ANNOUNCING OUR 99TH ROUNDTABLE – NOV. 5, 2026

The Risks and Rewards of Scaling a Business

Featuring

FOUR ROCKSTARS OF REVENUE

You want your company to thrive . . .but what path is right for you? Please join us for a one-of-a-kind conversation to listen in as four wildly successful CEOs discuss the strategies, successes and failures along their unique journeys to scaling up their businesses. This will not be your average boring panel discussion! We've set the stage for you to listen in as our guests share and even challenge each other over how they led their organizations to stellar growth.

Each leader assessed their market and their company's capacity for growth, and balancing those realities against their own skill sets, forged a unique path to success.

Who should attend: All CEOs, executives and managers
Key Take Aways: not a blueprint but rather the building blocks leaders can use to map their own way forward.

November 5, 2026

Midland Hills Country Club
2001 Fulham St., Roseville MN 55113

Breakfast: 8:00 am
Presentation: 8:30 am–Noon

RSVP by Oct. 29, 2026 to
Lisa@mnexecutivegroup.com

EXECUTIVE GROUP INCORPORATED

6810 Greenfield Road • Loretto, MN 55357 • **www.mnexecutivegroup.com**

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MIKE MOROZ

Mike Moroz is a proven executive and board leader with nearly four decades of experience growing and transforming service-based businesses. As the recently retired CEO of Walters Recycling and Refuse, he led the company to become one of the largest family-owned waste and recycling businesses in the Midwest during his 12-year tenure.

Prior to Walters, Mike served as President of Archway Marketing Services, where he scaled the business from $50 million to $300 million in revenue and increased EBITDA from $2 million to $30 million over eight years. A hallmark of his leadership has been the

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JENNIFER THALHUBER

CEO and Chairman of the Board, AbleNet Inc. Jennifer Thalhuber has spent over 20 years spearheading the strategy and direction for AbleNet Inc.—with a relentless focus on technology investments that drive operational excellence across the entire organization. Through her strategic leadership and commitment to long-term value creation, she has grown AbleNet from a $5M revenue organization to a valuation of almost $700M.

In addition to growing revenue, Jennifer has maintained a strong emphasis on sustainable

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GRIFF DAVENPORT

Griff is a 1980 graduate of the University of Nebraska College of Architecture. He joined DLR Group immediately following graduation and for the next 45 years, he practiced Architecture with the firm.

He opened DLR Group's Minneapolis office in 1989 and specialized with K-12 Education and Higher Education design before being named Managing Principal in 2005. From 2013 to 2022, he served as DLR Group's CEO and led the firm's executive leadership team, collaborating with senior leadership to craft and implement the firm's business and growth strategies. Griff was instrumental in developing and driving the growth of DLR Group's vertical markets

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DR. RAJIV TANDON

Dr. Rajiv Tandon is the Founder and President of The Institute for Innovators and Entrepreneurs, which focuses on community programs to help improve the entrepreneurial ecosystem in Minnesota. Under the institute, a robust platform (Ideagist.com) was developed that is offered for free to thousands of aspirants worldwide, including at least one person in every country of the U.N.

Rajiv wrote the "Planting Seeds" opinion column for Twin City Business magazine for many years. He is a serial entrepreneur and an educator who is now combining his passion for entrepreneurship and education to develop more robust entrepreneurial

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MIKE MOROZ

strategic diversification of services across clients' supply chains-creating resilient, profitable growth while enhancing customer retention and lifetime value.

Mike brings deep experience working within family-owned businesses, including mentoring next-generation leaders and balancing the needs of all stakeholders - owners, team members, customers, and the broader community. His leadership style is rooted in transparency, operational discipline, and strategic clarity, with a consistent focus on building high-performing teams and scalable systems.

GRIFF DAVENPORT

and its geographic footprint nationally and internationally. During his tenure as Managing Principal and CEO, DLR Group grew from 426 employees in 12 offices to more than 1,400 employees in 32 offices. During his career, Griff assisted with the opening of more than a dozen of DLR Group's current locations and maturation of its current vertical markets that resulted in 20% annual growth of the firms ESOP Stock. Today the firm boasts nearly 2000 employees across 36 offices throughout North America, the Middle East and Asia.

Griff was active in the industry with the AIA Large Firm Roundtable (LFRT) for 10 years and served as Chair from 2018 – 2022, representing the CEO leadership of North America's 50 largest design firms. He was the LFRT representative to the AIA Young Architects Forum where he mentored the next generations of architects and spoke annually during its "Business of Design" seminars. Griff also participated with the University of Nebraska College of Architecture Professional Advisory Committee for nearly 15 years. In 2019, Griff was recognized for his contributions to the profession and was elevated to its College of Fellows.Today,

Griff is a Managing Principal Emeritus, Chair of DLR Group's Board of Directors, and is the firm's advisor to its Leadership Development Program and Merger and Acquisition teams

JENNIFER THALHUBER

profitability. Her focus on bottom-line strength has delivered outstanding returns for participants in AbleNet's Employee Stock Ownership Plan (ESOP), driving a share price growth of greater than 2,000%.

Grounded in a deep understanding of value creation for customers and owners alike, Jennifer extends her leadership across the healthcare and human services sectors. She serves as co-owner and board member of Cedar House, which provides adult day-treatment services to over 700 clients across five southern Minnesota counties. She also sits on the board of NHS-Northstar, which delivers rehabilitation and community services in northern Minnesota.

Jennifer holds a B.S. in Chemical Engineering from the University of Minnesota and an MBA from the University of St. Thomas in St. Paul.

DR. RAJIV TANDON

enterprises in Minnesota. Twin City Business Magazine listed him as one of the "200 Minnesotans You Should Know" for his focus on "EduTech."

Dr. Tandon holds a Mechanical Engineering degree, with honors, from the Institute of Technology, Kharagpur, a M.S. in Operations Research, M.B.A. and Ph. D. in Entrepreneur-ship; all from the University of Minnesota.

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