BUSINESS PRODUCTS & SERVICES

Number of companies **37** ▸ Total employment **3,818** ▸ Jobs added 2007–10 **2,226**
Total revenue **$734.5 million** ▸ Median revenue **$5.6 million** ▸ Median growth rate **1,147.7%**

Industry Leader:
Business Products & Services
I.T. SOURCE
CEO: Andy Kim



Andy Kim started I.T. Source at 19, building computers and selling them online and offering installation services. But as electronics prices plummeted in the mid-2000s, so did Kim's fortunes. He handed the reins to his mother, Chun Kim, who took the company in a different direction—actually, two different directions. I.T. Source now sells credit card processing services, mostly to small businesses in Los Angeles's Koreatown, and, through a division called Massive Telecom, brokers wholesale cellular minutes. "My mom has this rich business wisdom," Kim says. Once the business was stable, he returned as CEO. His goal today is to hire great salespeople and expand the company's reach beyond L.A.'s Koreatown and downtown. Chun is chairman of the board and makes one demand of her son: Nearly 15 percent of the company's profits must be donated to her church.

INC. 500 STATS
HIGHEST REVENUE
$628.6 million
Mission Essential Personnel
No. 235

COMPANY	RANK	THREE-YEAR GROWTH	2010 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
***I.T. Source** LOS ANGELES CEO: Andy Kim, *massivetelecom.com* Operates a credit card processing company and a wholesale and retail telecom service provider.	26	6,665.9%	$8.7 MILLION	16	2002
WBPromotion HOUSTON CEO: Azim Makanojiya, *wbpromotion.com* Makes wristbands and other products used for promotions.	31	6,199.4%	$6.9 MILLION	43	2006
Square Peg Packaging and Printing POWAY, CALIF. CEO: John Kellogg, *teamsquarepeg.com* Designs packaging materials and printed items.	34	5,985.9%	$7.4 MILLION	8	2007
MAG Trucks KEARNEY, MO. CEO: Blake Fulton, *magtrucksales.com* Sells new and used trucks and vans and offers leasing, financing, custom manufacturing, and route financing.	81	2,932.2%	$3.7 MILLION	15	2007
Classroom Essentials Online CANTON, GA. CEO: Matt Washabaugh, *classroomessentialsonline.com* Sells chairs, folding tables, and school and nursery furniture.	92	2,749.5%	$3.4 MILLION	5	2007
Avondale Consulting CHICAGO CEO: Karl Stark, *avondaleconsulting.com* Provides strategic and M&A consulting services.	95	2,705.9%	$3.4 MILLION	10	2005
Software Advice AUSTIN CEO: Don Fornes, *softwareadvice.com* Operates a website with free software reviews and advice.	134	2,077.4%	$3.2 MILLION	18	2005
***The Trademark Company** VIENNA, VA. CEO: Matthew Swyers, *thetrademarkcompany.com* Offers trademark and brand protection services.	138	2,034.3%	$3.2 MILLION	15	2003
Green Earth ISELIN, N.J. CEO: Suresh Kumar, *greenearthaction.com* Supports clients' sustainability initiatives through IT, strategy, and management consulting.	145	1,933.4%	$2.3 MILLION	13	2006
Warehouse Solutions EL CAJON, CALIF. CEO: Mark Wallace, *warehousesolutions.com* Designs and installs material handling systems for warehouse, distribution, and manufacturing operations.	152	1,869.8%	$2.5 MILLION	22	2007
Simpluris COSTA MESA, CALIF. CEO: Troy Hoffman, *simpluris.net* Provides administrative support to attorneys working on class-action settlement cases.	171	1,749.1%	$3.9 MILLION	36	2007
Urban Office Products BROOKLYN, N.Y. CEO: Shlomo Birnbaum, *urbanop.com* Offers new, used, and refurbished office furniture, and office, janitorial, and break-room supplies.	184	1,653.7%	$3.8 MILLION	15	2006
Vega Consulting BELLEVUE, WASH. CEO: Gunilla Luthra, *vegaconsultingllc.com* Offers project-management, strategy, and market research consulting services.	201	1,534.6%	$12.5 MILLION	58	2003
DiscoverOrg VANCOUVER, WASH. CEO: Henry Schuck, *discoverorg.com* Sells sales leads to tech companies targeting the IT departments of corporations, schools, and government.	207	1,516.1%	$2.8 MILLION	40	2005
ShopJimmy.com BLOOMINGTON, MINN. CEO: Jimmy Vosika, *shopjimmy.com* Acquires new TVs damaged during shipping, sells the usable parts for repairs, and recycles the remaining materials.	224	1,426%	$5.6 MILLION	53	2007
***Three Pillar Global** FAIRFAX, VA. CEO: David DeWolf, *threepillarglobal.com* Develops and implements IT products and services for corporate clients.	226	1,414.7%	$12.6 MILLION	163	2006
Aztec Awards SAN DIEGO CEO: Mindi M. May, *aztecawards.com* Designs and manufactures items used in employee recognition programs, such as plaques, clocks, and trophies.	229	1,400%	$2.3 MILLION	15	2006
Ohana Companies WILMINGTON, DEL. CEO: Chris Quinlan, *everybodywins.com* Offers an online system for retailer and manufacturer rebates.	272	1,187.5%	$8.4 MILLION	28	2007

*PAST HONOREE

THE CEOs
ON THE FLY

We asked, Are you running the same business you started?

4%
of CEOs say their company operates according to the original business model.

3%
of CEOs say their company is nothing like the original concept.

COMPANY	RANK	THREE-YEAR GROWTH	2010 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
Thomas L. Cardella & Associates CEDAR RAPIDS, IOWA CEO: Thomas L. Cardella, *tlcassociates.com* Provides outsourced call-center services.	285	1,147.7%	$21 MILLION	880	2007
UnitedLex OVERLAND PARK, KAN. CEO: Daniel Reed, *unitedlex.com* Offers litigation support, data discovery, document review, and other legal services.	307	1,060%	$28.2 MILLION	650	2006
***NorAm International Partners** HUDSON, N.H. CEO: Michael DuGally, *norampartners.com* Buys and distributes overstock and wholesale media products, such as DVDs, CDs, and video games.	317	1,039.6%	$50.6 MILLION	220	2006
****Cantaloupe Systems** SAN FRANCISCO CEO: Mandeep Arora, *cantaloupesys.com* Harvests data from customers' vending machines, enabling clients to track sales and inventory.	331	1,000.7%	$7.8 MILLION	35	2002
M2 Displays ANAHEIM, CALIF. CEO: Bryan Mehr, *m2displays.com* Makes digitally printed products, such as banners, displays, and retail signage.	349	964.8%	$4.2 MILLION	12	2006
Third Law Sourcing DULUTH, GA. CEO: Scott Drobes, *3rdlaw.com* Sources products and services for clients.	351	962.7%	$4.5 MILLION	14	2007
Iris Data Services OLATHE, KAN. CEO: Major Baisden, *irisds.com* Provides support to law firms and legal departments.	362	940.2%	$9.6 MILLION	125	2007
DemandGen DANVILLE, CALIF. CEO: David Lewis, *demandgen.com* Provides marketing, sales, and customer-relationship-management consulting services.	363	940.2%	$4.2 MILLION	28	2007
3ality Digital BURBANK, CALIF. CEO: Steve Schklair, *3alitydigital.com* Creates software and camera rigs used to make 3-D videos.	378	908.6%	$21.4 MILLION	52	2000
***Mu Sigma** NORTHBROOK, ILL. CEO: Dhiraj Rajaram, *mu-sigma.com* Provides marketing, supply chain, and risk-management consulting services for corporate clients.	386	885.7%	$41.5 MILLION	878	2005
CloseOutStore.net LOS ANGELES CEO: Cesar Leon, *closeoutstore.net* Sells liquidated, returned, and salvaged merchandise to small-business customers for resale.	392	862.8%	$6.8 MILLION	10	2004
iBuyOfficeSupply.com PLYMOUTH, MINN. CEO: Ron Weber, *ibuyofficesupply.com* Distributes office supplies and furniture and industrial, janitorial, and lunchroom supplies.	413	830.2%	$4.6 MILLION	8	2005
***FranNet** LOUISVILLE CEO: Steven Rosen, *frannet.com* Provides consulting and educational services to would-be franchisees.	442	792%	$11.5 MILLION	12	1987
Blue Star Partners HIGHLAND PARK, ILL. CEO: Miguel Guevara, *bluestarpartners.com* Provides strategic, project-management, and technology consulting services.	454	766.7%	$2.7 MILLION	2	2003
Vanguard Cleaning Systems of the Inland Northwest SPOKANE VALLEY, WASH. CEO: James Uebelher, *vanguardcleaning.com* Franchises commercial cleaning businesses in the Northwest.	477	725.9%	$4 MILLION	9	2007
***FM Facility Maintenance** HARTFORD, CONN. CEO: Jim Reavey, *fmfacilitymaintenance.com* Provides facility-management and -maintenance services to more than 30,000 customer locations nationwide.	478	723.9%	$304.2 MILLION	250	1993
Stratus Building Solutions ST. LOUIS CEO: Dennis Jarrett, *stratusbuildingsolutions.com* Provides facility-maintenance services for retail, commercial, and industrial properties.	494	688.9%	$100 MILLION	11	2004
Digital Legal Tampa TAMPA CEO: Jud Parker, *digitallegal.net* Offers discovery, litigation support, and medical records retrieval for law firms, businesses, and government entities.	495	688.7%	$2.7 MILLION	14	2006
Paradigm Partners HOUSTON CEO: Karim Solanji, *paradigmlp.com* Provides tax consulting services.	500	680.7%	$8.3 MILLION	35	2006

*PAST HONOREE **TWO-TIME PAST HONOREE