

FIRST EDITION · AS OF OCT. 14, 2026

The Hampton Roads Acquisition Record

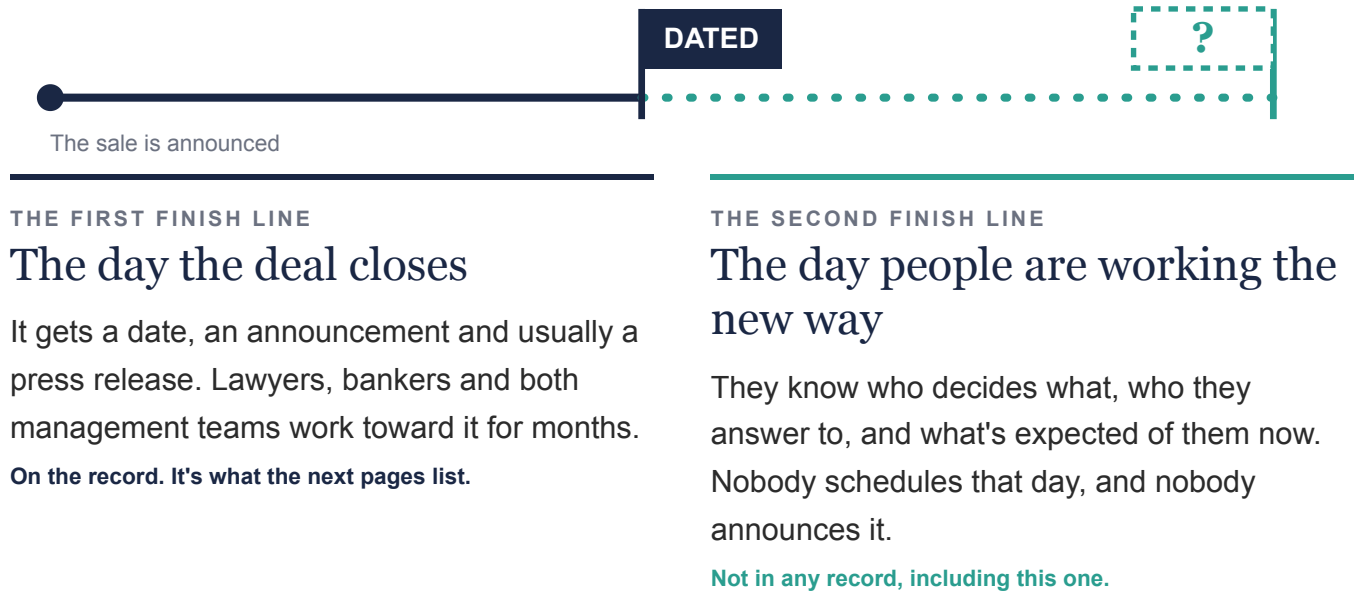
In 57 of the 65 deals in this record, a Hampton Roads business went to a buyer headquartered somewhere else.

A deal has two finish lines. This is a record of the first.

WHY THIS RECORD EXISTS

A deal has two finish lines

When a business is sold, everyone watches for the day the deal closes. That's the first finish line, and it's the only one that gets a date.



This record is about the first finish line, because that's the one that leaves a trace. It lists 65 sales of Hampton Roads businesses since January 2023: who was sold, who bought them, where the buyer is based, and how long ago.

We built it because of the second one. A region can't ask how its businesses are doing after a sale until it can see which ones were sold, to whom, and when. So as you read the pages that follow, read them as 65 first finish lines. For each one, **the second is still an open question.**

Every culture change has two finish lines, and only one of them ever gets a date.

SHELLEY D. SMITH, *THE SECOND FINISH LINE*, ISSUE ONE

The Second Finish Line is also the name of a seven-part series by Shelley D. Smith, CEO of Premier Rapport, about what happens inside a business after the deal closes. There's more about it on the last page.

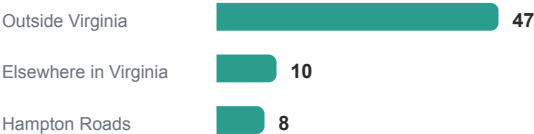
THE FINDING

Hampton Roads businesses are changing hands, and the new owners are mostly not from here.

57 of 65

deals in this record went to a buyer headquartered outside Hampton Roads. That's 88 percent.

BUYER'S BASE, BY DEAL

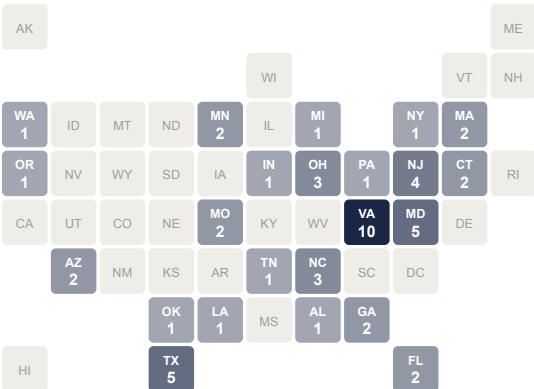


From January 2023 to October 2026, at least 65 sales of Hampton Roads businesses left a public record. Each is counted here as one deal. In 47 of them the buyer is based outside Virginia. In 10 more the buyer is elsewhere in the state.

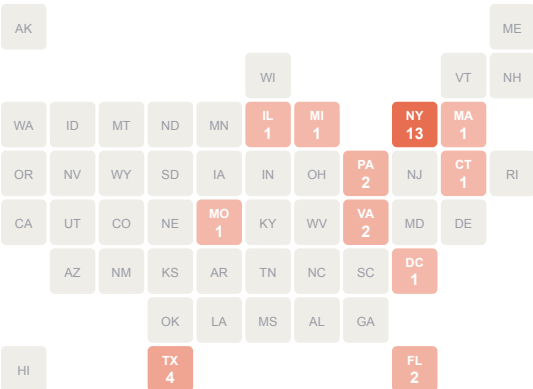
In eight deals the buyer is local, and in one of those a company sold itself to its own employees. In the other 57, the buyers are spread across 22 states besides Virginia, and in three deals the buyer is based outside the fifty states.

In 30 of the 65 deals, the buyer is a private equity firm or a company backed by one.

WHERE THE BUYER IS BASED, IN THE 57 OUTSIDE DEALS

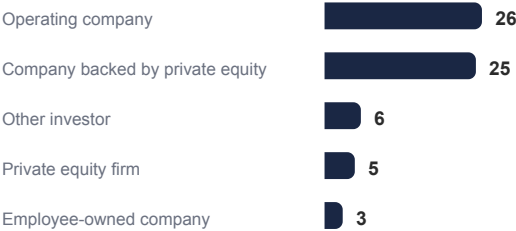


WHERE THE PRIVATE EQUITY FIRM IS BASED, IN THE 30 PRIVATE EQUITY DEALS



The buyer is the company that now runs the business. Where a private equity firm backs the buyer, that firm is the buyer's owner, and it is usually somewhere else again: in 23 of the 25 deals with a private equity backer, the backer is based in a different state from the buyer. Of the 30 private equity deals, 13 trace to a firm in New York.

WHO BOUGHT, BY DEAL



Every count here is a count of deals, one per row: 51 whole companies, eight sets of assets, four divisions, one sold with its parent, one majority stake. Three buyers each made two deals, so 65 deals involve 62 buyers. The record holds what could be sourced, so the true number is higher, and 88 percent describes this record, not every sale in the region. On the map, Virginia counts buyers elsewhere in the state and a buyer with two bases sits at the first one named; the three based outside the fifty states aren't shown. On the second map, a deal whose two backers are based in different places appears under both, and the two deals with a firm based outside the fifty states aren't shown. A firm's base says who the owner is. It isn't evidence about how any deal has gone. See Method.

65 deals, newest first

Each row links to the source that was read. Dates are closing or effective dates stated by a source unless marked: ^a date of the announcement, where the source gives no closing date · ^r date as reported in the press. "Backed by" names a private equity investor in the buyer at the time of the deal and doesn't mean it holds a majority. † source is a press report or an advisor's announcement, not a release from the buyer or seller. A small label beside a name (assets, division, majority stake, sold with its parent) means the deal was for that and not the whole company. Buyers shown in green are based in Hampton Roads.

DATE	BUSINESS SOLD	BUYER	BUYER'S BASE	SOURCE
Sept. 23, 2026	Yellow Dog Software Norfolk · Inventory management software	Fraxion Backed by Main Capital Partners (The Hague, Netherlands)	Seattle, WA	Fraxion
July 20, 2026 ^a	Riggins Company Hampton · Metal fabrication for Navy shipbuilders	Pelican Energy Partners	Houston, TX	Pelican Energy Partners
April 30, 2026 ^r	A-1 Inc. Exterminators Chesapeake · Pest control	Fortress Pest Brands Backed by Riverarch Equity Partners (Pittsburgh, PA)	Gaithersburg, MD	Pest Management Professional †
Feb. 12, 2026	Sotherly Hotels Williamsburg · Hotel owner (public company)	Kemmons Wilson Hospitality and Ascendant Capital	Memphis, TN and Los Angeles, CA	Sotherly Hotels
Feb. 3, 2026 ^a	Diverging Approach Williamsburg · Railway signal contractor	RailPros Backed by Littlejohn & Co. (Greenwich, CT)	Irving, TX	RailPros
Dec. 31, 2025	PBMares Wealth Management division Williamsburg · Wealth management	Apella Wealth	West Hartford, CT	Apella Wealth
Dec. 23, 2025 ^a	Bayline Lift Technologies Norfolk · Elevator inspection	ATIS Backed by Thompson Street Capital Partners (St. Louis, MO)	St. Louis, MO	Thompson Street
Dec. 8, 2025	Wall, Einhorn & Chernitzer Norfolk · Accounting firm	Eide Bailly	Minneapolis, MN	Eide Bailly
Nov. 13, 2025 ^a	DesRoches & Company Virginia Beach · Accounting firm	Brown Edwards	Roanoke, VA	Brown Edwards
Nov. 12, 2025 ^a	Poseidon Industrial Virginia Beach · Navy ship repair services	ARMADA Backed by Carlyle (Washington, DC) and Stellex (New York, NY)	Spanish Fort, AL	ARMADA
Nov. 10, 2025 ^a	Tidewater Mortgage Services assets Virginia Beach · Mortgage lender	Atlantic Coast Mortgage	Fairfax, VA	Atlantic Coast Mortgage
Nov. 4, 2025 ^a	Salzberg Insurance Agency Norfolk · Insurance agency	Afore Insurance Services	Alpharetta, GA	Afore
Sept. 30, 2025 ^a	Lyon Shipyard assets Norfolk · Ship repair yard	Técnico Corporation	Chesapeake, VA	Técnico
Sept. 30, 2025 ^a	Domestic Fuels & Lubes Chesapeake · Fuel and lubricant distributor	RelaDyne Backed by American Industrial Partners (New York, NY)	Cincinnati, OH	RelaDyne
Sept. 2025 ^r	Virginia Health Services Newport News · Nursing and senior care operator	Tryko Partners affiliate	New Jersey	The Virginian-Pilot †
Sept. 2025 ^a	Mid Atlantic Fire Protection Virginia Beach · Fire sprinkler systems	APi Group	New Brighton, MN	SC&H Capital †

DATE	BUSINESS SOLD	BUYER	BUYER'S BASE	SOURCE
Sept. 1, 2025	Old Point Financial Hampton · Community bank	TowneBank	Suffolk, VA	TowneBank
Aug. 18, 2025	VA Wholesale Mortgage Virginia Beach · Mortgage originator	The Bank of Glen Burnie	Glen Burnie, MD	Bank of Glen Burnie
Aug. 7, 2025 ^a	Cardinal Civil Resources Williamsburg · Land surveying and engineering	ZenaTech	Vancouver, BC	ZenaTech (SEC)
Aug. 7, 2025 ^a	Ducks Roofing Portsmouth · Commercial roofing	Northeast Contracting Co. Backed by RCap Equity Partners (Wayne, PA)	Lorton, VA	NECC
July 10, 2025 ^a	Linxx Global Virginia Beach · Government services contractor	RMGS	Virginia Beach, VA	RMGS
July 5, 2025	Family Dollar division Chesapeake · Discount retail chain	Brigade Capital, Macellum Capital and Arkhouse	New York, NY	Dollar Tree
May 2025 ^r	Hampton Roads Crane & Rigging Newport News · Crane and rigging services	1850 Investments	Richmond, VA	Richmond BizSense †
May 9, 2025 ^r	Clark Nexsen Virginia Beach · Architecture and engineering	JMT	Hunt Valley, MD	Virginia Business †
May 1, 2025 ^r	Frieden Seery Nuckols & Hahn Virginia Beach · Law firm	Sands Anderson	Richmond, VA	Virginia Business †
May 1, 2025	Comfort Solutions of Tidewater Suffolk · Commercial HVAC	Paramount Mechanical Backed by Stonebridge Partners (White Plains, NY)	Manassas, VA	Stonebridge Partners
April 25, 2025 ^a	Prism Contractors & Engineers Williamsburg · Civil engineering and utility contractor	Vortex Companies Backed by Quad-C (Charlottesville, VA)	Houston, TX	Vortex
April 24, 2025	Waterway Surveys & Engineering Virginia Beach · Marine surveying and engineering	VHB	Watertown, MA	VHB
April 3, 2025 ^a	Norfolk Air and Guy Smith Heating & Cooling Hampton Roads · Home heating, cooling and plumbing	Sila Services Backed by Goldman Sachs Alternatives (New York, NY)	King of Prussia, PA	Sila Services
March 31, 2025 ^a	Napolitano Homes Hampton Roads · Homebuilder	Eastwood Homes	Charlotte, NC	Eastwood Homes
End of 2024	TASTE Virginia Beach · Specialty food cafes and markets	Its own employees (ESOP)	Hampton Roads	TASTE
Dec. 2024 ^a	Clearfield MMG Chesapeake · Industrial waste treatment	VLS Environmental Solutions Backed by I Squared Capital (Miami, FL)	Houston, TX	VLS
Nov. 21, 2024	Math Mechanical Portsmouth · Commercial HVAC and plumbing	Paramount Mechanical Backed by Stonebridge Partners (White Plains, NY)	Manassas, VA	Stonebridge Partners
Nov. 18, 2024 ^a	Coldwell Banker NOW Virginia Beach · Real estate brokerage	Coldwell Banker Premier	Winchester, VA	Coldwell Banker Premier
Oct. 2024 ^a	Gourmet Gang Hampton Roads · Catering and lunch bistros	Trolley Hospitality Companies	Richmond, VA	Trolley Hospitality

DATE	BUSINESS SOLD	BUYER	BUYER'S BASE	SOURCE
Oct. 2, 2024 ^a	360IT Partners Virginia Beach · Managed IT services	Dataprise Backed by Trinity Hunt Partners (Dallas, TX)	Rockville, MD	Dataprise
Sept. 5, 2024 ^a	Smith & Keene Home Services division Chesapeake · Home heating, plumbing and electrical	Cascade Services Backed by Trive Capital (Dallas, TX) and LP First Capital (Austin, TX)	Tampa, FL	Cascade Services
Sept. 3, 2024	Damuth Trane assets Chesapeake · Commercial HVAC distributor and service	Trane Technologies	Swords, Ireland	Trane Technologies
Aug. 2, 2024 ^a	Tidewater Clinical Research Virginia Beach · Clinical trial site	Eximia Research Network Backed by VSS Capital Partners (New York, NY)	Raleigh, NC	Viking M&A †
June 2024 ^f	DOMA Technologies Virginia Beach · Document and health data technology	Pleasant Land	Puerto Rico	Virginia Business †
June 3, 2024 ^f	Custom Builder Supply Williamsburg · Building supply	Lester Group	Martinsville, VA	Virginia Business †
May 20, 2024 ^a	Arrowhead Environmental Services Windsor · Environmental and industrial services	Superior Environmental Solutions Backed by Palladium Equity Partners (New York, NY)	Cincinnati, OH	Palladium Equity
May 15, 2024 ^a	Paramount Builders Virginia Beach · Home exterior replacement	1-800 Hansons Backed by Huron Capital (Detroit, MI)	Troy, MI	Huron Capital
May 13, 2024	McPherson Consulting Hampton Roads · Traffic engineering	VHB	Watertown, MA	VHB
April 2, 2024 ^a	MASA Corporation print division division Norfolk · Label and packaging printing	Fortis Solutions Group Backed by Harvest Partners (New York, NY)	Virginia Beach, VA	Fortis Solutions Group
April 1, 2024	Wilbanks Smith & Thomas assets Norfolk · Wealth management	Clearstead Advisors Backed by Flexpoint Ford (Chicago, IL)	Cleveland, OH	Clearstead
Dec. 2023 ^f	TMI Truck & Equipment Chesapeake · Commercial truck dealer	Baltimore Potomac Truck Centers	Maryland	Equipment Finance Advisor †
Nov. 1, 2023	Prosper Insurance Virginia Beach · Insurance agency	Evertree Insurance Services Backed by Integrum Holdings (New York, NY)	Connecticut	Evertree
Sept. 20, 2023	U.S. Marine Management Norfolk · Vessel operator for Military Sealift Command	Maritime Partners (fund)	Metairie, LA	Maritime Partners
Sept. 15, 2023	Elite Auto Body Group (six shops) Hampton Roads · Collision repair	Classic Collision Backed by New Mountain Capital (New York, NY)	Atlanta, GA	Classic Collision
July 14, 2023	SB Cyber Technologies Chesapeake · Cybersecurity	CISO Global	Scottsdale, AZ	CISO Global (SEC)
July 13, 2023	Phoenix Group of Virginia Chesapeake · Government program and engineering services	Phoenix Group of Virginia Holdings	Chesapeake, VA	Generational Group †
July 11, 2023 ^a	OnCall Telecom Virginia Beach · Telecom advisory agency	Bluewave Technology Group Backed by Columbia Capital (Alexandria, VA)	Parsippany, NJ	Bluewave

DATE	BUSINESS SOLD	BUYER	BUYER'S BASE	SOURCE
July 1, 2023	Young Insurance Agency Group Portsmouth · Insurance agency	World Insurance Associates Backed by Charlesbank Capital Partners (Boston, MA)	Iselin, NJ	World Insurance
June 30, 2023 ^f	Beth Sholom Village care facilities assets Virginia Beach · Skilled nursing and assisted living	Green Tree Healthcare	Jackson, NJ	Jewish News †
June 15, 2023	MHI Holdings sold with its parent Norfolk · Navy ship repair yard	Lone Star Funds affiliate	Dallas, TX	Carlyle
June 12, 2023	Priority Auto Group (13 dealerships) assets Chesapeake · Auto dealership group	Lithia Motors	Medford, OR	Lithia (SEC)
May 8, 2023 ^a	Thermal Spray Solutions assets Chesapeake · Coatings for Navy ships	Kymera International Backed by Palladium Equity Partners (New York, NY)	Research Triangle Park, NC	Kymera
April 14, 2023	Comsaco Norfolk · Shipboard electrical components	U.S. Pioneer	Tulsa, OK	Comsaco
March 28, 2023 ^a	Ryan Construction and Ryan Marine Suffolk · Marine and industrial contractor	Boyne Capital	Miami, FL	Boyne Capital
March 15, 2023 ^a	Leesa Sleep Virginia Beach · Mattress brand	3Z Brands Backed by Cerberus Capital (New York, NY)	Arizona and New York	3Z Brands
March 14, 2023 ^f	Meridian Group majority stake Virginia Beach · Marketing agency	Five Hill Capital	Norfolk, VA	Virginia Business †
Feb. 14, 2023	Embodiy Norfolk · Medical devices	Zimmer Biomet	Warsaw, IN	Zimmer Biomet (SEC)
Feb. 13, 2023	Hampton Roads Transportation assets Hampton Roads · Taxi and transportation services	WHC Worldwide (zTrip)	Kansas City, MO	Spree Acquisition (SEC)
Jan. 13, 2023	Farmers Bank Windsor · Community bank	TowneBank	Suffolk, VA	TowneBank

THE RESEARCH

What the research says happens after a deal

Three studies, three different groups of people. Each is printed here with who was measured.

THE JOBS

Employment grows 15%

over two years after a private equity buyout of a privately held company, compared with similar companies that weren't bought. After buyouts of publicly listed companies it shrinks 12%.

Davis, Haltiwanger, Handley, Lipsius, Lerner and Miranda, "[The \(Heterogenous\) Economic Effects of Private Equity Buyouts](#)," NBER Working Paper 26371, revised April 2024. U.S. buyouts, 1980 to 2013.

THE LEADERS

Up to nine years

is how long top managers keep leaving at higher-than-normal rates after their company is acquired. The study looked at acquisitions in general, not only private equity deals.

Krug, "[Executive Turnover in Acquired Firms: An Analysis of Resource-Based Theory and the Upper Echelons Perspective](#)," Journal of Management & Governance 7(2), 2003. More than 12,000 executives in 473 acquired and non-acquired firms over fifteen years.

THE CLOCK, IN PRIVATE EQUITY DEALS

65%, and it peaks around year two

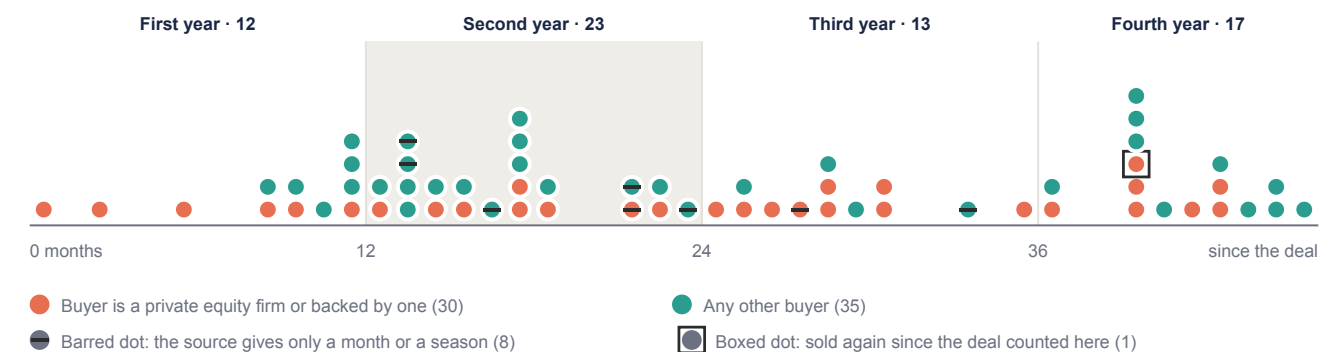
65% of private equity firms report a change of chief executive at a portfolio company during the time they own it, and that turnover spikes around the second year. 44% of portfolio company leaders say the risk of losing their top performers has gone up. Both figures are what people in the survey reported, not a count of departures.

AlixPartners, [Eleventh Annual Private Equity Leadership Survey](#) and its [press release](#), March 25, 2026. 427 respondents (174 private equity leaders, 253 portfolio company executives), surveyed October to December 2025.

How to read these. None of these studies measured Hampton Roads, and none is a prediction about any company named in this record. They describe what has tended to happen elsewhere, and when. None of them compares local buyers with outside ones either. Where a buyer is headquartered tells you who owns a business now. It isn't evidence about how the change has gone for the people in it.

Where each deal is, as of Oct. 14, 2026

Every dot is one deal in the record, placed by the number of months since it happened. Of the 65, 23 are in their second year under a new owner. Eight of those 23 were bought by a private equity firm or a company backed by one, which is the group the year-two finding on the previous page describes.



Each deal is counted from the date shown in the table. For 26 rows that's a closing date a source states. For the other 39 it's the date the deal was announced or reported, so the time under the new owner may be a little shorter. For the eight barred dots the source gives only a month or a season, so the months could be off by one or two ("about" in the list below). The boxed dot is MHI Holdings, counted from the 2023 sale of its parent. The parent was sold again in August 2026, so its current owner is one month in. Placement is arithmetic. It says how long ago the deal happened and nothing about how the business is doing.

IN THEIR SECOND YEAR, WITH MONTHS SINCE THE DEAL

● Gourmet Gang about 23	● Frieden Seery Nuckols & Hahn 17	● Ducks Roofing 14
● Math Mechanical 22	● Waterway Surveys & Engineering 17	● Old Point Financial 13
● Coldwell Banker NOW 22	● Prism Contractors & Engineers 17	● VA Wholesale Mortgage 13
● Clearfield MMG about 21	● Comfort Solutions of Tidewater 17	● Mid Atlantic Fire Protection about 13
● TASTE about 21	● Hampton Roads Crane & Rigging about 16	● Virginia Health Services about 13
● Norfolk Air and Guy Smith Heating & Cooling 18	● Linxx Global 15	● Lyon Shipyard 12
● Napolitano Homes 18	● Family Dollar 15	● Domestic Fuels & Lubes 12
● Clark Nexsen 17	● Cardinal Civil Resources 14	

BACK TO THE SECOND FINISH LINE

What this page can and can't show

Every dot above is a first finish line: a date, a buyer and a source.

The second one, the day the people inside are actually working the new way, doesn't show up on a chart. This page is as close as a record can get. It shows how long each business has had since the first.

A Norfolk ship repair yard, and its parent sold twice

JUNE 15, 2023

Carlyle and Stellex Capital Management announce they have completed the sale of Titan Acquisition Holdings to an affiliate of Lone Star Funds. Titan's companies include MHI Holdings, a ship repair company based in Norfolk.

JUNE 19, 2025

Five companies, MHI among them, announce they will operate under one name, Vigor Marine Group.

AUG. 17, 2026

Vigor Marine Group announces that Antin Infrastructure Partners, a private equity firm that invests in infrastructure, has completed its acquisition of the group from the Lone Star affiliate.

OCT. 14, 2026

The Norfolk yard's parent has been sold twice in 39 months. This record counts it once, from the 2023 sale.

Sources: [Carlyle, June 15, 2023](#) · [Vigor Marine Group, June 19, 2025](#) · [Vigor Marine Group, Aug. 17, 2026](#).

What some owners put in writing

Most announcements in this record say nothing specific about employees. These did. Each is the owner's own statement, and the record doesn't show what happened afterward.

TASTE, Virginia Beach. At the end of 2024 the company became fully employee-owned through an employee stock ownership plan. [TASTE](#)

Lyon Shipyard, Norfolk. Técnico Corporation of Chesapeake, itself employee-owned, bought the yard's assets and said its new subsidiary would keep all of Lyon Shipyard's workforce. [Técnico, Sept. 30, 2025](#)

Clark Nexsen, Virginia Beach. Its staff became part of the buyer's fully employee-owned structure. [JMT, May 22, 2025](#)

Yellow Dog Software, Norfolk. The buyer said the company would keep operating from its Norfolk office. [Fraxion, Sept. 30, 2026](#)

Riggins Company, Hampton. The buyer said the existing leadership team would continue to run the business. [Pelican Energy Partners, July 20, 2026](#)

Groundworks, Virginia Beach. When KKR's investment was announced in February 2023, the company said it would make every employee an owner. It isn't a row in the record because the announcement doesn't say control changed. [Groundworks and KKR, Feb. 1, 2023](#)

How this record was built

WHAT'S IN IT

The record counts deals. A deal is one sale in which control of a Hampton Roads business passed to a new owner: a whole company, a division, a majority stake, a parent company, or a set of assets that carries a business with it, such as stores or care facilities. Each deal is one row, and every number in this record is a number of rows. A buyer that made two deals appears in two rows (Paramount Mechanical, TowneBank, VHB). A deal is in the record if the business was headquartered in Hampton Roads, it had employees, control passed between Jan. 1, 2023, and Oct. 14, 2026, and a source that could be opened and read states the deal. Hampton Roads here means Norfolk, Virginia Beach, Chesapeake, Portsmouth, Suffolk, Hampton, Newport News, Williamsburg, Poquoson, Franklin, and James City, York, Gloucester and Isle of Wight counties.

WHERE THE ROWS COME FROM

- **47 rows** rest on a release or web page published by the buyer, the seller, or the buyer's owner.
- **5 rows** rest on a filing with the Securities and Exchange Commission.
- **13 rows**, marked †, rest on a named press report or an announcement by an advisor to the deal, because no release from the parties could be found.

Of the 65 rows, 26 carry a closing or effective date stated by a source. 29 carry only the date the deal was announced, and 10 carry a date from a press report. No closing date was inferred. In eight rows the source gives only a month or a season; the table prints it that way, and the clock page marks those rows.

A buyer's base is the city given in its own release or on its own website, or in a public company profile or press report where neither states one. Where a private equity firm was a named investor in the buyer at the time of the deal, the row names that firm as backing it. Some buyers have taken new investors since; the row stays as it was on the day of the deal. That doesn't mean the firm holds a majority. The firm's own base, printed beside its name, is the headquarters its own website, filings or releases name, as looked up on Oct. 13, 2026. Three firms name no headquarters on their own pages: Flexpoint Ford is placed at the first office it lists, and Integrum and LP First Capital rest on press and directory listings. A business that changed owners more than once in the period is counted once, at the first sale. That applies to one row, MHI Holdings, which the clock page marks.

WHAT'S LEFT OUT

- Investments described only as a partnership or a significant investment, where no source says control changed.
- Deals where no source that could be opened places the company's headquarters in Hampton Roads.
- Credit union mergers whose completion couldn't be confirmed.
- Sales of buildings and other property, single-location businesses, and sales from one individual to another.
- Deals in which a Hampton Roads company bought a company somewhere else.

LIMITS

Private companies don't have to announce a sale, and many don't. This record holds only deals that left a public trace, so 65 is a floor. Smaller deals, and deals in insurance, law, staffing and health care practices, are the most likely to be missing. If a row is wrong, or a deal is missing, we want to know and will correct the next edition: shelley@premierrapport.com.

WHERE TO GO FROM HERE

This record shows the first finish line. The series is about the second.

The Second Finish Line is a seven-part series by Shelley D. Smith on what happens inside a business after the announcement: who decides what, what gets measured, and how you'd know the change actually took.

It's written for the people living through one: owners, the leaders they leave in place, and the managers asked to make it work.

Get the seven-part series

premierrapport.com/second-finish-line



Shelley D. Smith

CEO, Premier Rapport
Author of *Thirsty*

1. Nobody Schedules the End of a Culture Change (And That's Exactly the Problem)
2. You've Been Asked to Change How People Work. You Can't Tell Them To.
3. They Created the Role. They Didn't Create the Baseline.
4. Your Systems Integrated on Schedule. Your People Didn't.
5. The First Drop: How to Rebuild Workplace Trust in 5 Minutes
6. A Bigger Employer Just Opened Down the Road. You Can't Outbid Them
7. You Measured Engagement. What Changed on Monday?

Premier Rapport
CULTURE MATTERS

Premier Rapport works with organizations on culture and organizational development: culture, values, training and development, and succession, including a fractional role for companies going through a change. Shelley D. Smith is its CEO and the author of *Thirsty*.
premierrapport.com