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Montgomery County



John J. Fitzgerald (Jack)

Chairman
Fitzgerald Auto Malls
North Bethesda, Maryland

In 1966, Jack Fitzgerald founded Fitzgerald's Colonial Dodge in North Bethesda, Maryland. From the beginning the guiding principle of this new dealership was to provide exceptional value in the most comfortable, customer friendly sales and service environment possible. Today, Fitzgerald Auto Malls represents over 20 brands at nine Auto Mall locations. Today that same guiding principal continues. Over the years we have listened to our customers and responded to their suggestions.

Hometown?

Washington, D. C.

Education?

High school.

Career path?

Door-to-door salesman.

How do you manage your business?

Process-based management.

How do you plan on growing your business?

Continually.

Most challenging business issue?

Automobile manufacturers are in survival mode.

Toughest business decision?

Closing a store.

What do you think is the biggest issue facing our economy?

An educated workforce.

How do you manage your personal life?

Not well.

Vacations?

Yes, to business conventions.

Favorite pastimes?

Tennis, flying and the Redskins.

Books?

Harold Geneen's "Management."

TV shows?

M.A.S.H.

Movies?

"Shrek," "Happy Feet," and Harrison Ford movies.

If you could have dinner with one person living or deceased, who would it be?

My Dad (deceased).

Your mentor?

Vincent Sheehy III/Robert Dowd.

Life motto?

If you want to see your problems, go look in a mirror.

redevelopment projects such as Creekside in downtown Frederick.

Hometown?

Historic downtown Brookeville.

Education?

B.A. University of Maryland.
M.A. Hood College.

Career path?

The early years of my career were in local government planning positions in both

Mark E. Friis *President & CEO*
Rodgers Consulting, Inc. Germantown, Maryland

Rodgers Consulting is a land use planning and site design firm. Originally established in 1957, we are celebrating our corporate 50th anniversary this year. Our design projects typically focus on mixed-use and neo-traditional communities in the suburban Maryland area, including such communities as Kentlands in Gaithersburg and Villages of Urbana in Frederick County. In recent years, our practice has emphasized urban infill and

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Mark E. Friis

President & CEO
Rodgers Consulting, Inc.
Germantown, Maryland

Montgomery and Frederick Counties. I joined Rodgers in 1984 as a land planner, and eventually became an owner and President.

How do you manage your business?

We have a small Executive Committee of owners which focuses on corporate policy and operational/strategic planning matters, with a Chief Operating Officer responsible to day-to-day business operations.

How do you plan on growing your business?

As a privately held corporation, we do not focus on growth of the business. Our business culture is better defined by focusing on designing quality communities and working with the finest clients in the development industry.

Most challenging business issue?

Attracting quality employees and the challenge of housing affordability for employees.

Biggest issue facing our economy?

The imbalance between job growth and housing in the region, which is one of the root causes of the traffic congestion and affordable workforce housing shortage.

How do you manage your personal life?

I have a wonderful wife of 30 years who is very patient and understanding. Not always sure how she puts up with me.

Vacations?

We seem to take on active/outdoor vacations, usually involving travel. Last year, my son and I went cycling and to watch the Tour de France for a week. The previous year, it was fly-fishing in Canada. We generally don't get a lot of rest.

Favorite pastime?

Cycling has been my sport since I raced back in my college days. Now a days I ride

3,500+ miles a year just to reduce stress and stay in shape.

Books?

Small Giants - Companies that choose to be great instead of big.

If you could have dinner with one person living or deceased, who would it be?

Definitely my mother. She passed away when my children were quite young, and I would love for her to have known them as the young adults they have become.

Your mentor?

Two real gentlemen who are/were the very best it what they do/did - John Carman and Jim Shaw.

Life motto?

Life is what you make of it.



Georgette "Gigi" Godwin

President & CEO
Montgomery County Chamber of Commerce
Rockville, Maryland

Career path?

I began my career in Washington at the Climate Research Board of the National Academy of Sciences. Then I served as professional staff for the House Energy and Commerce Committee, which allowed me to actively participate in writing legislation like the "superfund" bill. The Hill has always been a defining experience in my career. After leaving the Hill, I served as the program director and oversaw a corporate acquisition and strategic planning for ESI Energy Development Corporation, which focused on alternative energy. Also during that time, I founded an organization called the Women's Council on Energy and the Environment, which is still going strong 25 years later and is one of my proudest career achievements.

How do you plan on growing your business?

The best way to grow a business like the Chamber is to serve your members well. By giving our members opportunities to network, opportunities to participate in leadership, and opportunities to be active in their community, the Chamber grows and becomes more successful.

Most challenging business issue?

The Chamber is a growing organization with two equally important but distinct missions. The first mission is to help our members meet other members in order to make "commerce" happen. The other is to advocate for public policies that ensure our community will remain vibrant in order to foster business growth. It is challenging to balance these two equally important but separate missions.

Toughest business decision?

There were two: The first was deciding

how to market a baby exercise video program in the 1980's before there were many VCRs (the answer: we sold the company to a Japanese firm).

The second was managing an expanding set of family investments in California where I needed just the right mix of business and diplomacy skills.

Biggest win? Source of pride?

At the Chamber, I'm most proud of our members who give up valuable time running their business and participating in other activities in order to spend time at the Chamber. They have an incredible sense of loyalty and dedication to their community.

My win is that I get to work with such incredibly interesting people every day.

Biggest issue facing our economy?

I think we haven't even begun to see the impacts of globalization on our economy. Our region will need to embrace collaborative effort in new ways. Our nation must commit to investing in the education of our students, our future workforce.

How do you manage your personal life?

By running as fast as I can, with lots of help from a supportive husband, family and wonderful colleagues.

Vacations?

I do take vacations and have been to Europe a few times over the past few years. In 2005, I traveled to Romania (where my mother is from) and also, most recently to Russia and England. I find that cultural and language challenges have a way of jump-starting one's perspective and problem solving.

Favorite pastime?

My favorite pastime is just enjoying

relaxed social time with my family and friends.

Books?

Most recently I've been reading *Mavericks @ Work*, which focuses on how "mavericks" are successful by coming up with innovative ways to create solutions to challenges.

I also love autobiographies and David McCullough's *John Adams* is one of my favorites. It points to how an individual can reach their pinnacle of success late in life.

Lastly, *Eleni*, by Nicholas Gage, which takes place in post WWII Greece and tells a moving story about a Greek immigrant's search for his mother's murderers.

TV shows?

West Wing, Grey's Anatomy, 24.

Favorite movies?

Lawrence of Arabia, Casablanca, Sliding Doors, Match Point.

If you could have dinner with people living or deceased, who would they be?

Mother Theresa, Genghis Kahn, Machiavelli.

Your mentor?

I've had many but the most important were all family. My Dad guided my outlook by insisting I read Machiavelli, Sir Francis Bacon, etc. My mom demonstrated how to balance work and family life as a career woman. However, the longest serving and most patient is, without a doubt, my husband Jeff.

Life motto?

Leave it better than you found it.

The Chamber is a membership organization of approximately 700 members located in Montgomery County and doing business locally, nationally and internationally. Our members include some of both the largest and smallest businesses in the County. We are an advocacy organization whose primary mission is to help our members grow their businesses.

Hometown?

Gary, Indiana.

Favorite memory of childhood?

Performing in children's theater and spending family time on the beaches of Lake Michigan.

Education?

M.P.A. George Washington University, 1977., B.A., Grinnell College, 1975.



Brian A. Gragnolati

President and CEO
Suburban Hospital
Bethesda, Maryland

Suburban Hospital is a not-for-profit hospital in Bethesda, Maryland that has served Montgomery County and the surrounding area for more than 60 years. The hospital is distinguished by its JCAHO-certified primary stroke center; level II trauma center; the NIH Heart Center at Suburban Hospital; centers of excellence in orthopedics and joint replacement surgery, neurosciences, and oncology; and affiliations with the National Institutes of Health and Johns Hopkins Medicine.

Hometown?

Windsor Locks, Connecticut.

Favorite memory of childhood?

Spending summers on Long Island Sound.

Education?

B.S. Degree in Health Systems Analysis from the University of Connecticut.

MBA degree from Western New England College in Massachusetts.

Received an Executive Leadership Certificate from the JFK School at Harvard University.

Career path?

I have held a number of executive management positions in New England hospitals and the York Health System in Pennsylvania. Before coming to Suburban, I served as President and CEO of York Hospital and Senior Vice President of WellSpan Health. I came to Suburban in November 2001.

How do you manage your business?

I focus on four things: 1) Provide great patient care. 2) Provide a great work environment. 3) Carefully manage our financial resources. 4) Continue to grow the organization.

Most challenging business issue?

Balancing how to serve the needs of our community with the resources provided to our organization.

Biggest source of pride?

I am most proud of the great patient care that our staff provides to the community every day.

Biggest issue facing our economy?

Globalization.

Favorite pastime?

Golf.

Books?

My favorite book is *The Chosen* by Chaim Potok.

Life motto?

"Why Not?"



Solomon Graham

President/CEO
Quality Biological, Inc.
Gaithersburg, Maryland

Quality Biological, Inc. founded in 1983, is a privately held company located in Gaithersburg, Maryland. Quality Biological provides products and supplies for the molecular biology laboratory (including buffers, and RNA and DNA reagents) and for the cell biology laboratory (including traditional cell culture media, the QBSF® range of serum-free media, and products for stem cell culture and hematopoiesis research). The company's scientists are currently focusing their research efforts on various aspects of hematopoiesis.

Hometown?

Born in Jacksonville, Georgia. Currently reside in Rockville, Maryland.

Favorite memory of childhood?

Conversations with my grandfather.

Education?

Business Management.

Career path?

I trained and worked as a laboratory technician in Life Sciences; then became a sales representative; then manager of sales and marketing. Then I started my own company in 1983.

How do you manage your business?

By paying close attention to the numbers.

How do you plan on growing your business?

Expanding the product offering and providing unsurpassed service.

Most challenging business issue?

Transitioning out.

Toughest business decision?

Layoffs.

Biggest source of pride?

Profitability for 25 years.

What do you think is the biggest issue facing our economy?

The U.S. budget deficit.

How do you manage your personal life?

Think and prepare for the future.

Vacations?

Yes, the last vacation was a Mediterranean cruise.

Favorite pastimes?

Tennis and golf and the Redskins.

Books?

State of Denial.

TV shows?

24.

Movies?

Dream Girls and The Godfather.

If you could have dinner with one person living or deceased, who would it be?

Dr. Martin Luther King

Your mentor?

Erik Johansson

Life motto?

Treat everyone as you would like to be treated.



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Carmen Ortiz Larsen

President
AQUAS, Inc.

AQUAS, Inc. (www.aquasinc.com) assists public and private organizations in reviewing how current processes and existing information technology support their goals and objectives. We identify strengths and weaknesses; recommend process improvement changes, and technology to help management get the needed information in a usable form in a timely manner. Our expert business analysts, facilitators, economists, and information systems engineers provide technical advice, conduct research, surveys and data analysis, and build web-based computer programming, database and web-page designs. AQUAS, Inc. was established in 1990 to serve the public sector, following a ten-year computer consulting practice to the private sector.

Hometown?

Bethesda, Maryland. (I was born in Rome, Italy, and lived there until I was 16. But I have lived in the Bethesda, Maryland area ever since.)

Favorite memory of childhood?

I remember that I would go visit my father at his office, which was focused on economic development in less advantaged countries, and seeing the pictures and stories of very poor people. I knew then that it was important to find answers to why some have to starve and others have so much. My father emphasized the role of education and of tolerance in the success of economic development. We need to make room in our busy lives to collaborate with those who use innovation, compassion, and collaboration to build a better future for all of us.

Education?

B.Sc. Physics, Georgetown University.

Career path?

While in Graduate School, working towards my Masters in Physics, I worked in research for both Physics and Biomedical

Science.

- Georgetown Hospital Nuclear Medicine where I was the technician assigned to test the predecessor of the CAT scanner, the ACTA scanner, on hospital patients with head injuries.

- Followed Dr. Ayub Ommaya to the National Institutes of Health where I worked with laboratory computers in measuring the brain impact of head traumas.

- Employed by Pan American Health Organization (PAHO)/World Health Organization (WHO), as a computer programmer and analyst, supported budget planning and execution, automated budget systems.

- Was a Principal at American Management Systems, Inc. of Northern Virginia, initially hired to establish a customer support center to provide technical assistance to systems programmers and customers who used company computer resources. Established a training center, assisted marketing and business development, assessed new computer technologies, and provided customer service.

- Started a consulting company (AQUAS) to provide programming services and statistical analysis support in 1979, upon the birth of my first daughter, Michelle. Assisted SRA Corporation in Navy project in the 1980's, and provided technical assistance in the development of a national water quality project between 1980 and 1989, through EPA, DOE, USGS, and USDA funding, for Resources For the Future.

- Took two years off to reassess career, remarry, and have a second daughter.

- Established the current AQUAS, Inc. in 1990.

- Worked with the Orkand Corporation supporting USAID's re-engineering of computer resources during the period of the Newly Independent Soviet states.

- Joined SRA Corporation on their Corporate Information Management / Business Process Re-engineering contract with the U.S. Department of Defense.

- Focused AQUAS, Inc. on supporting the re-engineering of the Military Cardiology practice in the three services, Army, Navy and Air Force, under General Blanc's guidance. Served as the primary contractor and technical advisor for Military Cardiology from 1993 through 2000, including support for a tri-service acquisition of standards compliant electrocardiogram equipment, and representation of military cardiology interests to vendors in the angiography and echocardiography equipment, where the imaging compression/decompression standards were being developed.

- Over the last 8 years managed a small business, AQUAS, Inc., with a focus in the provision of government solutions for case tracking systems and inspection and electronic permitting and certification systems. Developed the first bio-ethics tracking system ever under contract with the Veteran's Health Administration, and the

first federal system that manages fee-for-service billing and costing under contract with the US Department of Agriculture.

- AQUAS, Inc. last month became a partner with Raytheon as a contractor for the U.S. Department of Homeland Security Eagle Contract.

How do you manage your business?

My organization has a management team that provides expertise and leadership in each of the major functions of the organization, Human Resources, Marketing, Finance, Operations, and I oversee and coordinate all these aspects. I work with the lead in each of these areas to ensure that clear and timely communication exists. Additionally, I personally meet each customer, and periodically review how we are doing. I visit with staff members on a regular basis to discuss different aspects of the business and to obtain their input, and answer their questions.

How do you plan on growing your business?

Currently, the strategy we are pursuing is to focus on the type of business where we have the most experience, and grow existing business when we can. I look for ways to reward top performers, and to get them more involved in the decision-making process. Since the Federal Government is a big customer of ours, we look to have a presence in those government agencies that are better funded. We develop relationships with a few larger businesses where we have identified synergies, and we help them be successful.

Most challenging business issue?

I would have to say that cash flow is always a challenge. Next to that, it is to keep up with the newest technologies, industry trends, best practices, and government regulations.

Toughest business decision?

Letting go of one of my best friends when business was slow and I could not cover his salary.

Biggest "Win/Loss?" Source of pride?

Being able to take a small budget awarded under a contract for a small computer system, then working with the customer, identifying how to build the most effective and most valuable solution, and demonstrating a new capability to the customer. We recently deployed an ethics case management system to over 40 Veteran's Hospitals. The system helps manage requests for medical decisions that have an ethics concern, and provides a knowledge repository for use in future decision-making. An evaluation system provides a means to prompt staff for following up with the patient or his/her family to determine if the staff was responsive to their needs or inquiries. With so many critical decisions

being made at a fast pace today, it is great to know that we are supporting so many veterans by providing a system that helps with an oversight on how care is being delivered. We expect that over 90 Veteran's Hospitals will be equipped with the system we developed by year's end. The project was originally a request for a small database with a tiny budget.

Biggest issue facing our economy?

Of course, the war in Iraq is having a definite impact, with monies being diverted from other areas to that effort.

How do you manage your personal life?

For the most part, my weekends are time off for time alone and time with the family. My daughters come to see me at work, and pitch in where they can. I generally make the time during the day to run an errand or two as needed for my family.

Vacations?

Yes, yes, yes. Even if a couple of days here and there. I went to Weisbaden, Germany for a pre-proposal conference, and stayed an extra two days in Frankfurt. I went to Scotland, England and France last September with my two daughters, and visited with an old friend from high school in Avignon, France. I spent a couple of days in Florida for my mom's birthday.

Favorite pastimes?

Since January, I am determined to become fluent in Mandarin Chinese. I love basketball, but I am short, and I don't get to play much. My second favorite game is baseball. I prefer to play rather than spectate.

My favorite pastime is learning something new in history and civilization. Over the last six years, I have studied about the Celts and their migration. I did a lot of non-religious research about the origin of the bible and compared the customs and scriptures in the Judaic/Catholic/Christian books, including cross-references with ancient writers on common events, especially the Maccabean periods and the early Christian period. I like to watch foreign movies, and to listen to American classics such as Lead Belly and Woodie Guthrie, and I love Charles Aznavour and Edith Piaf.

Books?

Favorite is [Slaughterhouse Five](#), but recent is the [History of the Celts](#).

TV shows?

Medium, House, Law and Order.

Movies?

I am not sure what my favorite is. I liked Peace Hotel, a Chinese movie that I recently watched.

Carmen Ortiz Larsen, AQUAS, Inc.

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If you could have dinner with one person living or deceased, who would it be?

Richard Feynman.

Your mentor?

My mentor had to be my Dad. He always said I could do anything that I set my mind to. He was compassionate, and put the good of all before his own wants. He was a true gentleman, and he believed in

the fundamental goodness of people. He worked hard, believed in honor, and was very ethical.

Life motto?

Live life each day as if this were the last day of your life; and if things get rough, look out to the horizon. Do the best you can, and then be happy.

**James J. Lynch**

President and CEO
Social & Scientific Systems
Silver Spring, Maryland

SSS provides technical and research services to support public health programs in the U.S. and around the world for agencies such as the National Institutes of Health, the Centers for Diseases Control and Prevention, and the U.S. Agency for International Development. We support HIV/AIDS programs throughout the world and have offices in Silver Spring, Maryland; Durham, North Carolina; and Kampala, Uganda.

Hometown?

Youngstown, Ohio.

Education?

B.A. and M.A. in English, John Carroll

University

Ph.D. in English, University of Texas

Career path?

Not a usual path. I spent the first 9 years of my career teaching literature and technical writing at Virginia Tech. After publishing and still perishing, I took a job as a technical editor and a year later, I came to SSS as the proposal manager as the company was transitioning from the small-business set-aside market to the full-and-open market. I headed business development for several years and led the company's strategic planning. That led to executive management.

How do you manage your business?

Take care of our employees, provide great service, and keep our eyes on the future.

How do you plan on growing your business?

We will leverage the capabilities we have to expand business in the market we are in. We have built our business by excellence in support roles and have largely been behind the scenes. In coming years, we will expand upward in our markets to do more research design and analysis, not only support for the research.

Most challenging business issue?

As a 500+ person company, we are "large" by the Federal Government's size standard, but must compete with firms several orders of magnitude larger than us.

Biggest source of pride?

In 2006, SSS won nearly \$240 million

in contract and grant awards.

Biggest issue facing our economy?

Getting the Federal deficit under control.

How do you manage your personal life?

I try to be off work when I'm off work.

Vacations?

Favorite places include the Outer Banks, Williamsburg, Arizona.

Favorite pastime?

Favorite pastime is attending classical music. I am a lifelong, unwavering Cleveland Indians fan - this is the year (not that I don't say that every year).

Books?H.G. Wells, *The History of Mr. Polly.***TV shows?**

Criminal Minds.

Movies?

Major League.

If you could have dinner with one person living or deceased, who would it be?

Jimmy Carter.

Your mentor?

Mary Frances leMat, one of SSS' founders and the former CEO.

Life motto?

"Leap - and the net will appear."

Favorite quote?

From Hamlet: "If it be not now, yet it will come. The readiness is all."



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Mary Moslander

President & CEO
LiveHealthier
Rockville, Maryland

LiveHealthier is a health and wellness company that engages individuals in actively managing their health by providing access to comprehensive health management tools, personal health records, trusted health information and private consultations with health professionals. With an emphasis on prevention, risk reduction, early detection and quality care, LiveHealthier leverages its proprietary platform to deliver highly-customized private health portals to employers seeking to improve employee health and well-being while decreasing healthcare costs, reducing absenteeism and improving productivity.

As an online health and wellness provider the Company conducts business locally, nationally and internationally.

Hometown?

Pacific Grove, California. I was born in Fort Benning, Georgia and moved around the country extensively while my father was an Army officer. We eventually landed on the Monterey Peninsula, which I consider to be my "hometown."

Favorite memory of childhood?

In July 1976, our family (with five children between the ages of one and 13) traveled by train from California to New York to participate in the bicentennial celebrations. The highlight of the trip was sitting on top of my Uncle's roof in Hoboken watching Operation Sail on the Hudson River.

Education?

I graduated from an all-girls Catholic preparatory school, received my Bachelor of Arts in Sociology from the University of California at Santa Barbara and my Master of Science in Organizational Development from Chapman University.

Career path?

My first job out of undergraduate school was as a "Kelly Girl," which is a temp agency that placed me as a secretary in the corporate marketing department of Digital Research, Inc., the software company that created CPM, which is the predecessor to MS-DOS. After a few months I took a full time position with the company as a Public Relations Coordinator while I completed my graduate degree.

In 1990, I accepted the role as director of client services for Cunningham Communication, Inc., a leading marketing communication consultancy based in Silicon Valley where I built a million dollar consultancy business in the new media category and provided marketing and communication services to companies including AutoDesk, Inc., RasterOps Inc., Creative Labs, Inc. and Newsweek, Inc.

In 1994 I began my 10-year career with The Washington Post Company helping them to create, build and manage powerful online and e-commerce products and services. I began as director of marketing/electronic media with the corporate offices of The Washington Post Company and director of marketing for Newsweek InterActive, helping to lead new media efforts on behalf of the company. In that position, I established a West Coast new media office, launched the Newsweek InterActive CD-ROM series and unveiled the Newsweek InterActive service on Prodigy.

In 1996, I transferred to Washington D.C. where I became vice president of marketing for Washingtonpost.Newsweek Interactive and a member of the executive team that developed and launched washingtonpost.com.

In late 1997, I became vice president of marketing and business development for LEGI-SLATE, an online legislative and regulatory information service and subsidiary of The Washington Post Company, with responsibility for all revenue and business development operations, third party content licensing agreements, content distribution agreements and joint marketing agreements.

In 2000, I returned to Washingtonpost.Newsweek Interactive as vice president and general manager of Jobs, Cars and Real Estate. In this role I was responsible for strategic planning and management of the day-to-day operations of the recruitment, automotive and real estate products and services on washingtonpost.com.

In 2003, I became vice president of strategy and product development for Washingtonpost.Newsweek Interactive with responsibility for leading all washingtonpost.com product development initiatives and guiding company-wide business projects including overseeing the overall strategic planning efforts.

How do you plan on growing your business?

By maintaining a steely focus on our mission to help companies improve employee health and well-being while decreasing healthcare costs by focusing on risk reduction and prevention of chronic diseases through lifestyle modification including tobacco cessation, diet & nutrition, physical activity, stress management and early detection of cancer and chronic diseases.

To date, we have grown 200 percent over our 2006 revenues and our growth will continue to come from jumbo employers who recognize that their employees are their most important assets and that they can play an active role in engaging their employees to become healthier which will increase productivity, reduce absenteeism, improve employee retention all while decreasing healthcare costs. With the alarming rise in health care costs and a realization that 75 percent of all health care spending is for the treatment of preventable chronic diseases, organizations, institutions, associations and corporations have begun to embrace the power of prevention. For companies with workplace wellness programs, data shows that for every \$1 invested the companies can expect a return of \$3-6 within a few years time.

Most challenging business issue?

The largest challenge is making sure that you are very efficient and disciplined with your time and energy. As an entrepreneur there is so much to do and so few resources and hours to get it all done. You have to identify the three most important initiatives that need to be accomplished to move the business forward and focus exclusively on getting them done. Bottom line, nothing else will matter unless the top three initiatives are successful so remember that everything else can wait.

Toughest business decision?

The decision to self-fund and bootstrap the company rather than seek outside investments. We just celebrated our second anniversary and are now cash flow positive.

Biggest "Win/Loss?" Source of pride?

The most gratifying part of our business is that fact that we are helping individuals to find ways to live healthier lifestyles. Our biggest wins come when users write to thank us for helping them quit a smoking habit or assisting them in gaining flexibility and eliminating injury through a custom designed physical activity routine or encouraging them to follow through on their cancer screening appointments. It becomes very clear that it really isn't about a pant size or number of the scale, but rather about real people finding ways to have the energy they desire to

lead their lives.

We are very proud that the customized health portal that we produce and manage for Quintiles Transnational Corp, a Fortune 700 clinic trials company, was awarded the 2007 Workplace Innovation Award by the American Heart Association (Quintiles was one of six companies to receive this national award).

Biggest issue facing our economy?

Access to and cost of health care.

Vacations?

Absolutely! Vacations are an essential part of the culture of our company. We value the dedication of our employees in delivering high quality work that exceeds our customers expectations under tight deadlines throughout the year and recognizes the importance of personal leave time. We very much encourage employees to take leave and have provided a flexibly leave policy where employees have access to their entire leave balance on the first day of the calendar year.

Leadership is about modeling behavior and as such I regularly take vacations including at least one trip each year to be near the ocean and one international trip each year to visit with my siblings who live abroad (in France, Vietnam and Hong Kong).

Favorite pastimes?

Spending time with my three daughters, enjoying great food and wine with my friends, and traveling around the world.

If you could have dinner with one person living or deceased, who would it be?

I would love to have dinner with Bill Gates to talk about his philanthropy and specifically his the long-reaching vision that he has put into action through the Bill and Melinda Gates Foundation.

Your mentor?

I am tremendously fortunate to come from a family of entrepreneurs: My father started his own firm after a 20-year career as an Army officer. My mother began a modeling career when she turned 60. My three brothers have been starting, operating and selling companies in Asia for more than 20 years (I also have a sister who is a Photo Editor for The New York Times). Each and every one of them has been tirelessly generous with their guidance, mentorship, energy and enthusiasm.

Favorite quote?

"Never, never, never give up." ~ Winston Churchill



Jim Plack

President & CEO
American Bank
Silver Spring, Maryland

Since 1983, American Bank has been successfully serving the financial needs of our community, as evidenced by our long-standing, loyal customers. Whatever the financial needs of a client may be, American Bank is committed to working hard to help find a solution.

As a progressive Community Bank, American Bank is able to provide the timely, personalized service so often lacking in today's large commercial banks. In addition to outstanding customer service, we offer a

variety of home financing solutions and banking services geared to meeting the individual customer's needs. Our mortgage loan programs for new home purchases or construction offer competitive interest rates and terms. Also, we offer highly competitive rates on our federally insured Certificate of Deposit accounts as well as our savings accounts. In short, we strive and offer our pledge to meet your needs. We are Bankers with vision, helping people with dreams.

Hometown?

Perry Hall, Maryland.

Education?

BA- University of Baltimore.
MBA- University of Maryland.

Career path?

Jim has been the President and CEO American Bank since January 2005. Previously, Mr. Plack was the Vice President and Regional Manager-U.S. Consumer Operations for Wells Fargo Financial Services, Inc. from February 2000 to December 2004, where he oversaw day-to-day operations of 60 branch offices in a multi-state area of Michigan, Pennsylvania, West Virginia, New York, Kentucky, Ohio and Indiana. From April 1999 to February 2000, he was the Project Director of the Leadership Development Program at Wells Fargo Financial Services, Inc.

How do you manage your business?

I like to surround myself with excellent people and provide them the latitude, support, and inspiration to run their respective business lines. Together, we make a much stronger team. Our Board of Directors are wonderful people to work with and they help Bank's management with strategy and vision.

How do you plan on growing your business?

The market area provides great growth opportunities and American Bank expects to take advantage of the existing market. We will continue to increase deposits through technology and strategic branch locations, as well as delivering superior customer service.

Most challenging business issue?

Our biggest challenge today is trying to overcome the stigma that a small community bank cannot deliver "big bank" products. As a community bank we can do everything a large bank can do and generally we can "out-service" the National players. Being small has many advantages.

Toughest business decision?

I find personnel issues are the hardest because they involve people and their lives.

Biggest issue facing our economy?

I think the turmoil in the Middle East is

troublesome. There is not a graceful resolution to the matter and it may cause economic issues for the U.S.

How do you manage your personal life?

I try to make my family my number one priority, but it does not always work out as planned. The good news is my family is very supportive and understanding of my schedule and my career.

Favorite pastime?

University of Maryland Basketball, and I enjoy attending major college football games.

TV shows?

Entourage on HBO

If you could have dinner with one person living or deceased, who would it be?

Alan Greenspan.

Your mentor?

I have had many mentors over the years. Currently, I would have to say that our Board of Directors represent my mentors. Each of them brings a unique perspective to business and life. They are a wealth of both business and personal knowledge.

Life motto?

Treat everyone with respect.



William G. "Bill" Robertson

President & CEO
Adventist HealthCare, Inc.
Rockville, Maryland

Adventist HealthCare, Inc. is not-for-profit, faith-based hospital and health care company that is sponsored by the Seventh-day Adventist Church providing health care services in Maryland and Virginia. AHC employs nearly 7,200 people, has 2,000+ physicians, and cares for nearly 500,000 people each year through Washington Adventist Hospital, Shady Grove Adventist

Hospital, Potomac Ridge Behavioral Health System, Adventist Rehabilitation Hospital of Maryland, Adventist Senior Living Services and Adventist Home Health. Headquartered in Rockville, Maryland, AHC is the largest private employer in Montgomery County and one of the largest employers in Maryland. Arc's mission is to "Demonstrate God's care by improving the health of people and communities through a ministry of spiritual, mental and physical healing." 2007 marks the 100th anniversary of the founding of Washington Adventist Hospital, the first member of the Adventist HealthCare family of organizations.

Hometown?

I grew up in Collegedale, Tennessee, the home of Southern Adventist University and McKee Baking Company (Little Debbie Snack Cakes) just outside of Chattanooga, Tennessee.

Favorite memory of childhood?

Roaming the woods around Collegedale with my dog Sam and playing third base for six years in the Collegedale youth summer ball league.

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William "Bill" Robertson, Adventist HealthCare, Inc.
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Education?

I received a BS in Accounting from Southern Adventist University in 1981 and an MBA from Texas Christian University (go Frogs) in 1992. I am a Certified Public Accountant.

Career path?

I worked my way through high school and college as a computer programmer. After graduating from College, my first job was as an auditor and while I learned a great deal about the internal workings of businesses, I also learned that the real action was not in auditing. After four years, I moved from auditing to being the Director of Accounting for a small hospital in Zephyrhills, Florida and over the next couple of years I was promoted several times, ultimately to the CFO role.

In 1988, I moved from Florida to Fort Worth, Texas where, for nearly nine years, I served as the CFO and then COO of Huguley Memorial Medical Center.

Following Texas, I moved to Kansas City, Kansas where for nearly four years I served as CEO of Shawnee Mission Medical Center.

And then, in the spring of 2000, moved Maryland and the role of President & CEO of Adventist HealthCare, Inc.

How do you manage your business?

I try and find the very best people and together we create a vision for how we will accomplish our organization's mission and then together go and make that vision a reality through creative, intentional and disciplined action.

How do you plan on growing your business?

We will provide convenient access to extraordinary care for the communities we serve.

Most challenging business issue?

The growing shortage of health care professionals - nurses, pharmacists, lab technologists, radiology technicians, physical therapists and physicians - is one of the biggest threats to the delivery of health care services.

Toughest business decision?

One tough decision that I faced was moving forward with the development of the Shady Grove Adventist Hospital Emergency Center in Germantown (a much needed service for the upper Montgomery County area) despite opposition from the State regulatory system and the state hospital association. Fortunately, there was tremendous support for the Germantown Emergency Center from the community and the legislature.

Biggest source of pride?

I am very proud of the Adventist HealthCare "vision for expanded access" related to Washington Adventist Hospital and our progress towards building a 21st century hospital on the Montgomery County/Prince Georges County line to better meet our communities health care needs combined with the community-engaged redevelopment of our current Takoma Park campus.

What do you think is the biggest issue facing our economy?

In this region, the biggest issue facing our economy is the lack of entrepreneurial activity, the business unfriendly regulatory environment, and the focus on the Federal Government as the driver of economic success rather than the region looking to be a competitor in the global knowledge economy.

How do you manage your personal life?

My wife, Della, is an extraordinary person and she is the one who really brings stability to my life and our family.

Vacations?

I try and take a two-week vacation every year to a place where I cannot be reached by cell phones. My family enjoys active vacations with scuba diving, snowmobiling, skiing and camping and we also enjoy foreign travel.

Favorite sports team?

In 1966, my parents moved to Tennessee and the closest major league baseball team was in Atlanta. In 1966, the Milwaukee Braves also moved to Atlanta and I have been a die-hard Braves fan ever since.

Books?

I read a lot and am currently reading an excellent book about WWI titled "A World Undone - The Story of the Great War - 1914 to 1918" by G. J. Mayer.

I recently finished Bill Bryson's "A Short History of Nearly Everything" which is excellent.

Movies?

The film that won the Oscar for Best Foreign film this year - The Lives of Others - is extraordinary.

If you could have dinner with one person living or deceased, who would it be?

My "hero" from history is Benjamin Franklin and I would like to have dinner and conversation with him. I would also like to again have dinner with my granddad Bill Robertson, for whom I am named.

Favorite quote?

I like the line from the musical "The Man of La Mancha" where Don Quixote says, "Facts are the enemy of truth."



Kevin J. Sexton

President & CEO
Holy Cross Hospital of Silver Spring, Inc.
Silver Spring, Maryland

Holy Cross Hospital provides a full range of healthcare services and treats more inpatients than all but one hospital in Maryland. Our purpose is to meet the healthcare needs in our region and earn the trust of its residents.

Hometown?

Hackensack, New Jersey.

Favorite memory of childhood?

Summers lasted forever.

Education?

BSBA Georgetown University.
MPA Harvard University.

Career path?

I got involved with healthcare through government service early in my career and have stayed in the field, although in many different capacities. I have worked in an academic medical center, a large public healthcare system, and as a consultant to large healthcare systems across the country. I have even worked internationally. I came to Holy Cross from consulting and have been here for almost nine years.

How do you manage your business?

I think the most important aspects of managing well are a very disciplined focus on the priorities you have set, clear communication of these priorities, and openness to the thoughts and opinions of people throughout the institution.

The people here at Holy Cross are knowledgeable and care about the institution. Given the chance, they will get the job done.

How do you plan on growing your business?

Holy Cross Hospital was the fastest

growing hospital in Maryland in 2006. We did that by responding to the needs of our patients, our physicians, and our workforce. We will need to continue to grow to be sustainable and we place a great deal of attention on selecting clinical programs for development, investing in infrastructure and monitoring our progress closely.

Most challenging business issue?

Meeting the needs and expectations of a population which is growing, growing older, and growing more diverse every year within legitimate spending constraints that society will demand.

Toughest business decision?

Early in my tenure at Holy Cross, the hospital experienced significant fiscal difficulties. We decided to avoid lay-offs and, in fact, invest in increased nursing staff. At the same time, the County asked us to form a maternity partnership to serve uninsured, pregnant women and we agreed. Our mission of trust and access led us to take those risks and I am proud of those decisions. The hospital has grown and prospered and over 11,000 women have received prenatal care and delivered healthy babies during the past seven years.

Biggest "Win/Loss?" Source of pride?

See the answer above.

Biggest issue facing our economy?

We do not have balance sufficient to take our economy forward successfully in the long-term. I would include income distribution and the ratio of spending to saving as two areas out of balance. In addition, we are under-investing in public goods like transportation and education. I believe we need to reach a new, pragmatic consensus on these issues.

Healthcare is big enough (one in six dollars of U.S. economy and growing) that it is part of the larger economic challenge. If we do not solve the access problem in healthcare, we will not solve the other issues like cost and quality.

How do you manage your personal life?

I live my personal life. I take real (not working) vacations - Kiawah Island, South Carolina is a place we have visited over almost 20 years, and would rank as our favorite.

Vacations?

See question above.

Favorite pastimes?

I enjoy reading, playing golf, and dining with friends. I am a fairly active runner.

Kevin J. Sexton, Holy Cross Hospital
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Books?

"American Theocracy" by Kevin Phillips.

If you could have dinner with one person living or deceased, who would it be?

Aung San Suu Kyi.

Your mentor?

I have had the benefit of many teach-

ers. Howard Newman and Karen Nelson, both of whom I worked for very early in my career in the Federal Medicaid program, would be at the top of the list. They are also lifelong friends.



James S. Whang, Ph.D., P.E.

Founder, Chairman and President
AEPCO, Inc.
Gaithersburg, Maryland

Founded in 1979 and with 470+ employees and 10 branch offices, AEPCO, Inc. is an engineering and research firm providing quality technology for government and private sector clients. By applying innovative principles to complex modern problems, AEPCO has succeeded in establishing an excellent performance record through a multitude of contracts. AEPCO has been providing a variety of quality engineering and consulting services primarily to the U.S. Federal Government particularly in the areas of logistic, programmatic and technical support services to U.S. Army and U.S. Navy among 100+ other federal governmental agencies for whom, AEPCO has provided professional services in the past.

AEPCO has also been an incubator for and a developer of innovative technologies/solutions in the logistics and information technology (IT) areas. For example, 3eTI, one of AEPCO's subsidiaries, specializes in secure wireless and mesh network technologies/products, was spun off in 2006 and sold in 2007.

In the last decade, AEPCO has won many awards and recognition; and has been on the Nation's Top 500 Engineering Design Firms List according to Engineering News-Record (ENR) since 1991. Selected awards/recognition includes:

- Public Technology Institute (PTI) Award (2007) (Recipient: City of Rockville as a result of deployment/demonstration of AEPCO's e-Community/Sharp-SITE technologies)
- Workplace Excellence Award (2007) by Workplace Excellence Alliance.

- Technology CEO of the Year Award (2006-2007) by Monte Jade Science and Technology Association
- Innovator of the Year Award (2006) by The Daily Record
- Legends/Community Service Award (2006) by the Technology Council of Maryland (TCM)
- Appointment of James S. Whang as Consultant to the Army Science Board by the Secretary of Defense (2001-2003)
- Many awards by the Army Aviation Association of America (AAAA) in Years 1989, 1997, 1998, 2002 and 2004.

Please refer to our web site:
www.aepco.com for more details about AEPCO.

Hometown?

I was born in Peking (now called Beijing), China in 1946. I moved to Taiwan when I was only one year old, then grew up in Taichung, Taiwan until I was 23 years old. I have spent more than half of my life, over 38 years, here in Montgomery County, Maryland (since 1969). Montgomery County, Maryland has become my true hometown.

Favorite memory of childhood?

Fishing in little creeks.

Your education?

- Ph.D. in 1974 in Environmental Engineering, Department of Civil Engineering, University of Maryland, College Park, MD
- M.S. in 1971 in Environmental Engineering, Department of Civil Engineering, University of Maryland, College Park, MD
- B.S. in 1968 in Civil Engineering, Department of Civil Engineering, National Cheng-Kung University, Tainan, Taiwan

Career path?

- 1974-1975: Environmental Engineer, De Leuw, Cather & Company, Washington, D.C.
- 1975-1975: Senior Environmental Engineer, Enviro Control, Inc., Rockville, Maryland
- 1975-1978: Director of Environmental Engineering, Kamber Engineering, Inc., Rockville, Maryland
- 1979-1980: Senior Environmental Engineer, JRB Associates, Inc., McLean, Virginia
- 1979-Present: Founder, Chairman

and President of AEPCO, Inc.

How do you manage your business?

By being upfront with people, having mutual trust and respect to each other (whether colleagues, clients, teaming firms, strategic alliances, or consultants/advisors), being fair as much as possible, trying to stimulate creativity/innovativeness, being professional, encouraging independent thinking, and providing motivation with just rewards-in short, developing a sustainable corporate culture.

How do you plan on growing your business?

Continue to transform the company by:

- 1) Leveraging appropriate innovative technologies.
- 2) Emphasizing on interoperability of legacy and new technological systems to win customers' acceptance and endorsement.

Most challenging business issue?

- (1) Making our business environment a rewarding and fun place for all employees.
- (2) Convincing our clients that whatever AEPCO does, we do share one and only one common objective, i.e., "Win-Win-Win Strategy for All Involved."

Toughest business decision?

There are many. One of the toughest business decisions I had to make was phasing out certain business units in order to realign or refocus our resources to certain core competency areas of our business. Truly, phasing out business unit(s) is tough and like cutting one's limb(s) off.

Biggest "Win/Loss?"

We have had many wins and losses. Each win and each loss (big or small) are equally important to our corporate team. When you win, you want to know how you

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Hiromi Yoshikawa

Chairman & CEO
Otsuka America Pharmaceutical, Inc.
 Rockville, Maryland

Otsuka America Pharmaceutical, Inc. (OAPI) is a successful, innovative, fast-growing healthcare company that commercializes Otsuka-discovered and other product opportunities in North America, with a strong focus on and commitment to neuroscience, cardiovascular and gastrointestinal therapeutic treatments. OAPI is dedicated to improving patients' health and the quality of human life. The company is part of the Otsuka Pharmaceutical Group, which is comprised of 87 companies and approximately 27,000 people around the world. With 44 consolidated subsidiaries, Otsuka earned US\$6.8 billion in consolidated annual revenues in fiscal 2005. For additional information, please visit www.otsuka.com.

Hometown?

Tokyo, Japan, and in the U.S., Rockville, Maryland.

Favorite memory of childhood?

In Japan, every May 5 is "children's day." I remember enjoying decorating "Samurai Warrior" dolls and "Carp streamers" on that day each year as a child.

Education?

Bachelor's Degree in Business - Waseda University, Tokyo, Japan.

Career path?

I was appointed Chairman and CEO of Otsuka America Pharmaceutical, Inc. (OAPI) in 2000, following 26 years of diverse and progressively responsible positions with Otsuka Pharmaceutical Co., Ltd. (OPC). During the years that I have been in this position, the company has experienced solid revenue growth.

I joined Otsuka Pharmaceutical Co., Ltd. (OPC) in April 1976, where I worked in the Computer System Section of Otsuka's Finance Department. I was transferred to Japan Immunoresearch Laboratories (JIMRO) when it was acquired by OPC in December

1977, and appointed as a manager in the Accounting Department. Three years later, OPC assigned me to install an electronic integrated management system for China Otsuka, an OPC subsidiary that was established in 1981. (China Otsuka was the first joint venture between a Japanese private company and the China National Pharmaceutical Industry Corporation).

During this time, I mastered skills in systems engineering and basic computer languages and was assigned to a Tokushima factory to build its cost accounting system. During my nine years in Tokushima, I learned about product manufacturing. I then spent three years in the Finance Department of OPC's Tokyo head office before moving to London in 1997 to establish Otsuka business entities in Europe. There, I investigated local and international taxation, as well as the health care system of each European country, becoming deeply involved in corporate planning and finance for the new OPC Europe companies and establishing the foundation for Otsuka's business organization overseas.

In addition to my position as Chairman and CEO of OAPI, I am a member of the Board of Directors of Otsuka Pharmaceutical Co., Ltd. (OPC), and Otsuka Pharmaceutical Development & Commercialization, Inc. (OPDC). I am Chairman of the Board of Otsuka Maryland Medicinal Laboratories, Inc. (OMML), Otsuka Pharmaceutical Europe, Ltd. (OPEL), as well as Otsuka America, Inc., which gives me responsibility for Otsuka's consumer product organizations in the US as well as the three Otsuka America pharmaceutical companies (OAPI, OPDC and OMML). I am also responsible for overseeing all Otsuka pharmaceutical businesses around the globe.

How do you manage your business?

As Chairman and CEO of OAPI, I revised the company structure to become a matrixed, cross-functional organization. By utilizing talent from across the company we have better collaboration and more thorough knowledge and coverage as we work toward developing and commercializing innovative products to address unmet medical needs that are best in class and first in class.

How do you plan on growing your business?

I have a few visions for OAPI, which will ensure OAPI's continued growth. They include:

Remaining a successful specialty healthcare company focused in key therapeutic areas principally in US markets, commercializing products innovated by Otsuka, and continuing to benefit patients and professional healthcare communities around the country and the world. In addition, it is my own personal goal - and dream - that OAPI will commercialize Otsuka-discovered and developed products on our own, with-

out partners. Finally, I hope to continue to contribute to our parent company's sales goal of \$10 billion.

Most challenging business issue?

One of my biggest challenges has been to create a new culture. We cannot say that we do business according to the Japanese culture or the U.S. culture. The people of Otsuka are our most important asset. To continue to be a successful company we must take into consideration all cultures and focus on a good communication system. This will help provide OAPI with the best culture possible.

Biggest "Win?" Source of pride?

One of my greatest achievements was the development of the cost accounting system while I was in China. There was no system in place to improve upon at the time so I was tasked with creating the system from scratch. This was a major accomplishment in my career and opened many doors for me in the future.

Biggest issue facing our economy?

I'd like to answer this regarding the biggest issue facing the pharmaceutical industry, rather than our economy. In the pharmaceutical industry, increased competition and a tougher managed care and regulatory climate are definitely changing the market. We have several products in new therapeutic areas in our pipeline, and as long as they are innovative, and geared to addressing unmet medical needs, we should be able to handle the competitive and regulatory environment into the future. One thing to mention; when we say "unmet medical needs," we mean truly looking at products that satisfy therapy of diseases that are poorly understood and poorly treated to date. They don't have to be blockbusters for us to pursue their development.

How do you manage your personal life?

My wife and I always exchange opinions regarding whatever issues arise, and recognize the necessity of making joint decisions for our personal life and that of our family. We have three children and one grandchild - one child in the US, and two children along with our granddaughter, in Japan, plus I travel extensively for work, so good communication really helps me - and us, as a couple - make things work!

Vacations?

Well, I am very busy and as I just said, I travel extensively for work - to Japan, Europe, the West Coast, etc. So yes, I do take vacations, but never very long ones. Usually, I go to a resort and play golf (my wife is a golfer, as well, so that is enjoyable for both of us).

Favorite pastimes?

I most enjoy playing golf with my wife, driving, and tasting different wines (along

with a good meal!).

Books?

The DaVinci Code, by Dan Brown.

TV shows?

I sometimes enjoy Japanese TV drama that we can watch at home in Maryland by broadcast satellite.

Movies?

The Guardian, in which the Kevin Costner is the star.

If you could have dinner with one person living or deceased, who would it be?

It would be wonderful to have a special dinner with my daughter, Yukiko, who lives in Texas and therefore, our opportunities to do this are rare (even when she came home to visit, there was no chance for just the two of us to have dinner together.) I think it must be a dream for all fathers who have a daughter(s) to have a "formal dinner" with their daughter(s) who is (are) dressed formally, and just spend a lovely evening together.

Your mentor?

Mr. A. Otsuka, our founder's grandson, who captured the essence of our company in our global vision: Otsuka - people creating new products for better health worldwide - a statement that is still at the core of our company around the world.

Life motto?

Enjoy everything as much as I can without troubling anyone.

Comments?

I'd just like to add a little about the employees at OAPI, and since this is a local publication, about our decision to maintain our company in Rockville, Maryland.

I believe in hiring the best available employees and making Otsuka a place they want to work. I think keeping our employees happy, and making sure we continue to do work that inspires the employees and creates products they can be proud of, is the key to running a successful company.

One of the reasons Otsuka selected Rockville as our U.S. location was because of its close proximity to the Federal Government (especially NIH and FDA), and the many fine universities and medical facilities. We've been fortunate to attract a terrific group of smart, experienced and knowledgeable people - scientists, physicians, researchers, and sales and marketing-focused employees - both here in Maryland and also from around the country. We have a great mix of people, as well - I'm very proud of the diversity of our employees, who come from around the world and bring with them varied experiences from their respective backgrounds and cultures.



Verl B. Zanders

Chairman/CEO
Z-Tech Corporation
Rockville, Maryland

Z-Tech Corporation is a leading provider of skills and services in advanced computer-based information technologies and system engineering. These service areas include: Software Engineering/Systems Integration; Scientific Computer Modeling and Simulation; Bioinformatics; Genomics; Web-site Development; Public Health Research and Policy Support; and Grants Management Systems.

Although Z-Tech Corporation is a relatively young company; it already has achieved an unusual level of rapid growth, with a strong record of past performance, and has earned recognition for its achievements at the National, State and local levels.

- Growing over the past 6 years from just 4 to more than 300 employees,
- Ranked #2 2005 Washington Technology "Fast 50" list of Government

Contractors.

- Ranked #90 on Black Enterprise (BE) Magazine's "2006 BE 100"
- One of the top 100 contractors for the Department of Health and Human Services.
- A 2006 "Future 50" Awardee by SmartCEO Magazine, recognizing the firm as one of the fastest growing companies in the Washington-Metropolitan area.
- 2006 Tech Council of Maryland (TCM) prestigious "Government Contracting Firm of the Year" award.
- Montgomery County Chamber of Commerce's "2006 Emerging Business of the Year"
- Selected as one of the "Fifty Influential Minorities In Business" by the Minority Business & Professionals Network.

Hometown?

Palatka, Florida.

Favorite memory of childhood?

Always traveling because my father was in the military (U.S. Army).

Education?

Degree in Business Administration.

Career path?

Served 30 years in the federal government providing assistance and advocacy services to the small business community.

How do you manage your business?

Built a solid organizational infrastructure and selected highly qualified technical and management staff that were well known and respected in their respective industries. We provided them with the necessary training and other opportunities to gain new skills and advance in their careers.

How do you plan on growing your business?

Z-Tech provides an environment in which employees are motivated, can perform interesting and challenging work, have the resources to do their jobs, and can grow and develop professionally and personally. A great work environment is provided which offers excellent opportunities for professional development and growth and rewarding superior performance

Most challenging business issue?

By far, finding and hiring the right IT professionals with the right skill sets, at the right price, to match the current and future needs of Z-Tech. Then to compound these challenges, the retention of these highly skilled professionals is also serious challenge.

Toughest business decision?

The decision to retire from federal services and actually start a business at this late stage in my life (53 years old).

Biggest "Win?" Source of pride?

One of our most visible customers is the US Department of Health and Human Services (HHS). We provide a myriad of IT and engineering services to various components within HHS and this has enabled Z-Tech to leverage our successes to win new work outside of HHS.

Biggest issue facing our economy?

Applying technology to increase speed and access to information.

How do you manage your personal life?

My wife manages my personal life by always reminding me I am already retired.

Vacations?

Vacations are a real luxury to have with my family. We go either to Disney World or somewhere in the Caribbean Islands.

Favorite pastime?

Love NBA basketball games in general, the Miami Heat in particular.

Books?

Bowling Alone: The Collapse and Revival of American Community by Robert D. Putnam

TV shows?

Do not watch TV much.

Movies?

Last movie: "300", a ferocious retelling of the ancient Greek battle where 300 Spartans fought to the death against Xerxes and his massive Persian army. Favorite movie, Gladiator is a historical action/drama film.

If you could have dinner with one person living or deceased, who would it be?

Reginald F. Lewis, the Wall Street financier, lawyer and philanthropist who rose to head the nation's largest black-owned business.

Life motto?

"Success is going from failure to failure without a loss of enthusiasm." - Winston Churchill

James Whang, AEPCO, Inc.
continued from page 11

win it so that you can hopefully repeat it later. When you lose, you really want to know how you missed the boat. Lessons learned from losses, many times, are much more valuable than those from wins. The biggest win of AEPCO was the winning of Army Aviation and Missile Command (AMCOM) contract for the logistics domain. This win significantly boosted our contract backlog for several years to come.

Biggest issue facing our economy?

In my own mind, the biggest issue facing our economy is the "nearsightedness" of many of our national leaders in the business world, who frequently led

their decisions swayed by instant or short-term return on investment (ROI) to lure speculative shareholders/market in order to preserve their stock prices. Many of them doctored up their financials to achieve their objectives.

The most recent biggest business scandals have looted billions of dollars from the economy (and lifetime savings of many people). Some of them, after serving their jail terms, came back and made millions of dollars by publishing books about their experiences.

How do you manage your personal life?

Trying to strike a balance between my business and personal life.

Vacations?

Our family has taken a 10- to 12-day

vacation a year away from work to many places, mostly overseas, e.g., Mediterranean coast, Europe (east and west), South America, China, Southeast Asia, etc.

Favorite pastime?

Golfing.

Books?

"1492."

TV shows?

I don't watch TV much. When I do, I prefer to watch the Golf Channel.

Movies?

I don't watch movies much except during international flights.

If you could have dinner with one person living or deceased, who would it be?

I would like to have a dinner alone with my father (or father-in-law), have a chat and get his advice, if they were still alive.

Your mentor?

My mentor, in my heart, is my faculty advisor for my M.S. and Ph.D. degrees-Dr. Gerhard Israel, between 1969 and 1974 at the University of Maryland, College Park, MD. He was the one who taught me that there are many ways to find out the truth (in sciences and engineering); but the only way to success is persistent effort.

Life motto?

"Be you and be yourself!"

Prince George's County



Timothy Joseph Adams
President/CEO
Systems Application & Technologies, Inc.
Landover, Maryland

Systems Application & Technologies, Inc.

(SA-TECH) is a progressive and steadily growing professional services firm with origins in the high technology, technical support area of the defense industry. Our services have evolved into other diverse areas such as Operations & Maintenance Services, Background Investigation Services, Security Services, and Logistics support services. Currently SA-TECH employs over 500 full-time technical, management, and administrative personnel including in-house systems engineers, technicians, logisticians, investigators, and other highly skilled technical professionals who strive to provide exceptional customer service by using leading-edge technologies and the latest automated tools.

Hometown?

New Orleans, Louisiana.

Education?

I hold a Masters of Business Administration degree from the University of New Orleans and a Bachelors of Science

degree in Chemistry from Xavier University in New Orleans, Louisiana. I have also completed the Minority Business Executive Program at the Tuck College of Business at Dartmouth College.

Career path?

I made the decision to become an entrepreneur based on having a vision to fill a void in the market place. I saw certain needs that were not being met or being under served. I believed my skills and experience made me uniquely qualified to fill the niche.

How do you plan on growing your business?

I plan to grow my business by continuing to win contracts.

Most challenging business issue?

The most challenging business issue is keeping up with the changing marketplace.

Toughest business decision?

The toughest business decision has been regarding growth and keeping the customer happy.

Biggest "Win/Loss?" Source of pride?

There are so many moments that have made me proud, the realization that through hard work I could make my dream a reality, the first employee hired, or even awarding of the first contract. If forced to pick only one it would probably be the tenth anniversary of the company, which demonstrated our ability to grow and sustain success.

Biggest issue facing our economy?

I believe the biggest issue facing our economy is global competition.

Favorite pastime? Sports?

My favorite sport is football and my favorite team is the New Orleans Saints.



Kwasi Holman
President and CEO
Prince George's County Economic Development Corporation
Largo, Maryland

The Prince George's County Economic Development Corporation is a non profit organization whose mission is to develop, implement and evaluate programs and initiatives intended to foster the industrial, economic, commercial growth and expansion and revitalization of Prince George's County.

Over the past three years, the EDC has established the Small Business Initiative, a \$36 million program to assist local and

minority companies with surety bonds, contracts and bank loans. The EDC also initiated a retail outreach program that attracted Wegman's and other specialty retailers in conjunction with the County government, initiated a neighborhood commercial revitalization program, substantially expanded the County's Enterprise Zone Program. In addition, the EDC has developed an aggressive business retention and attraction program that met with over 400 companies, conducted outreach to over 1,400 companies and attracted several major new employers and developed several programs to assist those companies. The EDC also initiated the County's first operating Foreign Trade Zone, which encompasses over 100 acres. The EDC has also been active in marketing the county in terms of retail and image, launching a radio, television and print marketing campaign.

Hometown?

Born in Atlanta, Georgia.

Favorite memory of childhood?

Reading the entire children's library at my hometown branch and being allowed to read from the adult section at age 9 (first adult book, "Thunderball" by Ian Fleming).

Education?

Bachelor's Degree in Government,

Economics and History from Wesleyan University in Middletown, Connecticut (1971).

Juris Doctorate from Howard University School of Law in Washington, D.C. (1974).

Graduate of the Fundraising School of Indiana University - Principles of Fundraising (1988).

Career path?

Began working for the District of Columbia Office of Business and Economic Development as Executive Director where I developed the District's first industrial park, with new initiatives in development of arts facilities.

From 1987 - 1991, I joined the National Bank of Washington as a Senior Vice President responsible for a \$10 million portfolio. In 1992, I worked as Executive Director for the Ellington Fund and raised and managed \$1.2 million fund to support the academic and arts programs at the Duke Ellington School of Arts. In 1993, I served as Executive Vice President for the District of Columbia Chamber of Commerce where he directed and administered programs to heighten visibility of the Chamber and to enhance membership.

How do you manage your business?

By "walking around," being accessible to staff, detailed monthly staff meetings that

encourage interaction among departments, and collaborating with other organizations to improve the image of the County.

How do you plan on growing your business?

By performing each task well, empowering managers and rewarding success.

Most challenging business issue?

Identifying and expanding the pool of qualified County residents to meet the growing demand for the County's expanding workforce.

Toughest business decision?

Managing the diverse and growing needs of the County in terms of managing growth and expanding resources to better market the County and implement the County Executive's Five Year Economic Development Plan.

Biggest source of pride?

Assisting in the attraction of Wegman's store and other retailers to the County.

Biggest issue facing our economy?

Making sure County residents and companies benefit from the unprecedented growth in the County.

Kwasi Holman, PG County Economic Develop. Corp.
continued from page 14

How do you manage your personal life?

Family, work, and fun in perfect balance (a work in progress!).

Vacations?

Yes, Williamsburg, Virginia.

Favorite pastimes?

Playing saxophone and the Redskins.

Books?

Rise of the Creative Class, by Richard Florida

TV shows?

24, CSI Miami, sports, the History Channel.

Last movie watched?

Spiderman 3.

If you could have dinner with one person living or deceased, who would it be?

My father, M. Carl Holman who before he passed, could always help me "fill in the blanks" due to his knowledge of history, literature and music.

Your mentor?

See above.

Life motto?

There are two kinds of people: the talkers and the doers. Be a doer!

Education?

High School (Springbrook in Montgomery County).

Career path?

Entrepreneurial for sure. I knew from a young age that I wanted to be my own boss, run my own company. I started working for my father's small business when I was 13. Once I graduated high school, I briefly worked as a teller for a bank, which just reinforced my feeling that I wanted to run things my way - so I left that job. I played music for a while to pay the bills and eventually founded Dataway Corporation, a computer consulting company. Teaming up with Rick Rudman shortly after, we then proceeded to grow that business which entailed starting another software business. That business is the roots of what is now Vocus.

How do you manage your business?

I am responsible for all things "technology" at Vocus, which includes IT, Site Operations and Product Development. I have my people focus on several strategic imperatives that we agree upon each year. In addition, we agree on operational metrics to measure ourselves on a day-in day-out basis. I try and keep the operations simple and not to micromanage my people.

How do you plan on growing your business?

From a technology standpoint, I keep my eyes open for new things that could help make our products better or help in the sales and support of our products. This, combined with the efforts of our Sales and



Robert William Lentz

Chief Technology Officer/Co-Founder
Vocus, Inc.
Lanham, Maryland

Vocus, Inc. (NASDAQ: VOCS) is a leading provider of on-demand software for public relations management. Its web-based software suite helps organizations of all sizes to fundamentally change the way they communicate with both the media and the public, optimizing their public relations and increasing their ability to measure its impact. The software addresses the critical functions of public relations including media relations, news distribution and news monitoring.

Hometown?

Silver Spring (Hillandale), Maryland.

Favorite memory of childhood?

Playing peewee baseball, both organized and in the neighborhood after school at somebody's house.

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Calling All Entrepreneurs!!

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john.korpela@montgomerycountymd.gov
or call **240-777-2000**.



Department of Economic Development
www.montgomerycountymd.gov/ded

Robert Lentz, Vocus, Inc. continued from page 15

Marketing groups, help propel Vocus forward.

Most challenging business issue?

The most challenging and demanding issue for us is IT Security, followed closely by SEC IT governance regulations imposed by the Sarbanes/Oxley bill. This bill is a one-size fits all and is very difficult to adhere to due to our size/budget.

Toughest business decision?

In 2000, my partner Rick Rudman, Vocus' CEO and other co-founder, and I made the decision to sell off part of the company to a VC firm to help finance faster growth.

Biggest "Win/Loss?"

Our biggest win and what I am most proud of was taking the company public. To have been part of a management team that has grown this company from two guys in a basement to where we are today has been thrilling. Fortunately, while looking at loss, while we have had lots of bumps in the road that we have navigated around, we have not had any that were big enough to derail us.

Biggest issue facing our economy?

I don't think there is one single issue. I would say the top three might be: rising health care costs, illegal immigration and high taxation to fund large government.

How do you manage your personal life?

I keep it "open." With two kids (3 and 6), you have to be on your toes and their

needs come first. With the time that is left over, my wife and I like to relax.

Vacations?

I do take vacations. I prefer long week-ends 3-4 days rather than weeklong trips. We like to spend time in Florida and Colorado.

Favorite pastimes?

I still play the drums and like to golf when time permits. I also like boating and camping as well.

Books?

"Point of Impact" by Stephen Hunter.

TV shows?

I watch Sopranos, Entourage and Jericho.

Movies?

It's hard to pick one, but I would have to choose "A Few Good Men."

If you could have dinner with one person living or deceased, who would it be?

Abraham Lincoln.

Your mentor?

My business partner Rick Rudman and my father.

Life motto?

Live for today - you can't get the time back.



Nancy Lilly

President
JEM Engineering
Laurel, Maryland

Using state-of-the-art automated design and optimization techniques, along with experience, JEM can design and develop antennas to meet your specific requirements. Areas of expertise include:

- Active Antennas
- Genetic Antennas
- Aperture Antennas
- Low-Observable Antennas
- Broadband Antennas
- Microstrip Patch Antennas & Arrays
- Electrically-Small Antennas
- Wire Antennas

Manufacturing
Antenna Manufacturing JEM manufactures its own antenna designs and offers build-to-print manufacturing capabilities-all to ISO 9001 standards of quality (Mil spec and FAA quality systems also available). JEM's manufacturing expertise utilizes a combination of both in-house and out-sourced fabrication methods and assembly.

Antenna Testing
Located at JEM's Laurel-MD headquarters are two antenna performance testing

facilities. Capabilities include: antenna voltage standing wave ratio (VSWR), gain, radiation pattern and coupling/isolation testing. Offering production testing services, chamber rental (with operator) by the hour, half day or full day.

Hometown?

Born in Columbia, South America. Moved to the USA at age four.

Favorite memory of childhood?

Helping my dad in electrical and mechanical work.

Education?

BS in Chemistry, BS in industrial Engineering, MS in Engineering Administration.

Career path?

I always wanted to be a business owner.

How do you manage your business?

Manage by setting up clear goals that make people accountable. Do not micro

manage. Match people with what they happy doing.

How do you plan on growing your business?

Continue to do business development in areas that we are good and continue to grow strategically.

Most challenging business issue?

Finding technical people to fulfill our growth.

Toughest business decision?

Needing to let go of somebody who was hurting our growth and morale.

Biggest "Win/Loss?" Source of pride?

Our biggest "WIN" is our people. We are very proud of our people.

Engineering Services
Antenna Design & Prototyping JEM Engineering has years of experience designing antennas for both military and commercial applications from HF to millimeter wave.



Frederick County



Shabri G. Moore, CFP®

Moore Wealth, Inc.
Frederick, Maryland

Key insight and visionary thinking are the cornerstones of the financial firm of Moore Wealth. Our insight-driven consultative approach is anchored on client respect, ongoing education and product research. At Moore Wealth, we employ rigorous standards in tracking, measuring and analyzing client portfolios to allow us the opportunity to optimize our recommendations to meet our client's needs. Success, for us, lies in our ability to listen and understand our clients' requests.

Moore Wealth, Inc. advises small business owners, professionals and individuals on how to achieve their financial goals. As an independent fee based firm, we are committed to making recommendations that are solely in our clients' best interest. Our goal, simply put, is to navigate your financial future.

Hometown?

Frederick, Maryland.

Favorite memory of childhood?

I had the very good fortune of traveling the world with my family. Since most of my extended family lived in India (and still does), we spent many a summer in that amazing country. When I was in high school we lived in Jakarta, Indonesia. Through our travels I learned about other people, cultures and life. It gave me a greater appreciation of just how incredibly lucky we are as Americans to have the lives we do.

Education?

Certified Financial Planner Professional™, American College.
M.S. Microbiology, NC State University.
B.S. Biology, Marshall University.

Career path?

Research scientist at the National Cancer Institute for eight years, followed by several years working in research and technical support positions with biotech firms. Both sides of my family have been entrepreneurs for generations, so I guess it was in my genes. In 1996, I decided to take a leap of faith and make a major career change. With the support of my family, I accepted a position at a financial planning firm. What I learned was that a good education gives you the training to do anything you want to do. Organized research procedures, thorough data analysis, comprehensive reporting practices and good communication skills are the same whether they are for the biotech industry or for the financial services industry. After earning my Certified Financial Planner certification I launched my own firm, Moore Wealth, Inc.

How do you manage your business?

I strive to keep a holistic view on my business and on my life, and try to share that vision with my colleagues. I surround myself with bright, energetic and enthusiastic people who can help me build this business. As a business owner in a small, but rapidly growing city like Frederick, building a business is about more than just my individual company. It is also about how my company can contribute to the success of this city and the people who live and work here.

How do you plan on growing your business?

Growth through strategic partnerships and alliances, acquisitions and geographical expansion.

Biggest "Win/Loss?" Source of pride?

I'll start with what I am most proud of: my sons, Sean and Erik. They are brilliant, handsome, wise beyond their years and just a lot of fun to be around. Biggest win for me is when a client thanks me, and tells me that working with my firm made a positive difference in their lives. I don't consider an unsuccessful venture a loss; it's just another opportunity to learn.

What do you think is the biggest issue facing our economy?

We have a number of real and very inter-related issues facing our country that include massive national debt, a growing trade deficit, and sky rocketing healthcare costs. Two issues that I find particularly distressing are the looming retirement income crisis-the national savings rate is far too low to sustain the majority of people during what will likely be a very long retirement, and the education crisis-as a country we are not graduating enough math, science and engineer-

ing students to compete on a global level.

How do you manage your personal life?

My family is always my first priority and I schedule business and volunteer activities accordingly. It's often a juggling act, but as a woman I think we excel at that.

Vacations?

Yes, I take vacations. They are a wonderful escape with family and close friends, and a great way to re-energize me both physically and mentally. We are very active, adventurous travelers; snow skiing in the winter (mostly out west), and exploring both the U.S. and international locations in the summer.

Favorite pastimes?

Anything that allows me to be with my family, preferably outdoors. Love sports, but since I really can't sit still for very long, I'd rather be participating than watching.

Books?

"The World is Flat" by Thomas Friedman.

TV shows?

Anything on the Discovery Channel and

Myth Busters.

If you could have dinner with one person living or deceased, who would it be?

Mahatma Gandhi. His vision and compassion were/and still are an inspiration, and his leadership freed a nation.

Your mentor?


I have been especially fortunate to have had a number of incredible mentors during the different stages in my life. There are three people who have proven to be the most influential in my life: my parents who encouraged me to work hard and believe in myself; and my late husband who was my biggest cheerleader, business coach and best friend, and without whom I would not have been able to build my business.

Life motto?

"Always bear in mind that your own resolution to succeed is more important than any one thing." Abraham Lincoln

"Live as if you were to die tomorrow. Learn as if you were to live forever. Be the change you want to see in the world."

Mahatma Gandhi



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Howard County



Mary Ann Scully

Chairman, President and Chief Executive Officer
Howard Bancorp and Howard Bank
Ellicott City, Maryland

Howard Bank is the only locally owned and headquartered bank in Howard County, Maryland. Using a focused, hands-on approach to delivering sophisticated advice and a broad array of financial services and products (lending, cash management and advisory), our business model focuses on serving niche markets: small businesses and their owners in Howard County. Some products have been created not only for the traditional small business need but also to recognize the special needs of the community in which we operate. In response to those needs, we have created a variety of special programs under the umbrella of the Community Enrichment Program, such as our Renaissance Loan Fund, Public Servant Loan Program, and Sustainability Loan Fund.

We have succeeded in growing our company by taking the time to understand the unique needs of each business owner and crafting customized solutions to address those needs in a manner that allows customers to realize the longer term vision and dreams that they have for the company and themselves.

Hometown?

Two small towns in Western Pennsylvania- Indiana, Pennsylvania and Washington, Pennsylvania.

Favorite memory of childhood?

Going to Atlantic City each summer with my family - long before there were casinos... when the "action" centered on the boardwalk.

Education?

BA in American Studies from Seton Hill University in Greensburg, Pennsylvania.

MBA in Finance from Loyola College in Baltimore.

Career path?

Started as a management trainee at the First National Bank of Maryland and stayed with that institution and its successors for 30 years on a path of increasing responsibility and diversity including head of its National Corporate Lending Division, head of its International Banking Group, head of its Strategic Planning group responsible for merger and acquisition activities. I was, at the time of its merger with M&T Bank in 2003, the executive in charge of all branch, small business and middle market customer activities in four states and was responsible for creating and executing the community banking strategy, emphasis and organizational structure at Allfirst.

How do you manage your business?

The most important task after establishing a vision and road map for a business - clearly understanding what our market is and how we will differentiate ourselves - is to recruit highly qualified individuals who believe in the vision, have confidence in the road map and want to make an impact in their company and the community at large. It is all about getting the right people on the bus, as Jim Collins would say. While we still have less staff and fewer branches than most of our competitors, we compete very effectively. All staff are hired based on years of experience and specific skill sets that can be leveraged across a team. For example, we have hired SBA experts, commercial real estate portfolio management experts and certified cash management experts and then spread that specialized knowledge to other staff members.

We also hire based on demonstrated commitment to five key values: Excellence, leadership, integrity, teamwork, and community orientation. We believe that values create culture and cultures drive the behaviors that customers and shareholder see as fulfillment of a promise.

How do you plan on growing your business?

We expect both the balance sheet and the profit statement to continue to show high rates of growth for the foreseeable future. The model is dependent for the medium term on organic growth. Growth will be generated by consistent execution on proactively delivering a differentiated level of value adding advice to our core business, business owner and business professional market and by being proactively convenient- through in person calls at customers' places of business - not ours - through daily courier services to meet cash management needs and by

expanding our branch locations - in the near future to the Centennial Lane intersection with Route 40 in the western part of Howard County.

Most challenging business issue?

All public small businesses in general are trying to cope with growing regulatory burdens including, but not limited to, some of the costs of implementing SOX that were not anticipated when a very good concept was put in place in a less than thoughtful manner, and in the financial services industry specifically, overcoming the many non-level playing fields still persistent in our business today. Rapid growth is a hall mark of success but always brings challenges - marrying a creative, customized approach to the discipline of execution, for example; ensuring that the newest employee is as good as the first employee recruited.

Toughest business decision?

To change or not to change.... Stay the course or cut your losses. It is one that all experienced leaders have faced repeatedly - balancing two conflicting pressures - reacting too quickly to something that turns out to be a non systemic, unsustainable blip in a market vs. not reacting quickly enough to a market shift that is both a threat and an opportunity for the business. One advantage that I have recently experienced in this small entrepreneurial company is that it is much easier to build a culture that embraces these type of change challenges. I do believe that if it is not broken, you still want to fix it...

Biggest "Win/Loss?"

Two wins. Professionally: Starting the first new bank in Howard County in 15 years and doing it with more capital than any other de novo bank had ever raised in the state of Maryland and seeing it grow more quickly than expected. Personally: Becoming a first time mother at a relatively late stage in life. Loss: None yet that I have not later viewed as a learning opportunity.

Biggest issue facing our economy?

Nationally, our budget deficits and negative savings rate are setting us up for some massive tax increases, social services cutbacks or both. Regionally, we are blessed with an abundance of success in this region that is now making it very difficult to provide equal access to housing and a good education to all families in the state.

How do you manage your personal life?

I am blessed with an incredible support system. I do try to make sure that my husband knows how much I appreciate the support- emotional and practical- that he pro-

vides, and to let my child know that he truly is the #1 priority.

Vacations?

I try to take two per year. In the summer, normally a beach somewhere, often the low country of South Carolina. At the Christmas holidays, home or the Homestead in western Virginia.

Favorite pastime? Sports?

Reading on a beach somewhere listening to my iPod. Participatory sport - running. Sports entertainment - the Orioles.

Books?

Some of the last books that I read that I really enjoyed were "Through a Glass Darkly," a Donna Leon mystery based in a favorite city- Venice; and Charles Frazier's latest, "Thirteen Moons."

TV shows?

I watch less TV every year but one show that has me hooked is Boston Legal and almost anything on HGTV- decorating is my ultimate (expensive) escape hatch...

Movies?

I really enjoyed both the Last King of Scotland and The Departed.

If you could have dinner with one person living or deceased, who would it be?

Abraham Lincoln: I wonder if he sensed at all the multiple legacies that he would leave behind and I wonder how he dealt with the multiplicity of "firsts" (income tax, draft, emancipation, constitutional crises, etc.) that he encountered in his years in office.

Your mentor?

I have been lucky enough to have many and still have a couple today that probably do not even know that they perform in that role. In the long run, my father - who is no longer with us - has proven to be one of the most lasting influences. As the father of two daughters and no sons in a very traditional time, he (sometimes unwittingly, I think) and my mother were the genesis of my belief that I could do anything I wanted if I prepared and worked hard enough.

Life motto?

Life is what you make of plan B.

Notes?

Three of my most valued traits in myself, or a friend or a new employee: love of learning, willingness to take risks, and perseverance.

Baltimore County



Brian Reynolds

Chairman & CEO, Big Huge Games
Chairman of the International Game Developers Association
Timonium, Maryland

Big Huge Games develops big-budget videogames and computer games for all major platforms (Xbox 360, Playstation 3, Windows XP/Vista, etc). Our most successful game to date, Rise of Nations, is a real-time strategy game spanning all of human history;

to date we have sold over 1.9 million units of that franchise. We're located in Timonium, Maryland, and have 60 full-time employees in specialties ranging from programming to game design to art.

Hometown?

I spent most of my childhood in Huntsville, Alabama, where my father worked as a physicist and systems analyst in the large defense research industry based there.

Favorite memory of childhood?

I got my first computer (a TRS-80) when I was 13 years old, and spent every waking moment of my spring break writing my own role-playing game. I sold it to a gaming magazine for \$200, a huge amount of money for an 8th grader in 1981, and I guess I never lost the taste for making computer games.

Education?

Although I entered college thinking I would study computer science, I rapidly discovered I had already self-taught most of what I needed to know (one semester I found myself being paid to tutor someone through a class that was two semesters higher than the one I was allowed to enroll myself

due to the "prerequisite system"). So I decided to learn something interesting instead, and double-majored in Philosophy and European History at the University of the South in Sewanee, Tennessee. I then did some graduate work in Philosophy at the University of California, Berkeley thinking perhaps to teach. But at that point my passion for computers (and videogame development general) returned with a vengeance and I rapidly found myself working "in the industry," as we call it.

Career path?

From graduate school, I mailed my resume and some demo code to the three computer game companies I admired most, and quickly found myself on a plane heading to Maryland to interview at a local company called Microprose Software. I worked there five years advancing from Programmer to Lead Programmer to Game Designer and project leader. Along the way, I made a lot of friends, and scored a big "hit" as the Lead Designer of a very successful game called Civilization 2, so when an acquisition of Microprose brought in less friendly management, I was in a good position to co-found a local company called Firaxis with some partners, one of whom was a famous developer. After 3-4 years at Firaxis as VP Software Development, during which I learned the ropes of entrepreneurship, I sold my stake to my partners and founded a new company, Big Huge Games, in early 2000.

How do you manage your business?

By consensus. I had several bad experiences early in my career where someone with a CEO title made unilateral decisions very harmful to the health of a company. So my plan for my own company was to claim the CEO title for myself and then decline to use the supreme executive power. Instead, our company is run by myself and my three partners acting as equals. Each of us has a particular specialty (game design, business/operations, technology, art) and from our own perspectives we team up to run the company. I'm not saying that's the only good way to run a company, or even necessarily the best, but it has kept us going pretty well for seven years now. It also certainly creates a different kind of company culture, one that I think our employees like a lot.

How do you plan on growing your business?

Though we began with the idea of "let's survive to get one hit product done first before we worry about how to grow," we now find ourselves working on as many as three projects at one time, with the possibility of some of them being very large. Obviously, our core goal is to make great games that become big hits, but part of our plan is that while doing this we should also be trying to

diversify to multiple genres (e.g. role-playing as well as strategy), multiple platforms, and multiple publishing partners.

Most challenging business issue?

Top shelf videogames are very expensive to make: we're talking low 8 figures here. At the same time they're relatively high risk: we're in the entertainment industry so there are "hits" and "flops", and a small percentage of the products make a vastly disproportionate amount of the profit. So we always have to be very careful about securing funding for our projects, mitigating the risk, and so forth, while somehow staying cutting-edge and creative at the same time.

Toughest business decision?

About a year ago we lost one of our major contracts, and a lot of the people who advise me told me it was critical to downsize the staff while we regrouped. But my partners felt like they'd finally gotten staff morale to a really great and productive place, and a major layoff would be hugely demoralizing right at the point we needed a creatively energized staff the most. So we took the risk of carrying the whole payroll ourselves for a few months, took on some small side projects to tide us over, and ended up signing a vastly bigger contract than the one we'd lost - so it was ultimately a big win, but boy was that a tough decision because keeping the whole staff meant a much more delicate high-wire balancing act to stay afloat.

Biggest "Win/Loss?" Source of pride?

Although as a creative game designer I'm most proud of my most successful games (Rise of Nations and Civilization 2), as an entrepreneur I'm most proud of getting Big Huge Games off the ground and successfully negotiating that all-important first development contract with Microsoft.

Biggest issue facing our economy?

I'm worried that our appetite for deficit spending could combine with our upcoming generational pressures (Social Security and Medicare as the baby boomers retire) to wreck the U.S. economy with a huge depression. For some reason we ran the deficit hawks out of our government - let's bring them back!

How do you manage your personal life?

"Manage" is an interesting word, not really my perspective on it, but that may just be because my wife does such a great job of managing it for me!

Vacations?

A couple generations back my mother's family were farmers in the 1000 Islands region of southern Ontario. A few family

Social & Scientific Systems, Inc.



www.s-3.com

Social & Scientific Systems, Inc., congratulates its president and CEO, James J. Lynch, Ph.D., on being named one of Maryland's 25 CEOs You Need to Know.

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Brian Reynolds, International Game Developers Assoc.

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members still live there permanently, and many more return there to the St. Lawrence River in the summers. Jill and I have a cottage there where we try to spend as much time as possible in the summer months. My special touch was getting a high-speed Internet antenna so I can still function!

Favorite pastime?

Apart from my one hobby (computer games), which became my career, my other hobby is playing the harmonica (and a bit of piano and accordion). During the year, I play with a couple of groups of cousins and co-workers, but it's definitely one of those don't-quit-the-day-job kinds of situation.

For exercise I swim laps at the local pool, and dream of snorkeling in the Caribbean or St. Lawrence.

Books?

So... many... books! The life of a game designer involves a lot of good books, so I've usually got several on my nightstand at any time. They sort into three main categories:

1. History books of which my favorite is T.A. Dodge's history of Hannibal and his campaigns. The guy was a Civil War officer and revolutionized the study of Hannibal by bothering to actually walk the battlefields and the alpine passes.

2. Modern science and sociology of which my favorite is Jared Diamond's *Guns Germs and Steel*.

3. And fiction, of which my favorite story ever written is Frank Herbert's *Dune*.

Favorite TV shows?

Survivor! Every episode, every season. Part of the charm is watching it as a professional game designer, constantly thinking "they should hire me, I would make much better rules for them!"

I'm also hopelessly addicted to the Sopranos, Rome, Deadwood, The Wire, 24, and ... Battlestar Galactica.

Movies?

The best movies ever are Pulp Fiction, Fellowship of the Ring, and Star Wars. Nothing else really comes close. I guess that makes me a classic Gen X geek or something.

If you could have dinner with one person living or deceased, who would it be?

Living person would definitely be Bill Gates. Though I can think of other fun and interesting choices, I'd have the most to learn from him, and the most relevant questions to ask.

For a deceased person... seems like it would have to be an English speaker, and if we went back more than a couple centuries the cultural differences might be too extreme for much of a dinner conversation. So I'd probably go with someone like Thomas Jefferson - far enough back to be very interesting and yet close enough in time and culture to have a great conversation. I'd be very interested in finding out what the founding fathers really thought about various questions, it would be fun to tell him how things turned out, and there's always the fantasy of

sending back a few hints like maybe can you guys think of something better than the 3/5 compromise and the electoral college?

Your mentor?

Sid Meier, the founder of Microprose, and the author of many of the best games in the history of our industry (including the original Civilization game among many others), took the time to teach me much of what I know about game design. He also partnered with me in founding Firaxis, which is where I learned how to be an entrepreneur. He's the smartest person I've ever been fortunate enough to work with, his games reflect a profound understanding of the nature of "fun," and I hope he keeps making games for a long time.

Life motto?

Intellectual Integrity. Distinguishing carefully between what one wants to believe is true and what the evidence actually points to as being true. Most human beings are terrible at this, by the way, but I work as hard as I can.

Anne Arundel County



Larry Letow

President

Convergence Technology Consulting
Glen Burnie, Maryland

Convergence Technology Consulting is a national systems integration firm that specializes in Network infrastructure, Server-based computing, Remote access, Storage virtualization, and Server virtualization among our core competencies. We are a Microsoft Gold Partner, Citrix Platinum Partner, VMware Premier Partner, and NetApp Gold Partner.

Hometown? Silver Spring, Maryland.

Favorite memory of childhood?

All the neighborhood kids playing football, baseball, etc. outside every night vs. staying inside the house playing a computerized version of those games.

Education?

University of Maryland, College Park (undergrad studies) and University College, College Park (graduate studies).

Career path?

- President, Convergence Technology Consulting, 2004 - Present
- Vice President, Infinity Consulting Group, 2001 - 2004
- National Sales Director, VSI Technology Solutions, 1998 - 2001
- Vice President, RAC Solutions, 1996 - 1998
- Vice President, United Information Systems, 1991 - 1996
- President, United Computer Systems, Inc., 1985 - 1991

How do you manage your business?

If you expect someone to own the responsibility for a project, division, team, etc., you need to provide that individual with the authority to be successful.

How do you plan on growing your business?

We plan on growing our business two ways: organically and through acquisition. Organically - we hire quality people (business developers and engineering talent), develop strong partnerships, and increase our company marketing and branding. Acquisition - our goal is to purchase one or two companies each year.

Most challenging business issue?

Finding talent. Good people are always hard to find.

Toughest business decision?

They are all tough.

Biggest issue facing our economy?

Finding quality people that have the capability and personality that will fit well within our organization.

How do you manage your personal life?

I rely heavily on my wife, Wendy and my good friends. And let's not forget my Blackberry.

Vacations? My last few vacations have included family trips to Pine Island (Duck), North Carolina.

Favorite sports team? Football: Redskins. Baseball: Orioles and Nationals.

Books? *The Seven-Minute Difference* by Allyson Lewis

If you could have dinner with one person living or deceased, who would it be?

#1: Grandfather and Father - Great Mentors at Peter Lugar in New York.

Life mottos?

#1: Pigs get fat; Hogs get slaughtered; Don't be a Hog.
#2: Do one thing and be great at it.

PharmAthene is a privately held biodefense company dedicated to the rapid development of important and novel biotherapeutics to address biological pathogens and chemicals that may be used as weapons of bioterror. PharmAthene's lead programs



David P. Wright

President and Chief Executive Officer

PharmAthene, Inc.
Annapolis, Maryland

include Valortim™ for the prevention and treatment of anthrax infection and Protexia® for the prevention and treatment of morbidity and mortality associated with exposure to chemical nerve agents.

Hometown? Orlando, Florida.

Education?

Master of Arts - University of South Florida, 1969; Speech Pathology and Audiology M.A. (emphasis in Psychology)

Career path?

My career in the biopharmaceutical industry spans more than 35 years with a

David P. Wright, PharmAthene, Inc.
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strong emphasis in pharmaceutical sales and marketing. I was hired in 1971 by Pfizer Laboratories as a pharmaceutical sales representative and from there joined Hoffman-La Roche as a sales representative, then market research analyst.

I subsequently joined Glaxo as a Senior Product Manager in 1978, where I led the U.S. product launches for Beclovent®, Ventolin®, Beconase® and Zantac®. After Glaxo, I joined G.D. Searle as Director of Marketing, and from there was recruited to join Smith Kline and French Laboratories as Vice President - Gastrointestinal Business Group, where I oversaw the campaign to successfully reposition Tagamet®.

In 1990 I became one of the founding executives at MedImmune, and during my ten-year tenure with MedImmune, I was responsible for creating and staffing the entire commercial organization and creating markets for, and re-launching CytoGam®, RespiGam® and Synagis®.

In 2000 I was recruited as President and Chief Business Officer of Guilford

Pharmaceuticals and charged with building the commercial organization for Guilford and launching the company's brain cancer treatment - Gliadel®. I then joined GenVec as President and Chief Operating Officer where I helped lead the acquisition of Diacrin.

In 2001, I was hired as the first employee at PharmAthene as President and Chief Executive Officer. Today, PharmAthene employees number close to 100 people in the United States and Canada and the company has raised more than \$65M in venture capital and \$246 million in government funding and contracts for our biodefense products.

How do you manage your business?

I believe it is the people who make up an organization that ultimately determine the success or failure of a company. That said, my management philosophy involves finding and hiring people who really are experts in their functional areas and then I empower them to be able to do their very best work.

How do you plan on growing your business?

We plan on growing PharmAthene through a process that includes company, technology and product acquisitions and co-

development, licensing and co-marketing agreements, where appropriate. Our lead product, Valortim™, is being co-developed with Medarex, while our product, Protexia®, was acquired from Nexia Technologies in Montreal, Canada. We are currently reviewing other potential product/technology acquisitions and licensing opportunities.

Most challenging business issue?

I think balancing the financial issues relating to what is best for the company's long-term growth prospects versus our investors' short-term need, usually as this relates to licensing potential products and the timing of such transactions.

Toughest business decision?

When to terminate a product, especially at a smaller company where your portfolio is much less substantial than at a larger pharmaceutical company.

Biggest "Win?" Source of pride?

Those occasions in my career when I've been involved as part of a team launching a product and ultimately succeeding in building market share for that product. I particularly enjoyed launching Zantac for Glaxo and

Ventolin, as our sales force, which numbered 75, was able to obtain 70 percent market share against a 350-person sales force.

Biggest issue facing our economy?

Balancing social needs with economic realities. It will be very difficult to strike that delicate balance.

Vacations?

Not as often as I would like, but when I have the opportunity I like to go cruising.

Favorite pastimes?

I enjoy cruising and cooking.

Your mentor?

A gentleman who currently is a member of our Board of Directors and someone I have known for many years. This individual exemplifies integrity, honor, and class. I particularly admire his ability to listen to all points of view and much a sound decision based upon the information presented, not personal feelings.

Life motto?

Word hard, play harder!

Salisbury-Wicomico County



Martin T. "Marty" Neat

President and CEO
First Shore Federal Savings & Loan Association
Salisbury, Maryland

First Shore Federal Savings & Loan is located on the Lower Eastern Shore of Maryland and Delaware. The association focuses on mortgage lending, consumer banking services and federally insured savings products and has eight branch offices with total assets of nearly \$300 million.

Hometown?

Salisbury, Maryland. I was born and raised in Frostburg.

Favorite memory of childhood?

Driving from Frostburg with my family

to see the Orioles at Memorial Stadium.

Education?

Masters degrees in business administration (1990) and history (1987) from Salisbury University, undergraduate degree summa cum laude from Frostburg State College in 1977.

Career path?

I worked for the City of Frostburg out of college for two years. Then I moved to Ocean City for another two years of work for the town. Joined the staff of then-Congressman Roy Dyson in 1981 and started with First Shore Federal in 1985. Became CEO of First Shore in 1992 and President in 1993.

How do you manage your business?

We have an excellent board of directors and a great group of managers who work together very well as a team. People have different responsibilities and capabilities and we try to let those who are in the best position to handle a problem or develop a solution to do so.

How do you plan on growing your business?

Working hard. Offering good customer service and products to our customers. The same process that has worked for more than 50 years.

Most challenging business issue?

Being able to focus on growing our business and meeting a customer's needs in a highly regulated environment.

Toughest business decision?

It would have to be a personnel matter.

Biggest "Win/Loss?" Source of pride?

Our association was a significant part of the Community Foundation of the Eastern Shore's "Perdue Kresge Challenge." In that campaign, 20 local non-profit agencies, including the Community Foundation, raised more than \$14 million, including generous matches from Perdue Farms and the Kresge Foundation over a period of several years. Our community can be real proud of that effort - and I'm proud of our role in helping it to happen.

Biggest issue facing our economy?

The impact of energy costs. It's a heavy burden for the consumer and I'm concerned that it will have long-term inflationary impact on prices in many sectors of our economy. Add the impact of the war in Iraq and we could face a challenge.

How do you manage your personal life?

Not sure I've ever done that.

Vacations?

My wife and I have a place in Ocean City and look forward to weekends and short trips there. Living on the Eastern Shore has definite advantages.

Favorite pastimes?

We have a group of guys who take an annual baseball trip - the O's are usually involved somewhere. We're trying to hit every major league stadium and, at this point, as a

group, we've done 22. This year's trip is, quite appropriately, to Cooperstown in July to see Cal Ripken's induction into the Hall of Fame.

Books?

Jimmy Carter's *The Blood of Abraham*. Just trying to understand why the relationship of America to the world, particularly the Middle East, is so difficult.

TV shows?

I'm afraid I watch too much television but can't say that one show makes my week.

Movies?

My favorite movie would have to be "Animal House" although "Field of Dreams" would come in a close second.

If you could have dinner with one person living or deceased, who would it be?

I'd stretch it to two and have dinner with my stepfather and mother. There are a few more words of thanks I'd like to say.

Your mentor?

I honestly can't say there was one. I try to learn from many people.

Life motto?

I try to keep two in mind: Booker T. Washington's quote - "Success can be measured not so much by the station we reach in life, as by the obstacles we overcome in our quest to succeed" and the Prayer of St. Francis, "Lord, make me an instrument of your peace ..."

Kent County



James Anthony

President and CEO
Chesapeake Bank and Trust
Chestertown, Maryland

We are a community bank catering to the needs of our local businesses and residents.

Hometown?

Annapolis and Chestertown.

Favorite memory of childhood?

Ski trips to Western Maryland in the winter, and many adventurous hours on my father's workboat on the Chesapeake in the summer.

Education?

BS in Mechanical Engineering - University of Maryland.
Masters in Systems Engineering - University of Maryland.
MBA - University of Chicago.
ABA Stonier Graduate School of Banking at Georgetown University.

Career path?

After undergrad, I practiced as a licensed mechanical engineer in Annapolis while pursuing an engineering master's degree part-time. I returned to graduate school full time to pursue an MBA at the University of Chicago (recently ranked as the best MBA program in the country by Business Week magazine). I then returned to the workforce as a business strategy consultant for Fortune 500 corporations working for Diamond Technology Partners and McKinsey & Company. Several years ago I made to move to a local community bank to be close to my family in Chestertown as President and CEO of Chesapeake Bank and Trust.

How do you manage your business?

Managing a business is much like cultivating a garden: provide a well-protected, nurturing environment where individuals are challenged to contribute the most they can, and it will bear the best fruit to those hungry for nourishment (our clients).

How do you plan on growing your business?

The trick for us will be to retain a laser focus on doing what we do in the best possi-

ble way. We will continue to challenge ourselves to be better at sunset than we were at sunrise. If we challenge ourselves to be better each day, growth will come.

Most challenging business issue?

Keeping pace with ever-changing, ever-increasing government regulations.

Toughest business decision?

Making the decision to take actions that are painful in the short-term, while knowing that the long-term solution will be better for all parties involved.

Biggest "Win/Loss?" Source of pride?

My biggest win came with the realization that income is no measure of a person's success/happiness. If that is true, why should I spend my time on earth chasing phantoms? For me, contentment is not something I should have found yesterday, or will find tomorrow - contentment is right here, right now - if I choose to embrace it.

Biggest issue facing our economy?

Rather than speak at great length about the details of our current economic environment, I would say that we, as Americans, suffer from an instant-gratification mentality. In myriad ways, we are not conserving our current resources so that we may invest in our collective future. I believe our obsession with instant gratification is among the greatest shortcomings in our society.

How do you manage your personal life?

My professional life often bruises my

personal life. I am continuously seeking ways to get them to play nicely together.

Vacations?

Most of my vacations are taken outside the country. I feel that I can learn the most about our country by viewing it from the outside. I have often found that to learn what something is, it is most insightful to learn what it is not.

Favorite pastimes?

I enjoy spending time with my wife. What little free time we have, we spend outside - skiing, hiking and sailing.

Books?

The last book I read is Sun Tzu's The Art of War. I was fascinated to find that a vast majority of the book discusses how to avoid war, as it is the most destructive to what is being fought over, and consequently the least optimal solution for all concerned - especially the victor.

If you could have dinner with one person living or deceased, who would it be?

I'll stick with the living; they tend to be more talkative. Fidel Castro would be at the top of the list, not because I admire his reign, but because I find it fascinating that he has been able to sustain a communist regime just off the coast of a democratic superpower longer than the USSR.

Life motto?

"Chance favors the prepared mind." - Louis Pasteur

Honorable Mention

We would like to recognize the following Business Executives who were not selected, but participated, and were included in the selection process. We received an over-whelming number of nominees this year and would like to congratulate everyone who participated. Thank you.

Karen F. Myers

President - Recreational Industries, Inc.
President - Mountaineer Log & Siding Co., Inc. (also Secretary-Treasurer - Wisp Resort Development, Inc.) Garrett County, Maryland

Gerard "Gerry" Holthaus

President, CEO and Chairman of the Board Williams Scotsman International, Inc., Baltimore, Maryland

Terry F. Neimeyer

CEO & Chairman of the Board KCI Technologies, Inc., Hunt Valley, Maryland

Knowlton R. Atterbeary

President & CEO KRA Corporation Silver Spring, Maryland

Joe Hernandez, President and CEO

Innovative Biosensors, Inc. (IBI), Rockville, Maryland

R. Paul Schaudies, Ph.D.

President and CEO, GenArray, Inc., Rockville, Maryland

Jason Lu

President and CEO, CertusNet Inc

Patrick C. Melder, MD

Founder/CEO
Envisionier Medical Technologies, LLC, Rockville, Maryland

Richard Garr

President & CEO
Neuralstem, Inc., Rockville, Maryland

J. Kelly Ganjei

CEO & President
RemeGenix, Inc., Rockville, Maryland

Raj Sharma

President and CEO, 3Clogic, Rockville, Maryland

Laurent Guinand

President
GiraMondo Wine Adventures, Wheaton, Maryland

Christopher Archer

President
Radius Technology Group, Inc., Silver Spring, Maryland

J.J. Wallia

CEO/Co-founder
ADF Solutions, Inc., Bethesda, Maryland

Ricardo Martinez

President, Project Enhancement Corporation

Thomas J. Willie III

CURRENT Technologies, LLC a subsidiary of CURRENT Group, LLC
President and COO, Germantown, Maryland

Steven L. Teller

President
IOT Systems, LLC, Clarksburg, Maryland

Jorge Alberto Restrepo

CEO & Chief Analyst
EurekaFacts, LLC, Rockville, Maryland

Edward Hall Asher

President and COO
The Chevy Chase Land Company of Montgomery County, Maryland, Chevy Chase, Maryland

Nancy Becker

Partner, UCG, Rockville, Maryland

Lisa Kazor

Chief Executive Officer and President
Savantage Solutions Rockville, Maryland

Edward M. Rudnic, Ph.D.

President, Chief Executive Officer & Founder
Advancis Pharmaceutical Corporation
Germantown, Maryland

Edward Woods IV

President
TerpSys, Rockville, Maryland

Steven R. Robinson

President
ISG International, Cambridge, Maryland

Jorge R. Urrutia, P.E., MPA

CEO and President
MSI Universal, Gaithersburg, Maryland



We're the second largest hospital in Maryland. Small surprise to some, huge comfort to many.


More People Choose Us. You Should, Too.

What began as a hospital with a big heart has grown into the second largest, fastest growing hospital in Maryland. Here our Maternity Center delivers, and our Level IIIB NICU cares for, more babies than any other hospital in Maryland. In our Cancer Institute, we treat more inpatient women with gynecologic cancers than any other hospital in the state. And we are the only hospital in the Washington, D.C., area to participate in a national clinical trial for the early detection of lung cancer. For information on our services, or for a physician referral, call 301-754-8800 or visit holycrosshealth.org.



HOLY CROSS HOSPITAL

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HOPE SPRINGS OTSUKA

Otsuka is hard at work investigating potential new treatments, with numerous compounds in various stages of development to treat disorders of the cardiovascular, gastrointestinal, respiratory, renal and central nervous systems, and to treat cancer and ophthalmic disorders. We've funded new research, supported new clinical trials, and pursued the development of new medications...an unfaltering commitment of energy and resources and a clear cause for hope.

**Otsuka America Pharmaceutical, Inc. congratulates its
Chairman & CEO, Hiromi Yoshikawa, on being recognized
as one of Maryland's 25 CEO's You Need to Know.**

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