



SECURITYHUNTER, INC.

Location: Baltimore, MD
Founded: 1988
Industry: Security

A Michael S. Rogers
CEO

SWITCH IT UP: For more than 25 years, Securityhunter has focused on security, but things didn't really get rolling for the company until it decided to expand and be a provider of comprehensive security services for the government. "This transformation positioned us for future profitability and the retooling and education needed for growth," says CEO Michael S. Rogers.

OVERNIGHT SUCCESS: The true jump came when Securityhunter captured a \$500 million sole award, unrestricted blanket purchase agreement for comprehensive security solutions. "We were virtually bankrupt, yet we beat out Fortune 500 companies," says Rogers. "I learned that dreams really do come true if you never, never, never, never give up."

FAITH AND TRUST: For Securityhunter, one day created overnight success, a difficult thing to wrap your head around for sure. But Rogers is humble, not forgetting the tough roads that led him to his current status. "Along the way, I made devastating mistakes, yet I learned from those mistakes how not to do business," he says.

"I BELIEVE THAT A GREAT LEADER IS DEFINED BY HAVING THE COURAGE TO EXECUTE ONE'S VISION AND TO ADAPT TO THE EVER CHANGING FLUX OF BATTLE."

Michael S. Rogers, CEO, Securityhunter, Inc.

"I WANT TO INVEST IN PEOPLE, TRAIN THEM, MENTOR THEM AND HAVE THEM TAKE ON RESPONSIBILITY."

Wanda Smith Ritzenthaler, president and CEO, Symphony Placements Ltd.

SYMPHONY PLACEMENTS LTD.

Location: Timonium, MD
Founded: 2006
Industry: Temporary staffing

B Wanda Smith Ritzenthaler
President and CEO

ABOUT TIME: They say timing is everything. President and CEO Wanda Smith Ritzenthaler's fledgling business was not yet profitable and only 18 months old when the recession began in 2008. "My primary worry was if I had the financial resources to keep the company afloat until the tide changed," recalls Ritzenthaler. "I was one of the lucky ones whose company went through it and is now flourishing."

BACK AND FORTH: Recovery during those rough years wasn't easy, and Ritzenthaler says it was often one step forward, two steps back. Tenacity kept her going, and a steady spurt of business jumpstarted growth. While she's realistic that such an influx of new accounts won't always be knocking at her door, Ritzenthaler is confident in retaining her current clients and in building strong relationships and customer satisfaction to grow and sustain them.

TIME SAVER: While much of the staffing industry is based on customer service, Ritzenthaler says it has been technology that has helped her become efficient enough to focus on the face-to-face aspect. With online applications and virtual time clocks, jobs are filled more quickly, and clients are better taken care of.

THREE DOG LOGISTICS

Location: Baltimore, MD
Founded: 2005
Industry: Transportation and logistics

C John Kennedy
CEO

VIRTUAL WIN: John Kennedy founded Three Dog Logistics to allow clients control over their marketing, and he applies that to his own business. Kennedy prefers to utilize top talent when he needs expertise, so he outsources projects like marketing and streamlining as they come. He also has done away with the idea that he needs traditional office space, having administrative employees work from home. These moves save overhead, resulting in more competitive pricing.

NEW ATTITUDE: At its founding in 2005, Three Dog Logistics was known as Direct Mail Logistics. In 2008, the company rebranded. "When everyone else was pulling back on marketing and advertising due to the economy at the time, we dove right in," Kennedy says. "The risk paid off, and we've been on an impressive growth trajectory ever since."

LOOKING FORWARD: After noticing that the parcel industry could benefit from the same logistics he had applied to standard mail, Kennedy created a new division called Three Dog Parcel. "This will open new doors for us, as we can now tap into companies with national consumer brands who are, for instance, sending out samples via USPS," he says.

THYMELY PRODUCTS, INC.

Location: Colora, MD
Founded: 1967
Industry: Food ingredient manufacturing

D Harry Muller-Thym
President

IN THE FAMILY: As the third generation of his family to take the helm of Thymly Products, president Harry Muller-Thym knew a thing or two. He also knew some things were in need of an update. In recent years, Muller-Thym has updated the enterprise to be computer-based, streamlining all aspects of the operation, from the factory floor to the corner office.

RULE READY: With growth often comes more scrutiny. With Food and Drug Administration regulations on the rise, food manufacturers are constantly challenged to change, improve and test their processes and equipment. "It creates a sizeable amount of work," says Muller-Thym. "We are dealing with this by creating new positions for people who will oversee just the paperwork side of running production."

MAKE A MATCH: From the monitors and manufacturers to marketers, the people make or break a small business. "To grow, we have found that you need the right employees for the right position," he says. "Just having the right person does not always work."

"A GREAT LEADER IS SOMEONE WHO LISTENS AND THEN, FROM THE INFORMATION RECEIVED, MAKES THOUGHT OUT DECISIONS."

Harry Muller-Thym, president, Thymly Products, Inc.

