

For Immediate Release

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**50 FASTEST GROWING WOMEN-OWNED/LED COMPANIES ANNOUNCED BY
WOMEN PRESIDENTS' ORGANIZATION AND CAPITAL ONE**

*Etica Group Honored at
12TH Annual Awards Ceremony in Charlotte, NC*

Indianapolis, IN – May 3, 2019 – The Women Presidents' Organization (WPO) has announced the 12th annual ranking of the 50 Fastest-Growing Women-Owned/Led Companies™. Winners were announced during the WPO Annual Conference, held this year in Charlotte, NC. The companies featured on this year's list span a wide variety of industries, including technology and finance, emerging sectors for women. Aggregate revenues of the 50 companies are \$5.9 billion, representing a significant impact towards women-led companies' contribution towards the global economy.

Jessica Nickloy, President and CEO, Etica Group, based in Indianapolis, IN, has been ranked #49 among this year's WPO 50 Fastest-Growing Women-Owned/Led Companies and the only Indiana based company to make the list.

Etica Group is a professional consulting firm that provides architectural, engineering, surveying, building envelope consulting, and construction inspection services. As a recognized leader within the industry Etica Group upholds a commitment to forming strong, meaningful partnerships. By placing clients first and consistently adding value to each client product, Etica Group has a reputation for both quality and successful project delivery.

A 2017 merger and acquisition provided Etica Group with a springboard for fast-track growth. The addition of multiple service lines diversified Etica Group's abilities and customer base, allowing the company to grow from fewer than 20 employees to over 60 in less than two years.

“Being named as one of the 50 Fastest Growing Women-Owned/Led Companies for 2019 and the only Indiana company on the list by WPO is a tremendous honor and testament to the dedication and hard work of every single employee,” said Etica Group President and CEO Jessica Nickloy. “The support from local municipalities, the State of Indiana, major utilities, higher education and so many more speaks to their trust in us. I am so proud of my team and their efforts everyday to push Etica Group into the next phase of visionary success.”

“At Capital One, we are passionate about supporting women business owners and leaders,” said Jenn Flynn, Head of Small Business Bank at Capital One. “The rise in women-owned businesses is an exciting trend to watch. These women are a real force, as reflected in the WPO 50 Fastest winners, and they are inspiring others to achieve great levels of success.”

“I am delighted that this year our rankings show that women entrepreneurs are branching out into every sector of business,” said WPO President and Founder Dr. Marsha Firestone. “We are also very encouraged that companies of all sizes, such as Etica Group are represented. Some smaller but very successful companies demonstrated significant growth this year.”

All eligible companies were ranked according to a sales growth formula, combining percentage and absolute growth. To qualify for the ranking, businesses are required to be privately held, woman-owned/led companies and have reached annual revenues of at least \$500,000 as of 2013 and every subsequent year. Applicants are not required to be WPO members.

Additional facts about the 2019 50 Fastest Growing Women-Owned/Led Businesses:

- Average age of women-owner/leader is 50, younger than the average age of 51 last year
- Aggregate revenue is \$5.9 billion
- Average 2018 revenue was \$117.1 million
- Average number of employees on first day: 9; projected average for 2019: 492
- Funding sources at company start:
 - 78% with their own funds
 - 22% with funds from friends and family
 - 6% with a bank loan
 - 6% with a line of credit
 - 4% with a credit card
 - 8% with private investors/angels

All 50 companies were honored at a special event at the 2019 WPO Annual Conference at the Westin Charlotte on Thursday, May 2, 2019. Following the luncheon and awards ceremony, WPO hosted a “Guide to Growth” discussion featuring a selection of 50 Fastest winners sharing advice for established entrepreneurs working to increase businesses.

About Etica Group

Etica Group is a professional consulting firm that provides architectural, engineering, building envelope consulting, land surveying and construction inspection services based in Indiana. Etica injects an unmatched integrity into client deliverables that reflects 14 years of consistent growth and success. The firm has been named as one of the fastest growing companies on the IBJ FAST 25 List, three of the last four years. Functioning as a full-service design firm to serve corporate, institutional, public sector and private sector clients. Etica’s strategy is to add value to client projects and, in doing so, has earned a reputation for both quality and successful project delivery. Etica has offices in Indianapolis, Avon, Fishers and New Haven, Indiana and is a certified woman owned business enterprise (WBE), disadvantaged business enterprise (DBE) and emerging business enterprise (EBE). To learn more about Etica, visit www.eticagroup.com.

About Capital One

Capital One Financial Corporation is headquartered in McLean, Virginia. Its subsidiaries, Capital One, N.A. and Capital One Bank (USA), N. A., offer a broad spectrum of financial products and services to consumers, small businesses and commercial clients. We apply the same principles of innovation, collaboration and empowerment in our commitment to our communities across the country that we do in our business. We recognize that helping to build strong and healthy communities – good places to work, good places to do business and good places to raise families – benefits us all and we are proud to support this and other community initiatives.

About The Women Presidents' Organization

The WPO is the premier peer advisory organization connecting women who own multi-million-dollar companies. In monthly meetings across six continents, chapters of 20 women presidents from diverse industries invest time and energy in themselves and their businesses to drive their corporations to the next level. Local WPO chapters are coordinated by a professional facilitator and meet monthly to share business expertise and experience in a confidential setting. For more information, contact 212-688-4114 or visit www.womenpresidentsorg.com. Follow the WPO on [Twitter @womenpresidents](https://twitter.com/womenpresidents) and [Facebook @TheWPO](https://www.facebook.com/TheWPO).

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The 2019 50 Fastest-Growing Women-Owned/Led Companies are:

1	Enspire Energy, LLC	Mary Hensley and Julie Hashagen	Chesapeake, VA
2	TKT & Associates, Inc.	Tierra Kavanaugh Wayne	Louisville, KY
3	LYNC Logistics, LLC	Cynthia P. Lee	Chattanooga, TN
4	Lever1	Erica Brune	Kansas City, MO
5	SPERO	Jenelle S. Coy	Washington, DC
6	Stride Consulting	Debbie Madden	New York, NY
7	Xtreme Solutions Inc.	Phyllis W. Newhouse	Atlanta, GA
8	Within Interior Design, Inc.	Heather R. Robinson	Norfolk, VA
9	Quality Business Solutions, Inc.	Pamela S. Evette	Travelers Rest, SC
10	Merrimak Capital Company	Mary Kariotis	Novato, CA
11	Maximum Games, Inc.	Christina Seelye	Walnut Creek, CA
12	Pretzel Perfection, LLC dba Perfection Snacks	Amy Holyk	Doylestown, PA
13	Technology Group Solutions, LLC	Lenora Payne	Lenexa, KS
14	MJBizDaily	Cassandra Farrington	Lakewood, CO
15	KDM Engineering	Kimberly Moore	Chicago, IL
16	Enseo	Vanessa Ogle	Richardson, TX
17	LifeHealth, LLC	Margot Adam Langstaff and Elisa Hamill	Littleton, CO
18	Quantum Health	Kara Trott	Columbus, OH
19	Innovative Office Solutions LLC	Jennifer Smith	Burnsville, MN
20	twelveNYC	Katie Conovitz	Brooklyn, NY
21	GlobalCare Clinical Trials, LLC	Gail Adinamis	Bannockburn, IL
22	MYCA Material Handling Solutions, Inc.	Patti Massey	Cary, NC

23	KaTom Restaurant Supply, Inc.	Patricia Bible	Kodak, TN
24	Artech LLC	Ranjini Poddar	Morristown, NJ
25	AEC Group, Inc.	Cathy Mary	McKeesport, PA
26	Coranet Corp.	Margaret Marcucci	New York, NY
27	BrightStar Group Holdings, Inc.	Shelly A. Sun	Gurnee, IL
28	Atrium	Rebecca Cenni	New York NY
29	Swoon	Michelle Baker	Chicago, IL
30	CB Technolgies, Inc.	Kelly Ireland	Orange, CA
31	Erkunt Tractor Ind. Inc.	Zeynep Armagan	Ankara, Turkey
32	Ampcus Inc	Ann Ramakumaran	Chantilly, VA
33	CMT Services, Inc.	Annette Johnson	Hyattsville, MD
34	Blue Chip Talent	Nicole Pawczuk	Bloomfield Hills, MI
35	E2 Optics LLC	Kristi Alford-Haarberg	Englewood, CO
36	Strategic Security Corp	Christie Sordi	Commack, NY
37	Atlas Travel & Technology Group	Elaine Osgood	Marlborough, MA
38	CJ Chemicals	Catherine Lee	Perry, MI
39	Data Systems Analysts, Inc.	Frances R. Pierce	Trevoze, PA
40	Socialfix	Terry Tateossian	Clinton, NJ
41	Stones River Electric	Jami Hall	Madison, TN
42	Kaizen Technology Partners	Dao Jensen	San Francisco, CA
43	Xclusive Staffing	Diane Astley	Westminster, CO
44	Koya Leadership Partners	Katie Bouton	Newburyport, MA
45	Evolution Event Solutions, LLC	Falon Veit Scott	Nashville, TN
46	NuGate Group, LLC	Jamila Stanford	San Jose, CA
47	Airosmith Development	Margaret Smith	Saratoga Springs, NY

48 Shareablee, Inc.
49 Etica Group, Inc.
50 SpaceBound, Inc.

Tania Yuki
Jessica Nickloy
Patricia Miller

New York, NY
Indianapolis, IN
Cleveland, OH

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