

WELCOME TO THE MINORITY BUSINESS DIRECTORY



Cleveland C. Washington, Jr.
Founder and Publisher

Welcome to the 43rd edition of the State of Maryland Minority Business Directory.

Some of you have been part of this unique community from the beginning. Others are joining our network of business owners and community leaders for the first time. I am most grateful for the role each of you plays in lifting each other up and supporting each other.

I encourage you to take the time to get to know the people in this directory, beyond the pages here, and to become referral partners.

If you would ever like a personal introduction to anyone in this directory, I am here to make the connection for you.

Cheers to health and wealth in 2023 and beyond.

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.

CONTENTS

Publisher's Letter.....	1	Business Category Index.....	32-33
Staff.....	1	Advertisements and Listings ...	34-125
Salutes (On the Covers).....	2-31	Advertisers' Index	126-127
What is the Minority Business Directory..	31	Distribution Points.....	128

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■ ON THE COVERS ■



Michael Cassell

***Real Estate Broker, Appraiser, Consultant & Expert Witness
Creative Real Estate 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 is a broker, appraiser, consultant and expert witness with 25-plus years of experience. While Chairman of the MD Real Estate Commission, he was responsible for the State's 50,000+ Brokers and Agents. He was also the Regional VP of the National Society of Appraisers. For three terms, he was President of the MD chapter of the National Association of Real Estate Brokers and chaired its Board for another six years. 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 also 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. He received his B.S. at Morgan State University where he continued his graduate studies toward an MBA. His motto is "Mike will get you more." He can be reached 24/7 at 410.409.7345 or www.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 three 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.

ON THE COVERS

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.

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 warrants 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, wound care, g-tube, j-tube, tracheostomy and ventilator management. Mrs. Lacy has 38 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. On November 12, 2022, in the presence of her loving family, she received the Guiding Light Award for the ongoing work she does in the community assisting individuals with limited abilities. The Lacys are members of Southern Baptist Church. "God continues and will ALWAYS get the glory for EVERYTHING in my life. I am grateful!"

■ ON THE COVERS ■



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

Carlton Moss, a 24-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.



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 saw that there was a need to have 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 ICC (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.

ON THE COVERS

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 also provides other securities products and additional financial services. He credits his success to his spiritual relationship and his commitment to working to empower his community. Mr. Bugg graduated from Morgan State University. He is married to Corea Mitter Bugg, and they have been blessed with four children.



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.

We are HIRING! Celebrating 20 Years in Business! Staffing services: temp, temp-to-perm and direct hire. Family owned & operated. Putting talent to work for you. Hiring & staffing: administrative & office support, accounting & legal, facilities support services and federal contracting throughout the United States. Women-Owned Small Business (WOSB), Disadvantaged Business Enterprise (DBE), Small Business Certified (SB), MDOT/MBE, WBE City of Baltimore, GSA Schedule Holder 561320SBSA.



Thel Moore, Jr., MBA, ASFP – 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.



ON THE COVERS



Esther "Kiki" Armstrong
Owner, Sankofa African and World Bazaar

In the heart of Park Heights on Pimlico Road, you'll find a gem in the form of a cultural boutique specializing in African tribal artwork, authentic ethnic clothing and unique jewelry from around the globe and a new adjoining children's museum celebrating African cultures. "Kiki" Armstrong opened Sankofa African and World Bazaar in 1994 after seeing a need for authentic African culture in the community. Ms. Armstrong, who is from Ghana, says so many people were borrowing her African clothing that she knew there would be a market for the products. The name of the shop and gallery derives from the Ashanti culture of Ghana. In this culture, the adinkra symbol of a mythical bird looking backwards is called "Sankofa." "In practical terms, we all have to look to the past sometimes to help us make good decisions for the future," says Ms. Armstrong. She enjoys the camaraderie in the shop and finds some clients are drawn as much by the various merchandise as the lively conversation. "We solve most of the problems of the world here," shares Ms. Armstrong, a graduate of the University of Ghana.



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.



Ken Blake
President and CEO, Applied Integrated Technologies (AIT), Inc.

Featured in *Inc.* and *Entrepreneur* magazines for his visionary leadership, Ken Blake channeled his 35+ years in the DoD and Intelligence Community and leadership positions at several Fortune 500 companies into growing Applied Integrated Technologies (AIT) into a leading cyber and engineering company. Since launching AIT in 2001, the company has amassed over 100 contracts worldwide with the DoD, the Intelligence Community, and federal partners. In addition, Mr. Blake mentored young professionals and newly minted CEOs and is an active alumnus of the University of Maryland, College Park. He has also served as a member of the Board of Visitors at Bowie State University and the Howard County High Tech Council.

Mr. Blake's hobbies include designing home floor plans and playing bass guitar in a local band. He has a B.S. in Computer Science from the University of Maryland College Park and a Master's in Telecommunications Management from the University of Maryland University College.

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 & Program Director, Above it All
Co-Owner & 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 psychiatric rehabilitative services to youth with emotional and behavior disabilities and severe psychiatric needs. 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, her master's degree in Health Leadership and Management from University of Maryland School of Nursing, where she serves as an Adjunct Professor, and her BS from University of Baltimore 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 37 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.



■ ON THE COVERS ■



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.



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, Hodges Window Distribution

A window into Hodges 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. Hodges 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 has Masters degrees from Towson University and University of Maryland. Ms. Hodges gives back to the community by visiting the elderly at nursing homes and supporting the Alopecia Fund for children.

ON THE COVERS

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 is pleased to announce that he 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 helping 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 that 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.



Karen Barbour

Founder and President, The Barbour Group, LLC

Inducted into *The Daily Record's* 100 Women Circle of Excellence and *The Baltimore Sun's* 21 Women to Watch, Karen Barbour is a local force with national presence. She founded The Barbour Group in 2002, an independent insurance agency focussed on construction bonding, and led the company to be licensed nationwide. The firm has WBENC, WOSB, DBE, and MBE certifications. Ms. Barbour lobbied Senator Ben Cardin to amend the Stimulus Act, increasing the SBA's ability to guarantee bonded projects from \$2 to \$10 million to help small businesses capture more work. Her efforts resulted in becoming the first surety broker to win the US SBA Small Business Person of the Year. Other honors include the national Ernst & Young's Entrepreneurial Winning Women Award®, Distinguished Woman designation by the Girl Scouts of Central Maryland, and induction into Maryland SBA's Hall of Fame. Board service includes the Girl Scouts of Central Maryland, The Alliance for Hispanic Commercial Contractors, SBA National SBDC Advisory Board, and Maryland Aviation Administration's Small & Minority Business Advisory Council. Ms. Barbour's Party For A Cure non-profit, which she co-founded, has raised \$1.4 million for Marylanders with neuro-muscular diseases. She earned her BA from Loyola College of Maryland and MBA from the University of Baltimore.



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.



ON THE COVERS



Sheena J. Smith

Owner and President, The Allocated Formula Group

Finance and Creative. The two words aren't often paired together. That's what sets Sheena J. Smith apart. She chose the name, The Allocated Formula Group (AFG), for her finance management company, based on the philosophy that there is always a different formula for every situation that goes beyond mathematics alone. In serving as a financial manager and consultant for businesses, she focuses on each company's unique goals and needs. The Allocated Formula Group offers a wide spectrum of services, including payroll processing, project management, contract compliance, managing the books, budget planning and QuickBooks training. She also helps companies through Minority Business certifications and registrations along with grant writing and fund management services. Ms. Smith began her educational journey at Howard University and completed her undergraduate accounting degree at Coppin State University. She received her Masters of Accounting and Financial Management along with her CPA from the Keller Graduate School of Management.



Felicia Covell Rami

Owner, Xquisite Catering & The Crab Queen

West Baltimore city native, Felicia Covell 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

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. He attended Anne Arundel Community College.

■ 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 prefer to 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.

Paula Keys Tilghman
*President & CEO, Absolute Supply and Services, LLC and
Absolute Solutions and Associates, LLC
Co-Founder, Pivot Consulting and Solutions, LLC*

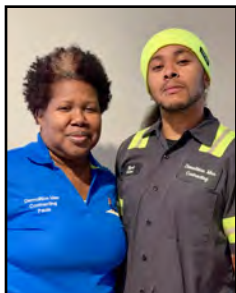


Paula Keys Tilghman has more than 25 years of experience in the procurement of facility and construction products, equipment, parts, supplies and preventative maintenance contracts. She founded Absolute Supply and Services, LLC in 2007 in Prince George's County and added Absolute Solutions and Associates, LLC in Washington, DC in 2010. In 2019, she co-founded Pivot Consulting and Solutions, LLC in Florida. The companies operate independently and are small, minority and woman-owned disadvantaged nationally certified firms with multi-state presence. The companies serve general contractors, subcontractors, government agencies and commercial clients. Ms. Keys Tilghman gained her experience working for one of the top manufacturer's representative firms in the Mid-Atlantic, specializing in commercial HVAC, plumbing, electrical equipment, replacement parts and preventative maintenance. Mrs. Keys Tilghman was accepted in the Clark Construction Group's LSDBE Strategic Partnership Program and Goldman Sachs Programs. She serves as a mentor to other start up small businesses and is active in organizations including MWMCA, GWBCC, WBENC, NABWIC, CCMBA, Women in HVAC/R, Baltimore City and DC Chamber of Commerce. She is married to an "awesome, supportive" husband, a proud mother of two successful young men, has four "human" pups and enjoys roller skating, traveling, reading and outdoor sports.

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. 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.



Comico Westbrooks
Franchise Owner, College H.U.N.K.S. Hauling Junk & Moving

No doubt -- the HUNKS part of H.U.N.K.S. Hauling Junk & Moving grabbed your attention. "They are definitely looking for hunks when we pull up," quips Comico Westbrooks, Southern Maryland franchise owner. Only, the company name stands for a more important set of qualifications: Honest, Uniformed, Nice, Knowledgeable, and Service. After Covid hit, Mrs. Westbrooks, who was working in facilities and operations for National Geographic, received a severance package after major projects experienced a significant slowdown. She "hunkered" down to plot her career direction and quickly realized H.U.N.K.S.

aligned with her values. She and her husband, a veteran, became co-owners. Along with moving and junk hauling, packing and unpacking services, H.U.N.K.S provides complimentary relocation services for victims of domestic violence and donates two free meals to hungry children for every donation the company picks up from community members. Mrs. Westbrooks enjoys having the opportunity to mentor her team. When not at work, you will find her spending time with family. She is a graduate of Clark Atlanta University, an HBCU, and received her Master's from University of Phoenix.



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. Sixteen years 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.

■ ON THE COVERS ■

Kelly Hill-Ross
Producer, Director, The Kelly Hill Ross Show
Founder and CEO, RPTalentmedia, LLC



Kelly Hill-Ross' mission is to bring the accomplishments of standout individuals, entrepreneurs and businesses in the African American community to the forefront through her social media television show, *The Kelly Hill Ross Show*. The show can be seen on YouTube, Facebook, and Twitter. Ms. Hill-Ross, who produces and directs the show, in the past has been a talent manager for beginning actors, and worked on conflict resolution theatrical productions for schools and businesses through her company, RPTalentmedia, LLC. She launched her talent management firm in 1999. She is an accomplished columnist having written a weekly column on single parenting for the *Afro-American Newspaper*. She hosted the weekly radio show, *The Mahogany Report* for Comcast Cable through Catonsville Community College, and her radio show broadcast through Towson University, *Just Like A Woman*, for which she had Oprah Winfrey as her guest when Oprah lived in Baltimore. Ms. Hill-Ross is the mother of two successful children in the medical profession. Inquire about being a guest on her show by going to her website, thekellyhillrossnetwork.com, it's free.

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 31 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.

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 that 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, Baltimore.



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 that bringing clients' visions to life gives her and her team the opportunity to test the limits of their Kre8ivity every day. "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.



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.



Sean A. Stinnett
***Deputy Director, Mayor's Office of Minority & Women-Owned Businesses and
Director, Baltimore Main Streets***

Helping people access opportunities is at the core of Sean A. Stinnett's personal and professional life. Prior to working for the City of Baltimore, Mr. Stinnett served 10 years as the PRG (Procurement Review Group) Administrator for the Maryland Department of General Services handling the MBE & VSBE goal-setting, SBR designation and compliance on State contracts. Raised to appreciate public service and value hard work, his compassion and concern for those in need grew into a lifelong commitment to working for the common good. This West Baltimore native is a proud graduate of Baltimore City Public Schools, earned

an A.A. Degree in Mass Communications/Media Studies at Baltimore City Community College and a B.S. Degree in Sports & Fitness Administration with minors in Journalism and Business Management at Coppin State University. Mr. Stinnett is President of the West Arlington Improvement Association, Executive Director of Baltimore Clean Streets, Vice President of the Northwestern District Community Relations Council and Advisory Board Member for the University of Maryland Greenbaum Comprehensive Cancer Center. Mr. Stinnett believes we show how much we care through action; his community leadership is a testament to how much he cares about making our schools better, our streets safer and our businesses local.

■ 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 opened their Express Employment Professionals franchise in 2013. 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***

Dr. Denise Beach Davis, who opened Beachfeet Podiatry in 1997, delivers comprehensive and effective podiatric services in a caring, hospitable environment. She earned her undergraduate degree from University of Maryland, Baltimore County and Doctorate of Podiatric Medicine from Pennsylvania College of Podiatric Medicine, now the Temple School of Podiatric Medicine. This "sports mom" is happily married and enjoys watching her two children pursue their dreams. As a mom of a Girl Scout, Dr. Beach Davis is passionate about mentoring young women to help them develop self-confidence and determination. She is proud of her daughter, who received her Girl Scout Gold Award (the highest honor of which 2% of African American girls receive), co-founded the Black Awareness Club at Mercy High School and maintains other leadership roles. She is proud of her son for excelling as a college engineering student and on the football field. Dr. Beach Davis' philosophy is to be grateful to God for allowing her to have the ability to provide patient satisfaction, education and realistic expectations, partnered with professional knowledge and expertise. She is thankful to be part of the solution in diversifying the podiatry field. She is a proud member of 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.



ON THE COVERS



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.



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.



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

Waverly Main Street Hats, which started in 2009, is a reflection of the progressive revitalization underway in Baltimore City. Although Main Street Hats carries something for every budget, 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. Clyde Davis-El partnered with his wife, Elaine, and together they aspire to become one of the East Coast's premier hat companies. 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. Along with working with local customers, Waverly Main Street Hats serves patrons nationwide.

■ ON THE COVERS ■

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 estate administration, criminal law, personal injury and workers' compensation. This former Assistant Attorney General of Maryland is a seasoned litigator with trial experience in Federal Court, State Court and various Administrative Courts. Her office is located in the historic Charles Village of Baltimore City, Maryland where the clients enjoy free parking. The law office of Jessie Lyons Crawford listens to the client and cares about helping clients to resolve legal problems. Attorney Crawford believes in her clients and works hard to win for them, no matter the case.



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.



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.



ON THE COVERS



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.



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.

■ 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 & 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 16-year-old son. His son is around 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.



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.



ON THE COVERS



Amaris Murray, CNRP

Owner & Nurse Practitioner, Baltimore Healthcare and Wellness

Baltimore Healthcare and Wellness is dedicated to providing and creating quality and equality in healthcare access and service, especially in areas that typically experience economic or healthcare disparities. Amaris Murray, CNRP, founded the practice with that mission and was born and raised in 21215, near where she serves her clients. The practice offers well and sick visits for all ages, GYN assessments, weight management, chronic care, alcohol and addiction management, medical marijuana and home visits. Ms. Murray's research areas of interest include African Americans with Type 2 Diabetes, using a plant-based

vegan diet. She graduated from Coppin State University with a BS in biology, received her BS in nursing from Drexel University and returned to Coppin State University for her Master's in nursing.



Ashley Van Pelt

President, NT Land Works / Native Terrain LLC

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 NT Land Works, which specializes in ecologically minded landscaping, and of Native Terrain LLC, which completes environmental restoration projects. Ms. Van Pelt's husband, Gene, serves as Vice President and oversees field operations for the certified woman-owned companies. 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 companies are 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.



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 Owings Mills 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.

■ ON THE COVERS ■

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 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.

Travis Shaw
Owner, MRP Home Solutions



Home Inspector, 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 three-year-old son 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 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.

ON THE COVERS



Dahlia Huggins

Managing Director, Pinnacle Wireless Solutions

Dahlia Huggins is a business owner with the sole aim of helping clients to 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 can be 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.



Marilyn Johnson

President, Bay Oil, Inc.

Bay Oil, a family owned and operated company, recently celebrated its half century milestone. The company provides fuel oil, kerosene, off-road and on-road diesel fuel, gasoline, and motor oil to residential and commercial clients, as well as farms, in Harford and Cecil Counties. The Havre de Grace, WMBE and MDOT certified company is proud to offer senior citizen and military discounts along with automatic delivery. Marilyn Johnson took the reins of the business after her husband, who launched it, became ill. She is proud to be a witness to the company's continued growth.



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

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.

Douglas E. Brown ***President, D.E. Brown & Associates Inc.***



If you are impressed by the fact that Douglas E. Brown has been a tax accountant for almost half a century, wait until you hear what else sets him apart. The answer is in the level of customer service you will find. He says his clients can always get in touch with him. "It's not like after April 15th I disappear into thin air." Along with preparing tax returns, and working to ensure that his clients keep the most money they are legally entitled to, Mr. Brown also helps his clients get government and bank loans, offers payroll services, provides financial planning, and walks clients through the minority certification process. Mr. Brown received his accounting degree from Morgan State in 1975 and opened his business right after graduation. He gives back to the community by doing pro-bono work for those in need. Mr. Brown takes pride in the fact that his firm has also been the launch pad for two of his family members to get experience and then follow their own entrepreneurial dreams.

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 watching 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.

ON THE COVERS



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.



Terence Williams
President, A-1 Firearms

Veteran 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. 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.



Alison G. Brown, MPH
President, University of Maryland Medical Center Midtown Campus

As President of University of Maryland Medical Center (UMMC) Midtown Campus, Alison Brown is responsible for the delivery of safe, effective and compassionate patient care across an array of emergency services, medical, surgical, and behavioral health care, and a broad array of outpatient centers for primary and specialized care provided by faculty physicians of UM School of Medicine. Recognizing UMMC's role as an anchor institution serving Baltimore City, Ms. Brown leads efforts to assure active and effective community engagement to improve health and support workforce development. She is actively involved in

many professional and community organizations, including The Executive Alliance women's leadership organization, a past member of the board of directors for the United Way of Central Maryland and has been recognized by *The Baltimore Sun*, *The Daily Record* and *Baltimore Magazine* for her leadership and community service. Ms. Brown holds her B.S. in Nursing from the University of Vermont. She earned a Master of Public Health from Johns Hopkins University.



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.

■ ON THE COVERS ■

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.

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 16, 19 and 21.

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 they expect. 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.

■ ON THE COVERS ■



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.



Dr. Marvin Perry
CEO, Professional Consultant Group (PCG) and Associates, Inc.

PCG and Associates offers consulting and management services for businesses, municipalities, educational institutions, non-profits and individuals in the private and public sectors. Dr. Perry has a Bachelor Arts degree in Business Management, Master's degree in City and Regional Planning and a Doctorate degree in Community College and Leadership from Morgan State University. He has several certifications and brings three decades of experience to the table. Dr. Perry's company assists clients in developing and executing goals for growth through guiding its clients through negotiations, conflict resolution and mediation. The company also conducts leadership, diversity, inclusion and equity training, via educational leadership, coaching, mentoring and training. Dr. Perry is a motivational speaker, marketing consultant, national branding officer and a certified anger/stress management facilitator and an advisor to community organizations and colleges within the United States. PCG & Associates Inc works with community leaders and public officials in transforming communities, universities and non-profits in a transactional way.



William Hill, III
Founder, Beainingful Services

William Hill III experienced an entrepreneurial, non-cafeine jolt while attending a franchise expo in Virginia, early in the Covid pandemic. He came across coffee vending machines that enable people in office environments to enjoy coffee in a safer way, without multiple hands touching the coffee pot and cleaning it. At the time, Mr. Hill had seen a lot of coffee vendors going out of business. He purchased his first set of vending machines and launched Beainingful Services. Installation, maintenance and cleaning are included for his clients. The Beainingful Services program enables clients to enjoy "bean to cup" technology, where fresh coffee beans are ground for each cup, maximizing taste and reducing the amount of water used. The machines also have hot chocolate and other seasonal beverage choices. Mr. Hill worked as a program manager as a DOD contractor prior to starting his business. He received his BS and Master's degree from DeVry University and is active with the BWI Business Partnership. Mr. Hill and his wife are raising three kids, ranging from age 3 to 17.

ON THE COVERS

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 and AAA are among the main companies he represents. Mr. Borden, who has 37 years of experience, shares one example of how his team is there at moments of truth: After a fire destroyed one family's home, his team secured them temporary residence while they had their home rebuilt, thanks to their coverage. The agency has an office in Columbia and in Glen Burnie and does bonds and notary services. Mr. Borden, who is also 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 Maryland 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 focused on non-profit law to "share the blessings that God has bestowed upon my family and me," maintained a 4.0, graduated Summa Cum Laude and received the Exceptional Masters Student Award.



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.

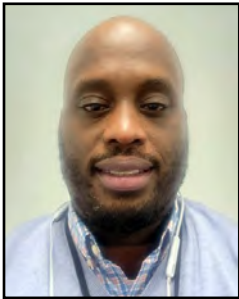


Dr. Donald Guy Parker

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.





Fentzy Philippe-Auguste
President and Owner, FPA Solutions

Fentzy Philippe-Auguste created “a one-stop information technology provider” to manage full computer network activity for private sector enterprises, non-profit organizations and for government entities in order for his clients to focus on what they do best. Mr. Philippe-Auguste loves the speed that technology is evolving and keeping up with the day-to-day innovation. He’s spent two decades staying on the cusp of technology. Services range from hardware maintenance, help desk support to network integration and VOIP solutions. Mr. Philippe-Auguste gives back by serving on the board for a local foster care agency. His mom is the source of his inspiration. After he and his twin brother went to college, his mother brought in

two foster kids, who soon became family. Mr. Philippe-Auguste says the experience made him realize the importance of foster care. A graduate of SUNY Stony Brook, he credits his computer science studies there with launching his passion for servicing the technology industry.



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.



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 March 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.

ON THE COVERS

James Mitchell **CEO, Reasonable Tech Solutions**

Reasonable Tech Solutions, a cybersecurity company, specializes in IT and network security for local nonprofits and small to medium sized businesses and also offers cybersecurity training and certification services. Reasonable Tech Solutions is a testing site for PearsonVue, ETS, Kryterion, Scantron, and Certi-Port in Towson. Mr. Mitchell takes pride in balancing a focus on the customer experience and reasonable rates. He completed his education at University of Maryland, Baltimore County and at TESST College of Technology in Towson. The company is City of Baltimore Minority Business Enterprise (MBE) certified and State of Maryland Minority Business Enterprise (MBE), Disadvantaged Business Enterprise (DBE) and Small Business Enterprise (SBE) certified. When not in front of a screen, you may find Mr. Mitchell on the basketball court; he serves as head coach of Towson High School.



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 St. Bernard. 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.

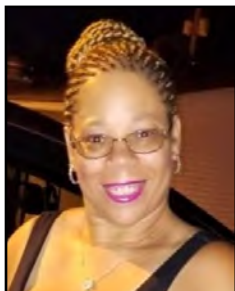


Fred Williams **Certified Public Accountant, MY OFFICE TAX & BUSINESS SERVICE**

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.



ON THE COVERS



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 is celebrating her 20th anniversary of her business, 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.



Merrick Thompson
Real Estate Agent, Century 21

The next level. That's the length Merrick Thompson goes to for all of his clients, whether they are first time homebuyers, upsizing or downsizing, making an investment purchase or selling. This Century 21 realtor enjoys helping his clients find their dream homes and to boost their incomes through investment properties. Listening and commitment are his superpowers. Mr. Thompson is focusing his attention on up and coming properties in the Park Heights and Parkville areas. When not working, you will find him spending time with his friends and checking out the latest museum exhibits in Baltimore and beyond. Mr.

Thompson sees his commitment to his clients as being similar to how artists are committed to their craft. He is inspired by how artwork changes one's concept of things. Mr. Thompson is a graduate of SUNY Plattsburgh.

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.

BUSINESS CATEGORY INDEX

Accessories	36	Dumpster Service	65	Environmental Engineering.....	85
Accountants/Tax Services	36	Electrical.....	65	Environmental Testing & Consulting	85
Acupuncture	40	Enclosures	67	Equipment Rental.....	85
Advertising.....	40	Engineering.....	67	Equipment Repair	85
Air Purifier.....	40	Environmental Tests.....	68	Esthetician.....	85
Architecture/Design	40	Excavation.....	68	Event Planning	85
Art, Dealers & Curators.....	40	Fences	68	Event Technology	87
Art Gallery.....	40	Flooring	68	Exterminators/Pest Control	87
Artists—Custom	40	Gate Operators.....	69	Fencing.....	87
Appliance Service.....	41	General Contractors	69	Financial Planning	87
Assisted Living	41	Home Improvement	72	Financial Services/Credit Card	88
Attorneys	42	Interior Construction	73	Fingerprinting.....	88
Audiovisual Services/Equipment Rentals	44	Landscaping.....	73	Fire Protection.....	88
Automobile.....	44	Lead Paint & Asbestos	74	Firearms.....	89
Bail Bonds.....	47	Mechanical Contracting.....	74	Floor Installation	89
Bakery	47	Mechanical Engineering	74	Florists.....	89
Banks	48	Painting Contractors.....	74	Food Service	89
Barber Shops.....	48	Patio.....	74	Formal Wear	89
Bars & Lounges.....	48	Paving.....	75	Foundations	89
Beauty Academies.....	49	Plumbing & Heating	75	Fuel Oil Companies.....	89
Beauty Salons.....	49	Project Management.....	75	Funeral Directors	90
Beverage Dispenser	50	Recycling.....	75	Funeral Homes	90
Boutiques.....	50	Rigging	76	Furniture	91
Bridal.....	51	Roofing	76	Gate Operator.....	91
Bus Services.....	51	Sheet Metal.....	76	Gift Products	91
Business Services/Consulting	53	Siding.....	77	Glass Designer.....	91
Camping Equipment.....	55	Site Preparation	77	Graphic Designer	91
Career Opportunities.....	56	Spill Response	77	Gourmet Products.....	91
Carpet Cleaning.....	56	Waste Removal	77	Hair Removal	91
Carpet Sales & Installation.....	56	Welding.....	77	Hair & Skin Products	91
Catering Services.....	58	Windows	77	Hardware Stores.....	92
Cell Phone.....	58	Contractors Orgs.	77	Hats	92
Charitable Organizations	58	Counseling	77	Hazardous Materials	92
Churches.....	58	Courier.....	77	Health Club.....	92
Cleaners	59	Cybersecurity.....	77	Health Services/Health Care....	94
Clothiers.....	59	Day Care Centers.....	78	Heating & Air Conditioning.....	95
Coaching.....	60	Dental Laboratory	79	Heaters.....	95
Community Organizations	60	Dentists	79	Home Health Care/Services.....	95
Community Theater.....	61	Desserts	79	Home Improvement.....	97
Computers, Sales & Service	62	Developers	80	Home Inspection	97
Computer Training	62	Developmental Disability Services.....	80	Hospitals.....	97
Conflict Management	62	Disc Jockey.....	80	Housing	98
Consulting.....	62	Dog Grooming	80	Income Tax Consultants/Srvs .	98
Contractors	62	Draperies – Windows.....	81	Information Technology	98
Architectural Metalwork	62	Driving Schools	81	Inspections.....	98
Asbestos	62	Dump Truck Hauling.....	81	Insurance Companies/Srvs	98
Bathrooms & Kitchens	63	Education & Tutoring	81	Interior Decorating	99
Carpentry.....	63	Educational Services.....	82	Investment Bankers	100
Concrete & Asphalt	63	Elevator Service.....	82	Janitorial Services/Supplies..	100
Construction Management.....	63	Embroidery.....	82	Jewelry.....	103
Debris Removal.....	64	Employment Agencies/Srvs.....	83	Landscaping.....	103
Decks.....	64	Engineering Consultants	84	Language Instruction.....	103
Demolition	64	Entertainment	84	Lead Inspection.....	103
Drain Cleaning	65	Disc Jockey	85	Learning Center.....	103

BUSINESS CATEGORY INDEX

Lottery	103	Publications	111
Magazines	103	Radio Stations.....	111
Manufacturers	103	Record Labels	111
Mapping/Drone.....	103	Real Estate	112
MarketingPromotionResearch	104	Agency	112
Media	104	Agents.....	112
Medical Centers	104	Appraisers	114
Memorials.....	104	Commercial Real Estate ..	114
Mental Health	105	Mortgage Bankers/	
Millwork	105	Brokers	114
Mortgages	105	Mortgage Consultants	114
Money Transfer	105	Property Management.....	114
Motorcycles.....	105	Real Estate Investors	114
Moving/Storage/Hauling	106	Sales	115
Mufflers.....	106	Title Service.....	115
Museums	106	Rehabilitation Services.....	115
Music	107	Restaurants & Carryouts.....	115
Nail Salons	107	Safety Equipment.....	116
Networking	107	Scholarships	116
Non-Profit Organizations.....	107	Schools/Training.....	116
Notary Public.....	107	Academic	116
Nursing Services.....	108	Art	116
Office Furniture, Equipment &		Driving	118
Supplies.....	108	Firearm Training.....	118
Opticians	108	Medical.....	118
Overhead Garage Door Hardware		Trade Schools/Training....	118
.....	108	Universities/Colleges	118
Package Goods.....	108	Security	119
Pedicures	108	Security Education & Training	119
Personal Concierge	108	Security Equipment	119
Pest Control	108	Signs.....	119
Pharmacy	108	Silk Screen	119
Photography.....	109	Social Clubs	120
Physical Therapy	109	Space Planning	120
Physicians.....	109	Spas.....	120
Allergists	109	Specialty.....	120
Dermatology	109	Staffing Services.....	120
General Practitioners	109	Surety Bonding	121
General Surgery	109	Tailoring (Custom)	121
Obstetrics/Gynecology	109	Taxes	121
Ophthalmology.....	110	Television, Cable & Satellite .	121
Pediatrics & Adolescence	110	Towing Companies	122
Physical Medicine & Rehab		Transportation Services	123
Podiatry	110	Travel.....	123
Pregnancy Center	110	Tree Service	123
Urology	110	Trucking	123
Vascular Surgery.....	110	Unions	124
Presentation Technology	110	Vacuum Sales & Services	124
Printing/Copier Services	110	Vending Machines	124
Private Duty Nursing	111	Video Production	124
Protection Services (Personal)		Waste Removal	124
.....	111	Writers	124
Protection Services	111	Youth Advocacy.....	124
Psychiatric Rehabilitation			
Programs.....	111		

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CATEGORIES TO
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PAGE 37**

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Office 410-323-5767

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Lacy's Professional Nursing Services (LPNS) is a Residential Service Agency (RSA) that provides private duty nursing, staffing, and skilled nurse visits in the Baltimore Metropolitan area. We take pride in hiring the most qualified RN's, LPN's, CMT's, CNA/GNA's and Companions.

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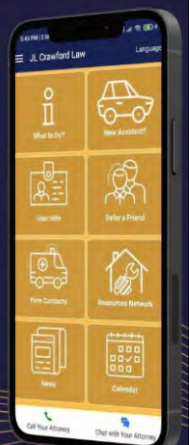


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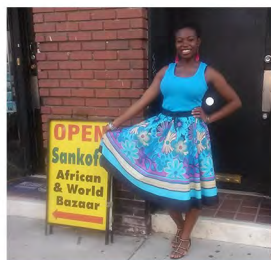
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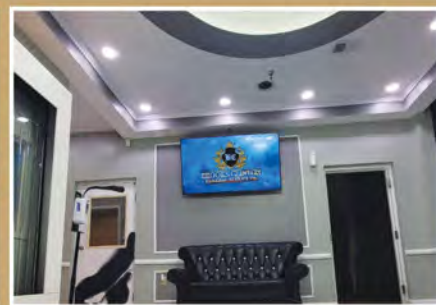


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


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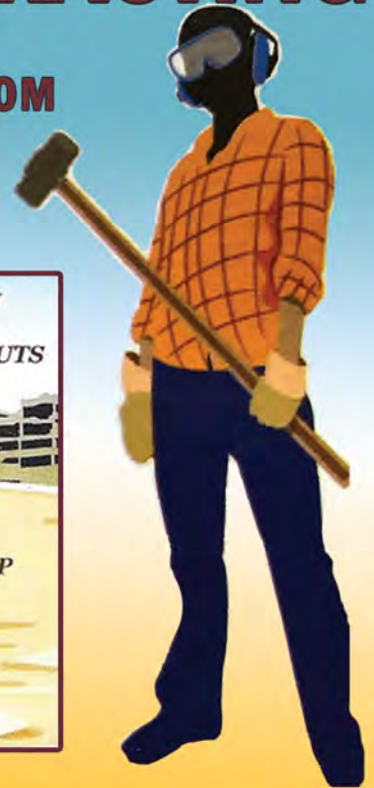


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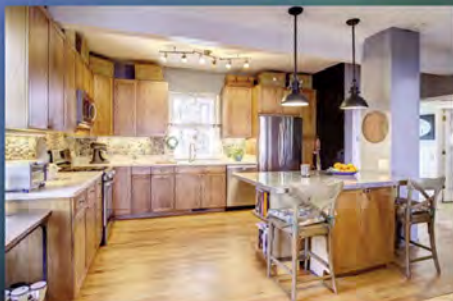
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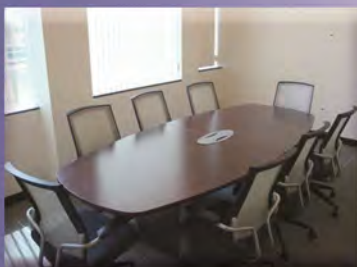
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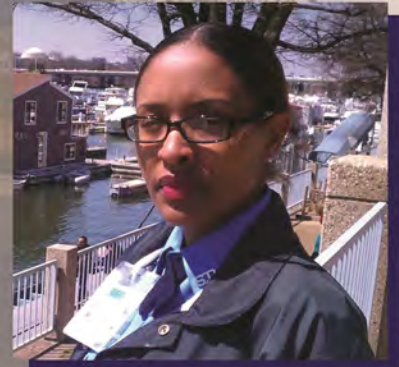
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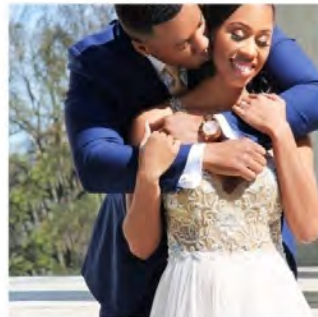
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ADVERTISERS' INDEX

5 Starr Enterprises	71
5 Starr Productions	80

A

A-1 Firearms	89
A-1 Realty	114
A-1 Taxperts	36
AAA Appliance Services.....	42
Absolute Solutions & Associates	75
Absolute Supply & Services	101
Above it All.....	105
Adams Environmental Engineering Group ...	63
Affordable Electrical Services (AES)	71
All Pro Placement Services	85
Allocated Formula Group (AFG)	55
Allstate Insurance—Rod Smith.....	122
Andrea Scott, Realtor.....	116
Applied Integrated Technologies (AIT)	93
Arena Players Theater	61

B

Better Business Bureau (BBB)	99
Baltimore Hair Design Studio	49
Baltimore Healthcare & Wellness	110
Baltimore Main Street.....	53
Barbour Group	66
Bay Oil	90
Beach Feet Podiatry	111
Beaningful Services	50
Beltway Cleaning Systems Supplies (BCS) .	100
Berries by Quicha	49
Best Fence Company	69
B J Borden Realtor	113
Blue Print Construction	71
Borden Insurance Agency	99
Briscoe & Associates	38
Brockington Firm.....	40
Brooks Clinton Funeral Services, P.A.	57
Brooks Contracting	68
Brownstone Tax & Financial Services	37
Burs & Garrett Physical Therapy	109

C

C & E Home Improvement	64
Carey Hardware	72
Carolyn Gwynn Income Tax	36
CBY Enterprises	76
Century 21 Downtown, Merrick Thompson...	115
Chesapeake Home Health	96

C—Continued

College Hunks H.U.N.K.S.	106
Community Care Nursing	92
Compassionate Health Care Nursing	95
Cornerstone Realty	113
Crab Queen, The	121
Creative Real Estate Services.....	112
Crown's Pharmacy (Health Mart)	123
Crystal's Bridal and Tuxedo	125

D

D.E. Brown Associates Tax Services	41
Demolition Man Contracting	67
Dr. Denise Beach Davis	111
Dr. Garland Davis, DDS	79
Dominican Vacations	122
Donald Parker Dentist	80
Douglas Realty, BJ Borden, Realtor	113

E

Execuhome Realty, Gregory Daniels	112
Expand-Now	54
Express Employment Professionals	94
Exit First Realty, Albert A. Williams	85

F

Faith Realty, Shelia Russell Williams	117
F.I.S.T Furniture Installation & Service	91
Fleurs d'Ave.....	86
FPA Solutions L C.....	61
FTC Painting	74

G

Geo's Plumbing.....	75
Gordan's Florist.....	89

H

H & H Outdoors.....	55
Hair 4 Life	50
Harbor Bank.....	48
Harris Brothers Construction Co., Inc.	64
Harris-Kupfer Architects	74
Heritage Bookkeeping & Accounting Srv.....	41
Herman's Auto Body	44
Hocker Dental Lab, Inc.....	78
Hodges Window Distribution	77
Home Based Remodeling	70

I

Iconic Plumbing.....	51
IMS Auto Clinic	47
Image 360 Baltimore Downtown	119

ADVERTISERS' INDEX

J

JC Lofton's.....	97
J.M. Murphy Enterprises	68

K

The Kelly Hill Ross Show	124
Kre8ing Your Ideas	82

L

L. Herring Coyote Demolition	84
Lacy's Professional Nursing Services	34
Law Office of Carlton Moss, Jr.	46
Law Office of Jessie Lyons Crawford	43
Law Office of Kim Parker	52
Law Office of Shari Fleming	42
Leading Edge Auto Body & Mechanical	47
Lead Paint Contractors	70
Leathia Dell Moore Foundation	59
Lewis Contractors	65
Little Faith Accounting & Tax Services, A.....	36
Loftin Love Christian Daycare Center.....	78
LPL Financial—D. Danard Smith	88

M

M & G Customs	44
Magothy Payments	102
Marvin Mufflers	45
Maryland Beauty Academy	49
Maryland Janitorial Services (MJS).....	98
Mayor's Office of Minority & Women Bus	54
MD Lottery & Gaming Control Agency	87
Military Memorabilia	82
MIMAR Architects & Engineers	68
Minority Business Directory.....	37
Mobile Cleaners—Thomas Richardson.....	59
Moore's Income Tax	35
Myles Group, The	62
My Office Tax & Business Services	41

N

N. J. Lema, Accountant	40
New Beginning Bail Bonds.....	79
New Vision IERC & Sons	73
New Tabernacle Baptist Church.....	58
Newby's Tax Consultant Services.....	39
Nixon Bus Company	53
NT Land Works.....	103

O

Oasis Outreach Productivity Systems OOPS!	63
Our Money Our Community	60

P

P C G & Assoc.	73
Parker, Donald DDS Dentist	80
Pinnacle Wireless	38
Pro Energy Electric	67

R

Reasonable Tech Solutions	62
RPTalentmedia.....	124

S

Salsa Grill	120
Sankofa African And World Bazaar.....	51
Sankofa Children's Museum of African Culture	117
Shelton Family Dental	81
Small Business Resource Center Balt. City ..	54
Snip & Clip Pooch Parlor	81
SP Arch	42
Sparkle by Shirlee.....	87
Sparks Home Fencing.....inside front cover	
Sparks Quality Landscaping...inside back cover	
Specialty Marketing & Printing	83
State Farm – John Bugg.....	104
Sterling Shaw Real Property Services	69

T

TALLsmall Productions	60
Taylor Integrated Health	107
There Goes My Hero	76
T.L. Brown Contractor.....	65
Trustworthy Staffing Solutions	97

U

University of Maryland Medical Center—Midtown	56
---	----

V

V & W Carpet.....	56
-------------------	----

W

Watkins Group, The.....	118
Waverly Main Street Hats	92
White Marsh Creative	35
Woodmark Builders	72

X

Xquisite Catering	58
-------------------------	----

Z

ZippyErrands	108
--------------------	-----



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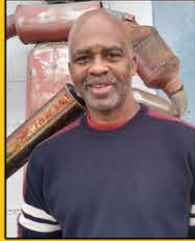
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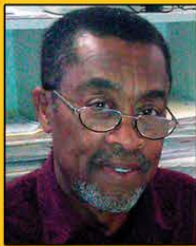
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