

Tony Marks, President

TMT Warehousing, LLC and TMT Logistics, Inc.

NORTHWEST OHIO HONOREE

TMT Logistics Inc. and TMT Warehousing LLC are both privately held by Tony Marks. Tony Marks is the only son from the Marks family out of Napoleon, Ohio. His father was a true entrepreneur and visionary owning multiple companies during Tony Marks' childhood.

At only 12 years old, Marks would work at his family's business. As an adolescent he had a lot of energy accompanied by ideas and visions of how he was going to be successful in business.

The transportation industry has gone through many changes in the last 25 years with industry deregulation. The era of deregulation provided the opportunity for the Marks to start Tony Marks Trucking, Inc. and offer third party logistics services to the northwest Ohio community.

In the late 90s – with the help of his father – Marks purchased a tractor and started driving

as an owner / operator in the transportation industry. Although initially he started this business to support his passion for car racing, he soon realized its potential. In six months he was able to buy six trucks and after one year his business included 12 trucks. One of the many challenges in building a successful transportation company was the financial start-up costs with purchasing tractors, trailers, and software to service the customers. On top of that, Marks did all the administrative work, from accounting and taxes to compliance with federal standards imposed on the transportation industry – and he coordinated all of these elements without a college degree.

In 1999 the company had a large financial setback when an owner / operator had an accident in California, causing a fatality. Tony Marks Trucking Inc. was immediately placed under large financial scrutiny and legal ramifications. As a result of the accident the

Marks family had to handle large personal and financial risks, fortunately in the end the company was cleared to continue operations. In the end, however, Tony Marks Trucking closed operations and TMT Logistics, Inc. was started, with operations at the local rather than the national level.

Not only did Marks recover from Tony Marks Trucking, Inc., but in 2000 he ventured into a yet another company – TMT Warehousing, LLC. The company grew to support a small administrative and warehousing staff located in Archbold, Ohio. The new company started as a limited liability company and the Marks family leased 80,000 square feet of warehouse space in Archbold. The initial start-up of the warehousing company required a financial outlay to hire staff, purchase equipment, and software to support the customers' needs.

Unfortunately, the accident in the late 90s was not the only hardship that the Marks had to overcome. The second large financial setback came in 2002 when the Archbold warehouse was lost to arson. The fire destroyed the entire warehouse, and it took a large effort to reconstruct the company's records. At that time, the Napoleon warehouse was still under construction. Despite this tragedy, Marks quickly bounced back from the catastrophe and the company has had double-



digit growth for the past few years.

The Marks family's initial business model was to build a successful third party logistics company servicing northwest Ohio. Over the years the initial business model evolved to what it is today, a total supply chain solution. Both companies, TMT Logistics and TMT Warehousing, are marketed and

...continued on page 35



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Kim Davis, President and Co-Founder

TalentTrack

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Kim Davis has a successful record in the Recruitment Process Outsourcing (RPO) industry. In 1989, he joined Aim Executive to help it get into the corporate outplacement business, and by 1997, grew the firm from two to twenty-eight locations, making it the fourth largest in the United States at the time of sale to Spherion in 1997.

Davis then started a similar business for Spherion in 2000 and by March 2002, felt that he had a different methodology that would prove successful in the RPO industry, and would be of great need to many companies. At the age of 50, Davis decided to relocate his life and family from Atlanta, Georgia to Toledo, where he felt the market would be ripe for his venture. He was motivated personally to make this change in career for his family, who, had he stayed at Spherion and moved up the ranks, would have a future of relocation after relocation. He was motivated professionally as he felt the world was radically changing for qualified talent based on the demographic changes in the workforce, even in spite of the deep recession in 2002. He believes there is a "War for Talent," demanding a better model for attracting and retaining talent, and he could satisfy that demand through Recruitment Process Outsourcing.

In September 2002, Kim Davis and business partners Jeff DePerro and Scott DePerro personally funded TalentTrack, creating a limited liability corporation without taking on any short or long term debt (even if this required a cash call at a later date). They prepared for generation of zero revenue until the middle of 2003, as it would take nine to twelve months to build and create delivery capability from a technology and staff perspective, thus delaying going to market. They have since added two senior executives as

business partners, Ron Walters and Mark Melfi.

TalentTrack started by recognizing its core competency: recruitment. They are subject matter experts on delivery, and recognize that their solution needs to be supported by best-in-class technology. After evaluating a range of applicant tracking systems, HRsmart was selected, and has since been configured to meet TalentTrack's and its clients' needs. They are not a Human Resource Outsourcing firm, and are not system builders.

Other factors TalentTrack recognized that have made Fortune 100 and 500 companies seek its services are event based / pilot outsourcing, their unique "true up" real time pricing model, and a 100 percent guarantee of results for difficult-to-fill positions. Event based / pilot outsourcing is based on the concept of sample before you buy, allowing companies to enter into a short-term contract, reducing the sales cycle to 90 days versus 12 to 18 months (for long-term contracts), and generating immediate business. This method typically leads to a long-term contract and/or another project with the client, according to the company.

TalentTrack's "true up" real time pricing model is designed to assure each client that they will never overpay for the solution while at the same time making sure the financial resources are in place when and if there are increased needs. As well, they guarantee results for difficult-to-fill positions, placing revenue dollars at risk. The company has yet to have to refund a client based on this guarantee.

In August 2005, TalentTrack was recognized as one of the largest RPOs (Top 13) by being placed on *HRO Today's* "Baker's Dozen" list. Its 6,300 professional placements in 2005 earned TalentTrack a top five ranking, and based on



the 4,100 clinician placements, *HRO Today* believes TalentTrack to be the largest in the healthcare space. *HRO Today* also awarded TalentTrack a "Buyer's Choice" award, the only firm to receive the award for filling difficult positions with a quality guarantee. The firm expects to fill over 12,000 positions this year.

Success stories include HCR Manor Care – which recently signed a long-term contract with TalentTrack after TalentTrack successfully met its needs filling every therapist
(continued on page 51)

Rathbun

timely manner. Quickly, Encore's margins evaporated. The Rathbuns became innovative in ways of reducing manufacturing costs, overhead, and waste. They responded to short-term losses by investing in new equipment and products so that they would be prepared for the positive economic climate they expected would follow. As a result, they were prepared to take advantage of new opportunities from Lowe's, Wal-Mart, Ace Hardware, and Sherwin-Williams. They responded to aggressively priced, lower quality overseas competition by supplying their customers with shorter lead times and quality and innovative products.

An example of the Rathbuns'

innovation happened when they stopped in on a marine supply customer. The customer complained that he had to buy interior paintbrushes for people who wanted to paint the underside of their boats. It was confusing for the marine supplier's customers, because the brushes looked the same as what one would use for painting the interior of their home. Encore responded to this need by packaging paintbrushes for marine supply. Encore's innovation and quick response to the need created the market. Today, Encore's marine paintbrushes are sold around the country.

Encore also focuses on the needs of its community and of other communities, as well. When hurricanes Katrina and Rita

devastated the Gulf Coast, Encore was quick to respond by donating pails and paint supplies. It sponsors local sports teams in each of its communities and supports local fire, rescue, and police services with gifts on an annual basis.

Prior to taking control of Encore, Tim Rathbun was an attorney and Craig Rathbun was a businessman. Both men could have continued to work in corporate America, essentially working 9 to 5. However, following in their father's footsteps, they wanted to "build" something for themselves, for their families. Once they were committed to making Encore a success, every available moment was spent performing a work-related task.

...Continued from page 33

Through the ups and downs it has all been worth it for the Rathbuns. They take enormous pride that they have made it through the economic slowdown of the past few years without sacrificing a single employee position. Looking forward, they expect the company to double in size by replacing 10 to 12 of its existing injection molders with larger, more efficient electric molders, doubling the number of thermoformers, tripling the number of extrusion lines, and penetrating further into the industrial packaging market with new products. They expect sales to exceed \$28 million in the very near future and are proud that their hard work and dedication is responsible for the livelihood of over 200 families.

...Continued from page 34

Marks

positioned to offer the customer transportation, brokerage, yard management, storage, and distribution and packaging services.

Together, the companies employ 96 individuals (200 at peak volume times) operating a medium sized trucking fleet along with 800,000 square feet of warehouse storage for the food service industry. The warehouses, strategically located between Detroit, Cleveland, Columbus, and Chicago, are equipped with a digital inventory accounting system. The company currently has 12

major customers, including Campbell Soup, Walgreen's, and Con Agra Foods. Future plans encompass a larger pool of clients as well as an expansion project to build an additional 280,000 square foot warehouse in Napoleon.

Marks pointed out that none of this would have happened without a team effort. The business has a very strong culture that understands how critical the human factor is in the success of a business.

The first truck driver hired by Tony in the 90s is still with the company.

Moreover, upon entering the Napoleon business premises, one may notice a Harley Davidson. All truck drivers are eligible to receive it as long as they meet the performance standards set forth in the beginning of the year. There was zero turnover this year.

Truck drivers are not the only employees that benefit from high performance. Everyone is eligible for Perfect Attendance Bonus and for the Employee Assistance Plan (EAP). The company also set up a toll free line to help employees with various issues such

as parenting, care giving, college, and relocation. Moreover, the internal newsletter welcomes new employees and celebrates upcoming birthdays and anniversaries.

TMT is also very involved with the community. Marks sponsors various events for local schoolchildren and the elderly. TMT has received multiple awards for providing career opportunities for members with learning disabilities. In 2005, TMT supported the relief fund for Hurricane Katrina and provided transportation to the New Orleans area.