

WELCOME TO THE MINORITY BUSINESS DIRECTORY



Cleveland C. Washington, Jr.

Founder and Publisher

Join me in celebrating the release of our 44th annual Maryland Minority Business Directory. Our 2024 edition is packed with resources for you to use to support fellow minority owned and led businesses and associations, while enhancing every area of your professional and personal life. I am particularly struck by the wealth of expertise and experience you will find in this directory.

Congratulations to everyone for all of the resilience you demonstrated in weathering Covid and in many cases, standing stronger as a result of the mental muscles you flexed.

This book would not exist without all of you. It also wouldn't be here without my hard-working and talented staff. I salute each of you.

Best wishes,

Cleveland Washington - Publisher



"Little Jackie"

In Loving Memory, Jacquelyn L. Washington

The Minority Business Directory is forever dedicated to my daughter, Jacquelyn L. Washington, known as "Little Jackie." I continue to feel inspired by how she lived her life. She lived each day to the fullest. Her life was violently cut short on May 18, 1998. During her short life, Little Jackie touched so many. All those who knew and loved her miss her deeply.

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Dear Friends:

It is my pleasure to extend gratitude and appreciation to Cleveland C. Washington, Jr, the Founder and Publisher of The Minority Business Directory. Now in its 44th year, the Directory is a valued publication to consumers and businesses alike.

The business owners and professionals who support this publication support the community as well. The Directory includes an extensive public service listing of social, civic, educational, medical information, and government agencies in addition to advertisers that provide additional resources.

Governor Wes Moore envisions a Maryland economy that is competitive and equitable for all working families. I thank the entire team at The Minority Business Directory for helping to make that vision a reality.

With much appreciation,

Maria Martinez

Y. Maria Martinez
Special Secretary



www.goMDsmallbiz.maryland.gov



BRANDON M. SCOTT
MAYOR
*100 Holliday Street, Room 250
Baltimore, Maryland 21202*



Congratulations on the publication of the 2024 Maryland Minority Business Directory, the 44th edition. The Minority Business Directory is Maryland's oldest business and professional directory featuring minority owned and managed businesses. Over the years this directory has been a vital resource, encouraging cooperation between local businesses and promoting diversity and equal opportunity in the state of Maryland.

Minority- and women-owned businesses are major contributors to our national, state, and local economies. Successful entrepreneurial undertakings like these provide jobs, promote economic growth, and diversify our economy—attracting new residents and improving the quality of life in our communities.

I want to thank all who contributed to this year's Minority Business Directory for your efforts to strengthen this pillar of a growing economy. I wish you continued success and urge you to continue your commitment to diversity and inclusion. On behalf of the people of Baltimore, thank you for helping to drive entrepreneurial success throughout the region.

Sincerely,

A handwritten signature in black ink that reads "Brandon M. Scott".

Brandon M. Scott
*Mayor
City of Baltimore*

■ On The Covers ■



Michael Cassell

Real Estate Broker, Appraiser, Consultant & Expert Witness
Creative Real Estate Services, Inc.,
Express Appraisal Services, Inc.

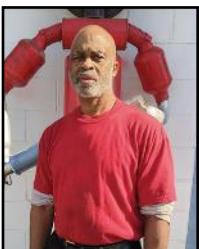
Michael Cassell, CRB, CRS, GRI, CRA, is the Broker and owner of Creative Real Estate Services, Inc.; and Express Appraisal Services, Inc.. He has more than 25-plus years of experience. His company offers sellers the unique opportunity to sell a home, anywhere in Maryland, that is in any condition or, if necessary, to repair or renovate their homes and to pay the cost of the repairs at the settlement. He was Chairman of the MD Real Estate Commission, and was responsible for the State's 50,000+ Brokers and Agents. Some of his many awards include three times "Broker of the Year" for MD and "Broker of the Year" for the USA. He is listed in "Who's Who in Real Estate in America." For three years, The Baltimore Sun listed him as "One of the outstanding Black business leaders in MD" and the 2nd largest Black business in the area. He has taught the Real Estate Licensing class at local colleges. Mr. Cassell's goal is to always operate with absolute integrity while protecting his clients' best interests and exceeding their expectations. His motto is "Mike will get you more." He can be reached 24/7 at 410 409-7345 or Mike@MikeCassell.com.



Charles A. Sparks Jr.

V.P., Sparks Quality Landscaping

Sparks Quality Landscaping was established in 2009 with an emphasis on residential and commercial lawn care and maintenance. Sparks Quality Landscaping is a Certified Minority Business Enterprise registered in Baltimore City. The company has a long list of repeat, faithful residential customers while being able to secure multi-year contracts with major clients such as Housing Authority of Baltimore City, Baltimore City Public School System, Towner Management and the City of Baltimore. Mr. Sparks is a graduate of (HBC) Hagerstown Business College with a degree in Business Administration. He says he is blessed to have this opportunity and owes much of his success to his father, who paved the way.



Marvin Blume Sr.

President, Marvin's Muffler Works

When Marvin Blume Sr. quotes his customers a price, he sticks to his word, no matter what it takes to get the job done. Just as he makes customer service a priority, he does the same when it comes to his employees. The Baltimore native opened Marvin's Muffler Works more than four decades ago and takes pride in the fact that he can count the number of employees he has had at the Brooklyn shop on two hands. The full-service shop specializes in high performance exhaust, American and foreign vehicles, trucks and motorhomes. He believes his clients should understand where their money is going and often brings them into the service area to show them what was fixed. When not at his shop, Mr. Blume enjoys racing cars and camping.



Pamela McMichael, RN-BSN

President and Founder, Trustworthy Staffing Solutions

Pamela McMichael, RN-BSN, is the president and founder of Trustworthy Staffing Solutions, a Maryland licensed health care staffing agency that began operating in 2005 with a primary goal to provide compassionate, competent and professional service. In 2007, Ms. McMichael expanded to form a residential services agency that provides quality in-home nursing and personal care for elderly and medically impaired clients. She is an active member of Maryland National Capital Homecare Association. In January 2016, Ms. McMichael, along with her husband Calvin, opened the H.O.P.E. Training Center. The center is dedicated to her deceased parents, Harvey and Harriet Brown, both entrepreneurs and owners of HB Tours and Travel, Inc. H.O.P.E stands for Helping Other People Excel, which expounds Ms. McMichael's pursuit to be a benefit to others. She and her husband are also certified CPR/ First Aid instructors for the American Red Cross. She utilizes the center to train and help develop healthcare skills in others. Ms. McMichael is most fulfilled when helping people grow professionally. Using her vision and ability to nurture others has led to long-term solutions and success.



■ ON THE COVERS ■

Mark Wrenn

President and Owner, M&G Customs

What started as a business run from a Southwest Baltimore backyard by Mark Wrenn and Gerald Winder over 25 years ago, has grown into a successful high-end automotive shop. M&G Customs provides its clients with top of the line accessories including radios, remote starters, alarms, wheels, tires, window tinting and more. Mr. Wrenn takes pride in working to satisfy his customers' requests and enjoys seeing them smile as they return to pick up their cars. He strives to keep his services affordable by offering payment plans on all purchases. Mr. Wrenn, who is always up for a new challenge, fully warranties his work. He credits his wife and two children for always being there for him. He is active with his church, Transformation Ministries.



Deborah Lacy, RN, MS

Founder and CEO, Lacy's Professional Nursing Services, Inc.

Lacy's Professional Nursing Services, Inc. (LPNS, Inc.) is a licensed Staffing & Residential Services Agency (RSA) with the primary goal of providing clients with superior health care services, emphasizing "compassion and competency." LPNS, Inc. is a certified MBE/WBE/DBE and serves clients across the entire spectrum of life. Services offered are: Private duty & shift nursing, personal care, escort and chore services, staffing, school health, nurse consultant, delegating nurse, CPR/FA & CMT Training, assisted living, respite, g-tube, j-tube, tracheostomy and ventilator management. Mrs. Lacy has 39 years of nursing experience and will "ALWAYS be eternally grateful to her wonderful grandparents, proud mother, loving, patient and supportive husband, family, unwavering friends and caring colleagues." Mrs. Lacy received her B.S. in Nursing from Coppin State College, Masters from University of Baltimore and is a 2018 graduate (Cohort 5) of Goldman Sachs 10,000 Small Business Program. In 2022, in the presence of her loving family & friends, she received the Guiding Light Award for her ongoing community work assisting people with limited abilities. The Lacs are members of Southern Baptist Church. "God continues and will ALWAYS get the glory for EVERYTHING in my life."



Carlton J. Moss, Jr., Esquire

Law Office of Carlton J. Moss, Jr., LLC

Carlton Moss, a 25-year veteran of the legal profession, has an established law practice that is accessible, accountable and attentive to his clients' needs. He prides himself in taking a personal approach and centers his firm's philosophy on the principles of zealous advocacy and service to others. His Bel Air law practice serves injured people throughout Maryland and focuses on personal injury cases such as auto accidents, slip and falls, work-related injuries and medical negligence. Mr. Moss has fundraised for the Sickle Cell Association of Harford and Cecil Counties, is a strong supporter of both the Girl and Boy Scouts, and Black Youth in Action. Mr. Moss is a graduate of Morehouse College, where he met his wife, a graduate of Spelman College. He received his law degree with honors from North Carolina Central University, School of Law. Mr. Moss sits on a local attorney grievance peer review panel and is a member of the Maryland Bar Association, Harford County Bar Association as well as the Maryland Association for Justice.



Martha Ann Newby, CEO

Owner, Newby's Tax

Martha Ann Newby has served her community for over 40 years. Her goal is to help her clients face their financial obligations, with knowledge and conviction. Ms. Newby retired from the Federal government in 2003, after 30 years of service. She is a certified tax preparer, who has been in business for over 30 years. Her professional experiences include tax preparation of personal, small business, corporation, S corporation and estate taxes. Ms. Newby has been an active member of Gospel Tabernacle Baptist Church for over 50 years. Additionally, she is a life member of Blacks in Government, Tau Gamma Delta Sorority, Inc. and the Baltimore West Democratic Club.



■ ON THE COVERS ■



Andrea Scott

Realtor and Owner, Brownstone Tax and Financial Services

Andrea Scott's career in the tax and financial industry began nearly 20 years ago when she began doing her personal taxes. She identified a need for a wraparound of services in the financial services industry. "People want to know they can trust you through their financial journey," she shares. In 2007, she graduated from the University of Baltimore with her Master's in Legal and Ethical Studies. Brownstone Tax and Financial Services is the umbrella of other financial services companies, real estate, The Brownstone Insurance Agency (life auto, home, business insurance), and The Brownstone Training Academy (Pre-licensing for Life/Health and Property and Casualty Insurance). Ms. Scott's company is MBE/WBE certified through the City of Baltimore; she is a graduate of the Goldman Sachs 10,000 Small Business Program and ICCC (Inner City Capital Connections, Business Program). "Let us help you through your financial journey from where you are at to where you want to be," says Ms. Scott.



John Bugg

Select Agent and Registered Representative, State Farm Insurance

John Bugg is dedicated to helping families understand the value of insurance and proper financial planning. Nothing is more satisfying to him than making a difference in his clients' lives. Mr. Bugg, a former Urban League vice president, and now a major force in the insurance industry, has vowed to continue serving his community by taking a lead role in educating Marylanders on the importance of taking precautions when it comes to protecting themselves, their assets and future generations. As a "Select Agent," Mr. Bugg is licensed to sell property, casualty, life and health insurance. He credits his success to his spiritual relationship and his commitment to working to empower his community. Mr. Bugg graduated from Morgan State University and is married to Corea Mitter Bugg.



Romona Lewis

Co-Owner, Compassionate Health Care Nursing Services

Romona Lewis' caregiving career dates back to when she was just 15. Her experience working as a "Pinky" volunteer at Bon Secours Hospital sparked a lifetime passion. She graduated from the University of Maryland School of Nursing and has spent more than three decades as a nurse. In 2005, she opened her homecare agency called Compassionate Healthcare Nursing Services. The agency provides in-home care to medically fragile children and adults, including eldercare, wound care, medication administration and skilled nursing visits. Ms. Lewis is a registered nurse and proud mother of two sons, one of whom is also a registered nurse and co-owns the business. Ms. Lewis takes a caring, nurturing approach with her clients and enjoys making a difference. She spends time mentoring disadvantaged children when not working.



Nancy Kelbaugh and Jennifer Quinn

All-Pro Placement Service, Inc.

Staffing solutions provider with a customer-centric focus to ensure best staffing practices and best value for our clients. All-Pro's core competencies include professional support services for administration, call center, contractor support, dental, legal, library & museum, accounting, general staff augmentation and temporary help services. MBE/MDOT Certified, WBE Certified, WOSB, and Small Business Certified.



■ ON THE COVERS ■

Thel Moore, Jr., MBA – Record of Completion

President, Moore's Income Tax Service, LLC

Moore's Income Tax Service was established in 1976 by Thel Moore, Sr., in the basement of his family home. Thel Moore, Jr. would clean trash cans, greet clients and escort them to the basement office. Moore's Income Tax Service assists clients with bookkeeping, payroll, record keeping and filing requirements, reducing tax liabilities, solving business and personal tax problems, and electronic filing and future tax planning. Mr. Moore, Jr. is committed to continuing the legacy of integrity and outstanding customer support his father established. Mr. Moore, Jr. is a member of the National Black MBA Association, National Association of Tax Professionals, and the National Society of Accountants. He received his BSN from Coppin State College and MBA from University of Phoenix. Mr. Moore Jr. is a retired uniformed officer, married with three children and four grandchildren and loves spending time with his family.



Shelia Russell Williams

Realtor and Owner, Faith Realty, LLC

"I always say, if we know better, we'll do better," shares Shelia Russell Williams. "I love to get the word out and help people see how they can better their lives and become a homeowner, paying their own mortgage instead of paying someone else's mortgage." Ms. Williams has a team of five realtors working with her at her faith based real estate firm. She and her colleagues at Faith Realty pray over every contract. The team educates their clients on how to become credit ready through their 1st Time Home Buyer Seminars. Ms. Williams serves as a Board of Directors member and Vice President of Real Estate Brokers of Baltimore, was recognized by the National Women's Council in 2022 as a Mover and Shaker, was named the Greater Baltimore Board of Realtors Realtor of the year in 2022 and Distinguished Sales Associate of the Year Award 2020/2021, and designated as an "Agent of Change" in 2021 by the Baltimore Business Journal, among other accolades and accomplishments. She volunteers with Project Place to find housing for homeless veterans in Baltimore, is a volunteer with Belair Edison and a supporter for the National Alliance to End Homelessness.



James Brooks

Owner, Brooks Contracting

James Brooks is a big fan of seeing the before and after pictures after he completes a project. His construction company serves as a general contractor and specializes in asphalt, paving, concrete, demolition and remodeling of commercial properties and for government projects. He launched the company in 2004 and is MBE certified in the city and state and DBE certified at the federal level. Mr. Brooks, who takes pride in keeping his pricing competitive, is honored to serve as president of a new association for local contractors.



Patrice Thornton

HR Business Partner and President, Human Resource Management Solutions (HRMS)

Patrice Thornton identified a missing puzzle piece and built her business around it. Ms. Thornton recognized many small businesses and organizations have HR needs but don't need a full time HR person. Throughout her career in human resource management, her friends often came to her with HR questions; she realized she had a business in the making. Her company, Human Resource Management Solutions (HRMS), provides services including employee relations, talent acquisition, training and development, strategic planning, and policy and procedural development to the public and private sectors. With more than two decades of experience, her knowledge of employment law and HR best practices is extensive. Ms. Thornton maintains PHR and SHRM-CP certifications and is an active member of the Society for Human Resource Management (SHRM). Along with HR, she has a unique combination of success in the oversight of operations, business development and other key departments. Ms. Thornton offers creative solutions, even removing barriers by effecting changes in regulations, thus improving operations while saving her clients time and money. A sought-out subject-matter expert, she understands the critical role positive employee relations and processes play in the success of an organization.



■ ON THE COVERS ■



Barry Curtis

President and Owner, BEST Fence, LLC

There is perhaps a surprising link between Barry Curtis' role at the helm of BEST Fence, a commercial fencing installation company, and his previous life as an investment banker. With nearly two decades of experience in advising companies on their financial and business strategies, he applies the same skills to providing his clients with optimal solutions for their fencing needs, with respect to design, efficiency and budget. BEST Fence offers the full gamut of fencing products and solutions to governmental agencies, corporations, schools, large-scale contractors and more. The Company's client roster includes large general contractors like Clark, Gilbane and Whiting Turner, large publicly-traded companies like Under Armour and Exelon/BGE and six of the largest counties in the state of Maryland. Mr. Curtis is a member of the board of directors of Enterprise Community Investment, Community Preservation and Development Corporation, Pavement Corporation and is an Operating Capital Partner with Vicour Partners. Mr. Curtis is a CPA, received his undergraduate degree from Howard University and his MBA at the Wharton School at the University of Pennsylvania.



Ashley Rock Wylie, RN, MS, MBA

Co-Owner and Program Director, Above it All

Co-Owner and COO, Fleurs d'Ave Floral Boutique

Ashley Rock Wylie's entrepreneurial path revolves around growth, new blooms and planting seeds for the future. This registered nurse divides her time between her Above it All Mental Health program and Fleurs d'Ave Floral Boutique. Above it All (AIA) provides Therapy, Therapeutic Mentoring (PRP) and Substance Use Disorder treatment to youth and adults. AIA's mission is to equip families with the knowledge, skills and resources they need to become productive members of society. In 2018, she and her husband, Brandon, launched their West Baltimore floral boutique after acquiring a florist business that had served the community for over 50 years. Along with offering unique floral creations, she sees the boutique as a catalyst for continued economic growth along the North Avenue corridor. She received her MBA from University of Baltimore and her master's degree in Health Leadership and Management from University of Maryland School of Nursing.



D. Danard Smith

Wealth Management Advisor, LPL Financial

D. Danard Smith takes pride in developing effective and professional relationships with each of his clients. It's a strategy that has paid great dividends in terms of meaningful connections over the last 38 years. Mr. Smith, a LPL Registered Representative, specializes in retirement planning, individual retirement accounts, and financial planning. Along with serving individuals, he also enjoys assisting churches and charities with their financial needs. A native of Baltimore, Mr. Smith graduated from William Penn College in Iowa, where he earned a B.A. in social sciences. He has been in the financial industry since 1984, when he started his career at State Farm Insurance Companies, and moved to the brokerage path in 1992. Mr. Smith joined LPL in 2010. He is a member of the Baltimore Municipal Golf Board of Directors and a past board member of many organizations including the Baltimore Polytechnic Institute Alumni Association, the Episcopal Community Services of Maryland, the Pi Omega Foundation, the Baltimore Delta Alumnae Foundation Inc., the St. James Episcopal Church Foundation and the Associated Black Charities Gala Committee. He enjoys playing golf, traveling, water sports and listening to music.



Tamala Price

Owner, Carey Hardware

When you turn to Carey Hardware for your building and repair needs, you're not only leaving with improvement products. You are putting money back into the Northwest Baltimore Community. In 2017, Tamala Price took over the hardware store that her father started back in 1986. She has always worked in the store and dreams of one day passing it to her children and grandchildren. She takes pride in providing the kind of customer service rarely found in big-box stores. Along with goods, Carey's Hardware also offers repair services. The most popular three reasons customers come to the Better Business Bureau accredited store include window and screen repair needs, key duplication and for old plumbing supplies. Ms. Price volunteers in numerous organizations including for the Matthew Henson Community Development Corporation and the Robert W Coleman Community Association.



■ ON THE COVERS ■

Charles A. Sparks

President, Sparks Quality Fence Company

Charles Sparks started Sparks Quality Fence Company in 1991. The company serves residential and commercial clients in Maryland and beyond. Sparks Quality Fence offers many products, including chain link, wood, ornamental iron and vinyl fencing as well as decks, playground installation and paving. Mr. Sparks has been happily married since 1974 and has two adult children. He attended Baltimore City Community College, Community College of Baltimore and American University School of Law. Before entering the fencing industry, Mr. Sparks worked as a Baltimore City police officer. Sparks Quality Fence is a leading fencing industry innovator and Certified Minority Business Enterprise Company with Baltimore City. The company's work is displayed throughout Baltimore with large projects such as Mount Auburn Cemetery Entire Perimeter Chain Link and Iron Fence, Dunbar High School Football Field Perimeter Fence, The Avenue Bakery 2229 Pennsylvania Avenue Concrete Driveway, Ornamental and Chain Link Fence, John Hopkins Biotech Park, and DHMH Public Health Laboratory. Sparks Quality Fence supplies and installs fence products for Parks & People Foundation.



Jacqueline Hodges

Owner, Hodes Window Distribution

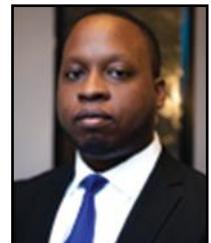
A window into Hodes Window Distribution reveals a far different view than what you may expect to see at a window company. You will not find a sales team. Instead, owner Jacque Hodges talks with clients personally and serves as a middle person between the manufacturers and contractors. Ms. Hodges is proud to provide historic windows for a number of Baltimore City clients. Hodes Window Distribution is a sister company to Hodges Window and Glass, a window repair and shower installation company that Ms. Hodges' husband ran before she took over the reins. Ms. Hodges' professional background includes more than two decades as a shock trauma nurse. She gives back to the community by visiting the elderly at nursing homes and supporting the Alopecia Fund for children.



Kenyatta Clinton

Owner, Brooks Clinton Funeral Service, P.A.

Kenyatta Clinton opened his funeral home with a mission of helping families that can't afford the high cost of funeral services and now has three locations: Randallstown, York Road in Baltimore and North Avenue in Baltimore. He takes pride in working closely with the families he serves and supporting them through the grieving process. He started Brooks Clinton Funeral Service in 2019, after spending a decade learning the ropes of the industry. Brooks Clinton Funeral Service offers cremation, full-service funerals and a place for families and friends to gather socially to celebrate and memorialize the lives of loved ones. He says families are particularly moved by the crowning ceremony that they offer. Mr. Clinton is active in his community and participates in West Baltimore area community association meetings. He studied Health Science at Kennesaw State in Georgia and attended Catonsville Community College.



Shina Parker

Founder and CEO, Integrity Title & Escrow Company, LLC

Shina Parker's entrepreneurial spirit fueled her determination to change the image, conversation, and culture of the title industry. This year, Integrity Title & Escrow Company, LLC is celebrating its 25th anniversary. Integrity Title & Escrow is a first-class, woman-owned and operated company designed to improve the real estate title industry's appreciation of minority businesses in their ability to do excellent work while elevating the consumer's understanding of the importance of the settlement process from A to Z. She built the business on the foundation of serving all clients with respect, dignity, and fairness by means of unbiased pricing and excellent service to ultimately give clients peace of mind at settlement. With more than 30 years experience in the real estate title industry, Integrity Title & Escrow specializes in settlement closings for commercial and residential clients in Maryland, the District of Columbia and Virginia. In 2015, Ms. Parker expanded Integrity Title's Commercial Division to serve her growing commercial clientele nationally. The company continues to be a change agent for residential and commercial settlements because of its outstanding service, innovative use of technology, and knowledge of the latest advancements in the title industry. As a result, Integrity Title & Escrow is recognized as one of the leading Woman-Owned/Minority-Owned title companies in the State of Maryland.



■ On The COVERS ■



Jaron Rice

Founder and CEO, Magothy Payments

Jaron Rice has been a disruptive force in the payments industry since starting Magothy Payments in his basement in 2014. In 2017, recognizing an industry lack of integrity and transparency, he helped author Maryland's HB 1400 that would eliminate liquidated damages clauses in merchant services agreements and cap a company's cancellation fee at \$99. While both that bill and the next one he worked on were defeated, his third effort to protect consumers became the charm. HB 777 passed unanimously in the House and Senate and was signed into law in 2019 by Governor Hogan. Mr. Rice is one of only a handful of people in the state that holds the prestigious Certified Payments Professional certification from the Electronics Transaction Association, the industry's leading trade organization. He is also one of the only ETA CPP still in the field working with small businesses. Under his leadership, Magothy Payments won the Torch Award for Ethics from the BBB of Greater Maryland. The company is the only registered ISO located in Maryland that is an MDOT Certified Minority Business Enterprise. Mr. Rice's passion for his business and fair play in the merchant services industry is only surpassed by his love of God, his family, and his team.



Mary Ann Judith

Founder, First Class Plumbing (FCP)

Mary Ann Judith started FCP in 2004 (a woman owned company), following in her father's footsteps. Ms. Judith prides herself on providing the same level of service and work quality she would expect to receive at a fair, reasonable price. She is thankful to her brother, Mike, vp and business partner; her daughters Gina and Christie, her loyal staff for helping her to expand FCP and especially her husband, Robert Judith, who has been her biggest supporter. Headquartered in Annapolis, FCP services commercial, government and residential clients in MD, DC and VA. FCP technicians are certified, highly trained, and get the job done. Ms. Judith previously ran a large union for 28 years. She then earned her Life & Health, Series 7 & 66 licenses in Insurance and Investments, and was awarded salesperson of the year by the Washington Group/MassMutual. She went to the Academy of Holy Cross in Kensington, MD; the University of Maryland; and attended the George Meany Center for Labor Studies. Awarded Top 100 MBE/WBE Awards by the Mayor of Baltimore, she was featured in the National Association of Professional Women in their VIP Woman of the Year Circle for excellence, leadership, and commitment, and appeared in DC Magazine Dynamic Women of the Greater Washington, DC area.



Felicia Covel Rami

Owner, Xquisite Catering & The Crab Queen

West Baltimore city native, Felicia Covel Rami's love for cooking traces back to when she was 5-years-old, cooking at home with her late grandmother Helen. After gaining experience at multiple restaurants and at a local catering company, Ms. Rami launched Xquisite Catering in 2011 in Halethorpe. Fast forward to when the 2020 Covid Pandemic hit and Ms. Rami found herself in a predicament of needing to pivot fast to keep her staff employed and her business afloat. When she began selling seafood boils and daily specials from the garage door of her catering kitchen, the response was overwhelming. The Covid solution grew into The Crab Queen restaurant, now housed in its own brick and mortar location in Randallstown. Ms. Rami is thrilled to bring a black-owned and operated seafood restaurant to the neighborhood. She is grateful for her team: Kenisha Brown, chef and manager, and Janaya Williams, sous chef and assistant manager. Ms. Rami received her culinary degree at Baltimore International College.



Kelvin Haynie

Owner, Furniture Installation and Service Technicians, LLC (F.I.S.T.)

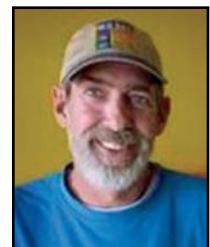
Kelvin Haynie's biggest professional accomplishment came when he had the opportunity to bring his services to the National Museum of African American History and Culture in DC. What he started as a weekend furniture installation side job more than 30 years ago grew into a full-time endeavor with 11 employees and work up and down the East Coast and in the Midwest. Furniture Installation and Service Technicians serves government, commercial and private clients and has expertise in major and minor lines of systems and modular furniture. The company is GSA scheduled, 8a certified and a member of the United States Black Chamber of Commerce. F.I.S.T. is A+ rated by the BBB.

■ ON THE COVERS ■

Jay Angle

Chef and Owner, Salsa Grill

Guests at the Salsa Grill get treated to flavors from around the globe. What started out as a Peruvian restaurant now serves up traditional Maryland fare along with dishes from the likes of India, France and Korea. Chef Jay Angle, who completed his apprenticeship at the renowned Greenbrier Hotel, and his business partner shake up the menu at their Westside restaurant about three or four times a year. They use seasonal ingredients as often as possible. Specials change weekly. The Salsa Grill opened in 1993 and attracts mostly regulars and friends who become regulars. Mr. Angle and his team stand behind their menu. If a guest doesn't like a dish for any reason, it can be replaced without question or refunded. Mr. Angle is a graduate of the Baltimore Culinary School and enjoys giving back to the community.



B.J. Borden

Principal Agent, Borden Insurance Agency

Turning to B.J. Borden for your auto, home, life and business insurance needs is comparable to having 100s of companies working to find you the best price. Erie, Allstate, Nationwide, Safeco, Progressive, State Auto, Travelers, The Hartford and AAA are among the main companies he represents. Mr. Borden, who has 38 years of experience, shares how his team is there at moments of truth: After a fire destroyed one family's home, his team secured them temporary housing while they had their home rebuilt, thanks to their coverage. The agency has an office in Columbia and in Glen Burnie and also does bonds and notary services. Mr. Borden, a licensed realtor in Maryland, serves on multiple boards, including the Howard County Sports Hall of Fame and the Howard County Youth Program (HCYP), for which he is Director of Basketball Operations. He and his wife, Christine, launched the non-profit, Skyy 2 Win Youth Foundation, Inc., to help Baltimore area and Nairobi, Kenya youth learn life skills through sports, to organize basketball camps and to make sure finances never stop a child from playing. He started a youth basketball referee training program to provide at-risk teens an income source. Mr. Borden is a University of Baltimore graduate. He received his Master's in law from Trinity Law School, where he focussed on non-profit law to "share the blessings God has bestowed upon my family and me," maintained a 4.0, graduated Summa Cum Laude and received the Exceptional Masters Student Award.



Richard Green, Jr.

Owner, Maryland Janitorial Services

While some companies set out to offer the lowest price, Richard Green's philosophy centers around giving his clients the best service for a great price. That has meant pivoting during the Covid-19 Pandemic to add on disinfectant fogging to all cleaning services. This BBB accredited business specializes in eco-friendly commercial cleaning jobs for small to large sized offices, multi-unit apartments, medical offices, post construction sites and warehouses. "We focus on the details so you can have a clean, orderly office every time," says owner Richard Green, who launched his company in 2014 and has more than 20 years of experience. He found his niche after researching starting a business and saw cleaning as one of the best start-up services to pursue. The company provides complimentary consultations and estimates and is Customer Service, Bloodborne Pathogen, Medical Cleaning and Bio-hazard Cleaning certified.



Wyatt L. Gray Jr., CEO and Paula Richardson, COO

Demolition Man Contracting and Demolition Woman Contracting, LLC

Buildings are dismantled and people are built up at Demolition Man Contracting and Demolition Woman Contracting LLC. Both are industrial, commercial, residential, contracting, dismantling companies, offering scrap metal processing, concrete recycling, fuel oil removal/disposal, wood disposal, and recently added an environmental cleaning division. The Parkville companies give back to the community by hiring formerly incarcerated employees who are transitioning to life beyond bars and no hire employees. Wyatt L. Gray Jr. brings extensive demolition experience to the table and Paula Richardson has expertise in permits and code enforcement, which includes permit expediting. Demolition Man carries the Department of Housing and Community Development Certificate for Demolition and Razing; is a State of Maryland Certified Construction, Junk and Scrap Metal Hauling firm; a Self-Certified Minority Business; a Small Business Reserve Contracting Firm; a Certified Fire and Condemned Building Contractor of Baltimore City Emergency Response Company; SBE and OSHA certified; and has MBE Certification and MBE pre-qualification approval. Demolition Man is a member of the Maryland Minority Contractors Association, nominated for the 2019 Soiree Award, and honored as the Women's Business Enterprise of the Year in 2019.



■ ON THE COVERS ■



Terence Williams

President, A-1 Firearms

Terence Williams opened A-1 Firearms, an e-commerce store, after retiring from 25 years of Coast Guard service. He is a registered Federal Firearms Licensed (FFL) dealer. His store carries handguns, shotguns, rifles, ammunition and accessories geared for those who are looking for home protection and/or for sport. He also provides firearms training. Beyond the products, Mr. Williams takes pride in taking the time to educate his clients about the law and on what products will best fit their self defense and/or outdoor activity goals. He offers military and first responder discounts. Mr. Williams, a graduate of Jackson State University, is a member of the Omega Psi Phi Fraternity and the Prince Hall Shriners.



Erica P. Paul

President and CEO, Chesapeake Home Health Care, Inc.

For Chesapeake Home Health Care CEO and President, Erica P. Paul, supporting and taking care of others is personal. She was first exposed to the home healthcare industry as a freshly-minted college graduate, accounting degree in hand, helping her would-become mother-in-law manage finances for her home healthcare company. Nearly two decades later, caring for sick and medically fragile children remains fulfilling and important to her. Ms. Paul honed her talent for finance, accounting, auditing, tax and business management, with high-end positions within the federal government, CPA firms and other small businesses before rising to her current role. "We're not just sending warm bodies, we're sending assistance and care to help guardians and parents bear the burden of a sick or medically fragile child. And, it can be a burden sometimes. Those families need to know they are not alone." In 2021, CHHC commenced providing CNA and Care Companion services to both seniors and children. Ms. Paul has a B.S. in accounting from Oral Roberts University and more than 25 years of experience in accounting and management. The community impact her company makes inspires her to push the organization further. Plans for the future include an adult medical daycare and a certified nurse training and education program.



Ashley Van Pelt

President, Native Terrain

Ashley Van Pelt is in the business of giving people a better quality of life – environmentally and aesthetically through the art and science of landscaping. She is the President of Native Terrain, which completes environmental restoration projects. Ms. Van Pelt's husband, Gene, serves as Vice President and oversees field operations for the certified woman-owned company. They primarily work on commercial and government projects. Ms. Van Pelt is proud to have worked on some milestone projects with the Army Corps of Engineers. She also points out her team has the knowledge to provide solutions to unanticipated challenges that may arise when site conditions differ from the plans. The company is licensed in Maryland for pesticide application and fertilizer application. Ms. Van Pelt completed the Goldman Sachs 10KSB Program. She and her husband have two adult children. Ms. Van Pelt received her B.S. from Towson University and her Master's from Loyola University of Maryland.



Timera D. Loftin

Owner, Loftin Love Christian Daycare & Learning Center

Timera D. Loftin is in the business of laying the foundation for future success stories with a strong moral compass. She is the founder of Loftin Love Christian Daycare & Learning Center in Windsor Mill, which provides a warm, loving Christian based atmosphere for ages six weeks to five years. Ms. Loftin is vested in being the difference she seeks. She is the Children's Director at Pleasant Rock Baptist Church, the church her father founded 30-plus years ago. She credits her parents for instilling the sense of love in her that is the cornerstone of her approach to education. Ms. Loftin is a member of Delta Sigma Theta Sorority, Inc. and a dance, model and etiquette teacher at Studio A Modeling, Etiquette and Dance Academy. Honored by Black Wall Street with the Joe Manns Black Capital Award for Entrepreneurship, Ms. Loftin graduated cum laude from Lincoln University, where she received her B.S. in Early Childhood and Elementary Education; she earned her Master's in Education Administration from Coppin State University.

■ ON THE COVERS ■

Dr. Benjamin Shelton, DDS and Dr. Cohloe-Shai Shelton, DDS

Partners, Shelton Family Dental

"We believe a healthy mouth is a gateway to a healthy body," share father-daughter dental team, Dr. Benjamin Shelton, who founded the practice in 1976, and his daughter, Dr. Cohloe-Shai Shelton. Shelton Family Dental helps patients "achieve the smile they deserve" through many dental treatment options in general, cosmetic, and periodontal dentistry. Veteran, Dr. Benjamin Shelton, earned his undergraduate degree from Morgan State University and his Doctorate of Dental Surgery at Howard University Dental School. Dr. Cohloe-Shai Shelton received her B.S. and M.S. degrees from Hampton University and her Doctor of Dental Surgery degree from Meharry Medical College. The Sheltons take pride in creating lasting, trusting relationships with their patients and serving as a one-stop shop for all of your dental needs. They are involved together and separately in many associations including, the National Dental Association, Maryland State Dental Association, American Dental Association, Baltimore City Dental Association and Academy of General Dentistry.



Gayle Johnson

Owner, Kre8ing Your IdeaS

Kre8ing Your IdeaS is a family-owned embroidery company that cultivates the creativity of its customers through personalized apparel and accessories. Committed to the growth and development of its community business partners, the company provides accessible and affordable branding opportunities and partnerships while providing a one of a kind, customized Kre8ive experience. Gayle Johnson, owner and founder of Kre8ing Your IdeaS, explains bringing clients' visions to life gives her and her team the opportunity to test the limits of their Kre8ivity daily. "If you can dream it, we will try it!" Ms. Johnson's own vision to provide a service to her community has blossomed into a nationally recognized brand and a flourishing legacy. She and her team are committed to delivering a one of a kind customer experience with diligence, skill and attention to detail to every fellow Kre8ive that walks through their doors. From beginning to end, whether its pricing quotes, design consultations, individual or bulk orders, they have you covered.



Greg Daniels

Contractor and Realtor, Woodmark Building Group, LLC

Greg Daniels recognizes the value in delivering the best service to his clients and always giving them more than expected. It results in repeat business. He says his dedication to education and the philosophy that the clients' needs are the most important part of the process is what sets his business apart from his competition. Woodmark Building Group, LLC is licensed in Maryland and Pennsylvania for home improvement and in Maryland for new construction. Mr. Daniels, who sees himself as an advocate for his clients, has extensive knowledge and experience in buying and selling, investing, remodeling and building -- both for his clients and for his own accounts. He is active in various civic and charitable organizations. "I believe as we gain successes in life, we must always give back." Mr. Daniels attended University of Maryland, Baltimore County.



Dana Mackey

Owner, Mackey's Crabhouse

When Baltimore native, Dana Mackey, opened his doors in 2006, he had little industry experience. He credits trial, error and perseverance for growing Mackey's Crabhouse into a fierce competitor in the crab business. His outstanding customer service and perfectly seasoned crabs turned first timers into loyal customers. Through word of mouth and social media, Mackey's Crabhouse has evolved into a household name throughout Maryland, Pennsylvania, New York, New Jersey, DC and Virginia. Whether calling or coming in, loyal customers always want to say, "Hi," and Mr. Mackey doesn't hesitate to take a few minutes from his schedule to say hello. Along with crabs, the menu includes such temptations as fried fish platters, sandwiches, steamed shrimp, snow crab legs, a popular seafood sub, and ribeye steak with jumbo shrimp and lump crabmeat. Mr. Mackey also owns Mackey's Caribbean Cuisine, which is a few steps away from Mackey's Crabhouse. When he isn't working, which is hardly ever, he enjoys spending time with his family, especially his grandkids.



■ ON THE COVERS ■



Gwen and Ralph Johnson

Owners, Express Employment Professionals

Retired Air Force veterans Gwen and Ralph Johnson pivoted their attention to another force -- the job force. As co-owners of Express Employment Professionals, an Owings Mills based staffing agency, they focus primarily on connecting candidates to companies for long term positions and fill part time and temporary positions. Their professional level of customer service and hands-on follow-up, sets their agency apart. They are celebrating the 10th anniversary of their Express Employment Professionals franchise. Mr. Johnson earned his AAS degree in Mechanical Electrical Engineering from the Community College of the Air Force. Ms. Johnson earned her BS in Human Resources Management/Management from Park University. Express Employment Professionals is the proud sponsor of an annual charity golf tournament. The couple gives back to the community by volunteering through their church and with students.



Dr. Denise Beach Davis

Podiatrist, Surgeon and Owner of Beachfeet Podiatry

Beachfeet Podiatry allows "no negative" statements about foot health. Dr. Denise Beach Davis started her practice in 1997, focusing on helping patients "keep the pep in their step" and providing comprehensive podiatric services in a caring, hospitable environment. Dr. Beach Davis earned her undergraduate degree from University of Maryland, Baltimore County and Doctorate from Pennsylvania College of Podiatric Medicine. This mom is happily married and enjoys supporting her young adults in pursuing their dreams. Dr. Beach Davis proudly describes them as Dean's List scholars and leaders. Her daughter, a college sophomore, received her Girl Scout Gold Award (highest honor, only 2% of African Americans receive), co-founded the BSU at MHS, is VP of her current class, on the school senate and serves as a school ambassador. Her son, a college senior, is a football team captain and President of his fraternity. Dr. Beach Davis is passionate about mentoring youth to be the best version of themselves. She is grateful to God for allowing her the ability to provide patient satisfaction, education with realistic expectations, partnered with professional knowledge and expertise. She is thankful to be part of diversifying the podiatric field. She proudly serves Alpha Kappa Alpha Sorority, Inc. and The Links, Inc.



Nkiambi Jean Lema

Owner, N.J. Lema and Company

When Nkiambi Jean Lema moved to the United States at the age of 24 from Zaire, also known as the Democratic Republic of Congo, he did not speak English. Six months later, he learned the language and seven years later opened his own accounting firm in Baltimore. Today, Mr. Lema handles more than 1000 individual tax returns annually and provides services for more than 200 business clients. He enjoys the freedom of doing what he loves and reporting to himself. Mr. Lema hopes his three children will one day follow in his entrepreneurial footsteps. He believes the key to success is committing to a plan and sticking to it. Mr. Lema received his accounting degree from University of Baltimore. He is a member of the National Association of Black Accountants.



Rod Smith, EA

CEO, A1 Taxperts, Inc.

Need a blueprint for your financial future? Rod Smith, who has provided financial and tax advice to clients for nearly two decades, takes the time to look at his clients' individual needs and prepares an evaluation to support their goals. A1 Taxperts, Inc. offers tax preparation and representation, insurance services, mortgage and real estate services, and investment products and consultations. The business is a one-stop financial organization, merging tax planning and financial planning tools to formulate powerful financial solutions that have a strong impact on investments as well as garnering tax savings. Mr. Smith, whose passion for finance and advocacy inspired him to start his business, thrives on helping people obtain, maintain and grow real wealth. He is involved with the National Association of Tax Professionals (NATP), National Association of Enrolled Agents (NAEA), National Society of Accountants (NSA), National Society of Tax Professionals and the Baltimore Insurance Round Table.

■ ON THE COVERS ■

Karen Brockington

Owner, The Brockington Firm, LLC

"My first accounting class in the 10th grade was my first experience in accounting and from there it was love at first sight," describes Karen Brockington, who says the level of detail suits her personality. Ms. Brockington followed her entrepreneurial dreams and opened her own firm in 2015. The Hunt Valley firm provides tax preparation, full service financial planning, business consulting and CFO services. While climbing up her accounting career ladder, with her most recent time as an employee in a male dominated industry, Ms. Brockington felt she had hit a glass ceiling. She says while praying one day, she received a message that she should open her own firm and that the possibilities would be infinite. Ms. Brockington doesn't sugarcoat the initial transformation and shares, "You get your bumps and bruises." They make her stronger. This licensed Maryland tax preparer works with both individual and commercial clients and loves serving fellow entrepreneurs. She received her B.A. and Master's in accounting from Colorado Technical University online. She participates in the IRS Annual Season Filing program and is currently studying to become a certified public accountant.



Dr. Garland K. Davis, DDS

Garland K. Davis Family Dentistry

"We care for our patients like we care for our own families, which means we take the time to understand each patient's concerns," explains Dr. Garland K. Davis of his approach to dentistry over the last 30+ years. He and his team at his Laurel practice go to great lengths to make each patient feel comfortable. A lifelong learner, Dr. Davis continues to train in the newest dental technology to offer his patients the latest treatments in such areas as dental implants, Invisalign clear aligners, computer-aided design for same day crowns and laser gum treatment. This Maryland native loves spending time with his wife and children, attending Baltimore Ravens games and participating in charity events in his community. Dr. Davis is a graduate of the University of Maryland School of Dentistry and also completed his undergraduate studies there.



Jessie Lyons Crawford

Attorney at Law, Law Office of Jessie Lyons Crawford, LLC

Jessie Lyons Crawford is a seasoned trial attorney and practices in the areas of personal injury, estate administration, criminal law, and family law. This former Assistant Attorney General of Maryland is a seasoned litigator with trial experience in Federal Court, State Court and Administrative Courts. Her office is located in the historic Charles Village of Baltimore City, Maryland where the clients enjoy free parking. Call 410-662-1230 for a free consultation. "We listen and we care."



Mallory and Lee Davis

Owners, Image360 Baltimore Downtown

In historic Pigtown, Image360 Baltimore Downtown, formerly Signs By Tomorrow, continues building on its reputation as a trusted source for signs and graphics locally and nationwide. The family-owned franchise offers design, wide-format printing and laser-engraving services to accommodate commercial and decorative needs of businesses, organizations and individuals. Since Mallory and Lee Davis bought the operation more than a decade ago, their business model has remained, "Treat everyone – clients, staff and vendors – better than we like to be treated" by providing excellent service, quality and value. Design and writing professionals collaborate with clients to maximize the visual impact of wall graphics, vehicle graphics, way-finding solutions, event and trade show displays, retail signage and decorative work. Mr. Davis' background is in marketing and business, and he holds a B.S. and an M.B.A. from the University of Richmond. Ms. Davis' background is in writing, editing and print production and she has a B.A. from Westhampton College. Married nearly 50 years and business partners for 10+, the couple offers profound gratitude for their blessings, including that they're still going strong with the most talented and dedicated staff in the industry.



■ ON THE COVERS ■



Vernise Burs

Burs & Garrett Physical Therapy

"We tell people God does the spiritual healing while we do the physical." Vernise Burs opened her physical therapy practice in 1989. The practice was located along the Charles Street corridor and recently relocated to the Gwynn Oak area. Ms. Burs is a graduate of Howard University; she has certifications in Fall Prevention and Women's Health. Her goal is to help restore patients back to their optimal independent functional activity level. Ms. Burs treats clients following their post-surgical repairs, those with sports and work-related injuries as well as those with aging related issues. Additionally, the practice treats clients with incontinence issues, balance and coordination impairments. For more information, visit bursandgarrett.com.



William Wright-EL

Owner, Pro Energy Electric, LLC

While growing up, William Wright-EL would accompany his dad on electrical jobs and learned the tricks of the trade from his dad's 45 plus years of experience. At the time, it felt like a chore. Years later, he realized the gift he had been given: "a trade that could never be downsized." Pro Energy Electric, with a tagline of "Professional, Reliable, Outstanding Service that Lights the World," provides residential and commercial work, specializing in wiring and installation, rewiring, whole house, smoke detectors, tenant fit outs, panel and amp, service upgrades and outdoor lighting. The company is licensed, bonded and insured. Mr. Wright-EL's vision is to learn what the customer wants and then to give his expert opinion. Sometimes there is a match and other times he needs to educate the customer on why it's not a good fit. Mr. Wright-EL credits his wife for supporting him through every stage of his career development and for pointing out his strengths when the view for him felt dim. "Sometimes when we think we are the most strong, we are the weakest."



Kim Parker

The Law Offices of Kim Parker, P.A.

In these uncertain times of economic and political unrest, the everyday citizen needs to have the backing of a strong legal representative at their hands. The Law Offices of Kim Parker, P.A. has been the attorney of the people. Giving many a voice when no one else would listen. Ms. Parker's law firm is centrally located and is a pillar of hope in the community. Today, The Law Offices of Kim Parker primarily focuses on personal injury, bankruptcy, and business matters. However, Ms. Parker's commitment to helping the public extends far beyond her profession. It's her compassion for people and her determination to transform lives that sets her law practice apart.



Monica Hariri

Founder, The Hariri Group

Monica Hariri remembers cringing back when she was a government contracting officer and saw people losing out on contracting jobs because a box wasn't checked or a document was missing. Ms. Hariri, founder of The Hariri group, is a former contracting officer with 20-plus years of state and federal experience. She now helps her clients avoid those kinds of pitfalls. Ms. Hariri currently guides firms in doing business with the government correctly, supporting her clients on document preparation, proposals, quote creation along with minority business, non-profit and other certifications. She draws from her experience reading thousands of solicitations in such fields as pest control, snow removal, healthcare, real estate and bridge construction. Ms. Hariri gives back to the community by offering complimentary contract training classes and going into women's shelters to do career coaching on interview skills, etiquette and resume writing. She received her BA in business administration, her Master's certification in public relations, and her Master's certification in acquisition and supply change management from the University of Maryland system.

■ On THE COVERS ■

Ellen Perry

Executive Vice President, Watkins Security Agency

Ellen Perry's beloved father's legacy lives on through the security company she helped him start in 1981. Ms. Perry's administrative skills help her perform and oversee the company's accounting and HR functions, along with the company's daily challenges that go along with managing a business. Watkins Security Agency has provided over 700 security guards to Federal, State and Local government facilities and businesses, such as property management, airports, public utilities, Fortune 500 companies, public schools, colleges and universities, hospitals, prisoner transportation, court security, construction sites, and NFL and MLB stadiums in the Maryland, DC and Virginia areas. Lt. Colonel James Watkins would be proud to see the company he launched has continued to grow and serve our communities. Ms. Perry, a Baltimore native, who resides in Owings Mills, returned to Morgan State University and obtained her B.A. in Business Administration.



Kevin Lisenby

President and Owner, BCS Supply and Services

You never know what the future holds. When Kevin Lisenby launched his company, he offered on-call install and repair services on pressure washers and water reclaim systems. When clients, such as NIH and CarMax, began asking if he also carried other commercial equipment, he seized the opportunity and started offering appliances for commercial and residential kitchens and laundry rooms. Today, BCS Supply and Services works around the clock, selling, installing and maintaining equipment along with commercial cleaning services and PPE supplies and equipment. Mr. Lisenby volunteers his time coaching soccer and basketball and as a mentor for boys, ages 4-14 in the foster care system. Happily married, he and his wife have a 17-year-old son. His son is near the same age he was when he first started giving back to the community, volunteering at a recreational center in the Bronx of New York City.



Elexis Lawson

CEO, ZippyErrands

When Elexis Lawson tells you her company goes the extra mile, it's not a figure of speech. She launched her concierge, errand solution company in 2015. ZippyErrands provides medicine and medical product pickup and delivery services, general errands and "My-Time" 15 minute phone calls to offer a comforting, social outlet for those feeling isolated. The service primarily caters to seniors along with people with disabilities, new moms and busy entrepreneurs and serves clients in Howard, Prince George's, Montgomery and Baltimore Counties. Ms. Lawson credits her father as her entrepreneurial role model. ZippyErrands is a licensed, bonded and insured (MBE/WBE) company. Ms. Lawson received her BA from Howard University and her Master's in organizational development and HR from Johns Hopkins University. She is a mom of two and active with her church and the NAACP. ZippyErrands is thrilled to partner with the State of Maryland Minority Business Directory to deliver the directory to business owners and leaders across the region.



Sidney Sogbor

Owner, Seadmok Water Construction, LLC

Chances are, you won't guess the meaning behind the name, Seadmok Water Construction. Sidney Sogbor formed together all of his family members' initials when naming his water sewer utility company. His company performs repair, replacement and maintenance on water and sewage assets, such as fire hydrants, water mains, water and sewage service connections and water valves. Mr. Seadmok worked for multiple municipalities in the DMV area, where he realized that he had the knowledge to start his own company. Since launching in 2017, he has taken tremendous pride in the opportunities his endeavor has been able to produce for his employees and their families. Mr. Sogbor is a member of Gathering of Kings, a nationwide group of business owners dedicated to making a better community for their families, employees and their businesses.



■ On the Covers ■



Charles William Groce, Ph.D.

Owner, C. William Groce Associates

"What is going well?" That's the first question Dr. Charles William Groce asks the clients he works with as a certified life and health coach. This coach and motivational speaker made the career change to coaching in order to "retire into more things I like to do." His prior professional background includes working in HR, serving as an adjunct professor in psychology, as a school principal and in the Job Corps in NJ, leading guided group interactions with inmates. Today, Dr. Groce helps people from diverse cultures who are facing life and wellness challenges around being diagnosed with a disease, their careers, relationships and financial hardships. He specializes in habit change and helps people look at behaviors that are not effective for them and how to systematically modify them. Dr. Groce is especially proud of a 5-year project that he and a partner did in Connecticut to significantly reduce the rate of prison recidivism. He received his BA from Emporia State in Kansas, his Master's with an emphasis on counseling and psychology and his Ph.D. from the University of Hartford.



Carianne "Cari" Adams Finch, PE, BCEE

Owner, Principal Environmental Engineer, Adams Environmental Engineering Group, LLC (AEEG)

Named by Baltimore Magazine as one of the "Women Who Move Maryland 2021," Cari Finch oversees engineering and project management for AEEG. Ms. Finch, who founded the company in 2018, serves industrial, commercial, government and residential clients. She has three decades of experience working in the environmental engineering, consulting and contracting services industry. The firm provides Phase I/II and hazardous-material surveys, as well as property-condition assessments and environmental testing, monitoring, and remediation. The firm also offers STI SP001 AST inspections, third-party UST inspections waste management, spill response and prevention (SPCC), environmental permitting, underground/aboveground storage tank services (removal, installation, and repair), storm-water permitting, and health and safety compliance. Ms. Finch volunteers as the Chief of the Maryland Ad Hoc Committee on Oil. She is a graduate of Penn State University.



Clifton Cornish

Owner, CBY Enterprises Inc.

Clifton Cornish is driven to get the job done, no matter what it takes. His drive puts him in the lane for success at his licensed and bonding trucking company, CBY Enterprises, Inc. After growing up in the 1960s, saying that he one day wanted to drive a dump truck, like his dad, he brought that vision to life in 1985. The family business has a fleet of 15 dump trucks and works with clients in the Maryland, Virginia, Pennsylvania, and Delaware areas. The company offers such services as hauling and snow removal. You won't find Mr. Cornish cooped up in an office. He takes pride in going out in the field, to make sure every job is running smoothly. He treats every job, big or small, with equal importance. Mr. Cornish recently launched a new business venture in Anne Arundel County called 9 Five Kitchen and Bar, which features a restaurant with American Cuisine, a bar and event space for up to 300 people. Mr. Cornish is active in his church, Empowered Church Ministries.



Leslie D. Harris

President and Principal, Harris-Kupfer Architects, Inc. (HKA)

Who knew that a school shop class would become a defining life moment? In that class, Leslie D. Harris designed and built her project and discovered a passion for the 2D and 3D processes. "Since 7th grade, I have wanted to be an architect." She went on to start a minority and women owned firm that focuses on Healthcare, Assisted Living, Affordable Housing, Restaurant, and other commercial projects. Some of Harris-Kupfer Architects' projects include UMMC Epilepsy Suite, Johns Hopkins Bayview Pharmacy, Teavolve Café, UMB North Substation and Woodmore House Assisted Living. She received the Historic Preservation Award for Adaptive Re-Use & Compatible Design from Baltimore Heritage and the Bridging the Gap Award from Greater Baltimore Committee. Ms. Harris is committed to living and working in Baltimore City. She received her undergraduate degree at State University of New York at Buffalo and her Master of Architecture from Morgan State University. She received the Outstanding Alumni Award, Morgan State University School of Architecture & Planning, and actively hires students from her alma mater.

■ ON THE COVERS ■

Travis Shaw

Owner, MRP Home Solutions

Home Inspector and Appraiser, Travis Shaw, has a passion for Baltimore City row homes. He loves the old-style row home architecture, with the stone foundations, brick walls, flat roofs and marble stairs. Mr. Shaw, his wife, and their two sons, ages 1 and 5, also live in one of their own. He is equally passionate about inspecting row homes for first time home buyers. He also works with rental property owners. Clients commend him for being methodological with his home inspecting and appraising craft, his ability to explain his findings, for being unbiased and timely. Mr. Shaw has also made his mark in Baltimore City, renovating more than 50 homes over the years. He is a graduate of Morgan State University and served as a member of the Northeast Housing Initiative.



Dahlia Huggins

Managing Director, Pinnacle Wireless Solutions

Dahlia Huggins is a business owner with the sole aim of helping clients keep more of their hard-earned money in their pockets. This is achievable through Pinnacle Wireless Services, which offers GSM Unlocked cell phones and accessories and is also an Authorized Phone Dealer, which makes phone service possible for clients facing credit approval challenges. The plans are tailored to those in the low and middle-income brackets, who may not qualify for conventional plans. Phones purchased can be used on other networks (if clients make shifts to their plans) and used overseas. Ms. Huggins is also a notary public for Baltimore County, vacation planner as well as a tax preparer consultant for individual, business, LLC, corporate and partnerships. She benevolently gives back to the community by inviting clients to round their bills up to the next dollar and donating the change to Church Lane Elementary School in Randallstown. Ms. Huggins makes regular donations to firefighters, police and other local associations. "We give back in any way we can," says this mom of two and a "Glam"ma.



Malik Stuckey

Owner, Universal Towing LLC

Malik Stuckey launched what has grown into one of the largest African American owned towing companies in the country over the last 20-plus years. Universal Towing offers light, medium and heavy-duty towing and tractor trailer services and also provides storage and roadside service. Mr. Stuckey takes pride in donating a portion of the company's profits to a youth mentorship program and also makes it a point to hire city residents from the Southwest and West neighborhoods that the company serves and where he grew up. Mr. Stuckey, who has a background in sales, says he noticed that there wasn't enough customer service in the towing industry and wanted to make an impact. He is a father of three boys. When people have accidents and they are out of town, his company gets them an Uber to help them get home.



Janay Taylor, CRNP, MSN

Owner, Taylor Integrated Health, LLC

Taylor Integrated Health, LLC is a family owned and operated clinic, offering services for the entire family, including yearly wellness exams for all ages, chronic disease management, addiction medicine, DOT physicals, sports physicals, mild mood disease management, Covid and Flu (PCR testing), and medical marijuana evaluation. Janay Taylor, CRNP, MSN is a certified family nurse practitioner. She received her education from Coppin State University. Maurice Taylor, her husband, is a national paramedic, who received his education from Baltimore City Community College. They were both born and raised in Baltimore City. The couple believes in quality healthcare for all and they share a passion for the underserved population.



■ ON THE COVERS ■



Shari Fleming

The Law Office of Shari Fleming

Shari Fleming is an attorney and Accredited Estate Planner® focused on helping individuals and families build and transfer generational wealth through business organizations, real estate, estate planning, and estate administration (probate). Estate planning is not exclusive to high net worth families, and Ms. Fleming's goal is to ensure all individuals are properly prepared to leave their legacy to future generations. In 2021, Ms. Fleming was named one of The Daily Record's 2021 Leadership in Law Generation J.D. honorees, due to her dedication to the practice of law and her community. She founded the Our Legacy Matters community with the purpose of advancing the concepts of ownership, wealth maintenance, and wealth retention, specifically within communities of color. Additionally, Ms. Fleming volunteers with the Maryland Volunteer Lawyers Service and the Pro Bono Resource Center of Maryland, and is the Board President of Community Impact Inc. Ms. Fleming is a graduate of Lincoln University in PA, the first Historically Black College/University (HBCU), and she received her J.D. from the University of Maryland School of Law.



Vonnette Harris

Founder and President, Kairos Development, LLC

Vonnette Harris has a long-standing commitment to providing sustainable, high-quality housing solutions for low to moderate-income families. Kairos Development, LLC, a certified 100% minority owned Maryland based real estate development and consulting firm, focuses on expanding opportunities of community economic development and investment in underserved neighborhoods in the Baltimore-Washington region. Ms. Harris is a credentialed real estate professional with over 20 years experience in the construction, development, and finance of multi-family, mixed-income housing. She is well versed in the development process including site selection and acquisition, project feasibility and market demand, community engagement and entitlements, project financing and management, construction management, lease up, continued occupancy and compliance. Ms. Harris has completed over \$230 million dollars of mixed-financed transactions, including the substantial renovation and new construction of a large scattered site development, multiple mid-rise developments for seniors and families, and the adaptive reuse of several historic structures into multifamily housing. Ms. Harris has the combination of passion, experience, drive, vision, and integrity to ensure her initiatives succeed. Kairos Development grew from her desire to assist historically disadvantaged and underinvested communities of color, recognizing quality housing should be a fundamental right, not a privilege.



Donald Thompson

Owner, Blueprint Construction Services, LLC

"Believe in yourself. People are going to doubt you, but you have to have a passion for what you do and confidence in yourself to push through. Be prepared for ups and downs. Things don't always go the way you want or intend. You have to have thick skin," advises Donald Thompson to up and coming entrepreneurs. The philosophy is the backbone of his Parkville based general contracting company. Blueprint Construction Services offers residential kitchen and bathroom remodeling as well as commercial projects. Mr. Thompson enjoys watching the dramatic change that occurs from the beginning to the end of his projects and then seeing his customers' reactions. He cites attention to detail, problem solving, experience and customer service as what sets his 16-year-old business apart from the pack. He gives back to the community by helping out with senior citizens, who are facing challenging times, and is a graduate of Morgan State University.



Terrence Brown

Owner, TL Brown Contractor, LLC

After watching his uncle and cousins find success in the plumbing industry, Terrence Brown became intrigued. His company, TL Brown Contractor, specializes in fulfilling all plumbing needs — from service to installs — for commercial and residential clients across Maryland. The company is MDOT certified with MBE/DBE status. Mr. Brown graduated from Forest Park High School, went on to study at Bowie State, and received his plumbing and gas fitter licenses from Local 486 Plumbing and Training School. He takes pride in mentoring young boys as a football coach of the Hamilton Tigers.

■ On THE COVERS ■

Joshua R. Manns

Owner, Josh Manns Legacy Awards & Recognition

Joshua R. Manns was only 3-years-old when the business he now owns first launched. He took over Manns awards from his late father, Joe Manns, who started the awards company from his aunt and uncle's basement in 1986 before moving to a storefront in Woodlawn. Joshua Manns changed the name of his family business to Legacy Awards & Recognition. Joe Manns sadly passed away in 2022 after spending many years working with his son. The company does plaques, trophies and embroidery for a wide range of clients, including for fraternity and sorority members. Mr. Manns enjoys getting to know his customers and seeing their reactions to his work.

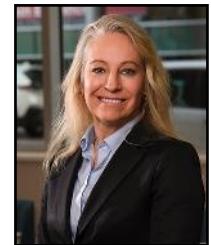


Rebecca A. Altman, RN, MBA

Senior Vice President (SVP) and Chief Administrative Officer (CAO),

University of Maryland Medical Center Midtown Campus

Rebecca Altman is a transformational healthcare leader with expertise in multi-hospital systems and a record of collaborative leadership to continuously improve hospital and ambulatory operations, access, quality, safety and patient experience. Her experience demonstrates her commitment to assuring team member and medical staff engagement along with the importance of building strong relationships with community-based partners to advance health equity. Ms. Altman has over 20 years of healthcare management, reform and business development expertise, including business planning and integration, healthcare policy, population health management, cross-cultural communications, crisis management, and process improvement. In her role, Ms. Altman will build on the integration between UMMC's two campuses, advancing community health initiatives and West Baltimore partnerships, accelerating the optimization of ambulatory services and increasing efficiency. She is an advisor to the state's Health Equity Resource Community Advisory Committee. The Daily Record recognized Ms. Altman's dedication to healthcare equity and her leadership, naming her one of Maryland's "Top 100 Women" in 2021. Ms. Altman, a registered nurse, earned her MBA from George Washington University and her BA from Franklin and Marshall College.



James Warren Bartee

Owner, IMS Auto Clinic

James Warren Bartee fixes everything from performance cars to antiques at IMS Auto Clinic in Baltimore City. IMS stands for Intense Motorsports, which is one of his passions. Along with body and other repair work, Mr. Bartee also offers consultations for customers who have gone to a dealership and don't understand what was communicated to them. He believes in keeping communication simple and makes sure his clients understand exactly what is happening with their cars. Mr. Bartee says his hobby is his work and his three kids are his life. He is a Mason, part of Rise Baltimore and a member of The Urban League Young Professionals group.



Larry Moore

Owner, Home Base Remodeling

Futures are not always the ones that seem to be written on the wall -- or painted, in Larry Moore's case. The path that led him to launch Home Base Remodeling was not one he expected. Years ago, while working as a manager at Burger King, Mr. Moore ran into one of his employees and her mother at Home Depot in the paint section. Next thing Mr. Moore knew, his employee's mom asked him if he painted and if he would do her living and dining room. That led to referral after referral. Mr. Moore, a Baltimore native, kept up the side work while putting himself through school to earn his computer science degree at Coppin State University followed by advanced certifications. He went on to work at Procter & Gamble for 15 years and a 2012 lay off turned out to be a blessing in disguise. It inspired Mr. Moore to turn his part-time contracting business into his full-time passion. He says no job is too small. Flooring is his favorite. He does everything except for heat and air conditioning.



■ On the Covers ■



LaQuicha Brown

Owner, Berries by Quicha

Get ready to be “Berry” impressed. Barack Obama, Beyoncé, Michael Bloomberg and Sinbad are among the client list, who have enjoyed Berries by Quicha’s gourmet chocolate covered strawberry creations. LaQuicha Brown starts with high-quality sweet strawberries dipped in gourmet chocolate. From there, her creations get adorned with decorative accents, ranging from a simple band of sprinkles to even your company’s logo or an edible photo design of your choice. Ms. Brown started making her confections from her home kitchen and then seized an opportunity to open her retail shop at the Best Western in Baltimore in 2013. Next came a location in Federal Hill, which she expanded in late 2021 from 1000 to 3000 square feet. “I love the creative side,” shares Ms. Brown, who channeled the skills she gained from her Morgan State sociology degree and criminal justice minor (she plays detective to figure out what her clients want) into making a name for herself in the DMV. Ms. Brown is a mom of three teens, ages 17, 20 and 22.



Nickola N. Sybblis

Founder and Principal Attorney, Sybblis Law Firm LLC (SLF)

Known as a zealous, compassionate and dedicated advocate, Nickola N. Sybblis works to ensure each client’s legal matter is resolved with the best possible outcome. Sybblis Law Firm, LLC (SLF) is built on the principles of providing zealous advocacy and exceptional service. SLF focuses on all aspects of family law matters; including divorce, custody, child support and adoptions. Before SLF, she was a Supervising Attorney at a medium sized Baltimore City firm, where she gained valuable experience practicing family law, personal injury and Child in Need of Assistance. Ms. Sybblis volunteers on various pro-bono projects as a way of giving back to the community. She is a member of the Maryland State Bar Association, Anne Arundel Bar Association, James C. Cawood, Jr. American Inns of Court and the Alliance of Black Women Attorneys. She co-chairs the community services division for the Anne Arundel Bar Association and was awarded the President’s Pro Bono Service Award for 2019/2020. Ms. Sybblis earned her J.D. from the University of Maryland School of Law and a B.S. in International Relations and Political Science from the University of the West Indies. She is a wife and a mother of two boys and enjoys spending time with her family.



Michael Jackson

Director and Founder, A Little Faith Accounting & Tax Services, LLC

You never know what moment in life will spark your career. As a high school junior, while touring local colleges, Michael Jackson remembers visiting Baltimore City Community College and looking at a list of career options and associated salaries. Mr. Jackson, who was always good with numbers and aced his high school accounting class, knew he found his career. When Mr. Jackson started his private practice in 2015, he named it after his daughter, Faith. He says the firm’s name has a double meaning, as he and his wife felt faith was something they needed, especially when starting a new venture. Mr. Jackson specializes in tailored, personalized tax planning and preparation, payroll, compilation, financial advising and reviews for small businesses and individuals. Mr. Jackson received his BS from Coppin State University and continues to add to his list of certifications, in order to bring enhanced value to his clients. He also invests his time in others by volunteering and mentoring Baltimore City children.



Dr. Marvin J. Perry

CEO and Founder of Professional Consultant Group (PCG) and Associates, Inc.

PCG and Associates offers consulting and management services for businesses, municipalities, educational institutions, non-profits, corporations, and individuals in the private and public sectors. Dr. Perry has a Bachelor’s degree in Business Management, a Master’s in City and Regional Planning and a Doctorate in the Community College Leadership Development Program from Morgan State University. He has several educational training certifications and brings over 30 years experience in educational and business solutions. Dr. Perry’s consulting company assists clients in developing and executing goals for growth for their businesses, cities and municipalities through proven solutions. The company conducts training in negotiations; conflict resolution and mediation; leadership; diversity, inclusion and equity; educational leadership coaching and mentoring. Dr. Perry is a motivational speaker, marketing consultant, national branding officer and a Leadership, Wealth Builder, Anger/Stress Management facilitator. PCG and Associates Inc works with community leaders and public officials in transforming communities, universities and non-profits.

■ On THE COVERS ■

Donta and Sonja Thompson

Co-Owners, M&C Thompson Services, LLC

You never know when a business idea will be born. Donta and Sonja Thompson and their twin daughters, now age 10, were watching Hoarders on HGTV when their daughters came up with the idea of starting a junk removal company. M&C Thompson Services, LLC, a junk removal, hauling and lawn care company launched in 2021. The Thompsons pride themselves on customer service. "To see us and speak to us, you know you are going to get our full attention as a customer," Mrs. Thompson says. "We will always treat you like you're the first one on the list". Mrs. Thompson has a background in I.T. while Mr. Thompson built his expertise in HVAC and commercial building maintenance.



Shirlee "Sparkle" Diggs-Moyer

Owner, Sparkle Occasions by Shirlee

Shirlee "Sparkle" Diggs-Moyer's nickname and business goal are the same. She goes to great lengths to make her clients' weddings and all special events Sparkle. Ms. Diggs-Moyer, who has more than a decade of customer service and event management experience, works closely with couples to plan their big day and produces anniversaries, parties of all kinds, banquets and post-funeral receptions. Whether she is creating an event on a shoestring budget or pulling out all of the stops, she approaches each event with the same energy and enthusiasm, working closely with her clients to select the right photographers, videographers, music, catering, venue and more. Sparkle Occasions by Shirlee is certified by the U.S. Small Business Administration and serves clients in Maryland, Delaware, Virginia, and the DC area. Ms. Diggs-Moyer is a graduate of the Community College of Baltimore's business management program, earned her certification in event and wedding planning from Stratford Career Institute, completed her certificate in Small Business Management at Penn Foster Career School and is a licensed notary. Along with floral and decor, she now also offers table linens and chair covers for events.



Dr. Donald Guy Parker

Dental Office of Dr. Donald Parker, D.D.S.

Dr. Donald Guy Parker attributes his success in dentistry to God, his family and his friends. He makes it a point to make sure his patients leave his office armed with the answers they need. He says if he can't solve a situation himself, he will refer the patient to a dentist who can. He has made that extra effort for more than 40 years. Dr. Parker offers this straightforward advice for anyone getting ready to start a business: "If you want it, there are no excuses." As for Dr. Parker, his eyes are on the next phase of his career, that of retiring in good health. He received his undergraduate degree at Morgan State and his degree in dentistry from Howard University.



Gladys Wade Bragg

Owner, Specialty Marketing and Printing

Gladys Wade Bragg launched Specialty Marketing and Printing after discovering she could provide businesses and organizations with a tool they were missing - promotional items. She has spent over 30 years bringing her clients' visions to life. Mrs. Bragg's Baltimore one-stop-shop provides promotional products, awards, plaques, embroidery and silk-screened products, and printing services. She is a member of the Liberty Road Business Association, Maryland Minority Contractors Association and is MBE/WBE certified through the State of Maryland and City of Baltimore. She also has MBE/WBE status through the Capital Region Minority Supplier Diversification. Mrs. Bragg is a Golden Life Member of Delta Sigma Theta Sorority, Inc., Baltimore County Alumnae Chapter and past president of Baltimore County Delta Foundation, Inc. She is a life member and past national treasurer of Jack and Jill of America, Inc., Baltimore Chapter, and member of the Baltimore Chapter and past national president of National Smart Set. She completed her undergraduate studies at North Carolina Central University in mathematics and earned her MBA in marketing with an option in information systems from the University of Pennsylvania, The Wharton Graduate Division. She and her husband, M. Guy Bragg, DDS have two children and three grandsons.



■ On the Covers ■



Armarni Addison

Co-Owner, AGA Contractors

Armarni Addison has known his business partner since his birth. He and his mom, Shaniqua Addison, teamed up to start AGA Contractors, a Roll off dumpster, dump truck and demolition company, in 2019. Mr. Addison calls his mom "the backbone of the business." She focuses on behind the scenes parts of the company, and Mr. Addison takes the lead on the hands-on side. They serve home building and renovation companies as well as homeowners with rehab projects. They provide a variety of Roll off dumpsters from residential to commercial sizes. They credit word of mouth for the growth of their client base. Mr. Addison got his career start in truck driving and worked for his father's company before deciding to partner with Ms. Addison to start AGA Contractors. Mr. Addison's story is one of finding success from a challenge. He studied at Shepherd University and played football there. He left school after an injury and turned his focus to working with his family. AGA Contractors gives back by participating in charity events that clean up Baltimore City Streets.



Natasha Wainwright

CEO, B'More Made With Pride

Natasha Wainwright answers to titles of "Brittle Queen" and "Boss Lady" along with CEO. The story behind her artisan brittle, gourmet popcorn and handcrafted chocolate company, Natasha's Just Brittle, began in an unlikely place – a daycare classroom. After this former daycare provider began baking with her young children as a dual lesson on baking and business, a little boy asked about making candy. As Ms. Wainwright poured over cookbooks, she couldn't find candy, but a brittle recipe caught her attention and Natasha's Just Brittle soon launched. That was in 2009. Her all natural brittle has since been sold at Whole Foods and other grocery stores, featured on QVC and is the winner of numerous grants and pitch contests. Ms. Wainwright now makes her treats in her commercial kitchen space, B'More Made With Pride Commercial Kitchen & Cafe, located in the Hamilton/Lauraville area; the space also gives 26 other culinary artists a place to create. Stop by the Cafe for breakfast, lunch or for some sweets. Ms. Wainwright is proud of the fact that she owns and operates the only female and black owned commercial kitchen and cafe combo in Maryland.



Samantha Sullivan

Owner, ACS Property Services

Three driving forces propelled Samantha Sullivan into the construction industry. Growing up without a father figure in her life, Ms. Sullivan taught herself as a child by trial and error how to fix things. After gaining experience at a large company, she realized that she didn't want to be a number. When she went out on her own, she felt driven to change the story of single and elderly women getting taken advantage of and being charged more for repairs that they didn't understand. ACS Property Services, a general contracting firm, does commercial and residential projects, including painting, demolition and concrete work. Ms. Sullivan credits her husband, who works in the concrete industry, for being her biggest supporter.



Jesse Murphy, AIA, NCARB

President, Mimar JM Murphy, LLC

Jesse Murphy, a Maryland state certified architect, is president of Mimar JM Murphy, LLC (MJMM), a Service-Disabled Veteran Owned Business with the Federal Government, specializing in architecture, planning, engineering and construction management. Currently certified with the City of Baltimore and Maryland DOT, the firm employs a highly experienced staff and takes on all projects with unparalleled professionalism, offering a full range of multi-disciplined services exceeding quality and affordability standards. Mr. Murphy started his design-build company in 1995; he has since changed the company name and took on a partner, Kal Bhatti, AIA. The company's capabilities include construction of commercial and residential buildings up to three stories, concrete floor slabs, concrete foundations, concrete curb, gutter and sidewalks, interior finishes, site development work, including site utilities installations, architectural and engineering services. Mr. Murphy is a member of the American Institute of Architects and the National Council of Architectural Registration Boards. This Vietnam veteran and proud grandfather of five has a B.A. in architecture, a Master's in architecture and planning from Howard University and a B.S. in architectural engineering from Tennessee State University.

■ ON THE COVERS ■

Susan Kenney

President, Bay Associates Environmental Inc. (BAE)

Susan Kenney quips that at first glance, her industry of choice likely wouldn't be your first guess! Bay Associates Environmental (BAE) is the marriage of Ms. Kenney being always drawn to environmental science and to getting things done! BAE specializes in hazardous waste disposal, bulk or drum transport, the disposal of hazardous and non-hazardous solids and liquids, and roll off dumpster services. The woman-owned company, which launched in 1992, works with business partners of all sizes, ranging from government agencies and Fortune 500s to homeowners. BAE has guided hundreds of clients on how to navigate the rough waters of continually changing environmental regulations. Ms. Kenney maintains unsurpassed, strategic relationships in the industry, which allow her to provide the best value services to her clients. Her community service over the years includes cleanup work on the Eastern Shore after Hurricane Sandy and participating in numerous mission trips, including to Costa Rica, where she lended a hand on construction work and other projects. Now that her three children are all young adults, she spends more time caring and playing with her four legged family members – three great dane/English mastiff siblings and the three cats.



Crystal Denise Williams

Owner, Crystal's Bridal and Tuxedo

Don't tell Crystal Denise Williams that there is no such thing as a miracle. She takes pride in making them happen every week. Whether brides and grooms come to her Bel Air Road in Baltimore store with a dream wedding look in mind or no idea of what they want to wear, Ms. Williams will lead them to a standout style to match their budgets. Ms. Williams, who launched her business 22 years ago, offers gowns and tuxedos for purchase along with tuxedo rentals. She started out on the tuxedo side of the industry and realized that adding bridal lines would go hand in hand. The store offers custom tailoring services and top-of-the-line designers. Ms. Williams loves when her couples return to her to share their wedding day photos, and she's been known to get invited to her clients' weddings. Ms. Williams gives back to the community by serving as Vice President of The Priceless Gown Project, which donates prom dresses to less fortunate high school students.

Kendrick "DJ 5Starr The General" Tilghman, MBA

Owner, 5Starr Enterprise, LLC

Kendrick R. Tilghman is a Baltimore entrepreneur, DJ, educator, outreach specialist, and top Science Technology, Reading Engineering, Arts, and Mathematics (S.T.R.E.A.M.) advocate. The vision of his company, 5 Starr Enterprise, is to become the premier resource for S.T.E.M. workforce diversity nationwide. His company educates and empowers communities to play more active roles in S.T.E.M. related curriculum and fields. He believes this foundation will create greater opportunities in advanced education training and contribute to a more diverse workforce. His company's primary focus is S.T.R.E.A.M. integration and Mr. Tilghman travels nationally to engage and excite communities. His product partnership Math Thru Music, teaching the DJ Craft using Mathematical Principles & Virtual Solutions, has Mr. Tilghman using his B.S. in Computer and Electrical Engineering and an MBA from Morgan State University. He serves as President of the Greater Baltimore Black Chamber of Commerce, President of the Baltimore County African American Cultural Festival, Vice President of Black Professional Men and serves on multiple boards. He is a loving, devoted husband to Carole L. Tilghman, who has been instrumental in many of his recent accomplishments.

Edward Herring

Owner, L Herring Coyote Demolition, LLC

"From the window - to the wall, we take down it all." That's the tagline at L. Herring Coyote Demolition. Edward Herring worked in the demolition industry for more than 20 years before going out on his own. The business name came to him while he was watching TV and a coyote popped up on the screen. According to lore, when a coyote crosses your path, it means there is something of which you need to let go. Mr. Herring does just that, tearing down houses, concrete padding, garages, chimneys, and more. He enjoys providing job opportunities for the community, serving his clients, and helping them to pave the way to rebuild. He is thankful to his wife, Michelle, and his mother, Carolyn, for "sticking by me." Mr. Herring is working to start an employment program to help local youth.



■ ON THE COVERS ■



P.C. Johnson

Owner, P.C. Johnson & Son Remodeling, LLC

P.C. Johnson thrives on comparing the before and after views of his construction and remodeling projects. P.C. Johnson & Son Remodeling, LLC performs home, commercial and church improvement projects, including kitchens, bathrooms, decks, office spaces and more. One of his favorite projects was a 2.1 million rehab of a church that had burned down. Mr. Johnson got his Maryland license and started the company in 1986. Only, his experience traces far earlier in his life. Mr. Johnson grew up helping out in his father's painting business, then spent time in Boston before returning to Baltimore. Today, he continues the tradition of working with family and brought his son into the fold. Mr. Johnson takes pride in doing excellent work at a reasonable price.



Frank Hocker

Owner and CEO, Hocker Dental Lab Inc.

Frank Hocker believes a good smile makes a happy person. He is in the business of helping dentists deliver just that. His West Baltimore, full-service dental laboratory provides crowns, bridges, partials, dentures, casts, repairs and more to clients in Maryland and beyond. Mr. Hocker served as a Maryland State Trooper for 25 years while running his dental lab part-time. In 2000, he decided to pursue his dental business full-time. Mr. Hocker, a veteran, goes out of his way to give back and has helped a few people in his neighborhood with rent, food and prescriptions. He attended Catonsville Community College and also received on the job training with numerous local dentists.



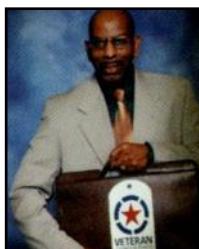
Clyde Davis-El, General Manager, C & E Hat Center, LLC., d.b.a "Waverly Main Street Hats"

Hats off to Clyde Davis-El on his retirement! To celebrate his store's longstanding success, he is offering 40 percent off all hats as he clears out his inventory. He closed his shop and is seeing clients by appointments (see ad for contact info). Waverly Main Street Hats carries something for every budget and the store prides itself on providing consumers with high quality Stetson, Dobbs, Magill, Capas and Biltmore head wear. After noticing a void in the city's high-end hat wear industry, Mr. Davis-El partnered with his wife, Elaine. Mr. Davis-El believes when you look good, you feel good. He is passionate about serving professionals in all areas by ensuring that they have signature, statement head wear to accompany every ensemble. Mr. Davis-El lends his expertise by providing not only guidance on styling but also on maintenance of each piece in his collection.



Rebecca Klein and Keith Scott, Co-CEOs, TALLsmall Productions

Getting unstuck. Whether Rebecca Klein and Keith Scott are coaching clients how to present the best version of themselves at a job interview, to work through a communications conflict or how to deliver an engaging presentation, their mission centers around helping their clients get unstuck from what is holding them back. They launched TALLsmall Productions (named for their heights of 5'2" and 6'9") in 2014. They work with individual clients; lead group workshops for nonprofits, government agencies and companies of all sizes; and serve as keynote speakers. Whether they travel to you on Zoom or in-person, their style is highly interactive. Laughter and learning are always guaranteed. This married duo are proud parents of four teenagers and a cat. They often weigh in on communications topics for TV segments and enjoy serving as pro-bono emcees for nonprofit fundraising events. Ms. Klein is a graduate of Brandeis University and Mr. Scott is a graduate of UMBC.



Fred Williams, Certified Public Accountant, MY OFFICE TAX & BUSINESS SERVICE

New clients at MY OFFICE TAX & BUSINESS SERVICE are treated to a free hour of consultation and ongoing clients receive a free professional consultation. Fred Williams, a retired Army Lieutenant Colonel, offers personal and business tax return preparation, accounting, payroll, compilation, incorporation, business plan review/consultation and document preparation for Minority Business status and tax exempt status as a 501 (c) (3) non-profit entity. He also provides additional services to meet his clients' needs. He was inspired to follow an entrepreneurial path after seeing some of his college professors, who also had military backgrounds, running their own businesses. Mr. Williams is a member of the Maryland Society of Accountants & Tax Professionals, National Society of Tax Professionals, the American Legion, National Association for the Self-Employed, National Notary Association, National Association for Black Veterans and is a member of St. Stephen AME Church of Essex. Mr. Williams received his BA in business administration from Armstrong State College and his MBA from Savannah State University.

WHAT IS THE MINORITY BUSINESS DIRECTORY?

The Minority Business Directory is a privately-owned business entity, not supported by any government grants or assistance. The Directory is a controlled circulation of classified listings and advertisements of community owned businesses and professionals, offering a wide range of goods and services. **The Directory also includes a number of advertisements from local majority businesses and government agencies.** Extensive public service listings provide social, civic, educational and medical information. The combined result is a valuable consumer shopping guide, distributed free to the community. Free distribution of the Directory is made possible by the sale of advertising space within the Directory.

HOW TO ACQUIRE AND USE THE MINORITY BUSINESS DIRECTORY

To acquire the **MINORITY BUSINESS DIRECTORY**, refer to the list of distribution points in the back of the Directory. Stop by the most convenient location and request a copy of the MBD. Copies of the Directory are also available within the **businesses** on this list. For further information on how to receive the Directory, please call the Minority Business Directory, Inc. at (443) 224-2343.

COMMUNITY BUSINESS CONSUMERS – When seeking goods and services, community consumers are urged to look first within the Directory. If the goods and services are not offered by participating MBD businesses, then pursue other conventional means of locating the business you seek.

Remember, when you patronize community-based businesses, you are contributing to the economic foundation of the community which benefits all members in the community. Community consumers are also urged to patronize the majority corporations advertising in the MBD. These corporations are concerned for and committed to improving **the** minority community.

COMMUNITY BUSINESS OWNERS – The major corporations and government agency advertisers in MBD have expressed their desire to do business with community vendors and suppliers. Community business owners should contact these advertisers to make them aware of your firm's capabilities for supplying goods and services.

MBD received requests on a regular basis for the names of community vendors and suppliers for various goods and services. Community business owners whose businesses are not listed in the Directory should write to the MBD office to make us aware of your existence and expertise so that we can refer your business to those purchasers seeking your goods and services.

CORPORATE AND GOVERNMENT PURCHASERS – Purchasing officers are urged to utilize MBD to locate businesses for supplying their firm's needs. MBD has approximately 500 community based businesses on file, all of which are not listed in this edition. In addition, MBD is continually informed of new and existing businesses in the area. For additional information on community based businesses, please call the Directory at (443) 224-2343.

STUDENTS AND JOB SEEKERS – Many advertisers in MBD request job applicants with specific skills and educational training. Students and job seekers are encouraged to review the Career Opportunities Section of the Directory when planning for careers and employment changes.

ALL USERS – MBD is your resource to locate competent, professional, dedicated and hardworking members of the Baltimore community. They will be pleased to serve you. Keep your Directory accessible and call on the merchants advertised herein; and when you do, tell them you found them in the Directory. They will appreciate it, and we will all benefit from it. It's Good Business to Do Business with Minorities.



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Call for an appointment today!



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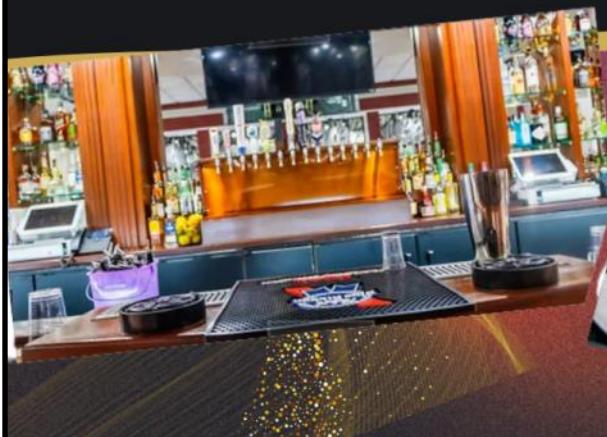


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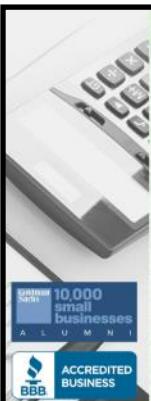
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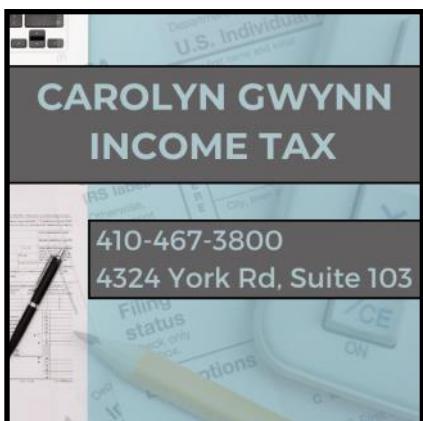


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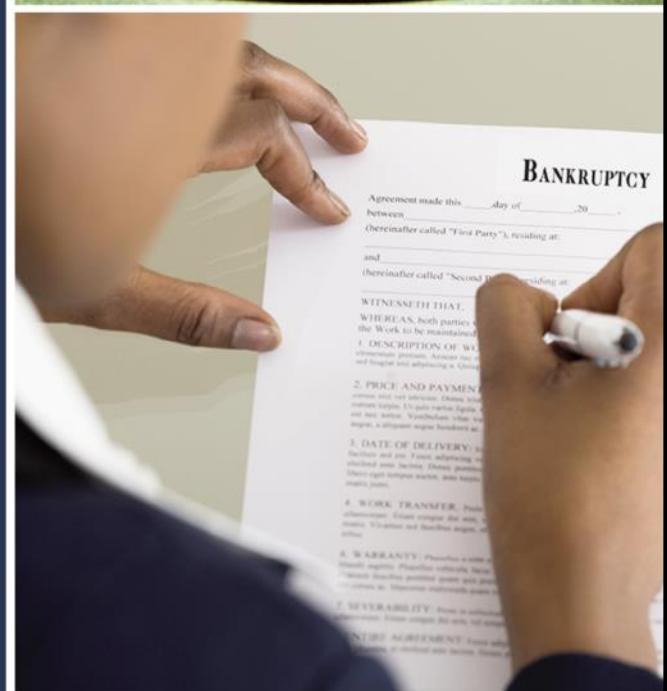
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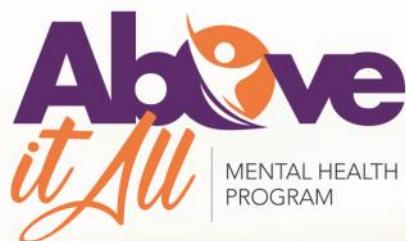
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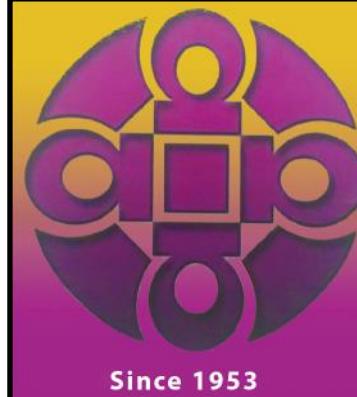
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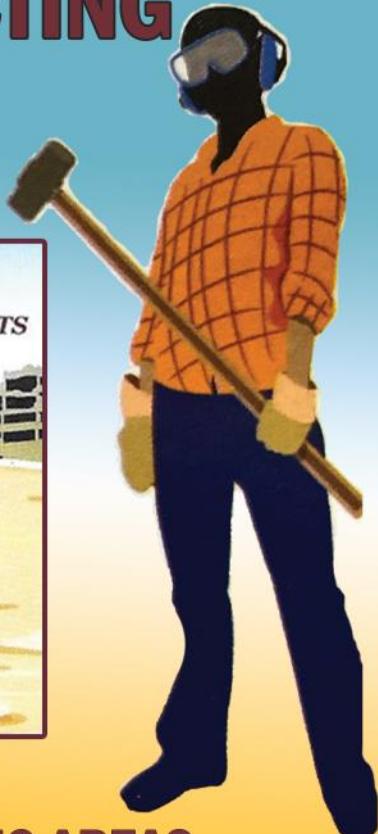


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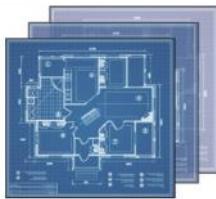
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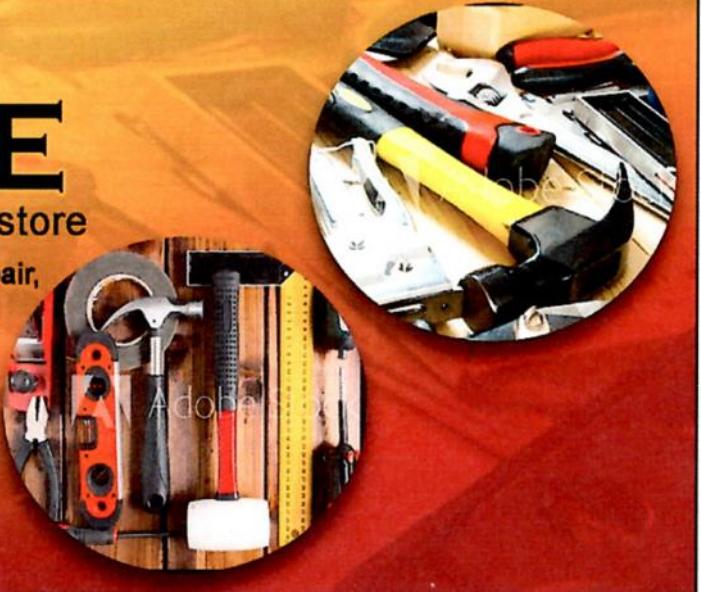
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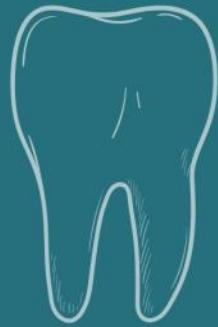
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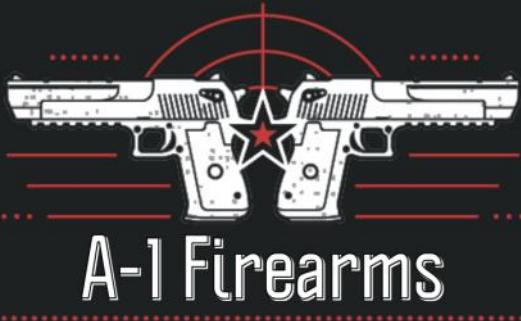




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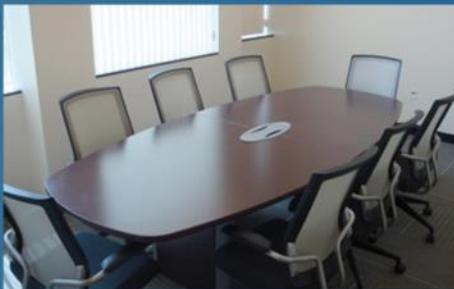
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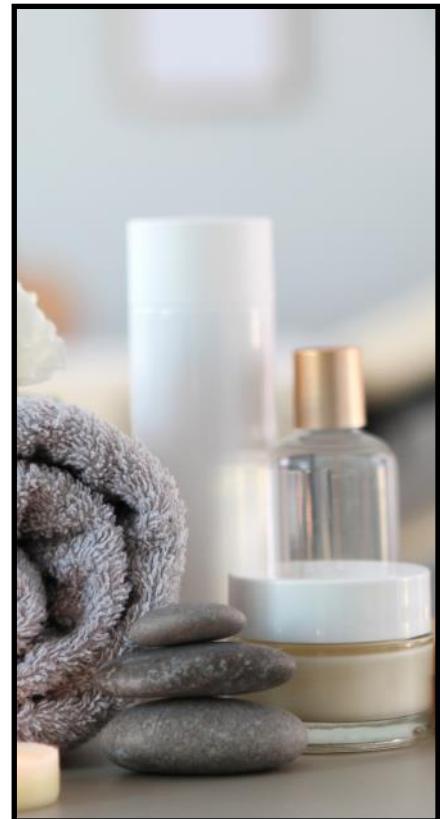
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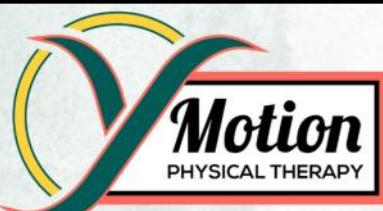


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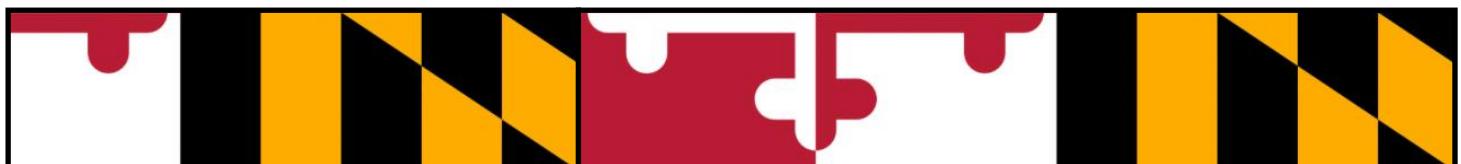
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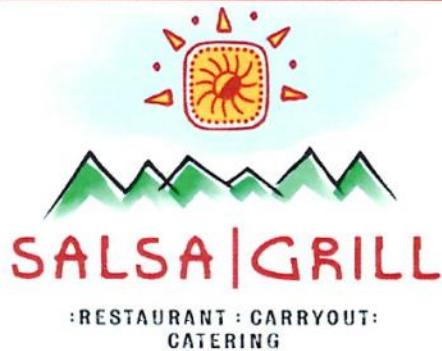
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