

2019 Business of the Year Answers:

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

Dedicated Networks: April 2012

Do-All Printing: May 2012

****Dynamic Group:** 2000

PACT Charter School: 2004

Panther Precision Machine: 2003

2. What is your estimated number of employees/FTE (2019)?

Dedicated Networks: 95

Do-All Printing: 8

****Dynamic Group:** 100

PACT Charter School: 100

Panther Precision Machine: 38

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

Dedicated Networks: Our “Why” is to help our people become their best. We offer book clubs and learning opportunities to help them grow. Often the book club would cover a book like Extreme Ownership by Jocko Willink, which challenges people to grow both professionally and personally. Other opportunities are focused on improving people’s personal lives. For example, we have provided personal finance courses from Dave Ramsey several times over the years. Our hope is that our employees become better versions of themselves through what they learn at DNI, and that they, in turn, pass on knowledge and encouragement to others in the community. Also, we are in the circular economy. Our business is refurbishing and reselling used computer networking hardware. We help find new uses for otherwise obsolete IT assets.

Do-All Printing: We have taco truck in our parking lot! Do I need to say any more? I hope we bring an uplifting spirit to everyone who comes through the door with our smiles and willingness to serve the customer. The sole reason Do All is here is to provide low cost or free printing to Christian organizations whose purpose is to spread the Gospel. We donate over 10% of our sales, not profit, to charity. Asking about community involvement makes me think we need to be more involved in Ramsey. But how? Personally I am one of the newest members of the planning commission.

****Dynamic Group:** We support our industry and the community through combined efforts. We are very involved with the local technical colleges as several of our employees serve on boards. Through tours, open houses and attending community events, we try to engage with youth and the schools as much as possible to

*** Dynamic Group did not submit 2019 questionnaire. Response from 2017.*

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.

PACT Charter School: PACT (Parents Allied with Children and Teachers) Charter School is a responsive, community-based K-12 public school built on a committed partnership between teachers, parents, and students. Together we strive to achieve strong moral character and excellence in education while helping students develop a strong sense of self-worth and respect for others and the community around them. We encourage each student to recognize his or her ability to contribute something unique to our community. Our students are involved in Boy/Girl Scouts, local churches, charities, and are part of the workforce in and around the Ramsey-area. Families come to our location from a 12-mile radius which contributes to both the awareness and economy of Ramsey. Our school has students from cities like Brooklyn Park, Dayton, Coon Rapids, Blaine, Andover, Elk River, and Zimmerman -- and everything in between! PACT is authorized by Bethel University and is a member of the Anoka Area Chamber of Commerce and the Ramsey Lions Club, and partners with Anoka Ramsey Athletic Association and Adrenaline Sports Center.

Panther Precision Machine: Panther has always been a business to support others. We sponsor Kids camp every year. We have donated to the PACT Charter school for several years, Girls fast pitch in Anoka, and donate to the fire department for their fundraiser. For last 4 years Panther has manufactured and donated 6 rims for the University of Minnesota solar car. Panther also takes care of the area around the holding pond next to our second building. This something I told Sean Sullivan I would do for working with us to make the lot a buildable for our second building.

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.)?

Dedicated Networks: Since moving to Ramsey in 2012, we have grown from 15 employees, to nearly 100. One big reason for that growth is our desire to take care of our customers. We have a team of great people who bend over backwards to make sure we are serving our customers. Our team members have been known to drive shipments down to the airport at the end of the day to make sure we honor our commitments and deliver for our customers.

Do-All Printing: The customers tell us we are unique in that We Print Everything. They do not have to go anywhere else to find the product, price and serve they need. After a short period of time the customers do not ask the price knowing they will get the best price and we will do all we can to get their job done on time and right. I remember when we made a mistake, the customer said "you know how to apologize." When we make a mistake we make it right. Customers trust us.

****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.

PACT Charter School: Charter schools are choice schools, which is an opportunity for parents to access the best K-12 education options for their children. PACT's mission is to partner as parents, students, and staff to develop students of character and academic excellence. Every child deserves a challenging and motivating education and that is what we provide -- empowered parents who choose the educational environment best for their kids. As a community of character-builders, we are focused on personal growth and committed to the

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development of the whole person. We incorporate these leadership traits every day by displaying respect, citizenship, gratitude, compassion, integrity, cooperation, self-control, responsibility, and perseverance.

Panther Precision Machine: Panther has always been a company that treats people how we would like to be treated. We work with each employee as an individual. We allow our employees to have flex-time starting and extra time of if they need it. We have helped some employees through some tough times, whether it being sickness or financial. Of our 38 employees we have 7 employees with 16 years seniority and 4 with 18 years. We have always been a very fortunate company because of our employees and we recognize that. We have a very good reputation of being a good company to work for.

Additional Information:

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)

Do-All Printing: Did I mention we have a taco truck in our lot?

****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.

PACT Charter School: We pride ourselves as the only middle and high school in the city of Ramsey and appreciate our local families who call PACT home. We value our partnership with our local government, police, and firefighters; and are proud members of The COR. There is an adage that says, “It takes a village” but we say “it takes a community.” Thank you, City of Ramsey, for partnering with us.

Panther Precision Machine: Panther was the first building in this business park due to the city working with us and wanting a business like ours in the city.