

2017 Business of the Year Answers:

1. When did you become a physically established business in Ramsey?

Zero Zone: 2000

PACT Charter School: PACT Charter School moved to Ramsey in 2004.

Dedicated Networks: Dedicated Networks, Inc. began doing business at 14000 Unity St. NW, Ramsey on 04/01/2012.

Dynamic Group: 2000

Capstone Homes: Capstone Homes was established in Ramsey in 2006. We are grateful for the wonderful collaboration with both the city and their TIF program who granted us the opportunity to build an office building which has allowed for exponential growth over the past decade.

2. What is your estimated number of employees/FTE (2017)?

Zero Zone: 225+

PACT Charter School: PACT has 53 full time employees, 42 Part time employees, 19 Substitute teachers and 13 coaches.

Dedicated Networks: The estimated number of employees/FTE that we anticipate by year end 2017 is 107.

Dynamic Group: 100

Capstone Homes: The year of 2017 has graced us with the ability to employ 17 additional employees from our 2016 count bringing us to a total of 40 full-time employees. We also employ, on average, a total of 300 subcontractors.

3. How does your business positively affect the community, besides job creation (i.e. community involvement, donations, sponsorships, memberships, etc.)?

Zero Zone: We are an annual Gold level sponsor of the Happy Days Festival. We are an annual Silver level sponsor of the Kids Safety Camp. We support the Volunteer Fire Department.

PACT Charter School: We affect the next generation by setting high academic standards and intentionally teaching nine character qualities, while helping students develop a love for lifelong learning. Our goal is to instill in students a desire to help the community and world around them. In addition our facility offers a playground and basketball court used during off school hours by the community.

Dedicated Networks: In addition to job creation, Dedicated Networks positively affects the community by our participation at Feed My Starving Children; participating in the Autism 5K, Warrior Dash, and Tough Mudder charitable walks that support campaigns; and being a gold sponsor of the City of Ramsey Happy Days Festival in 2016.

Dynamic Group: We support our industry and the community through combined efforts. We are very involved with the local technical colleges with several of our employees serving on boards. Through tours, open houses and attending community events, we try to engage with youth and the schools as much as possible to help them better understand precision manufacturing and the career opportunities. Beyond that, we do our best to support local community efforts through sponsorships and donations through our employees' causes.

Capstone Homes: In addition to job creation and the hundreds of homes we have built in Ramsey over the last decade, our mission is to not only build quality homes at an exceptional value, but also serve others and our community. We have implemented a group called "Capstone Community" whose purpose is to have a direct positive impact on the lives of our employees and community by serving them. We do this in a multitude of different ways, such as coordinating groups to serve at Feed My Starving Children, packaging sandwiches for the homeless, bringing out lunch to our subcontractors and holding diaper and food drives. We also serve on an individual level such as Ben Minks, Capstone's Owner, serving on the board of Legacy Christian Academy and coaching youth sports, and Polly Schmeidel, Capstone's Interior Designer, who serves as a Court Appointed Special Advocate (CASA) and a voice for the abused and neglected. Some local organizations that we partner with are Anoka Community Mission who provides financial and material assistance to low income families in need; Piercing Hearts Ministry that brings hope, food and faith to our homeless community and various different adoption agencies like New Life Ministry and Abba Pregnancy Center. We also provide office space and help support the building campaign for Connections Church located in Ramsey.

4. What is unique about your business, what is noteworthy or what makes your business different from your competitors (i.e. innovative product/building, significant job retention/creation, overcoming a significant obstacle, etc.)?

Zero Zone: We are unique in our industry in that our customers recognize us as "the responsive company." We respond faster than the competition in terms of quotes, orders, assembly, and on-time delivery. Yet, our quality is second to none. We build genuine relationships with our customers that create "peace of mind" and form the basis for collaboration and true partnership. As a responsible environmental steward, we are actively developing and testing new refrigeration systems which utilize natural refrigerants. We are concerned about perfecting "Green" technologies to solve our customers' current and future refrigeration requirements, while protecting the planet we all share.

PACT Charter School: PACT's vision is "to develop educationally excellent, engaged citizens, who value lifelong learning and are committed to making exceptional contributions to their ever changing world."

Dedicated Networks: At Dedicated Networks, Inc. we buy, refurbish and sell used networking equipment with customers across the globe. As a family business, we work to help people to become their best, whether they are our customers by using our products or our employees by assisting them to continuously improve and grow. Dedicated Networks strives to employ quality team members who agree with and live by the following core values:

Be Coachable

Know that you can improve.

Have a desire to improve.

Make it easy for others to help.

Anti-value: "It's just the way I am." This is a choice to not improve.

My Pleasure

Treat others like volunteers.

Say "please" and "thank you."

Anti-value: Preventing a small return could mean losing out on future sales just to prevent that small return.

Customer First

Be easy to deal with.

Treat your job as if it's your own service corporation.

Anti-value: Short-term thinking to win the battle but losing the war. Think Department of Motor Vehicles Licensing Lines and hours of operation.

Consider It Done

Start with "yes."

Do what you say you are going to do.

Do it well.

Anti-value: Over promising and not being able to deliver.

Our company has been founded on culture as culture has been important since day one. We evaluate each applicant based on whether we believe they can live our core values and those employees who are not able to follow these are no longer a part of our company. We would like to say we put a lot of effort into instilling these values, but they come naturally to our employees, which creates a great work environment.

Along with our core values, our company's success has been driven by our focus on having great customer service. We strive to be easy to work with and be a provider of quality products. We have been very intentional about reinvesting in the company: in our people, technology, and expanding our inventory. We do business the old-fashioned way by working hard to earn your business and we believe in long-term relationships. Last but not least, we have integrity – again, with our customers and with our employees. We do what we say we are going to do.

Dynamic Group: We have two halves to our business; one is precision mold building for plastic and metal injection molding. The other is precision plastic injection molding and assembly. We are one of the largest and most capable mold-building shops in the country, holding extremely tight tolerances with highly complex molds for the medical, dental and firearms industry. Combining that with our precision plastic injection molding and assembly primarily for medical devices, we are able to service our customers with a flexible, responsive and highly capable offering. But most importantly, we have one of the best teams of people that is highly capable and dedicated.

Capstone Homes:

- Capstone Homes is unique in the way that we choose to do business. We are guided by our core values of Integrity, Humility, Service, Excellence, Trustworthiness and Growth. Our commitment to serve the housing industry, homeowners, employees and the community is our most prominent feature. We are also the largest locally owned builder in Minnesota by number of units built per year and provide a quality product and experience to our homeowners. Our honorable employees, efficient processes,
- 7,000 sq. foot Design Center and affordable pricing packaged with our commitment to serve give us the edge over our competitors.

Additional/Extra:

Zero Zone: Zero Zone produces refrigeration systems for grocery stores and other industrial applications. We have two manufacturing locations in Ramsey, and have been located in Minnesota since our founding in 1974, when we were known as Systematic Refrigeration. We changed our name to Zero Zone, when we were purchased by Zero Zone, Inc. Our main facility on Bunker Lake Boulevard is on an 11 acres plot. We recently completed an internal remodeling project and are currently planning for a 6,500 sq. ft. expansion to our main manufacturing plant. Zero Zone, Inc. also has two manufacturing plants located just outside Milwaukee, Wisconsin, which house our corporate offices and which are where we design and build refrigerated display cases for the retail food industry. Zero Zone, Inc., established in 1961, markets its display cases and refrigeration systems in the U.S., Canada, Mexico, Central and South America.

PACT Charter School: The PACT mission is "to partner as parents, students and staff to cultivate an academically rigorous environment that challenges students to develop positive character qualities as a foundation for personal and intellectual growth." Our students and staff work with the community through community clean-up days and field trips. PACT was recognized by the Anoka County Board of Commissioners for our commitment to recycling. In 2016, we implemented a single stream recycling and organics program that resulted in diverting 66% of our waste.

Dedicated Networks: Dedicated Networks, Inc. has been awarded the following:

Inc.500 Fastest Growing Private Companies in America: 2014 - #2558, 2015 - #2497, 2016 - #1821

MN Business Magazine: 2014 – Top 100 Places to Work, 2014 – Enlightenment Award for Self-Improvement

Business Excellence Forum: 2014 – Best Company Culture, 2015 – Best Manufacturer/Wholesaler and Best Overall Company, 2016 – Best Manufacturer/Wholesaler and CEO of the Year

Minneapolis/St Paul Business Journal: 2016 - #11 on Fast 50 (50 Fastest Growing Metro-Area Private Companies)

Dynamic Group: A few bits of information

- a. Fall of 2015, we were awarded a Minnesota Job Skills Partnership training grant which we are finishing up this fall. The grant was \$250,000 that allowed us to partner with Anoka Ramsey CC along with other local institutions to provide all of our employees with specialized training over a two year period above and beyond what we would be able to typically pursue
- b. We are well into the transition to our 2nd Generation Ownership. The two original founders that built Dynamic Group over 40 years ago (Dave Kalina & Peter McGillivray), are now mostly retired and the 2nd Generation has taken over operations of the business and began the buy-out process.

- c. We were recently featured in the New York Times in an article on automation. We were fortunate to partner with Universal Robots for a case study that has landed us in several magazines as well as a Fox News feature.

Capstone Homes: We are currently working with the city of Ramsey to provide a 300-home development, Riverstone, to meet the needs of the target demographic. This development will increase revenue and job growth and also give The COR the resident population it needs to succeed by encouraging retail development and community involvement.

Some of the most recent Ramsey developments we have completed are Brookfield 6th and 7th addition, Villages of Sunfish Lake and Sweetbay Ridge equating to 100+ homes over the past 3 years. We are investing further into this community with Brookfield 8th addition by providing another 25 future homes.