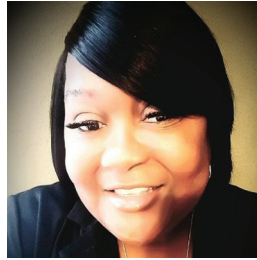




Scale Up CLT
2023-2024 Participant Overview

SHARON ALLEN H&S THERAPEUTIC SERVICES



Sharon L. Allen is the Agency Director of H&S Therapeutic Services/Founder. Sharon leads a workforce of 30 employees. Sharon grew up in Wingate, NC. Sharon is a graduate of Monroe High School. After attending high school, she went to Strayer University online. Sharon also attended Harvard School of Business and received a certificate in Entrepreneurship Essential.

Sharon as a business owner is a powerful force as a business owner and uses her positive attitude and tireless energy to encourage others to work hard and succeed. Sharon is inspired daily by her husband and their two daughters. In her free time, Sharon likes to attend concerts and spend time with her grandchildren.”

thanks to her husband being a native of the city, Lily and her family are often referred to as “Charlotte Unicorns.” Throughout her career, Lily has remained actively engaged in the retail industry. Although she briefly explored advertising at CBS Radio, she couldn’t resist the allure of the retail world and returned to it.

In 2012, Lily joined K|LA as an Assistant Manager, quickly rising through the ranks to become the Regional Manager. At that time, there were two K|LA stores in Charlotte, and as the owners resided in Atlanta and Los Angeles, Lily assumed a hands-on approach. After five years, seeking a fresh challenge, Lily decided to take the leap and purchased the company from the previous owners who were ready to move on. Under her leadership, one of the locations was closed, and a new direction as franchisors was adopted. Currently, Lily is actively involved in assisting her manager in securing financing to open her own K|LA store in Charleston, SC next year, expanding the brand’s reach and empowering aspiring entrepreneurs.

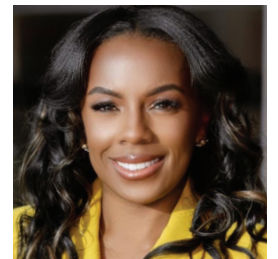
LILY ANGEL K|LA BOUTIQUE



Lily Angel is a mother of three, a wife, and a small business owner. She is the proud founder of K|LA Boutique, a women’s clothing store situated in Charlotte, with a thriving online presence catering to customers nationwide. Originally hailing from Colombia, SA, Lily moved to Charlotte at the tender age of four and has called it home ever since. She pursued her higher education at Johnson & Wales University, where she enrolled as part of the Inauguration class, studying Marketing and Fashion Merchandising.

With her deep-rooted connection to Charlotte,

MORGAN BEST M. L. BEST CONSULTING



Morgan Best currently resides in Charlotte, North Carolina, where she serves as the Founder and CEO of M.L. Best Consulting. M.L. Best Consulting is a woman-owned and operated Executive Search and Career Development firm with Diversity, Equity, and Inclusion at the core of its values. She spent many years delivering top talent through seamless, client-focused service to companies within the Healthcare, Government, CPG, Technology, and Private Equity spaces. Prior to starting her own firm, Ms. Best served as the Healthcare practice leader responsible for client development and full cycle recruiting within an executive search firm and led recruitment and retention for a large health system.

She has a proven track record of building meaningful, long-lasting relationships with both candidates and clients by delivering high-quality service in an efficient manner to support her clients' organizational strategy, mission, and vision. Morgan also serves as an alumni board member of the College of Charleston, President of the National Association of Health Service Executives- NC Chapter and is a proud member of Delta Sigma Theta Sorority Incorporated. In her spare time, she enjoys traveling the world, spending time by the water, floristry, sharing time with family and friends, and being of service to the community.

ALAA BOU GHANEM **ARCHITECT BUILDER** **GROUP PLLC**



Alaa Bou Ghanem embarked on a life-changing journey when he boarded an airplane destined for a new country, which would become his permanent home. As he took this leap, one thought consumed his mind: the people he grew up with would soon forget him, and those he would encounter in his new surroundings would likely never accept him. However, after a decade, Alaa has emerged as a dynamic young leader in his community, driven by the mantra of leaving everything better than he found it. Born in 1995 in the small mountainous town of “Ramlieh”, Lebanon, Alaa’s upbringing in a developing nation fueled his fascination with the cultural dynamics and the stark contrasts between nature and the built environment. This curiosity, coupled with a profound love for adventure, motivated him to venture beyond his immediate surroundings and migrate to a land of new challenges, opportunities, and invaluable lessons—the United States of America. Unsatisfied with his achievements and driven by his passion for the industry and his commitment to his

community, Alaa fearlessly established “A.B. Group” in September 2020—a bold move for a twenty-five-year-old immigrant. Despite the unprecedented challenges posed by the times, Alaa’s adaptability and resilience enabled him to overcome the hurdles of business ownership. From the very beginning, his commitment to giving back was manifested through collaborations with minority-owned developer companies to rejuvenate the historically disadvantaged West-end Corridor in Charlotte.

TAMEKA BREWINGTON **REAL TALK COUNSELING**



Tameka Wade Brewington’s clinical expertise consists of working in mental health and substance abuse for more than 25 years. Her past experience includes adolescents, young adults, and working professionals with mental health and substance use issues.

Currently, she exclusively works with professionals who are dealing with life and career transition issues. Tameka’s specialty is understanding and processing transition. She understands the transformation process and can assist you in reaching your life goals. Tameka is currently offering concierge services. Concierge therapy provides counseling services that are tailored and designed for the ultra-busy professional and created to meet their lifestyle. Tameka will provide counseling services in the comfort of your home, office, or on location when you travel for work. This service is designed to accommodate a busy lifestyle, as well as provide real-time assistance on more than just a weekly basis.

Additionally, Tameka currently serves as a Board Member of Addiction Professionals of North Carolina. She is also a member of both the American Counseling Association and the North Carolina Counseling Association.

TAMU CURTIS THE COCKTAILERY



As a proud “California native, UCLA Communications Graduate and Oakland, CA native, Tamu forged a reputation for being able to promote and enrich the brands of some of the world’s most prestigious brands while living in Los Angeles for more than twenty years. Known as an international culinary destination, as well as the epicenter of bright lights and all things trending you could say her extraordinary ability to “put on a show” is a happy by-product of her environment. During her career she produced year-round marketing campaigns and one-off activations for clients in the Entertainment, Retail, Beauty, and Home and Accessories industries. In 2012 Tamu moved to Charlotte and decided to pursue her passion for all things experience-driven, in the rapidly growing city. The result became Liberate Your Palate, a company founded in 2015 that provided experiential beverage events such as curated cocktail tours in Charlotte and Charleston, SC. Liberate Your Palate began conducting its popular “pop-up” cocktail classes in 2016 designed specifically for the at-home enthusiast before expanding the concept and launching, The Cocktailery, a cocktail supply and beverage lifestyle shop in September 2021.

CHRIS DAVIS BUFF BEAUTY ACADEMY



Chris Davis is a quintessential serial entrepreneur; she has been an entrepreneur all her life. She is a third-generation entrepreneur and a second-generation entrepreneur in the beauty industry. Being raised with a spirit of entrepreneurship in a family whereas being able to be “your own boss” was not an abnormality has allowed Chris to explore both the beauty business and

corporate world. Combining the two to create several successful business ventures. Chris is a master’s Level Instructor in both Manicuring and Esthetics. Salon Owner, working nail professional and educator and corporate ambassador. Her work and business advice has been published and featured in both online magazines and trade publications. Chris’ love for the industry has led her to mentor and teach future professionals through Buff Beauty Academy and aligning that mission with giving and serving the community through Buff Beauty Foundation to service the vulnerable and underserved population and young adults. Chris is married with 2 daughters and a dog.

KHALID DAVIS KHALID DAVIS ELECTRIC



Khalid Davis, a passionate entrepreneur, always harbored a desire to establish his own business. Initially envisioning an electrical engineering design venture, he soon discovered that the joy he sought resided in the hands-on process of constructing electrical systems. This realization prompted a pivotal shift, leading him to chart a new course and pursue his dream of launching an electrical contracting company.

With the passage of numerous years, Khalid’s life has evolved significantly. Now a proud father of three girls and two boys, he finds immense joy and fulfillment in his cherished family. Simultaneously, his business has become the cornerstone of his existence, occupying much of his time and attention. Consequently, he has little opportunity to pursue extracurricular interests or hobbies.

Nevertheless, Khalid remains an unwavering devotee of the New York Mets, showcasing his ardent loyalty by endeavoring to watch every game. This unwavering passion for his favorite baseball team serves as a testament to his unwavering dedication and enthusiasm in all aspects of his life.

DR. YACARA DOZIER
ENLIGHTEN LEGACY
LEARNING CENTERS



Dr. Yacara Dozier is a native of Charlotte, North Carolina, in which she gained experience teaching, consulting and operating educational programs. After years of dedicating her time and expertise to programs in the Charlotte area, she decided to focus her time on a program that she could create to meet the needs of the youth in the community. As of today, she has fully dedicated her knowledge of the developmental needs of youth to grow a program that will aid the youth, their families and educators in the community. She looks forward to expanding her ideas into additional programs to build up a foundation that will ENLIGHTEN future generations.

DR. TAMMY FOSTER-KNIGHT
OPTIONAL SOLUTIONS



Dr. Tammy Foster-Knight brings 36 years of comprehensive blue-chip experience in military leadership, human capital development, business development, community service, and postgraduate academia. She spent 23+ years on active Air Force duty, entering in August 1987 as an Airman Basic/E-1. Having served in 10 locations, including a 7-month deployment to Iraq, she retired in June 2011 as a Major/O-4, Manpower & Personnel officer. Dr. Foster-Knight is the President & CEO of Optional Solutions, LLC (OS, LLC), a Healthcare Provider of Durable Medical Equipment (DME) & Supplies and Construction Worker Safety- Personal Protective Equipment (PPE), selling nationally and internationally. Being in business for 15 years, OS, LLC is a privately held Service-Disabled Veteran-Owned Small Business (SDVOSB) that

assists Federal and State government agencies, hospitals, clinics, medical personnel & consumers and, construction companies with purchasing needs. A sister company: Safe-T-Gear, owned by OS, LLC, manufactures disposable nitrile and nitrile-dipped work gloves. Tampa General Hospital featured the company in its 2021 Annual Report on page 106.

A native of Tampa, Florida, Dr. Foster-Knight has a daughter, Tai, a son-in-law Usebia, and four grandchildren: Lyric (16), Jayden (12), Elijah (7), and Nola Rei (14 months old).

SAMIR HAMID
FAMILY MATTERS



Samir Hamid, a 30-year-old Palestinian, was born and raised in Charlotte, NC, where he spent his formative years under the guidance of his parents, Rose and Imad Hamid. His mother, a renowned local legend and activist, imparted in him the values of standing firm for his beliefs, no matter the obstacles. From his father, who had worked extensively across the globe, Samir inherited the virtues of hard work and unwavering persistence.

Married to his beloved wife, Chantal, Samir proudly embraced the role of a devoted father to two children, Ava (4) and Amir (2), whose presence in his life made him realize the preciousness of existence. As a teenager, Samir's journey into the realm of responsibility and entrepreneurship began when he landed his first job at Chick-fil-A at the age of 14. The following year, he secured another position with the Carolina Panthers, where he served as a training facilitator for an impressive seven years. At just 16, he furthered his ambitions by securing an internship at a sneaker boutique, which eventually led to the creation of a successful clothing line in collaboration with his friends. Samir's passion for innovation continued to flourish as he developed an iPhone app

for UNCC when he turned 17. By the age of 18, he had already transformed a failing printing company into his thriving current business, offering a stress-free printing membership for various brands and businesses. Driven by a genuine desire to assist others in narrating their unique stories, Samir Hamid found fulfillment in helping people tell their tales through his entrepreneurial ventures.

AMY JOHNSON **STRATA PROJECT** **MANAGEMENT GROUP**



Amy is currently the Owner and Principal of Strata Project Management Group. She brings decades of expertise delivering workplace strategy, professional services, corporate, non-profit, industrial, restaurant, and retail projects for owners. She is intimately involved in all parts of Strata's business and actively manages projects in our Professional Services and Hospitality sectors.

Amy was most recently a Senior Managing Director and Leader of the Carolinas Project Management practice for Savills. Prior to Savills, Amy was a principal with Cresa Carolinas focusing on Strategic Planning, Project and Construction Management. During her tenure in architecture, Amy was responsible for the management of the Architecture and Design studios within those offices.

RAYMOND JORDAN **SPIKES OUT TREE CARE**



Raymond Jordan, a native of Charlotte, NC, is a third-generation arborist and a proud member of the International Society of Arboriculture. In 2015, he

established his own company, Spikes Out Tree Care, where he takes immense pride in ensuring customers are satisfied with their flourishing trees.

Before embarking on his entrepreneurial journey with Spikes Out Tree Care, Raymond spent over ten years working in Corporate America. He possesses an educational background as an alumnus of Winston Salem State University and the University of North Carolina Charlotte.

Raymond's personal interests revolve around live music, maintaining a fitness regimen, grilling delicious meals, and cherishing quality moments with his wife and their three children: Braylon (9), Bailey (5), and Bella (2).

VENUS KENNEDY **CHARLOTTE** **WOMEN'S COUNSELING**



Venus Kennedy is a Licensed Clinical Mental Health Counselor Supervisor and the Owner of Charlotte Women's Counseling. I have over thirteen years of counseling experience serving mothers and families. I have specialized training in Perinatal Mood and Anxiety Disorders. This allows me to focus on motherhood, pregnancy, postpartum and infertility. I am also trained in EMDR (Eye Movement Desensitization & Reprocessing) and work with a focus on trauma and childhood trauma. Often when unresolved trauma in our life surfaces it looks like anxiety and depression. As a therapist I want to help you be the best version of yourself. Kennedy has dedicated my career to helping women grow through their challenging moments. I truly believe with the right support we can heal and come out on the other side with wisdom and a different perspective on life. I enjoy helping women see their strengths, teach them tools and help them find hope and resilience. As a woman and mother, I know what it feels like to experience anxiety surrounding parenting

and motherhood, in addition to the struggles of work-life balance. I am here to provide a supportive, non-judgmental environment to help you unpack all the things that are causing stress in your life.

ABI OLUKEYE SMART GIRLS HQ

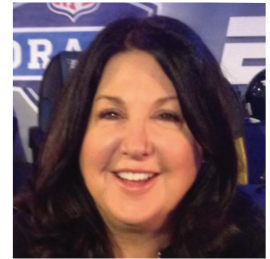


Abi Olukeye is the founder and CEO of Smart Girls HQ, A learning platform to facilitate STEM career education with a focus on female learners and nontraditional learning spaces. Core offerings include parent education for STEM informal learning at RaisingSmartGirls.com and Dear Smart Girl kits, a project-based career-focused STEM curriculum for girls. Her vision is to create an ecosystem of products that when used together are a powerful catalyst for sustaining long-term engagement in STEM for young girls. Her work has been supported by the National Science Foundation and the Department of Education through Small Business Innovation Research (SBIR) Awards, the NC Idea Foundation, and the Vela Education Fund.

Previously, she led Internet of Things (IOT) strategy development and digital transformation projects at Ingersoll Rand. She has over fifteen years of professional and leadership experience spanning new product development, technology commercialization, process improvement and strategy.

Abi is the chair of the board of CSEdResearch.org and a past member of the Computer Science K12 Standards Committee for North Carolina. She holds a bachelor's degree in Computer Science from Virginia Tech and MBA from Indiana University. She and her husband live in Charlotte, NC and have two young daughters who greatly inspire her work.

ANNE PIPKIN GORGEOUSGLO



Anne Pipkin has a financial, marketing and entrepreneurial background. She has been employed in the commercial banking, investment banking and venture capital fields in New York City and Charlotte. After leaving corporate America, but prior to GorgeousGLO, Anne launched, owned/managed and successfully sold a number of small businesses in our local area. A Charlotte native, she is a graduate of the University of Virginia with additional coursework at the London School of Economics.

Over the years, Anne has been heavily involved in the Charlotte area's nonprofit arena, having served as the chair of the Board of the YWCA Central Carolinas and The Council for Children's Rights. She also served in senior positions on the Boards of the Fletcher School, the Charlotte Speech & Hearing Center, The Women's Impact Fund, and more. Anne and husband Kevin Queen share five 20-something children. Life is never dull!

KIM ROSAS PERIOD.SHOP



Kim Rosas is a menstrual cup and disc expert, advocate, and entrepreneur. In 2020 Rosas launched Period Nirvana and Period.Shop. Period Nirvana is a comprehensive resource for menstrual cup and disc users. It features a menstrual cup comparison chart, a matching quiz for new and experienced users, and a filterable database of products. Period.Shop is the first store reusable period products store in the US. The selection is curated by Kim Rosas to include reusable cups, discs, underwear, pads, and accessories. In 2022 Kim teamed up with the NZ-based brand, Hello Period, to

co-design the Hello Disc.

In the reusable period product space Kim is known as the “go-to” expert and has consulted for top-selling brands on their product design, marketing, messaging, and consumer outreach. As an expert, Kim has a strong following on social media where her educational videos on period products frequently --go viral.

TAMAR SLAY SLAY BASKETBALL



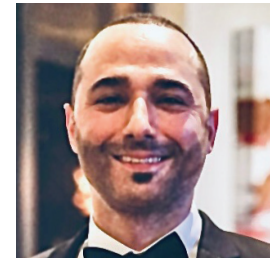
Tamar Slay, once a prominent NBA player, has transformed himself from a celebrated athlete into an enterprising visionary. His journey began in a small town, where his natural basketball talent shone through during his high school years, leading to a scholarship at a top-tier university. In 2002, Tamar achieved his lifelong dream of being drafted into the NBA, earning admiration for his versatile playing style. However, after a successful NBA career, he decided to follow another dream close to his heart.

Retiring from professional basketball, Tamar founded SLAY Basketball in 2010, an elite training facility dedicated to nurturing the potential of athletes aged 5 to 18. Guided by the core philosophy of the SLAY Way, which emphasizes preparedness, leadership, courage, and hard work, the facility provides personalized coaching and innovative programs, focusing on basketball fundamentals, mental strength, and overall fitness.

Under Tamar’s leadership, SLAY Basketball has become a premier destination for aspiring athletes seeking to elevate their game. Beyond training, Tamar instills the importance of academic excellence, character development, and community involvement among his mentees. Through various outreach initiatives, SLAY Basketball has become a beacon of hope for the local community, leaving a lasting

impact on the world of basketball, one SLAY athlete at a time.

AMIR TEHRANCHIAN THE REVEL ROOM



Amir Tehranchian was born in Tehran, Iran, where as a young boy, he was introduced to business working alongside his grandfather at his textile manufacturing and export facility.

During the Revolution, his family’s life and livelihood was uprooted when they had to immigrate to Germany. There, Amir went to school where he spent his formative years until coming to the United States at the age of 17.

Since then, Amir has been a serial entrepreneur across multiple industries, including real estate, import/export of medical equipment and devices, furniture/antiques/home furnishings, and the hospitality/event industry. Amir’s diverse experiences in his personal and business life, as well as his deep passion for people, have enabled him to cultivate avenues for unparalleled experiences and services.

JULIAN TINGLE ADVANCEMENT AGENCY



Julian Tingle, an accomplished professional, serves as the Executive Director of Community Advancement Agency LLC. With an impressive educational background, he is a graduate of Johnson C. Smith University in Charlotte, NC, and Frederick Douglass High School in Upper Marlboro, MD. Julian’s commitment to lifelong learning is

evident as he currently pursues an MBA in Project Management, further enhancing his expertise.

In addition to his role at Community Advancement Agency LLC, Julian assumes the esteemed position of President at the Charlotte Graduate Groove Phi Groove Scholastic Foundation, displaying his dedication to community development and academic excellence. Julian's commitment to making a positive impact extends beyond his professional pursuits.

As a devoted family man, Julian takes great pleasure in spending quality time with his beloved wife and two daughters, aged 24 and 20. In his leisure moments, he indulges in watching sports and appreciating music, finding solace and inspiration in these recreational

SCALE UP CLT CONTACT SHEET

Owner: Sharon Allen
Name of Business: H&S Therapeutic Services
Address: 1150 Crews Road, Suite H, Matthews, NC 28105
Phone Number: (980) 758-0017
hstservicesnc.com

Owner: Lily Angel
Name of Business: K|LA Boutique
Address: 4123 Park Road, Charlotte, NC 28209
Phone Number: (704) 665-6358
shopkla.com

Owner: Morgan Best
Name of Business: M.L. Best Consulting
Phone Number: (704) 665-7692
mlbestconsulting.com

Owner: Alaa Bou Ghanem
Name of Business: Architect Builder Group, PLLC
Address: 3117 Whiting Ave, Charlotte, NC 28205
Phone Number: (980) 999-0213
architectbuildergroup.com

Owner: Tameka Brewington
Name of Business: Real Talk Counseling
Address: 2128 McClintock Road, Charlotte, NC 28205
Phone Number: (980) 939-0991
therealtalkcounseling.com

Owner: Tamu Curtis
Name of Business: The Cocktailery
Address: 2000 South Boulevard, Suite 430,
Charlotte, NC 28203
Phone Number: (980) 875-9573
thecocktailery.com

Owner: Chris Davis
Name of Business: Buff Beauty Academy
Address: 2848 Queen City Drive, Suite M,
Charlotte, NC 28208
Phone Number: (980) 265-1542
buffbeautyacademy.com

Owner: Khalid Davis
Name of Business: Khalid Davis Electric
Phone Number: (704) 222-0192
kde-ec.com

Owner: Yacara Dozier
Name of Business: Enlighten Legacy Learning Centers
Address: 2017 Bentley Place, Charlotte, NC 28205
Phone Number: (980) 335-1815
elegacylearningcenters.com

Owner: Tammy Foster-Knight
Name of Business: Optional Solutions, LLC
Address: 225 South Poplar Street, Suite 2702,
Charlotte, NC 28202
Phone Number: (813) 892-9888
optionalsolutionsllc-dme.com

Owner: Kenny Hill, Jr.
Name of Business: Carolina Repair Services
Address: 6120 Brookshire Boulevard, #S,
Charlotte, NC 28216
Phone Number: (704) 905-7337
carolinarepairservices.com

Owner: Amy Johnson
Name of Business: Strata Project Management Group
Address: 2108 South Boulevard, #211, Charlotte, NC 28203
Phone Number: (704) 284-5262
stratapmg.com

Owner: Raymond Jordan
Name of Business: Spikes Out Tree Care
Address: 3319 Runnymede Street, Concord, NC 28027
Phone Number: (704) 430-8646
spikes-out.com

Owner: Venus Kennedy
Name of Business: Charlotte Women's Counseling
Address: 224 South Caswell Road, Charlotte, NC 28204
Phone Number: (704) 313-3088
charlottewomenscounseling.com

Owner: Abi Olukeye
Name of Business: Smart Girls HQ
Address: 9319 Robert D. Snyder Road, Suite 352,
Charlotte, NC 28223
Phone Number: (704) 237-0011
smartgirlshq.com

Owner: Anne Pipkin
Name of Business: GorgeousGlo
Address: 4724 Sharon Road, Suite 2I, Charlotte, NC 28210
Phone Number; (980) 819-8411
gorgeousglo.com w

Owner: Kim Rosas
Name of Business: Period.Shop
Address: 125 Remount Road, Suite C-1, PMB 2118,
Charlotte, NC 28203
Phone Number: (980)-237-0625
period.shop

Owner: Tamar Slay
Name of Business: Slay Basketball
Address: 136 Waxhaw Parkway, Suite C, Waxhaw, NC 28273
Phone Number: (704) 686-8567
tamarslay.com

Owner: Amir Tehranchian
Name of Business: The Revel Room
Address: 525 East 6th Street, Charlotte, NC 28202
Phone Number: (980) 500-9809
revelroomclt.com

Owner: Julian Tingle
Name of Business: Community Advancement Agency
Address: 2020 Remount Road, Suite W-107,
Gastonia, NC 28054
Phone Number: (704) 594-4717
communityadvancementagency.com