

SOLUTIONS FOR GROWING BUSINESSES

Entrepreneur®

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employees; now 62 employees
Initial investment: **\$220K** from friends/family
2004 sales: **\$10.2M**
Success secret: Establishing an ownership culture that enables employees to feel, think and act like owners. If employees feel like they have a voice in the direction of the company, the sky's the limit.

65. Apex Mortgage Services LLC

COLUMBUS, OH
www.apexmortgage.cc
Residential & commercial mortgage broker
Brenton T. Cline, Zachary G. Swartz
Began: January 2003 w/1 employee; now 77 employees
Initial investment: **\$110K** from savings/personal funds, line of credit



62. Sunlight Saunas

LENEXA, KS
www.sunlightsaunas.com
Infrared saunas
Jason L. Jeffers, Connie J. Zack, Aaron M. Zack
Began: August 2001 w/1 employee; now 15 employees
Initial investment: **\$200K** from bank loan, credit cards, savings/personal funds, line of credit
2004 sales: **\$6.8M**
Success secret: Never settle for anything less than the best. If you cannot be the best, or don't have the desire to be the best, do not do it.

2004 sales: **\$3.8M**

Success secret: Treat your employees with the utmost respect: 90 percent of your assets walk out the door every night—do whatever you can to ensure they come back the next morning.

66. Alaris Group

EDINA, MN
www.alarisgroup.com
Medical & disability case management firm
Nancy J. Caven, Christine Dellich, Kandise Garrison, Jane Petersen, Cheryl SanMartin
Began: January 2000 w/o employees; now 105 employees