

# THE LIST

Compiled by Sean McFadden and Joe Halpern  
617-316-3232, smcfadden@bizjournals.com

## THE FASTEST-GROWING PRIVATE COMPANIES IN MASSACHUSETTS

RANKED BY REVENUE GROWTH FROM 2011 TO 2014

Company/URL	Address/Phone	Revenue growth 2011 to 2014	2014 Revenue	2013 Revenue	2011 Revenue	Type of business	Chief executive(s)
<b>1</b> <b>Mobiquity</b> mobiquityinc.com	16 Laurel Ave., Wellesley, MA 02481 781-591-4800	1,685.71%	\$50,000,000	\$29,400,000	\$2,800,000	Mobile technology services	Bill Seibel, CEO
<b>2</b> <b>CarGurus</b> cargurus.com	1 Bow St., Cambridge, MA 02138 617-234-5517	1,112.12%	\$40,000,000	\$17,400,000	\$3,300,000	Automotive research and shopping website	Langley Steinert, CEO
<b>3</b> <b>Acceleration Partners</b> accelerationpartners.com	16 Rae Ave., Needham, MA 02492 617-963-0839	945.85%	\$13,750,100	\$8,711,828	\$1,314,730	Digital strategy and marketing firm focused on customer-acquisition programs	Robert Glazer, Founder, managing director
<b>4</b> <b>Next Step Living</b> nextstepliving.com	21 Drydock Ave., Boston, MA 02210 866-867-8729	900.89%	\$101,000,000	\$58,009,000	\$10,091,000	Provider of whole-home energy services	Geoff Chapin, CEO
<b>5</b> <b>Bald Hill Builders</b> baldhillbuilders.com	6 Merchant St., Sharon, MA 02067 781-806-5951	822.34%	\$16,616,572	\$9,449,406	\$1,801,571	Design/build general contractor and construction manager	Matt Grosshandler, Vice president of operations
<b>6</b> <b>Ironside</b> ironsidegroup.com	10 Maguire Road, Lexington, MA 02421 781-860-8840	603.23%	\$21,800,000	\$21,700,000	\$3,100,000	Business analytics technology	Timothy Kreytak, CEO
<b>7</b> <b>Dane Street</b> danestreet.com	3815 Washington St., Boston, MA 02130 617-858-2780	520.58%	\$21,112,000	\$13,469,000	\$3,402,000	National physician network	Will Fulton, CEO
<b>8</b> <b>Cumulus Global</b> cumulusglobal.com	4 Bellows Road, Westborough, MA 01581 508-329-0246	424.69%	\$5,100,000	\$7,810,000	\$872,000	Provider of cloud computing solutions to small and midsize businesses	Allen Falcon, CEO
<b>9</b> <b>EBSCO Information Services</b> ebSCO.com	10 Estes St., Ipswich, MA 01938 978-356-6500	391.85%	\$1,922,000,000	\$494,570,000	\$390,770,000	Information services	Tim Collins, President
<b>10</b> <b>Acquia</b> acquia.com	25 Corporate Drive, Burlington, MA 01803 781-238-8600	355.57%	\$101,525,000	\$69,500,110	\$22,285,432	Digital experience company	Tom Erickson, CEO
<b>11</b> <b>Applause</b> applause.com	100 Pennsylvania Ave., Framingham, MA 01701 844-300-2777	340.82%	\$38,000,000	\$24,157,797	\$8,620,251	Testing services for mobile and web apps	Doron Reuveni, CEO
<b>12</b> <b>inStream</b> instreamglobal.com	70 Walut St., Wellesley, MA 02481 781-419-6575	330.81%	\$20,067,357	\$10,757,221	\$4,658,080	Marketing solutions and technology for retailers and brands	Ann Raider, President, CEO
<b>13</b> <b>ALKU</b> alku.com	200 Brickstone Square, Andover, MA 01810 978-296-6900	299.38%	\$19,295,057	\$38,172,000	\$17,350,813	SAP recruitment and PeopleSoft recruiting agency	Mark Eldridge, CEO
<b>14</b> <b>451 Marketing</b> 451marketing.com	100 N. Washington St., Boston, MA 02114 617-259-1605	265.86%	\$7,500,000	\$5,800,000	\$2,110,548	Marketing and communications agency	AJ Gerritsen, Nick Lowe & Tom Lee, Principals
<b>15</b> <b>IPT Associates LLC</b> iptassociates.com	700 Technology Park Drive, Billerica, MA 01821 781-271-0696	240.02%	\$18,700,941	\$19,900,000	\$5,500,000	Program management, software development, systems engineering	Bill Williams, Managing partner, CEO
<b>16</b> <b>Raizlabs</b> raizlabs.com	50 Milk St., Boston, MA 02101 617-383-0169	233.40%	\$5,614,500	\$3,373,600	\$1,684,000	Software development and mobile applications	Gregory Raiz, CEO
<b>17</b> <b>Imagine That</b> imaginethat.com	354 Massachusetts St., Lawrence, MA 01843 978-682-5338	229.34%	\$1,673,239	\$1,396,518	\$508,065	Interactive children's education and entertainment	Susan Leger Ferraro, CEO
<b>18</b> <b>E.M. Duggan Inc.</b> emduggan.com	140 Will Drive, Canton, MA 02021 781-828-2292	217.58%	\$145,794,949	\$124,410,435	\$45,907,785	Mechanical contractor	Vincent Petroni, President, CEO
<b>19</b> <b>Pinnacle Private Wealth</b> pinnacleprivatewealth.com	100 Trade Center, Woburn, MA 01801 781-932-4855	216.67%	\$3,800,000	\$3,100,000	\$1,200,000	Wealth and investment management	Myles Dudley, Managing partner
<b>20</b> <b>Latitude Beverage Co.</b> ninetypluscellars.com	1354 Commonwealth Ave., Allston, MA 02134 855-879-8466	215.58%	\$21,700,000	\$16,200,000	\$6,876,136	Wine distribution	Kevin Mehra, President
<b>21</b> <b>Saylent Technologies Inc.</b> saylent.com	122 Grove St., Franklin, MA 02038 508-570-2161	213.64%	\$6,900,000	\$5,800,000	\$2,200,000	Payment intelligence solutions	Tyson Nargassans, CEO
<b>22</b> <b>H.J. Knight International</b> knightint.com	30 Braintree Hill Office Park, Braintree, MA 02184 781-966-3700	212.50%	\$2,500,000	\$2,100,000	\$800,000	Commercial insurance and risk management services	Matt Lanza, Executive vice president
<b>23</b> <b>Avwatch</b> avwatch.us	246 South Meadow Road, Plymouth, MA 02360 774-247-0001	209.03%	\$2,718,354	\$2,023,110	\$879,635	Aerial reconnaissance, motion video and tactical networking services	Chris Kluckhuhn, President
<b>24</b> <b>Fuseideas</b> fuseideas.com	8 Winchester Place, Winchester, MA 01890 617-776-5800	206.25%	\$12,250,000	\$12,250,000	\$4,000,000	Advertising agency	Dennis Franczak, CEO
<b>25</b> <b>Wireless Analytics</b> wirelessanalytics.com	230 North St., Danvers, MA 01923 888-588-5550	191.31%	\$4,213,180	\$2,770,090	\$1,446,277	Mobile management technology	Erik Eames, CEO

NOTES: NA - not available.



Presenting Partner:



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#### COMPANIES WITH THE MOST 2014 REVENUE

1. EBSCO Information Services - **\$1.9 billion**
2. Euro-Pro - **\$1.6 billion**
3. Beacon Hill Staffing Group - **\$275.7 million**
4. Lee Kennedy Co. Inc. - **\$260 million**
5. Unidine Corp. - **\$249 million**
6. Commodore Builders - **\$224 million**
7. E.M. Duggan Inc. - **\$145 million**
8. R.G. Vanderweil Engineers LLP - **\$110 million**
9. Acquia - **\$101.5 million**
10. Next Step Living - **\$101 million**

#### ABOUT THE LIST

Information was obtained from firm representatives.

This year's list includes the 70 privately held, Massachusetts-based businesses that recorded the highest revenue growth from 2011 through 2014. To be considered, companies needed a baseline of \$1 million in revenue for 2014 and at least \$500,000 in revenue for 2011.

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<b>26</b> RE/MAX Leading Edge leadingedgeagents.com	2 Mount Vernon St., Winchester, MA 01890 781-729-5505	190.02%	\$33,771,034	\$23,012,996	\$11,644,528	Real estate	Paul Mydelski, Chairman, founder, CEO
<b>27</b> MedTouch medtouch.com	86A Sherman St., Cambridge, MA 01240 617-621-8670	189.17%	\$11,653,091	\$8,193,892	\$4,029,849	Online strategy and technology partner for health care brands	Paul Griffiths, CEO
<b>28</b> InkHouse inkhouse.com	260 Charles St., Waltham, MA 02453 781-966-4100	187.88%	\$9,500,000	\$6,700,000	\$3,300,000	Public relations and social content agency	Beth Monaghan & Meg O'Leary, Co- founders, principals
<b>29</b> Oz Development ozdevelopment.com	287 Turnpike Road, Westborough, MA 01581 508-366-1969	182.61%	\$6,500,000	\$5,200,000	\$2,300,000	Cloud integration solutions to improve e-commerce warehouse & shipping processes	Dariusz Grala, CEO
<b>30</b> Risk Strategies Co. risk-strategies.com	160 Federal St., Boston, MA 02110 617-330-5700	177.78%	\$100,000,000	\$45,000,000	\$36,000,000	Insurance broker	Michael Christian, CEO
<b>31</b> Lee Kennedy Co. Inc. leekennedy.com	122 Quincy Shore Drive, Quincy, MA 02171 617-825-6930	172.25%	\$260,000,000	\$275,000,000	\$95,500,000	General contracting / construction management	Lee Michael Kennedy, President, CEO
<b>32</b> Strategic Workspaces strategicworkspaces.com	40 Broad St., Boston, MA 02109 617-426-0777	167.21%	\$16,300,000	\$8,500,000	\$6,100,000	Furnish and build workspaces for corporate, educational and health care clients	Michael Maude, Principal
<b>33</b> Corporate IT Solutions corpitsol.com	661 Pleasant St., Norwood, MA 02062 781-352-5550	161.53%	\$19,200,000	\$14,416,686	\$7,341,438	IT support services	Michael Cook, President
<b>34</b> Beacon Hill Staffing Group LLC beaconhillstaffing.com	152 Bowdoin St., Boston, MA 02108 617-326-4000	156.51%	\$275,752,577	\$221,000,000	\$107,500,000	Staffing, executive search	Andrew Wang, CEO
<b>35</b> Fort Point Project Management fortpointpm.com	308 Congress St., Boston, MA 02210 617-226-4167	154.60%	\$3,248,646	\$3,013,264	\$1,275,989	Project management and relocation management services	Steve Fox, Partner
<b>36</b> Cambridge Sound Management cambridgesound.com	404 Wyman St., Waltham, MA 02451 617-349-3779	147.37%	\$16,223,624	\$13,115,673	\$6,558,337	Manufacturer of "Quiet Technology" sound-masking systems	Christopher Calisi, CEO
<b>37</b> Dashed dashed.com	56 Roland St., Boston, MA 02129 617-500-2637	141.94%	\$7,500,000	\$6,000,000	\$3,100,000	Restaurant delivery service	Phil Dumontet, CEO
<b>38</b> Archimedia Solutions Group LLC archimediagroup.com	125 Liberty St., Danvers, MA 01923 978-774-5400	140.22%	\$9,550,000	\$4,190,000	\$3,143,000	On-site print centers and cost-recovery solutions	Mark DiPasquale, Owner, partner
<b>39</b> G-Force Shipping gforceship.com	2 Heritage Drive, Quincy, MA 02171 877-743-6723	139.74%	\$10,323,808	\$10,022,975	\$4,306,262	Third party logistics company	Scott Guilbeault, CEO
<b>40</b> LABUR labur.com	2 Oliver St., Boston, MA 02109 617-850-9029	137.39%	\$8,482,996	\$6,988,467	\$3,573,405	Business and technology consultants providing staff augmentation	Darrin Lang, CEO
<b>41</b> The Colony Group thecolonygroup.com	2 Atlantic Ave., Boston, MA 02111 617-723-4400	132.43%	\$28,551,733	\$22,967,247	\$12,284,112	Wealth management services	Michael Nathanson, Chairman, CEO, president
<b>42</b> Commodore Builders commodorebuilders.com	80 Bridge St., Newton, MA 02458 617-614-3500	130.95%	\$224,000,000	\$110,000,000	\$96,991,705	Construction management	Joe Albanese, CEO
<b>43</b> The Nagler Group naglergroup.com	300 Trade Center, Woburn, MA 02801 781-404-4321	129.08%	\$8,194,787	\$6,447,907	\$3,577,328	Administrative and HR staffing services	Matt Nagler, Managing partner
<b>44</b> Customer Portfolios customerportfolios.com	88 Black Falcon Ave., Boston, MA 02210 617-224-9501	127.95%	\$9,045,000	\$7,060,000	\$3,968,000	Cloud-based marketing platform provider	Perry Cooper, CEO
<b>45</b> Creative Community Connections LLC c3gather.com	59 State St., Newburyport, MA 01950 781-587-1440	120.00%	\$5,500,000	\$4,000,000	\$2,500,000	Meeting and events agency	Chris Gasbarro, President
<b>46</b> Verndale verndale.com	28 Damrell St., Boston, MA 02127 617-399-8777	119.36%	\$16,366,750	\$11,915,783	\$7,461,185	Experience technology company	Christopher Pisapia, Managing partner
<b>47</b> MassPay masspay.com	500 Cummings Center, Beverly, MA 01915 978-998-6896	108.09%	\$2,402,108	\$2,006,663	\$1,154,367	HR and payroll solutions and services	Jason Maxwell, President
<b>48</b> ExtensionEngine extensionengine.com	125 Western Ave., Boston, MA 02163 617-209-9970	106.58%	\$7,850,000	\$6,500,000	\$3,800,000	Online and blended learning software	Bob Allard, Managing partner
<b>49</b> Euro-Pro europro.com	180 Wells Ave., Newton, MA 02459 617-243-0235	103.54%	\$1,600,000,000	\$1,285,640,000	\$786,100,000	Parent company of household product brands Shark and Ninja	Mark Rosenzweig, CEO
<b>50</b> Curriculum Associates curriculumassociates.com	153 Rungway Road, N. Billerica, MA 01862 800-225-0248	101.21%	\$83,100,000	\$61,600,000	\$41,300,000	Education technology company	Rob Waldron, CEO

NOTES: NA - not available.

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#### COMPANIES WITH THE MOST TOTAL EMPLOYEES

1. Unidine Corp. - **2,989**
2. EBSCO Information Services - **2,983**
3. TalentBurst Inc. - **1,300**
4. Next Step Living - **800**
5. Euro-Pro - **750**
6. Acquia - **600**
7. R.G. Vanderweil Engineers LLP - **466**
8. EBI Consulting - **465**
9. Curriculum Associates - **458**
10. Beacon Hill Staffing Group - **439**

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1. Additional principals for Strategic Workspaces are Randy Saville and David Cvitkovich.

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<b>51</b> <b>Magellan Jets</b> magellanjets.com	2 Heritage Drive, Quincy, MA 02171 617-328-5387	100.00%	\$19,200,000	\$14,400,000	\$9,600,000	Domestic and international private jet travel	Joshua Hebert, CEO
<b>52</b> <b>LeadBridge</b> leadbridgepartners.com	300 Brickstone Square, Andover, MA 01810 978-409-1045	97.06%	\$2,652,435	\$2,622,248	\$1,346,012	Customized sales intelligence/market research	Rick Catino Jr., CEO
<b>53</b> <b>Alexander Technology Group</b> alexandertg.com	300 Trade Center, Woburn, MA 02801 781-404-4320	96.27%	\$12,831,325	\$9,834,010	\$6,537,544	Technology staffing and recruiting services	Jason Alexander, Managing partner
<b>54</b> <b>Barrett Distribution Centers Inc.</b> barrettdistribution.com	15 Freedom Way, Franklin, MA 02038 508-553-8800	96.23%	\$52,000,000	\$39,500,000	\$26,500,000	Omni-channel and e-commerce fulfillment providers	Arthur Barrett, President
<b>55</b> <b>Medullan</b> medullan.com	625 Mount Auburn St., Cambridge, MA 02138 617-547-0273	94.62%	\$11,800,000	\$8,300,000	\$6,063,000	Digital health care solutions	Ahmed Albaiti, CEO
<b>56</b> <b>HR Knowledge Inc.</b> hrknowledge.com	905B South Main St., Mansfield, MA 02048 508-339-1300	93.55%	\$6,000,000	\$5,100,000	\$3,100,000	Integrated outsourced HR services	Jeffrey Garr, Founder, CEO
<b>57</b> <b>Matter Communications</b> matternow.com	50 Water St., Newburyport, MA 01950 978-518-4547	91.30%	\$11,000,000	\$8,500,000	\$5,750,000	Public relations and social media agency	Scott Signore, CEO
<b>58</b> <b>R.G. Vanderweil Engineers LLP</b> vanderweil.com	274 Summer St., Boston, MA 02210 617-423-7423	90.60%	\$110,079,949	\$88,040,350	\$7,754,485	Engineering consulting services	Eli Sherman, President, CEO
<b>59</b> <b>EdgeRock Technology Partners</b> edgerock.com	260 Franklin St., Boston, MA 02110 617-412-4300	89.73%	\$43,845,478	\$38,351,605	\$23,109,835	IT staff augmentation services	Peter Begley, CEO
<b>60</b> <b>TANTARA Corp.</b> tantaracorp.com	54 Mason St., Worcester, MA 01610 508-752-5599	88.75%	\$9,127,565	\$8,597,508	\$4,835,771	Construction firm specializing in site remediation and infrastructure projects	Dawn Dearborn, President
<b>61</b> <b>TalentBurst Inc.</b> talentburst.com	679 Worcester Road, Natick, MA 01760 508-628-7500	86.50%	\$58,000,000	\$51,000,000	\$31,100,000	Technology staffing and PEO services	Brad Talwar, CEO
<b>62</b> <b>Elkus Manfredi Architects</b> elkus-manfredi.com	25 Drydock Ave., Boston, MA 02110 617-426-1300	86.28%	\$38,000,000	\$78,400,000	\$42,946,000	Architecture	Howard Elkus & David Manfredi, Founding principals
<b>63</b> <b>Wakefly Inc.</b> wakefly.com	1800 West Park Drive, Westborough, MA 01581 508-616-2042	86.13%	\$5,508,694	\$5,526,173	\$2,959,932	Online marketing services	Dean Dorazio, CEO
<b>64</b> <b>DASECO Electrical LLC</b> dasecoelectrical.com	1138 Route 28A, Cataumet, MA 02534 508-392-9841	84.56%	\$1,346,464	\$2,068,878	\$729,573	Residential and commercial electrical contractor / generator sales & service	David Smith, President
<b>65</b> <b>SEI-Boston LLC</b> sysev.com	60 State St., Boston, MA 02109 617-371-2975	79.06%	\$13,198,872	\$11,815,217	\$7,371,088	Business and technology consulting firm	Erin Sullivan, Director
<b>66</b> <b>EBI Consulting</b> ebiconsulting.com	208 St., Burlington, MA 01803 800-786-2346	78.39%	\$78,170,000	\$65,940,000	\$43,820,000	Environmental risk and compliance management; engineering services	Frank Previte, President, CEO
<b>67</b> <b>Unidine Corp.</b> unidine.com	1000 Washington St., Boston, MA 02118 617-456-4200	77.71%	\$249,000,000	\$197,000,000	\$140,114,838	Food and dining management services	Richard Schenkel, President, CEO
<b>68</b> <b>TECH Advisors</b> tech-adv.com	266 Main St., Medfield, MA 02052 508-359-4476	76.62%	\$1,768,000	\$1,445,000	\$1,001,000	Outsourced IT provider	Konrad Martin, CEO
<b>69</b> <b>W.L. French Excavating Corp.</b> wlfrench.com	3 Survey Circle, N. Billerica, MA 01862 978-663-2623	74.34%	\$48,065,120	\$42,438,933	\$27,569,069	Site contractor and soil management firm	William French Jr., President
<b>70</b> <b>McGeough Lamacchia Realty Inc.</b> mlrealtye.com	465 Waverley Oaks Road, Waltham, MA 02452 617-924-6563	69.57%	\$4,516,174	\$4,112,509	\$2,663,350	Real estate company	Anthony Lamacchia, CEO

NOTES: NA - not available.



Presenting Partner:



### ► CLOSER LOOK



Eli Sherman, who currently serves as president and CEO of R.G. Vanderweil Engineers, began his tenure with the firm as a department head in its Princeton, N.J., office in 1992. He was named president of the Princeton office in 2002 and of the entire firm in 2005. A graduate of Drexel University, Sherman is a registered professional engineer in 12 states.

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## OUTSIDE THE BOX

# First responder

FORMER POLICE CHIEF FINDS A NEW CAREER IN MARATHON BOMBINGS' AFTERMATH

**D**an Linskey saw it all during his 28-year-career as a Boston cop. Arrests. Riots. Escaped zoo animals.

He was just a pup, 20 years old, when he made his first arrest while manning the corner of Boylston and Hereford streets during the Boston Marathon. Little did he know at the time, but nearly three decades later, as chief of the entire department, he would return to that same location to

## ► CLOSER LOOK

### DAN LINSKEY

**Title:** CEO, The Linskey Group

**Education:** Bachelor's degree, Curry College, 1997

**Age:** 48

**Residence:** Hyde Park

preside over the largest and most frightening crime scene the city has ever known.

Linksey retired last year at the ripe-old-age of 47. But in cop years, he's as experienced as it gets. That's why he's now

in high demand as an adviser to other security forces seeking guidance on everything from crisis management to community relations to dealing with home-grown terrorists.

He recently spoke with the BBJ's Craig Douglas about his budding venture, The Linskey Group, as well as the marathon bombings' aftermath and decompressing from a life that required him to be armed and at the ready, 24/7.

**You're a relatively young man to be a retiree. What was it like to call it quits?** Big step. I grew up in the police agency. I graduated from the police academy when I was 20 years old. I could carry a gun, and I could arrest people, but I couldn't drink alcohol. ... My socialization was all Boston cops.

**So why retire?** Well, I had done it for a number of years. I had changed things that I wanted to change. I met the goals I wanted to meet. I think I left the organization better than I found it.



W. MARC BERNSAU

### Is there much overlap in running a business and running a police force?

We're experts on people. Experts on systems and communications and how you motivate people. I was thinking this morning ... How does a police chief, how does that morph into a business world? (Former commissioner) Ed Davis was the CEO, he was the chief executive officer, and I guess I was the chief operating officer. I ran the department on a day-to-day basis. And we had 650,000 shareholders. The citizens of Boston were our shareholders.

**Talk a little about consulting.** Even before I retired, we were getting calls from around the globe. 'Tell us what you did. How did you guys do what you did. How did we respond so quickly to the (marathon) bombs going off? How did we in 102 hours pull together an investigation and find the guys who did this?' We did a lot of things great. We

did a lot of best practices. Our guys hit it out of the park.

**Was that due to good planning or did it just happen that way?** It's both, but there was a lot of planning and exercises that went into that.

**The marathon being an exception, was there any particular event or response that stands out?** The most amazing special event I had to plan was the funeral of Ted Kennedy. ... If anything ever happened, if the cathedral went up, I think it was me and the cub scout master from Troop No. 5 who were next in the line of succession. And we had to do it all in two days. It was boom, boom, boom.

**Is it a good living, being a consultant versus being a cop?** Yeah, you know, it's different.

### So how do you price your service?

It's interesting. You don't want to underprice yourself. You know, so you have to call around and ask people, 'Hey, whatya charge for this?' You know, and then you give people a price and they say, 'Oh, that's great.' ... I want to be fair, but when people respond that way it tells me I might be doing myself a disservice and undervaluing my time.

**Who are your customers?** I have some contracts with federal agencies. I have a contract with the State Department. The Department of Justice. Those are set by federal rates, and to be honest, I could make more money doing projects for private clients, but there's a lot of benefit in taking some of this stuff, the lessons learned, and making homeland security, emergency management, law enforcement, better.

**Do you still carry?** Oh yeah. A lot less (often) than I used to.

**Have you been following the Tsarnaev trial?** Definitely. I've been trying to spend a lot more time down there with the victims, but unfortunately I've been traveling a huge amount over the last eight weeks.

**What goes through your mind when you see Dzhokhar in court?** When I see him sitting there, I am just stunned. I am just stunned at how a 19-year-old punk could do so much damage to so many people.

**You said you are against the death penalty. How come?** People make mistakes. Witnesses lie, sometimes they purposely lie, and some witnesses lie by reporting information they think is correct but they turn out to be mistaken.

**What about Dzhokhar?** Well, here's a case where we not only have videotape but he admitted he did it. So this would be the one case ... where I have no problem with the death penalty.

## LESSONS LEARNED

### What advice would you offer someone starting a business in Mass.?



**LAUREL EGAN KENNY**  
COO, SOUTH SHORE CHAMBER OF COMMERCE

Passion is not everything! Entrepreneurs need strong business and marketing sense: Who (is my target market), What

(exactly am I selling?), When (do they need it?), Where (can I reach my audience), Why (am I doing this?), How (will I get it all done?).



**SAL MUCCIO**  
LITMANGERSON ASSOCIATES

Keep detailed financial records. This information will be needed if you seek financing or eventually take on a partner or additional shareholders. Monthly, detailed financial statements are a good way to assess your current status, while planning and implementing strategic ongoing, and ever-changing business decisions.



**ALEXANDRA ALEXOPOULOS**  
RANDOLPH AUTOMOTIVE SERVICENTER

Your reputation as a business owner is critical. Have a strong code of ethics, be sure to understand the basics of customer service and always follow through. The old saying 'The customer is always right' has been around a long time, for good reason.

## PEOPLE ON THE MOVE

## ▶ BANKING/FINANCE

**Anabela Vasconcelos**

Anabela Vasconcelos, director of residential lending, has been promoted to assistant vice-president at Canton Co-operative Bank.

**Thomas Smith**

Thomas Smith joined Brookline Bank as business banking officer. Smith has been assigned a portion of the bank's Metrowest region, and will serve businesses in Newton, Needham and Wellesley.

**Brandon Lavertu**

Belmont Savings Bank promoted Brandon Lavertu to SVP and director of external reporting and accounting policy.

**John Westwood**

John Westwood has been promoted to first senior vice president at Mansfield Bank. In addition to serving as CFO, Westwood will also oversee the deposit operations, purchasing and facilities functions of the bank.

**John Fanciullo**

Leader Bank NA has promoted John Fanciullo to chief operating officer. Fanciullo, who is based in Arlington, will be responsible for planning, organizing and overseeing the day-to-day activities and operations of the bank.

**Kevin Michaelan**

Kevin Michaelan has joined Rodman & Rodman PC in Newton as tax manager. Michaelan serves the owners and managers of established, privately held companies in a variety of industries.

## ▶ SPOTLIGHT

**AARON GRAZADO**

**ORGANIZATION:** BELMONT SAVINGS BANK  
**TITLE:** SVP, SENIOR PORTFOLIO MANAGER

**Prior job:** Regional portfolio manager for RBS Citizens within the Commercial Real Estate Division.

**Professional achievement:** "I take pride in that we have formalized many procedures here at Belmont Savings Bank while building a group that has underwritten and closed more than \$700 million in commercial real estate loans over the past few years with some of the best owners, operators and managers in our market. During my commute, I drive by numerous properties that I've helped finance and they remind me of what I've accomplished in my career."

**Professional priority:** "As Belmont Savings Bank continues to grow, I'd like to continue to do my part in ensuring that the bank grows in the right way. Risk management is a vital component of commercial lending and I'm fortunate to work with a great group of people who share the same commitment."

## ▶ LAW

**Elizabeth Brady Murillo**

Burns & Levinson in Boston promoted Elizabeth Brady Murillo to partner. She focuses her practice on commercial litigation, including employment litigation and contract matters.

**Peter Tamm**

Goulston & Storrs in Boston promoted Peter Tamm to director. Tamm focuses his work on the permitting of commercial, residential, industrial and office development projects.

**Dan Ridings**

Conservation Services Group in Westborough promoted Dan Ridings to vice president, strategy and product development. He joined CSG in 2009 as program director in the Southeast.

**Christian Regnier**

Goulston & Storrs in Boston has promoted Christian Regnier to director. Regnier focuses on real estate matters, including acquisitions, dispositions and condominium creation.

**Kenneth Berman**

Kenneth Berman, a partner in the litigation department at Nutter McClennen & Fish LLP in Boston and co-chair of its business litigation practice group, has been elected to the Council of the American Bar Association's Section of Litigation.

**Kevin Farrell**

Conservation Services Group in Westborough promoted Kevin Farrell to vice president, corporate marketing, communications and training services. Farrell joined the company in 2009.

## ▶ HIGH TECHNOLOGY

**Roy Sanford**

Unitrends, a Burlington-based provider of backup data and disaster recovery software, appointed Roy Sanford vice president and general manager of high-velocity products.

**Kate Sweeney**

Kate Sweeney has been appointed chief financial officer at Agero Inc., a Medford-based provider of vehicle and driver safety, security and information services.

**Christopher Brouady**

Aptima Inc. of Woburn promoted Christopher Brouady to VP, contracts. He is responsible for the contracts, security and intellectual property departments at Aptima.

## COMMONWEALTH FINANCIAL GROUP

## SPONSORED SPOTLIGHT

**GARY M. DENNIS,**  
CLTC®

SENIOR PARTNER, COMMONWEALTH FINANCIAL GROUP, BOSTON

**First Job:** Gary's first job out of college was with Met Life as an account executive.

**Professional Achievement:** "Through an expansive network of personal introductions, I have built an integrated financial services practice that has received national recognition by demonstrating lasting persistency and results for individual clients and business owners in the northeast and throughout the United States."

**Professional Priority:** "As we continue to be challenged with advances in technology, impending changes in tax codes, and increased costs in health care, it is my priority to educate and prepare my clients to make flexible and strategic financial decisions."

Gary M. Dennis, CLTC® is a registered representative of and offers securities through MML Investors Services, LLC, Member SIPC (www.sipc.org). Supervisory Address: 101 Federal Street, Suite 800, Boston, MA 02110. Tel: 617.439.4389, CRN201703-191173

PAID ADVERTORIAL

## ▶ ENVIRONMENT/ENGINEERING

**Lauren Laidlaw**

Environmental health and safety firm Safety Partners Inc. in Bedford has appointed Lauren Laidlaw as senior director of marketing and communications.

**Christopher Mabbett**

Mabbett & Associates Inc., a Bedford-based provider of environmental, health and safety, energy and sustainability consulting, promoted Christopher Mabbett to director of operations.

**Paul Steinberg**

Mabbett & Associates Inc. promoted Paul Steinberg to president. He serves as contract manager to the Army Corps of Engineers and USEPA supporting environmental planning and ecological restoration projects.

## ▶ REAL ESTATE

**Kim Montella**

Coldwell Banker Residential Brokerage has named Kim Montella sales manager of the firm's Acton and Bolton offices.

**Carolyn Cerminara-Kelly**

Carolyn Cerminara-Kelly has joined JLL in Boston as project manager. Previously, she worked on a variety of projects as a project manager and interior designer with CP and Associates.

**John O'Connor**

The Dolben Co. Inc. of Woburn has promoted John O'Connor to director of development-New England.

## ▶ HEALTH CARE/LIFE SCIENCE

**Dr. Aundrea Vereen**

Dr. Aundrea Vereen has joined Dental Associates in Quincy. A prosthodontist, she specializes in cosmetic restoration and replacement of teeth.

**Dr. Jeffrey Gassman**

Signature Healthcare in Brockton has added Dr. Jeffrey Gassman as an orthopedic surgeon. Gassman was formerly employed at Coastal Orthopedics in Fall River.

**Dr. Frederick Munschauer**

Dr. Frederick Munschauer joined EMD Serono in Rockland as vice president of medical affairs, neurology and immunology.