



BUSINESS to BUSINESS

ALASKA CHAMBER

SEPTEMBER  
2018

## Message From the Chair: Gratitude and recognition

By Cory Baggen

Board Chair, Alaska Chamber

Travel is a core component of life inside a family-owned shipping company. My roles at Samson Tug & Barge and with the Alaska Chamber have taken me to parts of Alaska that many people only dream of visiting.

I'm blessed in that way. I've seen a multitude of Alaska communities — and spent time with the people and businesses that make those places unique — that are once-in-a-lifetime, bucket-list destinations. I'm grateful for those opportunities.

A little more on gratitude in just a bit.

In all my years with the Chamber, I believe I've attended four Fall Forums in Fairbanks and this will be my fifth Forum in the Golden Heart City, and believe me when I say that Fairbanks in autumn is not to be missed. We have had years where the sunflowers are in full bloom and other years where there is a definite chill in the air.

I love my home in Southeast Alaska, but Fairbanks might just be the most beautiful fall destination in the state.

The last time the Chamber held its annual Forum event

in Fairbanks was in 2015. Alaska Airlines CEO Brad Tilden delivered a fantastic keynote address. He shared surprisingly personal stories of how every Alaska Airlines employee directly contributes to successful travel that most of us probably take for granted.



BAGGEN

Tilden's approach reminded me of how Toyota's Taiichi Ohno revolutionized manufacturing by empowering every employee on the assembly line to control production to immediately eliminate problems. Tilden's focus on individual autonomy and responsibility is just one of the many pearls of wisdom I've brought home with me from forums.

Again, something I'm grateful for.

The other thing I've found true about groups of business professionals is that we're quick to recognize great work when we see it. In fact, we set aside an evening at the Forum to do exactly that.

The annual Top Business Awards Gala recognizes Alaska's most influential and ethical companies. In addition to acknowledging exemplary service from a high functioning, regional chamber of commerce, we also deliver the William A. Egan Outstanding Alaskan of the Year award for lifetime achievement.

It's often the moving stories of a lifetime of service to

Alaska and our business community that sticks with me after the gala.

In 2015 at the Fairbanks awards gala, the small business award winner was Date-Line Digital Printing. Date-Line is a Fairbanks business and the area attendees went nuts to see one of their own claim Alaska's most coveted business award.

But this small print shop didn't stand out from other Alaska businesses because they provide fantastic print services — which I'm sure that Geoff Welch and his team strive to do. Instead, Date-Line earned recognition for changing the way Fairbanks thinks. Years earlier and with no thought of recognition or award, Welch made a personal commitment to be more grateful in his life.

He did this by resolving to send one thank you card a day. Not an email, or a positive text. And not even a well-intentioned phone call. He ran a print shop. He had access to printed thank you cards. So he wrote words of gratitude in the card and mailed it — one every day.

I haven't been in the Date-Line shop, but I hope to stop by this fall when we return to Fairbanks for another fantastic Forum. This small, local company has brightened an entire

See Chair, Page 2



# Get the FACTS on Ballot Measure 1

StandForAK.com

@StandForAlaska /Stand For Alaska

## From the President: Initiative will further weaken economy

By Curtis W. Thayer

Alaska Chamber President & CEO

The Alaska Chamber has long been an outspoken voice for pro-business policies that grow our economy and create economic opportunities for Alaskans. For several years, especially during the recent economic slump, we've advocated for a state fiscal plan that limits government spending and supports private sector growth.

Our annual public opinion survey found that 60 percent of Alaskans rate the state's economy as poor. It's a shocking number, and an indicator of how pessimistic Alaskans are about their ability to work and make a living here.

Alaska already has the unwanted distinction of having the highest unemployment rate in the country. Getting our economy and our state back on track requires some hard decisions and a vision for the future, but, in the short term, we have some serious obstacles right before us.



THAYER

The Stand for Salmon ballot measure, a misguided attempt to improve salmon habitat protections, will be on the General Election ballot. On November 6, Alaskans will decide on this issue that Chamber members believe to be among the most serious threats to our state economy in years.

It only takes one read of the eight-page document to convince most Alaskans that this ballot measure is both un-Alaskan and unsound. Legal experts have analyzed the ballot measure's language and are shocked by its breadth, complexity, vague undefined terms, and its unstated presumptions.

Alaska is already home to a world-class permitting system that allows responsible development and successful fish habitat management to co-exist. This ballot measure is a radical overhaul of a system that works, and it provides no additional benefit to the environment.

But that isn't surprising since neither Alaska businesses nor leaders were consult-

ed in the drafting of the measure.

Outside money and outside influence led to the creation of this measure and the result is a dumpster fire. It is unwieldy, unpredictable, and dangerous. The fish habitat measure ensures that our economy will continue to shrink, joblessness will grow, and our state will continue to see an out migration of people.

Outside environmental groups and their wealthy outside benefactors are not the people who should be weighing in on policies in Alaska. These are people with a long-standing agenda, and they don't care if they sabotage economic growth and jobs in their misguided mission to enforce extreme fish habitat regulations to the exclusion of everything else.

These activists, whose single largest donor is a Boston billionaire, don't live here, so why would they care if our current economic recession deepens? They would rather turn Alaska into one giant, inaccessible national park.

When the leader of an Alaska Native corporation warns the public, "there will not

be another significant project built in rural Alaska if this ballot measure passes," that's a serious matter.

When the construction industry says that building or improving roads, bridges, and runways will become exorbitantly expensive or impossible if this measure passes, that should provoke a sustained outcry.

When the president of the proposed Alaska LNG project says that passage of this ballot measure would make the gas line project "darn near impossible" to build, that should convince us to take action now.

And, when three out of the four candidates running for governor, including our current governor, state their opposition to this measure, that must motivate us to band together to ensure its defeat on November 6. Alaskan voters are learning more about this issue and once they do I believe they will firmly reject it.

You can learn more about this misguided ballot measure at [standforak.com](http://standforak.com). Curtis W. Thayer is lifelong Alaskan and serves as president and CEO of the Alaska Chamber.

## OUR VISION & MISSION

To be the leading voice advancing Alaska Business. | To promote a healthy business environment in Alaska.

# Welcome New Members

### Alaskans for Dunleavy

Born and raised in Scranton, Pennsylvania, Mike Dunleavy first came to Alaska in 1983. He is a former Republican member of the Alaska State Senate, representing District D from 2013 to 2015 and District E from 2015 to 2017. Today he is running for governor of Alaska. Visit him online at [dunleavyforalaska.com](http://dunleavyforalaska.com).

### Arctic Solar Ventures

Located in Anchorage, Alaska, Arctic Solar Ventures is a fully integrated design/build solar company. They serve residential, commercial, and utility markets with grid-direct solar photovoltaic and solar thermal systems. Visit them online at [arcticsolarventures.com](http://arcticsolarventures.com).

### APBA/Plastics Industry Association

Founded in 2005, the American Progressive Bag Alliance (APBA)/Plastics Industry Association represents a thriving and resourceful industry employing more than 24,600 American workers in more than 40 states. Visit them online at [plasticsindustry.org/apba](http://plasticsindustry.org/apba).

### Beacon OHSS

A turn-key solution for medical, safety, and training needs, Beacon specializes in providing comprehensive professional services to organizations requiring assistance with development, implementation, and maintenance of required health, safety, and environmental programs. Visit them online at [beaconohss.com](http://beaconohss.com).

### Carmody Insurance Agency Inc.

Carmody Insurance Agency Inc. is a State Farm Insurance Agency. They focus on Auto Insurance, Home Insurance, Business Insurance, Health Insurance, and Life insurance in Anchorage, Eagle River, the Mat-Su Valley, and the Turnagain Arm. Their customer-centered values and ethics are the foundation for our standard of service. Visit them on-

line at [charitycarmody.com](http://charitycarmody.com).

### Harris Consulting

With 20 years experience in all levels of government service, Harris Consulting provides experts to connect your private or public business to local, state and federal entities. They use a straightforward approach not often seen in government halls. Visit them online at [harrisconsultingalaska.com](http://harrisconsultingalaska.com).

### International Maritime Group, PLLC

International Maritime Group (IMG) offers state-of-the-art legal services to the maritime, oil and gas, mining, and international business communities of the Pacific Northwest. IMG's in-depth knowledge of maritime, insurance, and international trade law position them well to create personalized, practical, and fast solutions to meet your needs. Visit them online at [internationalmaritime.net](http://internationalmaritime.net).

### Kallander & Associates LLC

A client-driven Alaska-grown company, Kallander & Associates LLC (K&A) focuses on positive impacts to businesses and nonprofits, campaigns, stakeholder groups, and communities. K&A's mission is to seek out bipartisan and effective ways to ensure the coexistence of responsible development, sustainable environments, and healthy communities. Visit them online at [kallanderassociates.com](http://kallanderassociates.com).

### Glacier Oil & Gas

A privately-held, independent oil and gas company, Glacier Oil & Gas is working to develop oil and gas resources in partnership with local businesses, regional stakeholders, and State leaders in a safe, regulatory compliant, efficient, and effective manner. Visit them online at [glacieroil.com](http://glacieroil.com).

### McKinley Orthopedic & Sports Medicine

Located in Fairbanks, McKinley Orthopedic & Sports

Medicine provides the highest quality of orthopedic surgical and non-surgical care for their patients. At McKinley Orthopedic and Sports Medicine, their goal is to get you back in the game, whether that means sport, work, or simply everyday life. Visit them online at [mckinleyortho.com](http://mckinleyortho.com).

### Oil Search Alaska, LLC

In 2018, Oil Search Alaska, LLC acquired oil interests on the North Slope. The purchase was made on the basis of a discovered resource of 500 million barrels. Oil Search Alaska, LLC took over the operatorship in March 2018 and is planning an appraisal drilling campaign commencing in early 2019. Visit them online at [oilsearch.com](http://oilsearch.com).

### PayPros Alaska, LLC

Pay Pros Alaska, LLC saves small businesses time and money by managing their benefits, payroll, retirement, workers comp, human resources, and more. Learn more about their corporate outsourcing services by visiting them online at [payprosonline.com](http://payprosonline.com).

### Pike's Waterfront Lodge

Minutes from the Fairbanks International Airport, Pike's Waterfront Lodge offers comfortable rooms many with scenic views, a steam room, riverside deck, restaurant, a comfortable lounge, and wireless Internet in the public areas and most sleeping rooms. Visit them online at [pikeslodge.com](http://pikeslodge.com).

### Quintillion

An Anchorage-based internet company, Quintillion recently announced the completion of its Terrestrial Fiber Optic Cable System in Alaska. The Quintillion System provides high-speed broadband capacity to telecommunications providers and is critical to the oil and gas industry in Alaska. Their service can be purchased by any retail provider of services to industry. Visit them online at [qexpressnet.com](http://qexpressnet.com).

## Chair: *Continued from Page 1*

community and today their walls are plastered with hundreds of thankful cards. Welch calls it the Fortress of Gratitude, and I think it's a fine example of how our Alaska businesses can lift the communities we live in while providing the incomes and services that we need.

The last thing I'm grateful to see at this year's Forum is the introduction of Rita Sholton Large Business of the Year award.

I actively try to grow my company. And I love it when I see other Alaska companies make it big. I'm also thankful for the outside investment that our amazing state attracts from large, multi-national companies.

The new Rita Sholton Large Business award allows us to acknowledge the large businesses that exemplify community leadership and ethics for Alaska like Geoff Welch and Date-Line Digital Printing have done for Fairbanks.

I'm really looking forward to meeting all of the 2018 nominees. I'm excited to hear their stories and I know I'll be grateful for the positive impact they have on Alaska.

I invite you to join in me Fairbanks come October. I can promise you a fantastic conference, where you will meet some of Alaska's finest people and learn more about the great businesses we have in Alaska.

## Save the Date Plan to Participate!

### 2018 Fall Forum

October 23-25

Fairbanks

### 2019 Legislative Fly-In

January 30-31, 2019

Juneau

***Mark your calendars and check our website for more information at [alaskachamber.com](http://alaskachamber.com).***

## Alaska Chamber Membership FAQs

### Q. I'm a small business... why should I join the Alaska Chamber?

**A.** Alaska is a state driven by small and large businesses alike. The Alaska Chamber tackles many important issues that impact small businesses like Workers' Compensation reform, business tax, and regulation relief.

### Q. Is there a tangible return on investment for an Alaska Chamber membership?

**A.** Most definitely! Our events bring together top business leaders and elected officials providing members exclusive networking opportunities. We deliver

informational e-blasts, legislative updates, and newsletters to keep you up to speed on business issues impacting Alaska. We provide an online business directory service as well as our printed Membership Directory.

### Q. I am a member of my local chamber. Does that automatically make me a member of the Alaska Chamber?

**A.** The Alaska Chamber is a separate entity and not a parent organization for local chambers. A unique membership is required.

### Q. What is the difference between the Alaska Chamber and my local chamber?

**A.** The Alaska Chamber is the largest broad-based statewide business advocacy organization. We focus on major public policy initiatives that affect all organizations in Alaska. Our advocacy efforts mostly impact statewide issues but we also advocate for common sense federal laws and regulations. Meanwhile, local chambers are focused primarily on networking events and promoting business opportunities in their local communities.

### Q. Is the Alaska Chamber membership investment tax deductible?

**A.** Yes, membership dues are 95 percent tax deductible as a business expense.





# FALL FORUM

October 23-25

Westmark  
Fairbanks Hotel &  
Conference Center

Join us in The Golden Heart City for Alaska's premier business symposium and **celebrate 65 years** of pro-business advocacy and grassroots economic development in this last great frontier!



**65<sup>th</sup>**  
ANNIVERSARY  
1953\*2018

REGISTER NOW ONLINE AT [ALASKACHAMBER.COM](http://ALASKACHAMBER.COM)



Congressman  
Don Young



ConocoPhillips Alaska  
President Joe Marushack



Aaron Schutt  
President, Doyon, Limited

## WEDNESDAY, OCTOBER 24

- 8 a.m. Welcome and Opening Remarks
- 8:15 a.m. **Alaska's Recession: How We Compare**  
Mouhcine Guettabi, Associate Professor of Economics, UAA, ISER
- 9 a.m. **Industry Panel: Fishing, Mining, Oil and Gas, and Tourism**
- 10:15 a.m. **Breakouts**
- 11:30 a.m. **Gubernatorial Forum Luncheon**
- 1:30-4:30 p.m. **Washington DC Update**  
Congressman Don Young
- Stand for Alaska and Alaska Native Corporation Outlook**  
Aaron Schutt, President and CEO, Doyon, Limited
- Oil Search's Exploration on the North Slope**  
Keiran Wulff, Executive General Manager and President, Oil Search Alaska
- 6 p.m. **Pre-Awards Gala Reception at the Fountainhead Antique Auto Museum**
- 7 p.m. **Top Business Awards Gala & Live Auction**



Gubernatorial Candidate  
Mark Begich



Gubernatorial Candidate  
Mike Dunleavy

## THURSDAY, OCTOBER 25

- 8 a.m. Registration Desk Open
- 8:30 a.m. **Policy Forum**
- Noon **Keynote Luncheon — ConocoPhillips: A Strong Future in Alaska**  
Joe Marushack, President, ConocoPhillips Alaska
- 1 p.m. **Policy Forum Continues (If needed)**
- 3 p.m. **Fall Forum Concludes**
- 3 p.m. **Board Ratification Meeting**



Gubernatorial Candidate  
Governor Bill Walker



## ALASKA CHAMBER STAFF

Curtis W. Thayer  
**PRESIDENT/CEO**  
[cthayer@alaskachamber.com](mailto:cthayer@alaskachamber.com)

Ben Mulligan  
**VICE PRESIDENT**  
[bmulligan@alaskachamber.com](mailto:bmulligan@alaskachamber.com)

Pete Nolan  
**MEMBER SERVICES DIRECTOR**  
[pnolan@alaskachamber.com](mailto:pnolan@alaskachamber.com)

Crystal Norman  
**EXECUTIVE ADMINISTRATIVE ASSISTANT**  
[cnorman@alaskachamber.com](mailto:cnorman@alaskachamber.com)

Brandy Dixon  
**COMMUNICATIONS & EVENTS DIRECTOR**  
[bdixon@alaskachamber.com](mailto:bdixon@alaskachamber.com)

**EMAIL**  
[info@alaskachamber.com](mailto:info@alaskachamber.com)

**ANCHORAGE**  
471 W 36th Ave., Suite 200 • Anchorage, AK 99503 • 907.278.2722 • 907.278.6643 FAX

**WEBSITE**  
[www.alaskachamber.com](http://www.alaskachamber.com)



# The grades are in

Since 2010, the Alaska Business Report Card (ABRC) has shared its policy priorities and legislative expectations at the beginning of each Legislature so state lawmakers know what to expect when they are graded at the end of the two-year Legislature.

### ABOUT THE ABRC

Made up of the Alaska Chamber, Alaska Wins, and the Resource Development Council for Alaska, the ABRC has implemented new and improved online tools to show every detail of how a state lawmaker is graded. The revamped ABRC website displays individual grades, how the ABRC scored lawmakers and their scores on each piece of legislation, as well as past ABRC grades.


### HOW WE SCORE

As for methodology, the ABRC identifies legislation that is either beneficial or harmful to the Alaska private sector and provides several ratings to reward or penalize action at various stages. The first rating (on a scale of -3 to +3) is based on the extent of benefit or harm the legislation could create. Then, for each piece of legislation, the ABRC assigns a score (either -2 or +2) to the sponsor or co-sponsor. A third rating (either -2 to +2) is added to reflect how a legislator voted on floor amendments. Last, a legislator receives a score (either -3 to +3) for how he or she voted on the final legislation.

Since scores ranged widely, from high negative numbers to high positive numbers, the ABRC assumed the highest score was the highest score possible and used it to calculate the remainder of the scores as percentages. We then developed a “curve” based on these numbers. Legislators “almost always” on the side of creating a stable economic climate for business, responsible budgeting, and private sector growth policies received an A. Legislators “usually” supporting those policies received a B. Those “sometimes” supporting received a C. Those “usually not” supporting received a D. Those “almost never” supporting received an F.

### LEARN MORE

To learn more, visit the ABRC online at [alaskabusinessreportcard.com](http://alaskabusinessreportcard.com).



**GOOD FOR BUSINESS.  
GOOD FOR ALASKA.**

### KNOW YOUR LEGISLATORS' GRADES

The Alaska Business Report Card grades legislators based on their support for a stable economic climate for business, responsible budgeting and private-sector growth policies. Here are the grades for the 30th Legislature.

#### ALASKA SENATE


Begich, Tom . . . . .	F	MacKinnon, Anna . . . . .	A
Bishop, Click . . . . .	A	Meyer, Kevin . . . . .	A
Coghill, John . . . . .	A	Micciche, Peter . . . . .	A
Costello, Mia . . . . .	A	Olson, Donald . . . . .	D
Egan, Dennis . . . . .	F	Stedman, Bert . . . . .	B
Gardner, Berta . . . . .	F	Stevens, Gary . . . . .	A
Giessel, Cathy . . . . .	A	Von Imhof, Natasha . . . . .	A
Hoffman, Lyman . . . . .	A	Wielechowski, Bill . . . . .	F
Hughes, Shelley . . . . .	B	Wilson, David . . . . .	C
Kelly, Pete . . . . .	A		

#### ALASKA HOUSE OF REPRESENTATIVES

Birch, Chris . . . . .	A	Millett, Charisse . . . . .	A
Chenault, Mike . . . . .	A	Neuman, Mark . . . . .	B
Claman, Matt . . . . .	C	Ortiz, Daniel . . . . .	D
Drummond, Harriet . . . . .	F	Parish, Justin . . . . .	F
Eastman, David . . . . .	A	Pruitt, Lance . . . . .	A
Edgmon, Bryce . . . . .	F	Rauscher, George . . . . .	A
Foster, Neal . . . . .	F	Reinbold, Lora . . . . .	A
Gara, Les . . . . .	F	Saddler, Dan . . . . .	A
Grenn, Jason . . . . .	C	Seaton, Paul . . . . .	F
Guttenberg, David . . . . .	F	Spohnholz, Ivy . . . . .	F
Johnson, DeLena . . . . .	B	Stutes, Louise . . . . .	F
Johnston, Jennifer . . . . .	B	Sullivan-Leonard, Colleen . . . . .	A
Josephson, Andrew . . . . .	F	Talerico, David . . . . .	A
Kawasaki, Scott . . . . .	F	Tarr, Geran . . . . .	F
Kito, Sam . . . . .	F	Thompson, Steve . . . . .	B
Knopp, Gary . . . . .	B	Tilton, Cathy . . . . .	A
Kopp, Charles . . . . .	B	Tuck, Chris . . . . .	F
Kreiss-Tomkins, Jonathan . . . . .	F	Wilson, Tammie . . . . .	A
Ledoux, Gabrielle . . . . .	D	Wool, Adam . . . . .	F

Sen. Mike Shower and Reps. John Lincoln and Tiffany Zulkosky were not graded due to their short length of service.

Learn more: [alaskabusinessreportcard.com](http://alaskabusinessreportcard.com)



THE ALASKA BUSINESS  
**REPORT CARD**

A project of Alaska Chamber, Alaska Wins and Resource Development Council for Alaska

## New Alaska Chamber video promotes advocacy efforts, invites membership

To promote the Alaska Chamber’s advocacy work and invite membership we’ve released a digital video that highlights why the Chamber exists and how we stand up for Alaska’s business community. We hope that you will share this video with your friends, family, and colleagues. Alaska is a great place to do business, and we have so much to offer. In under a minute you’ll get a sense of how the Chamber is working to promote a positive business environment in Alaska.

To view, visit the Chamber’s YouTube channel at [youtube.com/alaskachamber](http://youtube.com/alaskachamber).







# 2018 MEMBER APPRECIATION RECEPTION



SPECIAL  
THANKS TO  
OUR VALUED  
SPONSORS!





# Member Milestones



The Alaska Chamber would like to recognize the following Chamber investors celebrating milestone anniversaries this quarter.

We appreciate their ongoing commitment to Alaska and their investment in the Chamber – together we are the voice of Alaska business!

## 50 YEARS

Alaska Oil and Gas Association  
ConocoPhillips Alaska, Inc.  
ExxonMobil

## 45 YEARS

Cook Inlet Region, Inc.  
North Pole Community Chamber of Commerce

## 40 YEARS

Crowley Fuels Alaska  
Marsh & McLennan Agency, LLC

## 35 YEARS

Chugiak-Eagle River Chamber of Commerce  
David Green & Sons, Inc.

## 30 YEARS

Explore Fairbanks  
Soldotna Chamber of Commerce & Visitor Center

## 5 YEARS

Alaska Native Health Board  
Anchorage Museum at Rasmuson Center  
Effective Health Design Enterprises  
Fairweather, LLC  
Kenai River Sportfishing Association  
Petrotechnical Resources Alaska  
Public Education Health Trust  
Spawn Ideas

## 1 YEAR

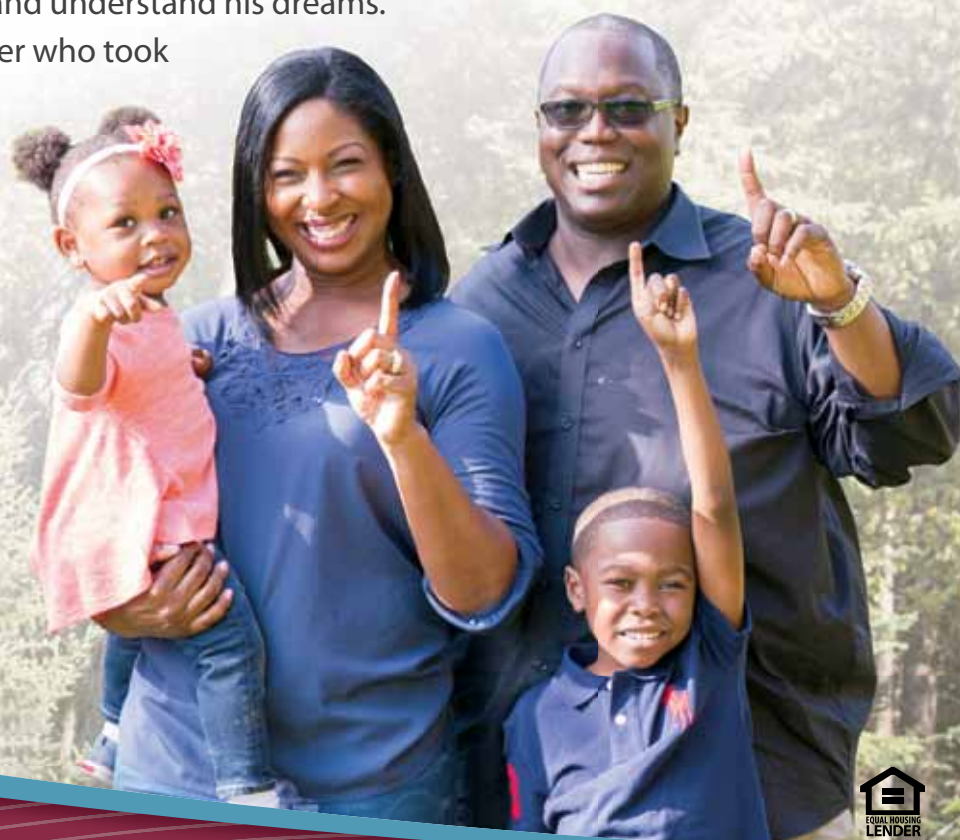
Alaska Department of Commerce, Community and Economic Development  
BMW of Anchorage/Mini of Anchorage  
Confluence Strategies, Inc.  
David Parish & Associates  
DenaliTEK, Inc.  
Gillespie & Associates  
McKinley Capital Management, LLC  
White's Inc.

“ONE BANK SHARED MY VISION  
**One bank believed in me.**”

When Dr. Christopher Gay wanted to start his own practice, he looked for a local expert who would go the extra mile to learn about his business and understand his dreams. He found Melissa Reiser, a First National community banker who took time to understand his business and help him succeed.

We believe banking is more than a series of transactions. From business startups and home loans to lines-of-credit and online banking, talk to a First National community banker and discover how you can get the most out of life in the Last Frontier.

For us, banking has always been about people and helping Alaskans succeed. For the rest of Dr. Gay's story, visit [FNBAAlaska.com](http://FNBAAlaska.com)



**First National Bank**  
**ALASKA** MEMBER FDIC

**We Believe in Alaska**



NMLS# 640297



On behalf of the students, staff, and ABW board of directors, thank you for making 2018 an amazing year for business education in Alaska.

Entrepreneurship training in Alaska is made possible by major contributions from these Alaska companies.



Thank you to all of our amazingly generous sponsors. These companies are investing in Alaska's future!



Alaska Credit Union League Members

Alaska District Engineers  
Alaska USA  
ALPS  
City of Fairbanks  
Credit Union 1  
Denali Alaskan  
Matanuska Valley  
MAC  
Northern Skies  
Spirit of Alaska  
Tongass  
True North

Special thanks to these ABW champions!

Kip Knudson  
Dan McCue  
Jennifer Robinson  
John Harris  
Nicole Schuh  
Andy Rogers  
Kim Reitmeier  
William Bishop  
Brad Osborne  
The Leroy Johnson Family  
&  
Scott and Lindy Theis





# THANK YOU 2018 ANNUAL LEAD UNDERWRITERS

## DENALI



## GOLD



## SILVER



## BRONZE



## PARTNER



HERRINGTON & COMPANY