

# Inc. **2014** 50000

*America's*

**FASTEST**

**GROWING**

**PRIVATE COMPANIES**

SEPTEMBER 2014

**Behavioral Health Works**

*Rank* **#931**

# Inc. 5000

Over the past three years, these remarkably daring, focused, and determined entrepreneurs built 5000 amazingly fast-growing companies.

*Here's how they did it.*

## INC. 5000 DATA

# A ROAD MAP OF GROWTH

**NOW IN ITS EIGHTH YEAR**, the Inc. 5000 is the most comprehensive portrait of America's fastest-growing private companies assembled anywhere. Each profile is reported by one of the dozens of writers assigned to the project. Many firms are innovators with little coverage elsewhere; many others are using their cutting-edge savvy to grow their market share in traditional products and services, and are similarly underreported by the rest of the business media. The Inc. 5000 profiles are available on Inc.com.

## TOP LOCATIONS

Where Are the Fastest-Growing Companies Located?

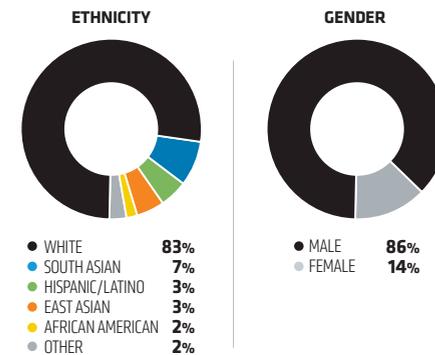
### METRO AREA

- 1 NEW YORK CITY
- 2 WASHINGTON, D.C.
- 3 LOS ANGELES
- 4 CHICAGO
- 5 ATLANTA

### NUMBER OF COMPANIES PER STATE

CALIFORNIA	694
TEXAS	404
NEW YORK	335
FLORIDA	303
VIRGINIA	284
ILLINOIS	238
GEORGIA	209
PENNSYLVANIA	191
MASSACHUSETTS	174
OHIO	171
NEW JERSEY	164
NORTH CAROLINA	146
MICHIGAN	130
COLORADO	122
MARYLAND	121
WASHINGTON	107
ARIZONA	104
MINNESOTA	94
UTAH	86
TENNESSEE	80
INDIANA	73
MISSOURI	72
WISCONSIN	70
OREGON	61
ALABAMA	56
SOUTH CAROLINA	55
CONNECTICUT	47
WASHINGTON, D.C.	44
LOUISIANA	41
KANSAS	36
NEVADA	31
KENTUCKY	31
IOWA	30
OKLAHOMA	30
NEBRASKA	28
NEW HAMPSHIRE	22
DELAWARE	18
RHODE ISLAND	17
MAINE	14
IDAHO	12
MISSISSIPPI	12
ARKANSAS	9
NORTH DAKOTA	6
NEW MEXICO	6
HAWAII	5
MONTANA	5
WEST VIRGINIA	4
VERMONT	3
PUERTO RICO	2
SOUTH DAKOTA	2
ALASKA	1
WYOMING	0

## SLIGHTLY MORE DIVERSE...



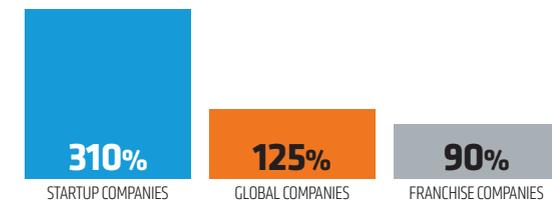
## JOB CREATORS

BY INDUSTRY, 2010 - 2013

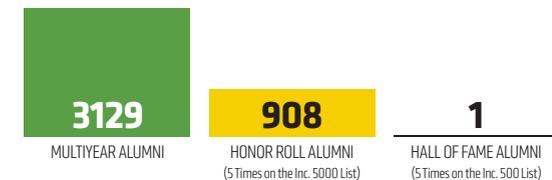
SECURITY	24,175
HUMAN RESOURCES	13,925
IT SERVICES	5482
FOOD & BEVERAGE	4888
RETAIL	3969
LOGISTICS & TRANSPORTATION	3742
TELECOMMUNICATIONS	3500
TRAVEL & HOSPITALITY	3416
BUSINESS PRODUCTS & SERVICES	2774
HEALTH	2600
MANUFACTURING	2300
FINANCIAL SERVICES	1929
CONSUMER PRODUCTS & SERVICES	1890
ENERGY	1822
MEDIA	1700
GOVERNMENT SERVICES	1250
CONSTRUCTION	1168
REAL ESTATE	1138
INSURANCE	971
SOFTWARE	850
ADVERTISING & MARKETING	700
ENGINEERING	477
EDUCATION	275
ENVIRONMENTAL SERVICES	236
COMPUTER HARDWARE	132

## ...AND MARKEDLY FASTER

HOW FAST ARE DIFFERENT BUSINESS TYPES GROWING?



HOW MANY INC. 5000 COMPANIES ARE MULTIYEAR ALUMNI?



**\$211.2 billion**  
TOTAL INC. 5000 REVENUE

**151.7%**  
MEDIAN INC. 5000 GROWTH

**533,770**  
NEW JOBS CREATED (3 YEARS)

## HOW BIG ARE INC. 5000 COMPANIES (BY REVENUE)?



\$2 - 5 MILLION	24%
\$5 - 10 MILLION	23.1%
\$10 - 20 MILLION	19.8%
\$20 - 50 MILLION	17.5%
\$50 - 100 MILLION	7.6%
\$100 - 250 MILLION	4.5%
\$250 - 500 MILLION	1.7%
\$500 - 1000 MILLION	0.9%
\$1000+ MILLION	0.5%

No. 931

# FAMILY FIRST

## Behavioral Health Works

Behavioral Health Works Rank 931 Three-year growth 484%



Maredi Ly, Behavioral Therapist, having a one-on-one session with a young client.

Behavioral Health Works tailors treatment to enhance quality of life for children with autism and their families.

As a psychologist working in the public school system in Southern California, Dr. Rob Douk saw scores of children with autism struggle to function in the classroom and interact with other students. And he knew that when those children went home at the end of the day, their families were left to deal with devastating behavioral challenges.

While he worked with many caring and compassionate teachers and professionals, it was painfully apparent to Dr. Douk that autism programs simply weren't equipped with the resources or the structure to adequately address the unique needs and challenges of children with autism. Making matters

As told to SCOTT WESTCOTT • Photograph by RODNEY SAO

worse, there were few options readily available to children and their families that emphasized collaboration and a family-centric approach to treatment.

As the number of children diagnosed with autism rose at a troubling rate, Dr. Douk knew there had to be a better way. So, relying on his professional training, a commitment to identifying the latest, and most promising research, and passion to help children and their families, he launched Behavioral Health Works to provide customized services aimed at improving the quality of life for those with autism and their families.

"I saw a tremendous need for a model that really puts the family first," says Dr. Douk. "A lot of other services try to squeeze the patient into their model, but we wanted to take a different approach. We wanted to ask questions, really understand what was going on, and then work with parents to help them develop a treatment process that is built around their needs to create something that works for the entire family."

### 'WE HELP FAMILIES GET THEIR LIVES BACK'

Since starting Behavioral Health Works six years ago at his kitchen table, the business has grown rapidly and now employs nearly 200 highly trained therapists who work with children and adults with autism, attention-deficit hyperactive disorder, and learning disabilities. Dr. Douk attributes that growth in large part to the fact that therapists take a comprehensive approach to working with patients, while targeting specific behaviors that are causing the most problems for the child and his or her family. Therapists partner with each client's family, teachers, and doctors to address their most pressing everyday challenges.

For parents—many of whom are in crisis because of their child's autism-related behaviors—the family-first approach represents a fresh start—and much-needed hope. "It's really refreshing to them when they realize that we are actually going to listen to them and tailor a program to meet their needs," Dr. Douk says. "I've seen parents break down and cry, saying that no one has ever partnered with them to address their child's behaviors."

Specifically, the therapeutic approach is rooted in Applied Behavior Analysis, or ABA, which research has shown to have the most promising outcomes for children with autism. BHW

focuses on each person's strengths and challenges — with the common goal of teaching individuals how to improve their quality of life and live more independently.

"We are highly efficient at what we do," Dr. Douk says. "We zero in quickly on what is important to the child and the family. If it is going to church and learning how to sit quietly for longer durations, that is what we work on. It comes down to three words: quality of life. We help families get their lives back."

### A GROWING NEED

The need for Behavioral Health Works' services is growing rapidly. According to the latest estimates from CDC's Autism and Developmental Disabilities Monitoring Network, about 1 in 68 children have been diagnosed with autism. That ratio was just 1 in 150 children a decade earlier. Not surprisingly, as the number of people with autism has grown, so, too, has the cost. Autism services cost the U.S. between \$236 billion and \$262 billion annually, according to the Autism Society. And that figure could swell to as much as \$400 billion in the next decade.

But the costs of treating autism can be reduced by as much as two-thirds with early diagnosis and intervention, the Autism Society reports. This final statistic is what drives Dr. Douk and his team to help as many families with children who have autism as possible—and to get to those children at an early age.

For the very youngest children—those under the age of three—Behavioral Health Works provides a comprehensive suite of services that utilizes a collaborative approach between ABA services and speech and language therapy, as well as with occupational therapy. By treating children early along with providing parent trainings, BHW makes it more likely that its patients will develop functional skills in order to reach their full potential.

For children over 3, BHW provides one-on-one programs in both home and school settings. Its home-based services are customized to the needs of each individual client, but they focus on language acquisition, play skills, self-help skills, and social-skills trainings. Its therapists also work closely with teachers and parents to provide one-on-one services in schools that aim to improve academic performance, replace challenging behaviors by teaching appropriate behaviors, and increase communication, social, and coping skills.

And help isn't confined to young children. Behavioral Health Works also provides a full suite of services to adults with autism, often making progress with extremely difficult cases in which previous therapies failed.

"You have to believe that all behavior can be taught and learned," Dr. Douk says. "No matter where children are in the journey, we want to work with them and give them a better quality of life."



Dr. Robert Douk, Founder and CEO

### ADDRESSING A PROBLEM 'THAT TOUCHES EVERYBODY'

While Dr. Douk works to address an economic need and help those with autism find ways to live more fully, he also takes pride in knowing that his company's work is reaching those beyond its individual clients.

"With the staggering and increasing autism rates, this is really a community problem," he says. "This issue in one way or another touches everyone. We want to show that there is a better way to deal with these challenges so these children can function better in any setting, whether it be in school, on a Little League team, or anywhere else in the community."

You can hear the excitement in his voice when he talks about parents who are no longer afraid to take

their children to Sunday church services or a high school basketball game. While these activities might seem trivial, they are often difficult for parents who have children with developmental disabilities.

Moving forward, Dr. Douk is focused on building stronger relationships with family doctors, schools, and the broader medical community to ensure that more children get access to treatment that makes a real positive impact. He hopes to expand his model to other communities—and in the process change the conversation about how autism is treated.

"It's great to have a successful and growing business, but that is only a product of the fact that we have developed and refined an approach that really works," he says. "When we discharge a patient, we have a zero relapse rate. We are not only providing them with the tools to function better in society but also giving their families a new lease on life. That's what makes our work worthwhile and what motivates our whole team to make this type of care available to as many people as possible." 📍

**One night, pure inspiration woke Dr. Rob Douk from a deep sleep. He grabbed a pen and started writing furiously. The result was the foundation for a treatment philosophy that Behavioral Health Works adheres to each and every day.**

Called the CARES approach, the philosophy breaks down as:

**Compassionate** – BHW aims to put the needs of the individual ahead of any particular process. All of its interventions are focused on providing a better quality of life for the client and their family.

**Accountable** – All of its treatment progress is data-driven and transparent to all staff members and clients.

**Research-based** – BHW's work is grounded in evidence-based practices. It explores research-based methods in designing each of its treatment protocols.

**Effective** – Its treatment model is individualized for each client to best yield positive and sustainable changes.

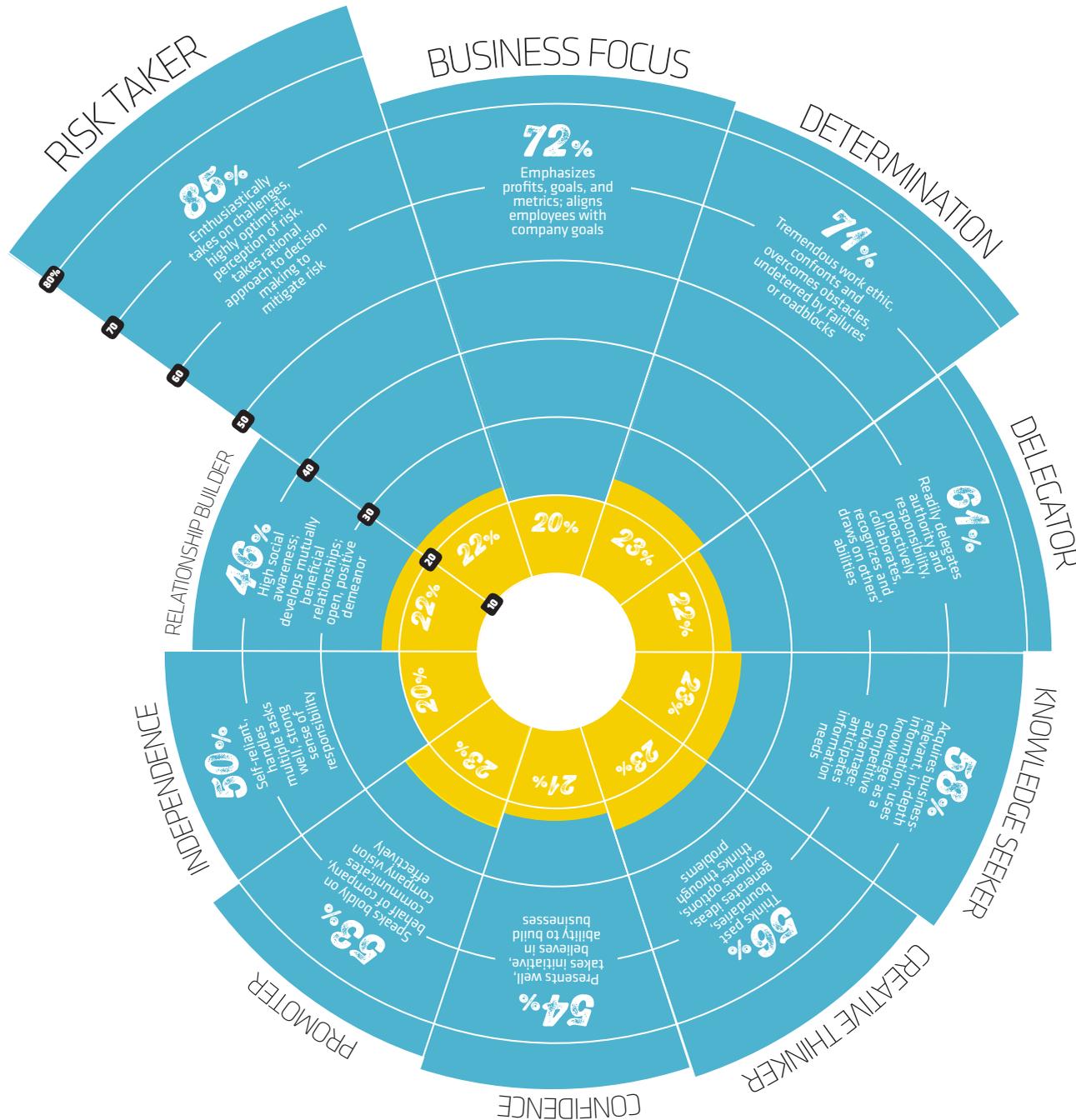
**System approach** – BHW works closely with the family, recognizing that each family member influences the other and can help improve the outcome of the client's prognosis.

For more about Behavioral Health Works' approach, visit [bhwcare.com](http://bhwcare.com) or call (800) 249-1266.

## PORTRAIT OF THE NOT-SO-AVERAGE INC. 500 CEO

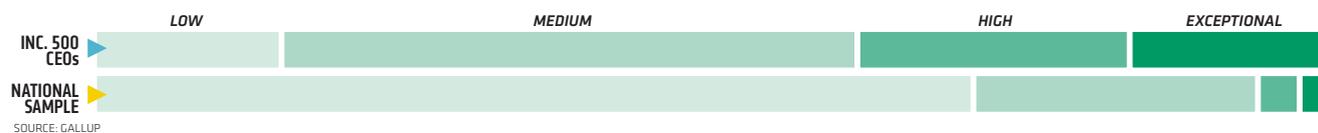
Gallup compared the scores of 2,700 entrepreneurs on 10 crucial personality traits with those of Inc. 500 CEOs. Below is the percentage of each group that scored "high" on those traits, showcasing the overwhelming talent it takes to make the list.

● INC. 500 ENTREPRENEURS ● NATIONAL SAMPLE ENTREPRENEURS



### THE ENTREPRENEURIAL GPA

Fully 16 percent of the Inc. 500 CEOs ranked as "exceptional" in overall entrepreneurial talent, compared with 2 percent of the national entrepreneur population.



SOURCE: GALLUP

# Inc. 5000

The Class of 2014

		Three-Year Growth %			
891	Noah Consulting	501.94	926	C-leveled	487.07
892	Ken Systems	501.2	927	DecisivEdge	486.05
893	OneTaste	500.31	928	Moore Family Hearing Company	485.14
894	Fresh Healthy Vending International	499.98	929	Ace Metrix	485.09
895	Solar Alternatives	499.17	930	Initials	483.86
896	ZEV Technologies	498.94	931	<b>Behavioral Health Works</b>	<b>483.58</b>
897	Private Prep	498.53	932	Netmark	483.32
898	Johnson Security Bureau	497.02	933	Lifes2Good	483.22
899	Steubenville Pike Auto	496.88	934	TrendyMinds	482.79
900	AccuLynx	496.61	935	MyDealerLot	482.75
901	Kitewire	496.57	936	MindPoint Group	481.68
902	Cielo	495.71	937	Nutiva	481.63
903	Arocon Roofing and Construction	495.54	938	Global Forwarding	480.35
904	North Florida Field Services	495.42	939	Media Vision USA	480.12
905	Panopto	494.74	940	Wall Street Network Solutions	479.76
906	Landmark Network	494.58	941	Posh Technologies	478.4
907	Inspira Media	494.37	942	Alliance Security	478.37
908	SalesStaff	494.18	943	PharmaPoint	478.07
909	3d Lacrosse	492.96	944	Richter10.2 Media Group	477.9
910	Worldwide Power Products	492.56	945	Symbionce Financial Solutions	477.66
911	Coretek Services	492.09	946	Power Grid Engineering	476.42
912	JobFinders Employment Services	492.08	947	NSR Solutions	476.38
913	Kinetix Trading Solutions	491.72	948	SeQuel Response	476.06
914	Cervello	491.38	949	Fingerpaint	475.65
915	Swift Capital	491.16	950	VariQ	474.65
916	Jama Software	491.12	951	Bosque Systems	474.41
917	Mobile Healthcare Solutions	490.89	952	GINIA	473.98
918	Premier Management	490.48	953	Edge Velocity	473.23
919	ExclusiveCPA	490.18	954	The Ticket Experience	473.2
920	MediaMath	489.92	955	Indique Hair	471.71
921	Tower Legal Solutions	489.19	956	PlayMaker CRM	471.33
922	Dialog Direct	487.7	957	Wilson Legal Solutions	471.26
923	Mongoose Metrics	487.55	958	MACK Companies	471.25
924	Marbles: The Brain Store	487.15	959	Wireless Communications	471.13
925	Vector Media Group	487.07	960	The Wasmer Company	470.03
			961	Konnect Public Relations	469.56
			962	JB Cosmetics	468.42
			963	Lumen21	468.34
			964	ARI Logistics	467.9
			965	Technical Engineering Consultants	467.65
			966	The Mass Media Group	467.23
			967	Thrillist Media Group	465.56
			968	Bizo	465.07
			969	RevolutionEHR	465.05
			970	Billiards.com	464.2
			971	Blink Reaction	463.28
			972	Integrity Express Logistics	462.95
			973	Benaissance	461.2
			974	Gatesman+Dave	460.23
			975	Clearent	459.77
			976	IT Partners	459.13
			977	Silverline	458.62
			978	A. Marshall Family Foods	457.49
			979	Kanta Electric	457.39
			980	Kovarus	456.55
			981	Communication Infrastructure Corporation	456.22
			982	FlashBanc	455.42
			983	Fisher Wallace Laboratories	455.37
			984	Motivate Design	455.26
			985	Fresh Consulting	455.06
			986	OtterBox	455.05
			987	Foodlinks	454.71
			988	ChiroHealthUSA	454.34
			989	Six Dimensions	454.28
			990	Quest Group	454.12
			991	Globeimmune	453.54
			992	Keller Williams Legacy Partners	453.2
			993	Victory Marketing Agency	452.94

● REPEAT HONOREE

Note: The growth rates used to determine company rankings were calculated to three decimal places. There are no ties on this year's Inc. 5000.

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# Know YOUR INDUSTRY

## THE NEW COMPETITIVE ADVANTAGE:

### Workplace Wellness

As more studies support the connection between mind and body, employers may find employees' well-being leads to enhanced productivity, creativity, and engagement.

**WHEN IT COMES TO SEARCHING** for a competitive edge, many business leaders look for ways to increase productivity. But while the search for productivity solutions usually focuses on systems, training, and tools, there may be another answer: your employees' physical and psychological health.

A 2012 study published in the journal *Population Health Management* found that just one unhealthy behavior such as poor diet, lack of exercise, or smoking increased the likelihood of lost productivity. A 2014 study conducted at Stanford University found that the simple act of walking can increase creativity and productivity significantly.

In addition, increasing evidence of the links between mind and body bolsters the belief that even simple behavioral health changes can have an impact on employees' overall health and well-being.

"Interventions like mindfulness, currently a very hot topic, was something that was on the fringes a decade ago ... but now it's considered mainstream," says James C. Jackson, PsyD, assistant professor at Vanderbilt University School of Medicine in Nashville, Tennessee.

The impact of mindfulness and meditation on depression, anxiety, and cognition has been well documented. At least one study has found that regular meditation produces physiological changes in the brain. Another found that yoga and meditation may improve cognition and respiration, while reducing cardiovascular risk, body mass index, blood pressure, and diabetes.

**PROMOTING WELL-BEING** With such mounting evidence, employers benefit from promoting employees' well-being in two ways. First, the healthier employees are, the more productive and creative they are. And robust employee benefits, including workplace wellness opportunities, may increase employee engagement.

Creating an environment where wellness is encouraged is crucial, says Jennifer Lauretti,

## HEALTH

Companies that are involved in providing health care. Including those whose products or services are used by hospitals, doctors, insurers, or health-conscious individuals.

- ▶ 377 COMPANIES
- ▶ \$21.9 BILLION TOTAL REVENUE
- ▶ \$58 MILLION MEDIAN REVENUE
- ▶ 165% MEDIAN GROWTH RATE
- ▶ 91,995 TOTAL EMPLOYMENT

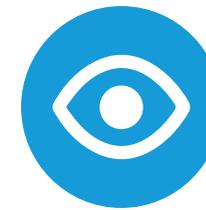
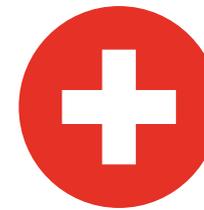
No. 931

Dr. Robert Douk

Behavioral  
Health Works

Industry Ranking  
74

Three Year Growth  
484%



Ph.D., assistant professor of psychiatry at the University of Massachusetts Medical School, Worcester, Massachusetts. Helping employees identify obstacles to wellness and overcome them is important.

This might mean helping employees learn time- and stress-management skills. Employees who have such skills are better able to recognize when they are feeling stressed and turn to deep breathing exercises or a brief walk instead of internalizing those feelings or turning to food or other substances to ease that stress. Helping employees learn how to set and achieve realistic goals instead of adopting all-or-nothing thinking is also important. Employers may consider hosting on-site seminars or "lunch-and-learn" programs to help employees learn about various aspects of health, including resources available to them if they are trying to quit smoking or suspect they may have substance abuse issues.

**"The healthier employees are, the more productive and creative they are."**

**PUTTING WELLNESS TO WORK** Starting in January 2014, the Patient Protection and Affordable Care Act (PPACA), also known as Obamacare, allows employers to offer bigger incentives to employees when they do things like undergo regular blood pressure screenings, join a gym, or lose weight. Such employ-

ees may receive a 30 percent reduction in premium benefits. Those who enroll in programs to help them quit smoking may receive up to a 50 percent premium reduction.

Whether you wish to implement a full wellness plan or simply give your employees some gentle encouragement and opportunities to be healthier, a good place to start is your health insurance

provider or representative. Insurers have an incentive to keep people healthy and may have program ideas or resources to help you. A 2014 Department of Labor study found that some employers with wellness programs offer on-site vaccinations, healthy food options, and employee assistance plans (EAPs). Some also use health-related campaigns and events

The PPACA included a number of provisions related to illness prevention and wellness that affect both employers and employees. PPACA-compliant policies have the following benefits:

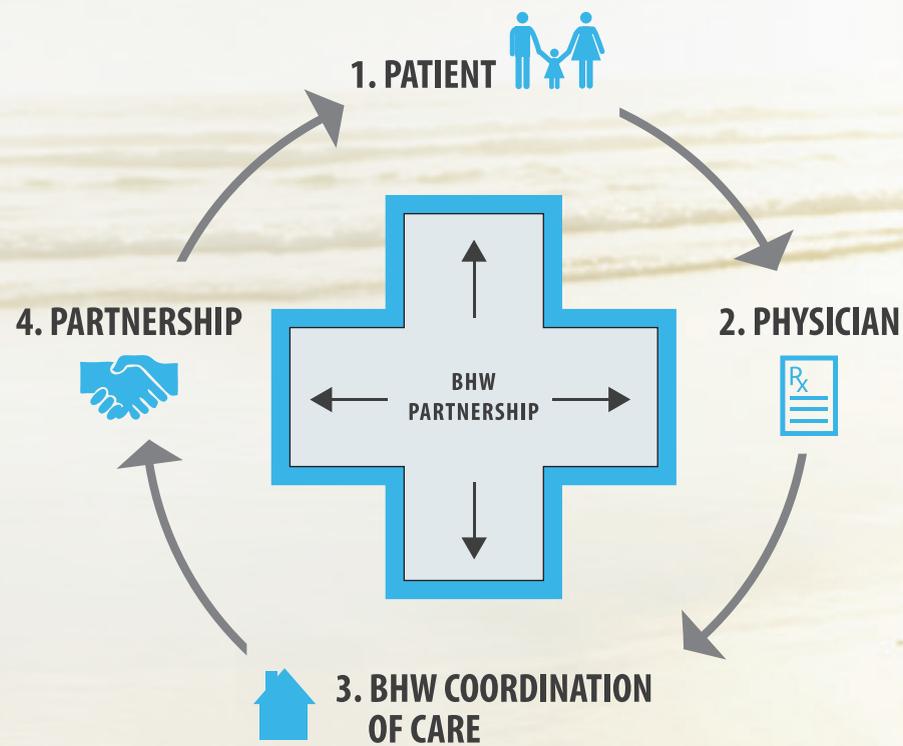
- **Focus on prevention.** A range of preventative health care services, including various screenings, obesity treatment, and even regular aspirin use for disease prevention, must be covered without co-pays or co-insurance, even if you haven't met your deductible.
- **Comprehensive care.** Plans must cover 10 categories of health benefits, so employees may feel more confident that the services they need are covered.
- **Wellness.** In addition to employee coverage, the PPACA allows employers to use expanded incentives in their workplace wellness programs.
- **Mental health parity.** Many mental health services, including substance abuse counseling, are covered.

Specific behavioral health benefits will depend on the state in which the employee lives and the health plan chosen. Check with your plan administrator or insurance provider for more details.

**Your PARTNER** *in treatment for* **AUTISM**  
and other related disorders

**BEHAVIORAL HEALTH WORKS**  
*Treatment for Autism and Related Disorders*

Prescribing strategic partnerships to ultimately benefit our patients' health



**Our Services**

- EVALUATIONS
- SOCIAL SKILLS GROUPS
- ABA SERVICES
- SPEECH & OT SERVICES
- INDIVIDUAL & FAMILY COUNSELING

**BHW ACCEPTS INSURANCE** for all of the above listed services



*"Center gives mom hope."*

THE ORANGE COUNTY REGISTER

*"BHW helps families get their lives back."*

2014 **Inc. 5000**

*"Obtain a better quality of life through behavioral therapy."*

- ORANGE COUNTY BUSINESS JOURNAL

# Your business is taking off.

**Being named to the Inc. 500 | 5000 list is no easy feat. Congratulations.**

Keep up the momentum and make your travel investment go further with the American Airlines Business Extra<sup>SM</sup> program. The more you and your team travel, the more points your company will earn to redeem for flights, upgrades, elite status and other rewards. Even better, travelers still earn AAdvantage<sup>®</sup> miles.

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