

# LYNCHBURG Business

SERVING THE GREATER LYNCHBURG REGION

JUNE/JULY 2018



*Pouring It On*

**STAYING AFLOAT  
IN THE CROWDED  
CRAFT BEER MARKET**

**FRITO-LAY  
LYNCHBURG**  
CELEBRATING  
20 YEARS

**+INSIDE**  
MAYLYNN'S CREAMERY  
FACES OF LAW  
UPSKILLING YOUR  
EMPLOYEES  
GUNNOE SAUSAGE CO.

**2018  
BEST  
PLACES  
TO WORK**  
RECOGNIZING  
12 LOCAL  
BUSINESSES

**+FREE**  
3-YEAR  
SUBSCRIPTION  
PG. 40



# Beacon Credit Union

BY JACOB CLARKE



CEO Greg McConville

## »» AT A GLANCE:

**Founded:** 1939

**Location:** 107 Leroy Bowen Dr.,  
Lynchburg

**Number of Employees:** 90

**Company Bio:** Beacon Credit Union is a full-service financial institution that offers its members services such as online banking, savings and checking accounts, and a range of loan options. Having served the area

for more than 79 years, Beacon strives to create products and services that benefit its members, who are the stakeholders in the organization.

**Workplace Culture:** Employees on the frontlines of the organization are empowered to make decisions in solving issues for their members. Instead of having to pass problems up to higher levels of the company, team members are given authority to directly assist members and solve their problems on the spot. The company also offers a generous benefits package that includes competitive pay, retirement plans with up to a 6% match, healthcare options, and flexible paid time off.

**Community Impact:** Beacon supports nonprofits in the community such as the Lynchburg Humane Society, Boys & Girls Club, and the YMCA. The company encourages volunteerism by allowing employees to trade volunteer hours for paid time off throughout the year. Beacon supports CASA of Central Virginia by sponsoring its Superhero Run. Also, each year, Beacon awards five, \$2,000 scholarships to students in the community.

**In Their Words:** "We get to help people," said Kris Doswell, a mortgage loan originator with Beacon. "Being able to have someone come in your office, and they come in upset because there is some type of financial need, or they have a certain financial goal that they don't think they're going to be able meet, and then for them to walk out of your office with a smile on their face because you helped them toward that financial goal, or you've been able to help them financially get their budget on track ... that's a good feeling."

# Horizon BY JACOB CLARKE Behavioral Health

**Company Bio:** Horizon Behavioral Health provides clinical services to more than 9,000 adults and children in Central Virginia. Through its outreach programs and events, it works to reduce the stigma surrounding mental health and encourage individuals in the community to seek treatment and improve their health.

**Workplace Culture:** Horizon invests in its employees through creating a work environment that ensures continuous learning, and employees receive training in evidence-based practices. The company launched its CEO/Wellness Challenge that encourages team members and those in the community to eat well, exercise, and take their medications as prescribed. Horizon offers a generous benefits package that includes four health insurance plan options, dental care, participation in the Virginia Retirement System, and leave policies.

**Community Impact:** Horizon holds events and programs in the community that focus on mental health and substance use prevention. REVIVE! is offered free of charge and educates the community on opioid overdose and naloxone, a prescription medication that can reverse the effects of an overdose. The Mental Health First Aid program teaches the community how to assist someone who may be in the early stages of developing mental health problems. The organization also partnered with the Appomattox County Sheriff's Office and the Appomattox Kroger for Drug Take Back Day to provide people a safe means of disposing prescription drugs while also educating the community about the potential for misuse of medications.

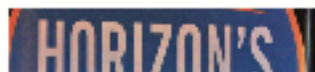
**In Their Words:** "The agency values the expertise of its staff," said Januwaa Davis, program manager of prevention and wellness services. "The agency, when they're in the process of making decisions and changes, they definitely try to reach out to everyone, so making sure that decisions are made not from a top-down approach, but from a bottom-up [approach]." >>



## >>> AT A GLANCE:

**Founded:** 1969

**Location:** 21 locations throughout Central Virginia;  
2215 Langhorne Road,  
Lynchburg (Executive Offices)  
**Number of Employees:** 750



# Lauren Bell Real Estate

BY JACOB CLARKE

## Company Bio:

Lauren Bell Real Estate is a boutique brokerage company that focuses on buying, selling, and investing in real estate in the Central Virginia area. It features seven realtors who work in neighborhoods such as Lake Manor Estates, Cottontown Manor, and Sleepy Oak Park Villas.

## Workplace Culture:

As a small firm, the agents at Lauren Bell work collaboratively during the buying and selling process. The company markets individual agents, as opposed to the company as a whole, which provides effective outreach for its realtors, and they have direct access to Bell, who can offer her expertise as the broker in providing real estate services. Agents and employees enjoy perks such as dinners, company trips, bonuses, and benefits that include health care coverage, paid time off and holiday pay.

**Community Impact:** The company strongly supports Freedom 4/24, an organization that works to bring freedom to victims of human trafficking. Last fall, Lauren Bell Real Estate raised over \$10,000 at the Frocks 4 Freedom event they hosted at the office. The company also hosts an annual Christmas party that features a silent auction, which last year raised \$4,000 for the nonprofit. Lauren Bell Real Estate also supports sending Freedom 4/24 volunteers on mission trips.

**In Their Words:** "You can call any of the agents, and we all do, a lot," said realtor Cole Rice, who was the first agent hired at Lauren Bell Real Estate. "So if we have an issue or a problem or we just need to brainstorm, like how would someone else better handle this ... or have you ever come across this or that, you can always get somebody on the phone and help you run ideas and brainstorm."



## >>> AT A GLANCE:

**Founded:** 2016

**Location:** 4109 Boonsboro Rd.,  
Lynchburg

**Number of Employees:** 1 full  
time, 1 part time, and 7 realtors



# Southern Air

BY JACOB CLARKE

**Company Bio:** Southern Air serves commercial and industrial facilities by designing and installing heating, air conditioning, electrical, plumbing, and piping systems. The company was founded in 1946 to provide residential heating services, and now works with educational institutions, churches, residential properties, and more as a mechanical and electrical contracting company.

**Workplace Culture:** Southern Air prioritizes the safety of their team by holding safety orientations that include 16 key topics. Before working in the field, employees conduct planning sessions that identify potential hazards. The company has been granted numerous safety awards, including the Associated Builders & Contractor's "Paragon Award" for excellence in safety. At work sites, the company has optimized work processes so different teams such as electricians, HVAC teams, and plumbers can all work efficiently in the same areas. Southern Air also provides benefits such as health care plans, a 401(k) match, vacation and holiday pay, and offers money for schooling, whether toward a degree or trade-specific certification.

## »» AT A GLANCE:

**Founded:** 1946

**Location:** 2655 Lakeside Dr., Lynchburg

**Number of Employees:** 850

**Community Impact:** The company has created a certified in-house apprenticeship program that trains young professionals in their craft and prepares them with the skills they need for success in the industry. Southern Air serves local schools by donating materials and sending representatives to teach classes and connect with students at career fairs. It has also partnered with United Way for 26 years, in addition to the Lynchburg Regional Business Alliance, the Red Cross, and workforce boards throughout Virginia.

**In Their Words:** "We have internal classes and all types of training," said Richmond Construction Manager Drew Faulconer, who has worked with Southern Air for seven years. "They've sent me out of state for management training ... and to look at manufacturers that put on classes. If you've got an issue on a job site, my higher-ups are always willing to make phone calls for me and help support me." 