  
 Ontario, New York 14519  
 585-310-1501  
[www.cpkelly.com](http://www.cpkelly.com)



Charles P. Kelly  
 Managing Member

45

**RocNet Supply, Inc.**

Industry: Wholesale/Distribution  
 Founded: 2014  
 Local Employees: 16  
 Total Employees: 16

1319 Research Forest  
 Macedon, New York 14502  
 585-738-1654  
[www.rocnetsupply.com](http://www.rocnetsupply.com)



Mike Baker  
 Chief Executive Officer



Peter Wells  
 President

46

**MRB Group Engineering, Architecture & Surveying,  
D.P.C. (formerly MRB Group, PC)**

Industry: Service  
 Founded: 1927  
 Local Employees: 63  
 Total Employees: 84

145 Culver Road, Suite 160  
 Rochester, New York 14620  
 585-381-9250  
[www.mrbgroup.com](http://www.mrbgroup.com)



Ryan T. Colvin, P.E.  
 President

47

**Optimax Systems, Inc.**

Industry: Manufacturing  
 Founded: 1991  
 Local Employees: 350  
 Total Employees: 350

6367 Dean Parkway  
 Ontario, New York 14519  
 585-265-1020  
[www.optimaxsi.com](http://www.optimaxsi.com)



Richard Plympton  
 Chief Executive Officer



Mike Mandina  
 President

48

**Colonial Fire Protection Systems, Inc.**

Industry: Construction  
 Founded: 1983  
 Local Employees: 35  
 Total Employees: 48

860 Linden Avenue, Suite B  
 Rochester, New York 14625  
 585-381-7362  
[www.colonialfire.com](http://www.colonialfire.com)



Daniel Merkle  
 President



Trisha Merkle  
 Vice President

49

**Precision Grinding & Manufacturing Corp.**

Industry: Manufacturing  
 Founded: 1967  
 Local Employees: 153  
 Total Employees: 154

1305 Emerson Street  
 Rochester, New York 14606  
 585-458-4300  
[www.pgmcorp.com](http://www.pgmcorp.com)



Michael Hockenberger, Ph.D.  
 President & Chief Executive  
 Officer



Todd Hockenberger  
 Vice President

50

**SimuTech Group, Inc.**

Industry: Technology  
 Founded: 2000  
 Local Employees: 25  
 Total Employees: 108

1800 Brighton-Henrietta Town Line Road  
 Rochester, New York 14623  
 585-424-2010  
[www.simutechgroup.com](http://www.simutechgroup.com)



Katherine T. Lally  
 Owner



John Ilijevski  
 Chief Financial  
 Officer



Rick James  
 President



51

**Liberty Pumps, Inc.**

Industry: Manufacturing  
 Founded: 1965  
 Local Employees: 227  
 Total Employees: 234

7000 Apple Tree Avenue  
 Bergen, New York 14416  
 585-494-1817  
 www.libertypumps.com



Robyn Brookhart  
President



Charlie Cook  
Chief Executive Officer

52

**H&C Tool Supply Corp.**

Industry: Wholesale/Distribution  
 Founded: 1955  
 Local Employees: 35  
 Total Employees: 45

235 Mt. Read Blvd.  
 Rochester, New York 14611  
 585-235-5700  
 www.hctoolsupply.com



Don Waltzer  
President & Chief Executive Officer

53

**Gorbel, Inc.**

Industry: Manufacturing  
 Founded: 1977  
 Local Employees: 295  
 Total Employees: 400

600 Fishers Run  
 Victor, New York 14564  
 585-924-6159  
 www.gorbel.com



Brian Reh  
Chief Executive Officer

54

**3G Packaging, Inc.**

Industry: Wholesale/Distribution  
 Founded: 2005  
 Local Employees: 19  
 Total Employees: 30

622 Hollenbeck Street  
 Rochester, New York 14621  
 585-342-6060  
 www.3gpkg.com



Vincent Stango  
President



John Siciliano  
Vice President

55

**Poseidon Systems, LLC**

Industry: Technology  
 Founded: 2011  
 Local Employees: 19  
 Total Employees: 20

200 Canal View Blvd., Suite 300  
 Rochester, New York 14623  
 585-239-6025  
 www.poseidonsys.com



Mark Redding  
President & Founder



Ryan Brewer  
Vice President of  
Engineering & Co-Founder

56

**RDG+Partners CPAs, PLLC**

Industry: Financial Services  
 Founded: 2005  
 Local Employees: 35  
 Total Employees: 35

69B Monroe Avenue  
 Pittsford, New York 14534  
 585-662-5046  
 www.rdgandpartners.com



John Rizzo  
Co-Managing Partner



Brian DiGiacco  
Co-Founding Partner



Chris Gamble  
Co-Managing Partner

57

**CPL (Clark Patterson Lee)**

Industry: Construction  
 Founded: 1975  
 Local Employees: 143  
 Total Employees: 435

205 Saint Paul Street  
 Rochester, New York 14604  
 585-454-4570  
 www.cplteam.com



Todd M. Liebert, AIA, NCARB  
Chief Executive  
Officer



Dan Duprey, P.E.  
President & Chief  
Operating Officer



Rick Henry, P.E.  
Senior Vice  
President

58

**iv4**

Industry: Technology  
 Founded: 1996  
 Local Employees: 34  
 Total Employees: 58

1387 Fairport Road, Suite 730  
 Fairport, New York 14450  
 585-598-3300  
 www.iv4.com



Mike Spoont  
Chief Executive Officer



Rich Gleason  
President



Jim Ockenden  
Chief Sales Officer

59

**LSI Solutions, Inc.**

Industry: Technology  
 Founded: 1986  
 Local Employees: 339  
 Total Employees: 388

7796 Victor-Mendon Road  
 Victor, New York 14564  
 585-869-6600  
 www.lsisolutions.com



Jude S. Sauer, M.D.  
President & Chief  
Executive Officer



Eva P. Sauer, M.D.  
Secretary & Treasurer

60

**Home Power Systems LLC**

Industry: Construction  
 Founded: 2003  
 Local Employees: 27  
 Total Employees: 30

1127 Corporate Drive East  
 Farmington, New York 14425  
 585-421-0203  
 www.homepowersystems.net



James Swetman  
Chief Executive Officer

61

**Isaac Heating & Air Conditioning**

Industry: Contracting  
 Founded: 1945  
 Local Employees: 337  
 Total Employees: 413

50 Hollender Parkway  
 Rochester, New York 14615  
 585-546-1400  
[www.isaacheating.com](http://www.isaacheating.com)



Raymond Isaac  
 President & Partner



Michael Isaac  
 Partner



David Isaac  
 Partner



Kenneth Isaac  
 Partner

62

**Frontier Glass Inc.**

Industry: Construction  
 Founded: 1998  
 Local Employees: 30  
 Total Employees: 31

175 Colvin Street  
 Rochester, New York 14611  
 585-235-0180  
[www.frontierglassinc.com](http://www.frontierglassinc.com)



Frank J. Sapienza III  
 President

63

**Brite**

Industry: Technology  
 Founded: 1983  
 Local Employees: 40  
 Total Employees: 50

7647 Main Street Fishers  
 Victor, New York 14564  
 585-869-6015  
[www.britecomputers.com](http://www.britecomputers.com)



Justin Smith  
 President & Chief  
 Operating Officer



Trevor Smith  
 Executive Vice President

64

**Nu-Look Collision, Inc.**

Industry: Service  
 Founded: 1986  
 Local Employees: 271  
 Total Employees: 306

840 Lehigh Station Road  
 West Henrietta, New York 14586  
 585-321-3010  
[www.nulookcollision.com](http://www.nulookcollision.com)



Todd Zigrossi  
 President

65

**GP Flooring Solutions**

Industry: Construction  
 Founded: 1989  
 Local Employees: 23  
 Total Employees: 35

32 Marway Circle  
 Westgate, New York 14624  
 585-637-2828  
[www.gpflooringsolutions.com](http://www.gpflooringsolutions.com)



Abby Reinhard  
 President

66

**Tiny Fish Printing**

Industry: Manufacturing  
 Founded: 2007  
 Local Employees: 25  
 Total Employees: 28

139 Garson Avenue  
 Rochester, New York 14609  
 585-288-7470  
[www.tinyfishprinting.com](http://www.tinyfishprinting.com)



Antonio Esteves  
 Co-Owner



Jonathan Bernier  
 Co-Owner

67

**R.M. Landscape Inc.**

Industry: Service  
 Founded: 1973  
 Local Employees: 105  
 Total Employees: 120

293 Peck Road  
 Hilton, New York 14468  
 585-392-7120  
[www.rmlandscape.com](http://www.rmlandscape.com)



Brett Lemcke  
 President



Rick Lemcke  
 Founder

68

**SEI Design Group**

Industry: Service  
 Founded: 2006  
 Local Employees: 37  
 Total Employees: 51

224 Mill Street, Ste. 1  
 Rochester, New York 14614  
 585-442-7010  
[www.seidesigngroup.com](http://www.seidesigngroup.com)



Brian Cieslinski  
 Senior  
 Principal



Victor Tomaselli, AIA  
 Senior  
 Principal



Michael Ebertz, AIA  
 Senior  
 Principal



Matthew Monaghan, AIA  
 Senior  
 Principal

69

**Ardent Learning, Inc.**

Industry: Service  
 Founded: 1992  
 Local Employees: 20  
 Total Employees: 33

1 Bausch and Lomb Place, Ste. 930  
 Rochester, New York 14604  
 585-454-1240  
[www.ardentlearning.com](http://www.ardentlearning.com)



Rich Fox  
 Chief Executive Officer  
 & President

70

**YPC Media**

Industry: Service  
 Founded: 2003  
 Local Employees: 93  
 Total Employees: 102

280 Kenneth Drive  
 Rochester, New York 14623  
 585-247-3996  
[www.ypcmedia.com](http://www.ypcmedia.com)



Michael Pavone  
 Chief Executive Officer



71

**AppliedLogix, LLC**

Industry: Technology  
 Founded: 2006  
 Local Employees: 28  
 Total Employees: 28

216 Daley Road  
 Fairport, New York 14450  
 585-414-8193  
[www.appliedlogix.com](http://www.appliedlogix.com)



James Herrmann  
 Managing Partner



Angelo Caruso  
 Managing Partner

72

**Tiffany Transportation Services Ltd./  
DBA Tuf Trucks & Fine Cars**

Industry: Retail  
 Founded: 1978  
 Local Employees: 13  
 Total Employees: 13

7283 W. Henrietta Road  
 Rush, New York 14543  
 585-254-3310  
[www.tuftrucks.com](http://www.tuftrucks.com)



Jean Evans  
 Chief Executive  
 Officer/President



Patrick Evans  
 Founder



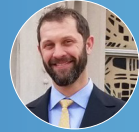
Michael Evans  
 Operations Manager

73

**Han-Tek, Inc.**

Industry: Manufacturing  
 Founded: 1961  
 Local Employees: 59  
 Total Employees: 59

10 Carriage St  
 Honeoye Falls, NY 14472  
 585-924-2200  
[www.han-tek.com](http://www.han-tek.com)



Patrick Tobin  
 President



Jon Tobin  
 Chairman



Timothy Lemley  
 Chief Production  
 Officer



James VanThof  
 EVP of  
 Sales

74

**VP Supply Corp**

Industry: Wholesale/Distribution  
 Founded: 1965  
 Local Employees: 148  
 Total Employees: 539

3445 Winton Place  
 Rochester, New York 14623  
 585-272-0110  
[www.vpsupply.com](http://www.vpsupply.com)



Gary Curwin  
 President



Gary Perkins  
 Vice President



Louis Curwin  
 Secretary/Treasurer

75

**Broadstone**

Industry: Financial Services  
 Founded: 2006  
 Local Employees: 93  
 Total Employees: 108

800 Clinton Square  
 Rochester, New York 14604  
 585-287-6500  
[www.broadstone.com](http://www.broadstone.com)



Chris Czarnecki  
 Chief Executive Officer & President

76

**Capstone IT**

Industry: Technology  
 Founded: 2003  
 Local Employees: 40  
 Total Employees: 44

656 Kreag Road  
 Pittsford, New York 14534  
 585-546-4120  
[www.capstoneitinc.com](http://www.capstoneitinc.com)



Sitima Fowler  
 Co-Chief Executive Officer



Michael Fowler  
 Co-Chief Executive Officer

77

**Bristol ID Technologies**

Industry: Manufacturing  
 Founded: 1975  
 Local Employees: 90  
 Total Employees: 99

1370 Rochester Street  
 Lima, New York 14485  
 585-582-5120  
[www.bristolid.com](http://www.bristolid.com)



Keith Yeates  
 Chief Executive Officer

78

**Rochester Clinical Research**

Industry: Service  
 Founded: 1994  
 Local Employees: 28  
 Total Employees: 29

500 Helendale Road, Suite LL 20  
 Rochester, New York 14609  
 585-288-0890  
[www.rcrclinical.com](http://www.rcrclinical.com)



Patricia S. Larrabee  
 Chief Executive Officer



Adam Larrabee  
 President

79

**Moser Services Group, LLC  
DBA: EV Charge Solutions**

Industry: Wholesale/Distribution  
 Founded: 2011  
 Local Employees: 7  
 Total Employees: 7

7464 W. Henrietta Road  
 Rush, New York 14543  
 585-533-4051  
[www.moserservicesgroup.com](http://www.moserservicesgroup.com)



Michael Moser  
 President

80

**Tele Data Com Inc.**

Industry: Technology  
 Founded: 1984  
 Local Employees: 24  
 Total Employees: 24

90 Air Park Drive  
 Rochester, New York 14624  
 585-527-0800  
[www.teledatacom.net](http://www.teledatacom.net)



Michael Grant  
 President

81

**Black Button Distilling**

Industry: Manufacturing  
 Founded: 2012  
 Local Employees: 60  
 Total Employees: 90  
 85 Railroad Street  
 Rochester, New York 14609  
 585-730-4512  
 www.blackbuttondistilling.com



Jason Barrett  
Owner

82

**Admar Supply Co., Inc.**

Industry: Construction  
 Founded: 1972  
 Local Employees: 97  
 Total Employees: 296  
 1950 Brighton-Henrietta Townline Road  
 Rochester, New York 14623  
 585-978-8800  
 www.admarsupply.com



Joel R. DiMarco  
President



Richard J. DiMarco II  
Executive Vice President



John DiMarco II  
Executive Vice President

83

**Wegmans Food Markets, Inc.**

Industry: Retail  
 Founded: 1916  
 Local Employees: 13,078  
 Total Employees: 49,202  
 1500 Brooks Avenue  
 Rochester, New York 14624  
 585-328-2550  
 www.wegmans.com



Daniel R. Wegman  
Chairman of the Board



Colleen Wegman  
President & Chief  
Executive Officer

84

**VarData, LLC**

Industry: Technology  
 Founded: 2004  
 Local Employees: 17  
 Total Employees: 19  
 1046 University Avenue  
 Rochester, New York 14607  
 585-321-1950  
 www.vardata.com



Jeffrey Coke  
President



Michael McCabe  
Vice President

85

**Allied Financial Partners**

Industry: Financial Services  
 Founded: 2009  
 Local Employees: 30  
 Total Employees: 60  
 6536 Anthony Drive, Suite B  
 Victor, New York 14564  
 585-410-6733  
 www.alliedfp.com



Thomas M. Tette, CPA  
Managing Partner

86

**eHealth Technologies**

Industry: Technology  
 Founded: 2006  
 Local Employees: 312  
 Total Employees: 315  
 250 Thruway Park Drive  
 West Henrietta, New York 14586  
 585-242-1000  
 www.eHealthTechnologies.com



Jeff Markin  
Chief Executive Officer

87

**On The Mark Utility Locating Services, Inc.**

Industry: Construction  
 Founded: 2011  
 Local Employees: 26  
 Total Employees: 41  
 1280 Scottsville Road, Suite 60  
 Rochester, New York 14624  
 585-733-1748  
 www.otmlocating.com



Wayne Coleman  
Chief Executive  
Officer/President



John Bryant  
Chief Financial Officer/Chief  
Operating Officer, Partner



Gary F. Dunham  
Vice President, Operations,  
Partner

88

**AP Plumbing**

Industry: Service  
 Founded: 1986  
 Local Employees: 61  
 Total Employees: 61  
 1195 Ridgeway Avenue  
 Rochester, New York 14615  
 585-723-9000  
 www.applumbing.com



Andy Prestigiacomo  
President

89

**Mason Digital LLC**

Industry: Technology  
 Founded: 2014  
 Local Employees: 16  
 Total Employees: 16  
 400 Whitney Road  
 Penfield, New York 14526  
 585-249-1100  
 www.masondigital.com



Timothy J. Mason  
President & Chief  
Executive Officer



James Dennis  
Chief Operating Officer



Karl Heberger  
Chief Strategy Officer

90

**Abrasive-Tool Corp.**

Industry: Wholesale/Distribution  
 Founded: 1968  
 Local Employees: 33  
 Total Employees: 58  
 1555 Emerson Street  
 Rochester, New York 14606  
 585-254-4500  
 www.abrasivetool.com



Mike Hanna  
President



91

**ADI, LLC**

Industry: Technology  
 Founded: 2002  
 Local Employees: 14  
 Total Employees: 14

200 Canal View Boulevard, Suite 100  
 Rochester, New York 14623  
 585-239-6015  
[www.adillc.net](http://www.adillc.net)



E. Todd Johnsson  
 Chief Executive Officer

92

**Dorschel Automotive Group**

Industry: Retail  
 Founded: 1949  
 Local Employees: 475  
 Total Employees: 475

3817 West Henrietta Road  
 Rochester, New York 14623  
 585-321-2459  
[www.dorschel.com](http://www.dorschel.com)



Richard J. Dorschel  
 President & Chief Executive Officer

93

**The Duke Company**

Industry: Retail  
 Founded: 2003  
 Local Employees: 47  
 Total Employees: 78

299 Jefferson Road  
 Rochester, New York 14623  
 585-292-9870  
[www.dukecompany.com](http://www.dukecompany.com)



David Terry  
 President & Managing Member

94

**The Bonadio Group**

Industry: Service  
 Founded: 1978  
 Local Employees: 323  
 Total Employees: 751

171 Sully's Trail  
 Pittsford, New York 14534  
 585-381-1000  
[www.bonadio.com](http://www.bonadio.com)



Bruce Zicari, II  
 Chief Executive Officer & Managing Partner

95

**Mech Tech HVAC, Inc.**

Industry: Construction  
 Founded: 2005  
 Local Employees: 21  
 Total Employees: 23

1805 Tebor Road  
 Webster, New York 14580  
 585-872-6681  
[www.mechtechhvac.com](http://www.mechtechhvac.com)



Edward J. Burns  
 President & Chief Executive Officer

96

**Marshall Exteriors**

Industry: Construction  
 Founded: 2000  
 Local Employees: 27  
 Total Employees: 27

171 West Shore Boulevard  
 Newark, New York 14513  
 315-331-6462  
[www.marshallexteriorsNY.com](http://www.marshallexteriorsNY.com)



Anthony Natale  
 Chief Executive Officer



Adam Olschewski  
 Owner

97

**SCJ Associates, Inc.**

Industry: Manufacturing  
 Founded: 1971  
 Local Employees: 48  
 Total Employees: 48

60 Commerce Drive  
 Rochester, New York 14623  
 585-359-0600  
[www.scjassociates.com](http://www.scjassociates.com)



Scott S. Sutherland  
 President & Chief Executive Officer

98

**HBT Architects, LLP**

Industry: Service  
 Founded: 2000  
 Local Employees: 20  
 Total Employees: 21

2 Elton Street  
 Rochester, New York 14607  
 585-586-0490  
[www.hbtarchitects.com](http://www.hbtarchitects.com)



Trevor M. Harrison  
 Managing Partner



James Tripp  
 Partner

99

**Butler/Till Media Services, Inc.**

Industry: Service  
 Founded: 1998  
 Local Employees: 140  
 Total Employees: 150

1565 Jefferson Road, Bldg. 200, Ste. 280  
 Rochester, New York 14623  
 585-274-5100  
[www.butlertill.com](http://www.butlertill.com)



Kimberly Jones  
 President

100

**Crosby-Brownlie, Inc.**

Industry: Construction  
 Founded: 1979  
 Local Employees: 275  
 Total Employees: 275

100 Nassau Street  
 Rochester, New York 14605  
 585-325-1290  
[www.crosbybrownlie.com](http://www.crosbybrownlie.com)



Gavin Brownlie, Jr.  
 Chief Executive Officer  
 & President



Jason Brownlie  
 Executive  
 Vice President



Marietta Brownlie  
 Owner

# Veteran Owned Companies

- Dorschel Automotive Group
- EagleDream Technologies
- T&T Materials, Inc.
- Turner Underground Installations, Inc.

# Minority Owned Companies

- Avani Technology Solutions,  
an Indotronix Avani Group Company
- Capstone IT
- FM Office Express, Inc.
- On The Mark Utility Locating Services
- Steve General Contractor, Inc.

# Women Owned Companies

- Butler/Till Media Services, Inc.
- Capstone IT
- Career Start
- Crosby/Brownlie, Inc.
- GP Flooring Solutions
- Regional Distributors, Inc.
- Rochester Clinical Research
- SimuTech Group, Inc.
- Surmotech LLC
- Tiffany Transportation Ltd./DBA Tuf Trucks & Fine Cars

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an ICQNIC IT Company

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## Number One Companies Since 1987

- 2019 Manning Squires Hennig Co., Inc.
- 2018 Avani Technology Solutions Inc.
- 2017 SunCommon NY
- 2016 Hamilton Stern Construction, LLC
- 2015 Mirror Show Management
- 2014 UTC RETAIL
- 2013 Ironwood Heavy Highway, LLC (Terry Tree Service, LLC)
- 2012 5Linx Enterprises, Inc.
- 2011 Manning & Napier Advisors, Inc.
- 2010 SenDEC Corporation
- 2009 Auction Direct USA
- 2008 Turner Bellows, Inc.
- 2007 Ecovation, Inc.
- 2006 Frank Lill & Son, Inc.
- 2005 EMA Design Automation, Inc.
- 2004 EMA Design Automation, Inc.
- 2003 Global Communications Solutions, Inc.
- 2002 PAETEC Communications, Inc.
- 2001 Hover-Davis, Inc.
- 2000 First American Equipment Finance
- 1999 People's Pottery (CJF Holdings, Inc.)
- 1998 CVC, Inc.
- 1997 CVC, Inc.
- 1996 Sutherland Global Services, Inc.
- 1995 World of Science, Inc.
- 1994 Synergy Global Solutions, Inc.
- 1993 Synergy Global Solutions, Inc.
- 1992 Sporting Dog Specialties, Inc.
- 1991 O'Connell Electric Company
- 1990 The Pike Company
- 1989 Computerland of Upstate NY
- 1988 Leon's/The Computer Store
- 1987 Wegmans Food Markets, Inc.



# New to the 2019 Rochester Chamber Top 100 List

- AeroSafe Global
- All-American Homecare
- AP Plumbing
- Black Button Distilling
- EagleDream Technologies
- GP Flooring Solutions
- Greenlight Networks
- Moser Services Group, LLC: DBA: EV Charge Solutions
- On The Mark Utility Locating Services, Inc.
- TES Staffing
- Tiny Fish Printing

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as ever.



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Chamber of



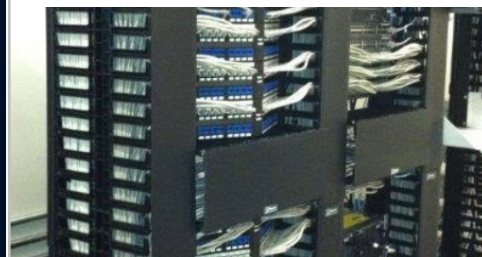
# Congratulations to all 2019 Rochester Chamber Top 100 Companies.

You are proof that investing in people is smart  
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as a resource to help you maintain your  
competitive edge. Keep up the great work!

Bob Duffy  
President and CEO  
Greater Rochester Chamber of Commerce



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**580 Fishers Station Dr.  
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# Women in Focus

Insights from two 2019 Top 100 Leaders



Career Start is a national full service staffing firm headquartered in Rochester, NY.

“

*What, if any, setbacks or hardships have you faced being a woman in a leading position?*

**Lindsay**

Believe it or not, I get this question often. I don't look at my hardships as a leader to be gender specific. I meet with leaders all over the world that are different in ethnicity, age and gender and we all tend to struggle with similar issues. I don't walk into a room and think of the hurdles that I have as being a woman leader. I walk into a room and think of the power that I have as a leader. I dropped the story of what it meant to be a woman and lead long ago and stepped into the magnificence and art of leading without that gender attachment.

“

*To what do you attribute your company's sustained growth and success?*

**Lindsay**

There are many factors that make a company of our size continue to trend set and meet fast growing company lists time and time again. If I had to pick two things I would identify them as curiosity and flexibility. We are constantly asking ourselves and our partners questions to strategize on a plan that best fits them and our organization. We also subscribe to the theory that the world is always evolving (faster than ever) and with that, plans and strategies need to change. We strive to remain flexible at all times to stay ahead of the curve. There's nothing fun about being in the drift. Career Start's job is to disrupt the drift.

“

*How would you characterize the Rochester region's economic climate and your company's place in it?*

**Lindsay**

Rochester is booming and we love it! Career Start has noticed a high growth in jobs both nationally and within the Rochester market. It is so nice to see companies with a plethora of different openings and it's also nice for candidates to have greater access and diversity in job offerings. More jobs available means that more companies are leveling up with their offerings to their employees for retention and recruitment purposes which is nice to see from a 360 view. We have grown our internal employee headcount by 20% this past year alone and have also incorporated many value adds for our employees to keep top performers. I'm enjoying the challenge from a recruitment and staffing perspective and as a business owner. Lets go Rochester!





Butler/Till is a women-owned, 100% employee-owned, independent marketing agency and a certified B Corporation that builds progressive media and communications programs across digital, social, traditional, and experiential platforms. The agency is also one of the fastest-growing private companies in the country, earning a spot on Inc. 5000 for seven consecutive years. Butler/Till is home to more than 150 employees, of whom 65% are female. It is headquartered in Rochester, NY, with offices in New York and San Francisco. With a strong woman leadership team as a significant driver of organizational growth and prosperity at Butler/Till, the company has experienced double-digit revenue increases in each of the past eight years.

“

*What does it mean to you to be a woman leading a Top 100 company?*

**Kimberly**

If you had asked me this a few years ago, I may have said things like, “humbling” and “exciting.” And while those adjectives still hold true, today I feel most focused on a sense of responsibility—both to our employees, 65% of whom are women— as well as to our clients and to our community to continue to do the right things to grow this company. Butler/Till’s goal is to become the leading media communications agency in the country, and we are working every day to make that happen. As the mother of two young daughters, moving our company forward at this time while also being able to mentor the next generation of talented female business leaders—both at our company and elsewhere—is professionally and personally gratifying.

“

*What is your advice to emerging companies aspiring to reach the Rochester Chamber Top 100?*

**Kimberly**

Regardless of whether a company is woman-owned or not, the key to growth for me always has been the ability to listen—to business trends, to industry colleagues, and most importantly, to your company’s own “boots-on-the-ground” employees. Their ideas and intuitions, large and small, will lead to discussion, which can lead to fearless innovation, which can lead to success and growth. Rochester has a long history of entrepreneurship and invention and always has been a great incubator for small-business growth—take advantage of that history and make your own!

“

*To what do you attribute your company’s sustained growth and success?*

**Kimberly**

For Butler/Till, unequivocally the answer is our employees. They are a creative, dedicated, and talented group of professionals who never fail to amaze. Being 100% employee-owned, we all share in our company’s successes, which translates to an unusually high employee retention rate. We can thank our company’s founders, Sue Butler and Tracy Till, for creating the solid foundation upon which we’ve grown. Our unique company culture rewards hard work and works hard to maintain connections in the community and around the world through our volunteer and sustainability efforts. We’re growing quickly, but we’ll always keep at the forefront the attributes that made us great in the first place—our people. And, of course, Dog Day Fridays!



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# Q&A With Computer IT Services Trailblazer: Capstone IT

Since its inception in 2003, Capstone IT has added quite a few feathers in its cap. Revenue has consecutively grown by double digits and employee size has increased from two to more than 40. Employee satisfaction scores certified Capstone as a Great Place to Work, and the Inc.5000 has listed it twice as one of the fastest growing companies in the country. It's no surprise that the company has made the Rochester Chamber Top 100 List four times. Capstone's journey, according to Co-CEOs Mike and Sitima Fowler, is just beginning.

Like many entrepreneurs, Mike and Sitima left their jobs and risked everything to make a business dream become reality. Their experiences led to the creation of a unique IT support model for small and medium-sized businesses in the Rochester area. The idea of making money off of their clients' computer problems just didn't sit well with the Fowlers, so they developed a model that offers proactive, worry-free IT services at a fixed rate. Below, Sitima Fowler discusses Capstone's winning approach to customer service.



**You say that Capstone helps businesses do what they do, only better. What does that mean?**

## **Sitima**

At the end of the day, our clients want computers that work, not to get nickel-and-dimed for undisclosed services and strategic IT guidance. Pretty much everyone uses a computer to do their job today, so we make sure that issues are proactively monitored and often fixed behind the scenes. The result is a huge decrease in our clients' downtime. Employee payroll is a company's biggest expense; keeping employees working without technical disruptions is a huge productivity gain.



**You've talked about Capstone IT being a customer service company first, an IT service company second. What does that mean and why does it matter to Rochester-area businesses?**

## **Sitima**

Lots of companies can fix computer problems. The real differentiator is how we make our clients feel. Having a consistent level of service each time takes a tremendous level of processes, tools, and training delivered by not just any team of engineers; happy, caring people. That's been our customer service secret.



**How has your company continued to grow in both revenue and size while offering a fixed monthly price for all-inclusive services to SMBs?**

## **Sitima**

Years ago, we made the business model distinction that we will NOT profit from our clients' IT issues. Just the opposite in fact; we lose money if we are constantly fixing problems. It's true business alignment with our clients. We hurt when they hurt and grow when they grow.



**What does Capstone IT's recent merger with three other IT companies mean for your clients?**

## **Sitima**

Our merger with three other IT firms—geographically based in Wichita, Dallas, and Denver—formed a new company called Iconic IT. As Iconic IT, we gain leverage in industry experience, knowledge and talent. Clients will notice a deeper technical bench with more IT specialties to draw from. They'll also experience procurement savings due to better buying power from hardware vendor offerings. As Iconic IT, we'll have a national reach while maintaining our local feel and high-touch customer service.

Our core belief is to be "Better Together" and this applies to our leaders, our employees, our clients, and our community. Our staff will have more professional opportunities on this journey with us; Mike and I aren't going anywhere. We're proud to help lead a best-in-class organization and provide award-winning IT support to Rochester-area businesses!



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