

2018 NORTH CAROLINA

Mid-Market FAST 40



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MEET THE MIGHTIEST OF THE MID-MARKET

From bankers to medical laboratories to logistical companies, North Carolina boasts a diverse array of mid-market companies. And with a growing economy, more of those companies are thriving.

That made choosing this year's Business North Carolina Mid-Market Fast 40 tougher than ever. "We had more applicants this year than I think we've had in the existence of the program," says Erik Horstmann, Managing Partner, Charlotte, for Cherry Bekaert LLP.

Horstmann's company compiles the annual list of businesses that made strong gains in workforce and revenue for two consecutive years. Those businesses were honored at an awards luncheon at Pinehurst Resort.

Each of our Fast 40 companies took a different route to success. But they all share certain traits, such as commitment to community and aggressive growth plans.

We invited several to a round table discussion earlier this fall at High Point University. There, they shared the challenges they face and their outlook for the years ahead.

One of the biggest challenges in today's economy, they agreed, revolves around attracting and retaining top talent in today's tight labor market. Success on that front often revolves around growing your own players.

"We try to promote from within. If you try to bring in an executive, sometimes that person doesn't mesh with the culture that the company has built," says Zeb Hadley, CEO of National Coatings. "We've been able to take guys

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who were making \$14 an hour and are now making six figures a year."

Another challenge in almost any industry is the potential for technological and global disruption, says Brian Noonan, CFO of Flexential.

"Even if the economy stays strong I don't think people have the appreciation for how much more disruption there is to come, how quick the pace of change is, how you could be relevant today, and within three weeks that outlook changes," Noonan says. "You better be looking over your shoulder because someone's coming, and they come from all over. I mean, they really do."

Insights like those can help any business learn and grow. There are many more from the round table and from business profiles in this month's edition. Take time to learn about the Mid-Market Fast 40 and where they landed in the final rankings.



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IT'S NOT THE YEARS. IT'S THE KNOWLEDGE.

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NORTH CAROLINA MID-MARKET

Rank	Company	
1		FLEXENTIAL
2		MAKO MEDICAL LABORATORIES
3		MEGACORP LOGISTICS
4		CARETECH MANAGEMENT INC.
5		METROLINA BUILDERS INC.
6		AEROFLOW HEALTHCARE
7		NATIONAL COATINGS
8		EPES LOGISTICS SERVICES INC.
9		DMA SALES LLC
10		DUDE SOLUTIONS
11		SPANGLER RESTORATION
12		DAZZLE UP LLC
13		ECMD INC.
14		CONCRETE SUPPLY CO.
15		HISSHO SUSHI
16		BLYTHE DEVELOPMENT CO.
17		CPI SECURITY
18		TRANSPORTATION IMPACT
19		AVADIM TECHNOLOGIES
20		SENTRYONE

FAST 40



Headquarters	Top executive	Industry
Charlotte	Chris Downie	Technology/IT/Software
Raleigh	Chad Price	Healthcare/Medical Services
Wilmington	Ryan Legg	Logistics/Transportation
Charlotte	Colin Clark	Healthcare/Medical Services
Charlotte	Matt Williams	Real Estate/Construction
Asheville	Casey Hite	Healthcare/Medical Services
Raleigh	Zebulon Hadley	Real Estate/Construction
Greensboro	Tom Siler	Logistics/Transportation
Tabor City	John Treece	Industrial/Manufacturing
Cary	Ed Roshitsh	Technology/IT/Software
Indian Trail	Josh Spangler	Real Estate/Construction
Greensboro	Virginia Aydogdu	Wholesale/Retail
North Wilkesboro	Bill Elkin	Distribution and Manufacturing
Charlotte	Shannon Barwick	Ready Mix Producer
Charlotte	Danny Beem	Food & Beverage/Hospitality
Charlotte	L. Jack Blythe	Real Estate/Construction
Charlotte	Eric Schachner	Security and Home Automation
Emerald Isle	Keith Byrd	Logistics/Transportation
Asheville	Stephen Woody	Life Sciences
Huntersville	Steve Krol	Technology/IT/Software

NORTH CAROLINA MID-MARKET

Rank	Company	
21	 BOLD CONSTRUCTION	BOLD CONSTRUCTION
22	 OMEGA CONSTRUCTION	OMEGA CONSTRUCTION
23	 SOUTH ATLANTIC CONTRACT PACKAGING	SOUTH ATLANTIC PACKAGING
24	 BULK TV & INTERNET	BULK TV & INTERNET
25	 IMAGINESOFTWARE	IMAGINESOFTWARE
26	 SEALING AGENTS WATERPROOFING INC.	SEALING AGENTS WATERPROOFING INC.
27	 INFRANET TECHNOLOGIES GROUP INC.	INFRANET TECHNOLOGIES GROUP INC.
28	 RHINO ASSEMBLY COMPANY	RHINO ASSEMBLY COMPANY
29	 COMMERCIAL CREDIT INC.	COMMERCIAL CREDIT INC.
30	 CCS CONSTRUCTION STAFFING	CCS CONSTRUCTION STAFFING
31	 SPATCO ENERGY SOLUTIONS	SPATCO ENERGY SOLUTIONS
32	 SAMET CORPORATION	SAMET CORPORATION
33	 FIRST CAROLINA BANK	FIRST CAROLINA BANK
34	 WRAY WARD	WRAY WARD
35	 ADWERX	ADWERX
36	 STI HOLDINGS INC.	STI HOLDINGS INC.
37	 GLOBAL VALUE COMMERCE INC.	GLOBAL VALUE COMMERCE INC.
38	 CONCORD HOSPITALITY ENTERPRISES	CONCORD HOSPITALITY ENTERPRISES
39	 THE REMI GROUP	THE REMI GROUP
40	 ALLEN INDUSTRIES INC.	ALLEN INDUSTRIES INC.

FAST 40



Headquarters	Top executive	Industry
Chapel Hill	Chris Ehrenfeld	Real Estate/Construction
Winston-Salem	Greg Marshall	Real Estate/Construction
Winston-Salem	Pat Landry	Contract Packaging
Raleigh	David O'Connell	Professional & Business Services
Charlotte	Sam Khashman	Technology/IT/Software
Indian Trail	Trent Hattaway	Real Estate/Construction
Wilmington	Michael Chittum	Technology/IT/Software
Concord	Dan Brooks	Industrial Distribution
Charlotte	Dan McDonough	Financial Services
Charlotte	Matt Telmanik	Staffing
Charlotte	Jeffrey Dailey	Industrial/Manufacturing
Greensboro	Arthur Samet	Real Estate/Construction
Rocky Mount	Ron Day	Financial Services
Charlotte	Jennifer Appleby	Advertising/Marketing/Media
Durham	Liz Shih	Advertising/Marketing/Media
Charlotte	Quay Youngblood	Retail
Raleigh	Mark Larson	Retail
Raleigh	Mark Laport	Food & Beverage/Hospitality
Charlotte	Dan Schuster	Professional & Business Services
Greensboro	John Allen	Industrial/Manufacturing



From left to right: Brian Noonan, Thomas Lyon, Sean Willoughby-Ray, Josh Arant, Scott Duda, Erik Horstmann, Jeff Brinkman, Zeb Hadley, Lewis Quinn

THE ROAD AHEAD

The leaders of these Mid-Market Fast 40 companies have a clear vision of today's challenges and opportunities.

THE COMPANIES ON THE MID-MARKET FAST 40 LIST HAVE A CLEAR VISION

of where they've been and how to stay on top as they navigate challenges ahead. They understand their customers and their competitive environment. They know how to grow their own talent and keep an eye out for global competition and technological disruption. Here's what they see.

Ben Kinney, BUSINESS NORTH CAROLINA publisher, moderated the discussion, which was hosted by High Point University. Scott Insurance provided support. The transcript was edited for brevity and clarity.



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Management Inc.



JEFF BRINKMAN
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Birmingham, Ala.-based
Regions Bank

I'm seeing our clients be very flexible about their benefits. They're trying to find whatever the hot button is for whoever they are trying to recruit. It's different by industry. It's different even by company.

SCOTT DUDA
managing partner,
Cherry Bekaert LLP

WHAT WAS NOTABLE THIS YEAR?

HORSTMANN We had more applicants this year than I think we've had in the existence of the program. There's not really one industry where all the growth was coming from. You had construction, you had technology, you had industrial, you had health. You could look across the board and you saw varying degrees coming from each direction. Each company had their own niche that they were pushing and growing with.

WHAT DO YOU SEE HAPPENING IN THE STATE'S ECONOMY?

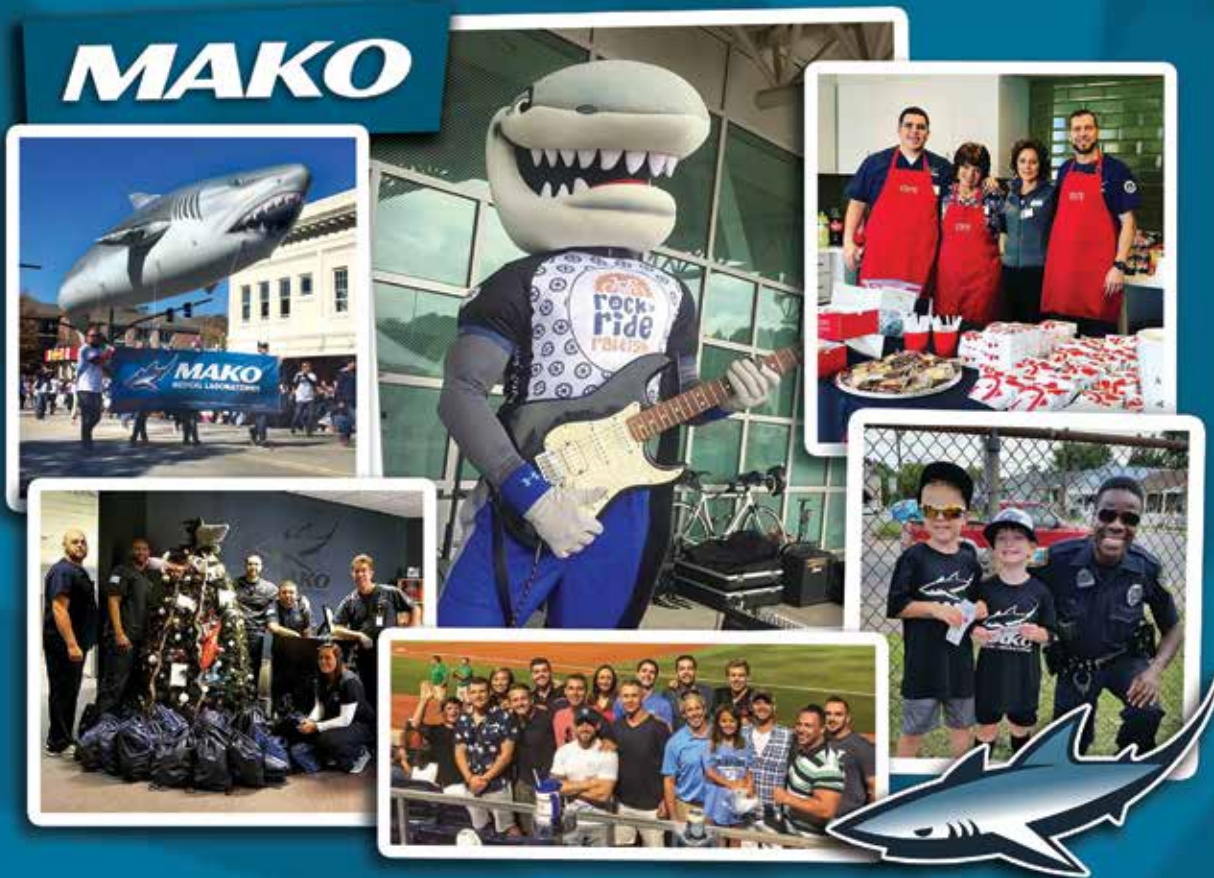
WILLOUGHBY-RAY We're a service provider so we serve clients on the employee benefits side. Ten years ago, providing benefits was a reluctant obligation. People didn't want it, don't like it, had to do it. That has changed significantly. We have a very diverse client base, every business, industry you can imagine, and I would say they could add 10% of their workforce tomorrow if they could find the people. There's a lot of factors that drive business and growth and every business is different, but one thing I would say is absolutely consistent, it's talent, talent, talent. So it's not surprising as employers are clamoring for keeping

people and retaining and finding new people that they really pay attention to benefits. It's not just benefits. I'm seeing a lot of clients really focus on leadership, culture, just to really amplify who they are and what they are to keep and attract talent.

DUDA I'm seeing our clients be very flexible about their benefits. They're trying to find whatever the hot button is for whoever they are trying to recruit. It's different by industry. It's different even by company.

BRINKMAN The economy is doing great. We can't get enough people. And that drives one of two things: Either you have to have a culture that can attract employees or you try to automate and we're seeing a lot of investment and capital in automation.

ARANT We've had a really big push to develop our current team and get them from point A to point B and develop them, so they can be the next leader, the next manager of our company because the unemployment rate continues to drop. You either have to build a pipeline or overpay for an individual or for a position. And then to the rural market, we recently expanded to Henderson, and what we found out was that over 65% of the workforce was traveling to Raleigh or Durham from that



MAKO MEDICAL MAKES DAILY IMPACT

Dozens of hours spent in medical offices awaiting test results for his special-needs sister convinced Chad Price that there had to be a better way. So he and Josh Arant decided to start Mako Medical Laboratories LLC in 2014. It was audacious given that both lacked lab or medical experience and were entering a business dominated by Madison, N.J.-based Quest Diagnostics Inc. and Burlington-based LabCorp.

Their gamble has paid off, with Mako ranking at the top of *Triangle Business Journal's* list of fastest-growing companies in the Triangle for the last two years. The Raleigh-based company forecasts revenue of \$125 million this year, \$250 million next and \$1 billion in five years.



The Mako story started when the founders met at a Bible study in Raleigh and made a commitment to create a company that would passionately find ways to make impacts in other people's lives both locally and internationally. This would be the driving principle behind Mako—not chasing shareholder value or profits. Their commitment paid off. Today Mako is known for only hiring military veterans for

many of its key positions, supporting over 470 local nonprofits and charities (homes for the blind, handicap, military service dogs, cancer, mental health, and many others) and supporting over 82 Christian missionaries around the world. "It's not what we do—but WHY we do it," says Chad Price.

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five-county region. We just took all those individuals and now they're working for us in their backyard. So many people are coming to Raleigh and Durham that the Dukes and everybody else that we pulled from, they can easily rehire. The economy as it expands, it's going to help those outer markets.

QUINN If you can't hire people, you have to grow the people you have. We've done a lot of that. We've taken our frontline manager and sent him to do things like scale up, just to develop critical thinking skills. Our employees are great caregivers, they're great nurturing people but they haven't developed critical thinking, strategic management, process improvement, delegation. We've looked for those people and they're just not out there in our world. We're always looking for ways that we can do recognitions, whether it's a speak-up program, or whether it's participating in a strategic development program or just the conventional things like raises, compensation, bonuses, but also being on committees, doing 100-day plans, letting them come up with mission and vision core values. They appreciate that recognition and the genuine ability for them to control the direction of the company in ways that the conventional employer-employee relationship doesn't permit.

HADLEY We try to promote from within. If you try to bring in an executive, sometimes that person doesn't

mesh with the culture that the company has built. We've been able to take guys who were making \$14 an hour and are now making six figures a year. They've been with the company for a long time, have learned the processes. They have a good attitude. They have integrity and you can teach those people.

HORSTMANN If you've been familiar with public accounting for the last 20 years you can't hire somebody that's got between three and seven years of experience. You just can't find those people in the marketplace when you have a need. What we've done is gone to different campuses and tried to find college recruits, find the people that fit our culture and bring them in and then help grow them and develop them into those senior managers that we're going to need in our business.

HOW DO YOU ATTRACT AND RETAIN THE BEST EMPLOYEES IN THIS TIGHT LABOR MARKET?

NOONAN It really comes down to a little thing. It really comes down to: Do they like the person they work for and is that person they're working for looking out for them or themselves? It sounds very basic, sounds very old parochial, but it really comes down to whether they think they're part of a team. It's the little things that they really value and that's hard because you realize



SIMPLY SOUTHERN IS SIMPLY FABULOUS

Simply Southern is an American clothing, accessory and gift wholesaler that started through the imagination of Creative Director and founder Ginger Aydogdu when she opened the first kiosk in 2005 in Greensboro. Ginger's vision was to create southern inspired high-quality T-shirts at affordable prices that were unique to her kiosks. Ginger chose the name 'Simply Southern' because she wanted the brand to reflect the values of a southern lifestyle, where things run a little slower and you are always on hand to help your neighbor. These values are evident in products with catchy phrases and unique designs. The Simply Southern designs became so popular that other retailers started asking how they could order shirts for their own stores and so the wholesale division was born.

Simply Southern has since branched out into a variety of products including clothing, travel accessories, and gifts. They

are most recognized by their bright, colorful designs and faith-based inspirational quotations.

In December 2016 Simply Southern acquired a 120,000-square-foot facility for printing, warehousing and distribution and employs over 200 people.

The Simply Southern Brand has grown from a T-shirt brand to a clothing, accessories and gift brand and is sold by over 5,000 independent retail outlets nationwide. Simply Southern is not just a brand but a lifestyle that customers, friends and followers connect with for a happy, preppy & classy existence.

Among the many rankings by GiftBeat (a monthly trade publication that tracks gift industry Trends) Simply Southern has been ranked #1 T-Shirt Brand for the past two years.

This tremendous success has been possible through the efforts of a devoted workforce, partnership of great retailers and the support of loyal customers.





when you do something you thought was not that big a deal; you've created a big deal.

BRINKMAN You have to be candid with yourself and your employees. And culture is important when hiring. Because our team is a good solid team, they mesh together and to get someone who conflicts with that is a poison pill. It's just not worth the risk.

QUINN If you're doing acquisitions and merging disparate companies that may be competitors, they don't think the same way. These are small mom and pops and so they've grown up in these little micro cultures and we try to bring them all together. We bring our mid-managers together every 90 days to do 100-day planning. That is their opportunity to say what's important, what they see in the field. Because they own it, it becomes infectious. Because they create it, they own it and they take it out to the masses and it makes your job as the leader so much easier.

HOW ARE YOU USING THE EXPLOSION OF DATA AND DATA ANALYTICS IN YOUR BUSINESS?

NOONAN Data is really critical to our business. And understanding the data, to get a better understanding

“I think when you get to a point in business from a size standpoint, you tend to lose some of the things that made you great in the beginning. I think that's where we're excelling right now. We're excelling at the little things that people like a lot and that LabCorp and Quest potentially have lost because they've gotten so big.

JOSH ARANT
co-founder,
Mako Medical Laboratories

of where to make investments because we're making long-term investments, is critical. What you find is people search data to find what they already think is happening and they stop. They're proving out that they're right and then they stop rather than turning it around and analyzing the data and figuring out what it is really telling



THE COMPLETE PACKAGE IN SHIPPING

Transportation Impact, a multitime Inc. 5000 honoree, comes from humble beginnings. In 2008, its founders, Keith Byrd and Travis Burt, both then senior managers at UPS, left the world's largest shipping company after nearly two decades. Their startup's first headquarters was in a 10 feet by 20 feet storage closet at the Emerald Isle surf shop that Byrd co-owned. They built the company by going door to door.

As the company grew, managers from other carriers joined TI, adding experiences from a variety of parcel, freight and shipping backgrounds. They helped TI achieve sustained growth by improving their clients' bottom lines. Today TI has more than 75 employees. They use more than 350 years of combined experience to drive down clients' net annual parcel, less-than-truckload and truckload costs by an average of more than 20%.

TI helps clients reduce costs through small package and freight negotiation, parcel post-audit, freight audit and freight pay services. It uses a state-of-the-art and user-friendly transportation management system.

TI gives back to its hometown through charitable contributions and public service.



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Its IMPACT1 initiative pledges 1% goodwill services, 1% of employee time and 1% of company profit to charitable organizations. Employees are paid for 20 hours of volunteering— 10 hours with a company-chosen charity and 10 to use as they choose. TI provides monetary contributions and in-kind services to charitable organizations. Since its inception, it has donated more than \$1 million toward scholarships, community projects and helping families in need.

In 2018, the company was honored numerous times. TI was named Business North Carolina's #1 Best Employer in North Carolina, mentioned on the Inc. 5000 list for a sixth-consecutive year, and listed for a third-consecutive year as a North Carolina Mid-Market Fast 40 company and as a North Carolina Top 100 private companies. The company was also awarded for the Eastern NC BBB's Torch Award for Marketplace Ethics for the second year in a row and the CAI Ovation Award for Corporate Responsibility and earned a spot on the Inc. Best Workplaces list.

TI has developed a strong presence in its community and is among the country's fastest-growing businesses.

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them. Our goal is that by the end of 2019, there is a single source of truth. It's data integrity, it's using data to make decisions, but more importantly developing processes and making sure that the data is accurate so that when people go to it they believe it and they act upon it rather than try to figure out why it's wrong.

HADLEY For everyone that has been part of an M&A or a rapidly growing company, things are always shifting. You're always making changes, and I think my biggest mistake is making changes without fully thinking about how that change affects every single piece of your business. Now I have to really analyze any change that I do, and not just for the end result. I have to think about each little piece and each person that it affects. I think that's really important — having that internal communication about the changes and why you're making those changes.

FINDING AND KEEPING GREAT EMPLOYEES IS CLEARLY A CHALLENGE. WHAT ELSE IS AFFECTING BUSINESSES?

NOONAN We're a capital-intensive industry. The low cost of capital to us is like crack cocaine. It gives you a lot of runway in terms of how you can make invest-

ments. As the cost of capital starts to change, you have to make good decisions. That's why you have to have good data, because you think you can make mistakes but there's really only a certain number of mistakes you can make. And the larger mistakes that you made, you can't fix. You've done a lot of acquisitions. One thing in business you can't fix is a bad acquisition. The money is gone, everything is done. You can only plow through to do a better job to make it work. That's why you have the data to do what you need to do.

HORSTMANN The cost of capital has been huge. I used to tell my clients: Growth is great, but don't outgrow your cash. Well, because you've been able to find resources there's not a lot of companies that have outpaced their cash. They've been able to find the capital to infuse into the business. The M&A side of the market is actually interesting because it used to be all these highly leveraged deals. Now you're seeing transactions where private equity is put in on 50% of the capital. They used to go to the banks and say, we're going to put up five, 10%, you put up 90. Now it's 50/50.

QUINN It's a lot easier to get cash now than it was — whether it's senior, mezzanine, private equity, angels. It's all easier today than it was a year ago or two years ago, at



FIRST CAROLINA BANK THRIVES ON COMMUNITY

First Carolina Bank is a privately owned, full service commercial and private banking financial services firm formed by local organizers in 2012. Headquartered in Rocky Mount, North Carolina (where the Bank holds #1 deposit market share), our business footprint is statewide through additional offices in Raleigh, Wilmington, and Reidsville. As of September 30, 2018, the Bank had approximately \$440MM in total assets.

We focus on loan and deposit services to top tier real estate and operating companies as well as business owners and professionals. Additionally, we collaborate with locally based Capital Investment Companies and Atlanta-based Angel Oak Companies to provide life cycle wealth management services and fixed income investment and mortgage solutions.



Recognized in the top 10 in terms of growth for all FDIC-insured institutions in the Southeast, we were also the fastest growing bank in North Carolina in 2017 AND one of the safest as measured by asset quality and liquidity.

We are deeply committed to the communities we serve through more than our dollars, demonstrated by our hands-on involvement in a variety of civic and service organizations and our efficiency in responding to customer needs. We are professionals guided in our work and service by one basic principle - "we do the day to day things in banking extremely well," and in doing so, we deliver a uniquely tailored banking experience to both our commercial and individual customers.

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“I don’t think people have the appreciation for how much more disruption there is to come, how quick the pace of change is, how you could be relevant today and within three weeks that outlook changes. You’d better be looking over your shoulder”

BRIAN NOONAN
chief financial officer,
Flexential

least for us. We’re a service business. We have no collateral. It’s all cash flow. When we first started, financiers couldn’t even sniff us, and now I get 10, 15 calls a week from somebody wanting to put money out there.

WHAT DO YOU EXPECT IN THE FUTURE?

NOONAN Even if the economy stays strong, I don’t think people have the appreciation for how much

more disruption there is to come, how quick the pace of change is, how you could be relevant today and within three weeks that outlook changes. You’d better be looking over your shoulder, because someone’s coming, and they come from all over. I mean, they really do. I could lose a deal in infrastructure to Singapore. That’s really pushing it on the edge, but I think that the competition comes from places you never expected to ever see it and it’s hard. That’s where we’re trying to remain nimble. The problem is, it’s happening faster but we’re not any smarter. That whole pace creates uncertainty, creates change and you have to manage that change because the one thing your employees hate the most is change.

QUINN That’s the cool part about what’s going on because all this disruption, it’s changing the nature of businesses and the way we do business and the way we buy things and sell things. If you can kind of figure out that chaos and participate, there’s so much opportunity in being a disrupter in all these different industries. The rules are changing because of technology.

WILLOUGHBY-RAY Before there’s meaningful change, there’s always chaos in anything in life. I think that’s where we are right now. I’d say in the very near future we’re going to see a rapid change in provider reimbursement on the health care side. Add technology and the efficiencies that go there and there are some interesting things that are going on in the marketplace. There’s incredible innovation, too. The fee for service — I’m talking about hospitalization — can’t last. It’s broken. Companies are working hard to help employees appreciate what they have, but what we’re seeing is that while there’s a desire to innovate, employers don’t want to do anything radical to affect costs yet because they don’t want to disrupt too much. You will see a lot of transformation if and when we hit a recession because there will be desperation — like we’ve got to save money at all costs. Then there will be radical change. Just hold on tight.

ARANT I think when you get to a point in business from a size standpoint, you tend to lose some of the things that made you great in the beginning. I think that’s where we’re excelling right now. We’re excelling at the little things that people like a lot and that LabCorp and Quest potentially have lost because they’ve gotten so big. Being in the middle market, you’ve got the growth of the startup, but we’ve got the infrastructure of middle market to a large cap company so there’s that stability for the people. So I foresee us continuing to grow. ■



Left to right: Pat Grantham (CSO), Julian Bossong (CEO) and Steve Burns (COO)

TREATING CUSTOMERS AS FAMILY PAYS OFF

South Atlantic Packaging is a full-service contract packaging company located in Winston-Salem, NC. From labor management to quality control to our use of leading technology, South Atlantic is a next-gen focused contract packager. We are registered with the FDA and certified by AIB International. With multiple locations and embed options, we are trusted by many leading US manufacturers.

Co-founder Steve Burns > We started South Atlantic back in 2000. Out of the gate, we made quality control every single person's responsibility. We also required everybody to think ahead, work as a team, and treat our customers and fellow workers as if they were family. It sounds pretty simple, but our solution seemed to be unique over the years, and we have seen our customers continue to bring their most challenging projects back to us year after year.

Pat Grantham > We're seeing more customers deal with tighter windows, as their inventory comes into us later and later, and yet they still have the same delivery requirements. We understand these challenges. Many of our projects

are planned well in advance, but we're also seeing more projects come in "hot" due to new customer demand, a natural disaster, truck shortage issues or late receipt of supply. Agility is critical, so our business is designed to be flexible, yet transparent.

ON INVESTING FOR THE FUTURE:

Julian Bossong > Steve and Pat laid an excellent foundation on which to grow, and we're building on that by investing heavily in the business today. In the past year alone, South Atlantic has doubled the size of our main facility in Winston-Salem, broadened our service area in the Pennsylvania area, added industry certifications, increased growth capital, upgraded technology and hired industry-leading expertise. We're continuing to invest in our team and internal capabilities, and we're now also actively looking at several acquisitions.

Pat Grantham > We're on the right path, and we are honored to be named one of NC's fastest-growing companies. This confirms our ability to consistently grow the business, drive innovation and build an outstanding team.



REPRESENTATIVES FROM 2018 North Carolina Mid-Market Fast 40 companies attended a luncheon at Pinehurst Resort on Oct. 10. It included an awards presentation and a video of a round table discussion with representatives from some of the winning companies. A transcript of that discussion is included in these pages.

PHOTOS BY BRYAN REGAN



South Atlantic Packaging



Transportation Impact



First Carolina Bank



DMA Sales LLC



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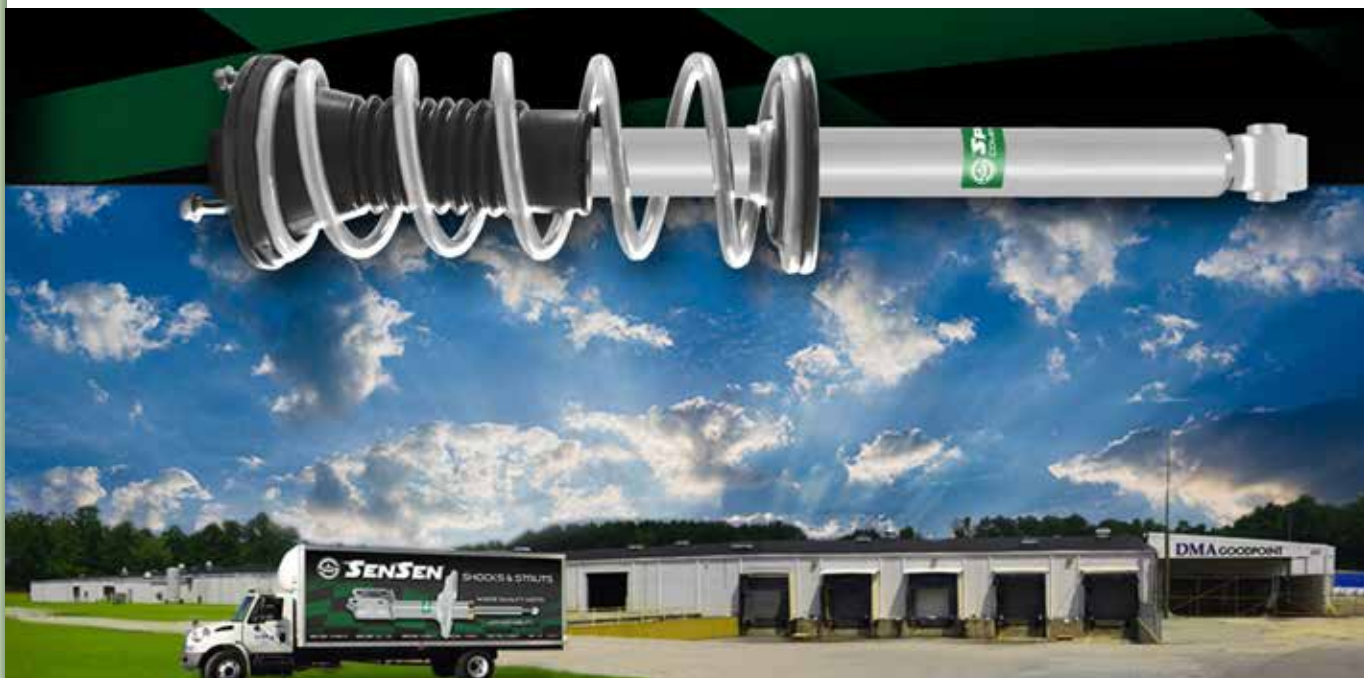
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CELEBRATING 10 YEARS OF DELIVERING ON ITS VISION.

For a business to consistently grow and succeed, you need every employee to be as focused on the company's success as the owners. Our success is because we have passionate employees who care about serving our customers."

— John Treece, founder and CEO

DMA Holdings, Inc, a two time consecutive Inc. 5000 and NC Mid-Market Fast 40 company, continues to set the pace within its industry. Founded in 2008, by John Treece and Steve Bertling, DMA is celebrating its tenth year in business. With sales in the OES, big box retail, wholesale and e-retail channels, DMA continues to build a diverse base of customers.

DMA operates as the North American sales, marketing, product development, customer service, and logistics distribution arm for offshore manufacturing facilities wanting to expand into the North American automotive market. Through long term exclusivity agreements, DMA has built nationally recognized au-

tomotive parts brands within their industry. DMA operates three distribution centers in excess of 600,000 sq/ft and its HQ in Tabor City, NC.

"No success is ever achieved without an uphill climb. It's been no exception for us. We expected it to be hard work. But when you love what you do and those you do it with, it is really not like work but rather a lot of fun," said Treece.

By the end of 2018, the company will have grown to over 78 employees, with sales exceeding \$55million.

DMA is also a strong contributor to the local community through civic and charitable contributions, as well as public service. Since its inception, the company has given back more than \$1.5 million through various community support projects and charitable fund-raising efforts.

By staying true to its core values of unquestionable integrity, commitment to the customer, and passionate employees empowered to succeed, DMA only sees the sky as the limit to their future success.



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