CONNECTING
the BEST in BUSINESS



VermontBiz BizEXPO

OCTOBER 15, 2026

DoubleTree Hotel by Hilton

WELCOME

The **VermontBiz2Biz EXPO** offers a unique opportunity for businesses to meet, listen, learn and celebrate throughout the one-day business event of the year.

Dear **EXPO** Attendees,



CONNECT with the BEST of Business. is the theme for this year's **VermontBiz2Biz EXPO**, brought to you by **VermontBiz Magazine**. It is an honor to showcase Vermont's businesses at the largest business-to-business trade show in Vermont.

In addition to the exhibitors in the exhibit hall, the **EXPO** features informative **BIZ sessions** and events to attract businesses and attendees from all over the state. The day starts off with the U.S. Senator Peter Welch Breakfast that opens with the topic "Merging Tech + Manufacturing: How Robotics Improves Worker Outcomes and Efficiency (or the Bottom Line)" and then we will present the VERMONT BUSINESS GROWTH AWARDS, brought to you by **TD Bank**, at our luncheon event, featuring economist Andrew Foran.

This year's **Biz EXPO** will provide opportunities for exhibitors and attendees alike to make and renew business connection, drive their business forward and learn about new products and services. Vermont's businesses are known throughout the country for their excellent work ethic and innovative products. To find out about all of our exhibitors, schedule and speakers, go to: **www.vermontbizevents.com.**

VermontBiz Magazine would like to thank the **EXPO** committee for their countless hours planning this exciting event. I would be remiss if I did not acknowledge our events manager, Ellen Sheehey, and the staff at **VermontBiz**, whose insights, patience and skills are essential to this event. I would also like to thank all of our sponsors for supporting this year's **VermontBiz2Biz EXPO.**

Katie Kittell
Publisher & Art Director
VermontBiz

Dear **EXPO** Exhibitors and Guests,



Welcome to the **2026 VermontBiz2Biz EXPO**. For years, the **EXPO** has brought business leaders and entrepreneurs together to discover new networks, learn new skills, and collaborate. I am thrilled it has endured.

I am proud to support this event and am grateful to our breakfast panel with Diane Abruzzini from Rigorous Technology alongside her partner, Colin Riggs. They have worked hard to build a robotics company that automates processes and creates efficiencies. Chris Coulter from the Vermont Manufacturing Extension Center, will paint a picture of the current landscape and talk about how companies, like Rigorous, can take Vermont to a new level. This panel will elevate our understanding of robotics and help us learn how technology can be harnessed for good. In an age with an abundance of information and misinformation, this conversation will provide a grounded understanding of the challenges and opportunities that lie ahead for Vermont businesses in the 21st century.

Thank you for being here today. And thank you to the **EXPO** and organizers for fostering a space to make new connections and rekindle old friendships. Our business community is integral to our mutual prosperity and shared aspirations. I am ready to do what I can to support your entrepreneurial endeavors and I look forward to seeing you in Vermont soon.

Peter Welch
U.S. Senator



SCHEDULE

Plan your day at the **VermontBiz2Biz EXPO**! Get ready to immerse yourself in a day filled with opportunities to connect, learn and celebrate the vibrant business community of Vermont. Explore our diverse lineup of events, including engaging **Biz Sessions**, prestigious awards ceremonies and invaluable networking. CONNECT with the BEST in BUSINESS.

TIME	EVENT
7:30 am — 9 am	U.S. Senator Peter Welch Business Breakfast
8:30 am	Exhibition Hall opens to the public
9:30 am – 10:30 am	Biz Session #1 – AI in Practice: Scaling Vermont Business
11 am – 12 pm	Biz Session # 2 – People First: Building Vermont's Resilient Workforce
12pm – 1:30pm	TD Bank Vermont Business Growth Awards Luncheon Presented by VermontBiz and TD Bank and Sponsored by Twincraft Skincare
3:00 pm	Exhibition Hall closes

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SCHEDULE

Plan your day at the **VermontBiz2Biz EXPO**! Get ready to immerse yourself in a day filled with opportunities to connect, learn and celebrate the vibrant business community of Vermont. Explore our diverse lineup of events, including engaging **Biz Sessions**, prestigious awards ceremonies and invaluable networking. CONNECT with the BEST in BUSINESS.

U.S. Senator Peter Welch Business Breakfast

Time: 7:30 am — 9 am

Merging Tech + Manufacturing: How Robotics Improves Worker Outcomes and Efficiency (or the Bottom Line)

Diane Abruzzini Riggs, Co-Founder & COO, Rigorous
Chris Coulter, Business Development Director, VMEC
Harrison Kahn, President and General Manager, Vermont Creamery

Join us for the Senator Welch Breakfast with Diane Abruzzini Riggs from Rigorous Technology, Chris Coulter from VMEC and Harry Kahn of Vermont Creamery for a conversation about growing and evolving Vermont's Manufacturing industry.

Biz Session #1 – AI in Practice: Scaling Vermont Business

Time: 9:30 am – 10:30 am

Moderator: Marc Natanagara, Education Consultant, aiVermont
Panelist: Scott Gale, Co-Founder, Fluency
Panelist: Cass Madison, Executive Director, Center for Civic Futures
Panelist: Brent Towne, Head of Product and Strategy, SearchLight Digital

This interactive roundtable moves beyond theory, focusing on practical, low-barrier AI tools that can solve immediate operational challenges for Vermont businesses.

Biz Session # 2 – People First: Building Vermont's Resilient Workforce

Time: 11 am – 12 pm

Moderator: Kevin Chu, Executive Director, Vermont Futures Project
Panelist: Russell Marsan, Founder, Workforce in Motion
Panelist: Stephanie Meunier, Director, Co-op Lecturer, UVM Grossman School of Business
Panelist: Miro Weinberger, Executive Chair, Let's Build Homes

This session focuses on foundational infrastructure, specifically housing and workforce development, positioning these as critical recruitment tools. Attendees will examine the nexus between economic needs and the workforce and engage in a Q&A regarding public-private implementation strategies.

Vermont Business Growth Awards Luncheon

Presented by VermontBiz and TD Bank
Time: 12pm – 1:30pm

Keynote Speaker: Andrew Foran
Economist, TD Bank

This luncheon will include networking plus **VermontBiz** and **TD Bank** will present the **2026 Vermont Business Growth Awards.**
PLUS Much More!



SPEAKERS

Explore our keynote speakers, moderators, panelists and hosts that will engage you throughout the day. **CONNECT** with the **BEST in BUSINESS.**

U.S. Senator Peter Welch Breakfast: Merging Tech + Manufacturing

Diane Abruzzini Riggs



Co-Founder & COO, Rigorous

Diane Abruzzini Riggs is the co-founder and COO of Rigorous Technology, a Vermont-based robotics company dedicated to making advanced automation accessible to American manufacturers. Rigorous specializes in "high-mix" environments, designing intelligent software and turnkey robotic systems that allow factories to quickly switch between different products and automate tasks with a high degree of variability. Diane holds an MBA from UVM's SIMBA program and serves on the board of the Vermont Sustainable Jobs Fund and the advisory board of VCET's Seed Capital Fund.

Chris Coulter



Business Development Director, VMEC

A problem solver by nature, Chris has been helping product development and manufacturing companies overcome challenges throughout his career.
In 2002 he started his own business, Adaptive Engineering, LLC, a consulting company focused on assisting Vermont-based product development and manufacturing companies.
Chris joined VMEC to assist companies with advanced manufacturing technologies and automation. In 2026, he began serving as the Business Development Director focusing on building relationships with partners and manufacturing companies.

Harrison Kahn



President & General Manager, Vermont Creamery

Harrison ("Harry") Kahn is the President and General Manager of Vermont Creamery, a leading dairy company known for introducing the US market to artisanal cheese and butter.
Under his leadership, Vermont Creamery has executed a significant transformation — strengthening its leadership position, improving business health, and creating a high-performing, values-driven culture.
Harry holds an MBA from The Tuck School of Business at Dartmouth and a BA in Chinese from Middlebury College.



Biz Session #1 – AI in Practice: Scaling Vermont Business

Moderator: Marc Natanagara, Ed.D



Teacher, Administrator & Education Consultant
aiVermont

As a K-college teacher and administrator for the past 38 years, Marc has overseen every aspect of educational operations, including for a district with 16,000 students and 2200 employees. He initiated a number of technology initiatives to improve teaching, learning, and the business of education, and in 2023 he co-founded the nonprofit aiVermont to promote AI literacy. He has since worked with dozens of schools, businesses, and agencies, facilitating two dozen in-person offerings for nearly three thousand people across the state and creating takeaway resources for thousands more. His TEDx talk on AI has over 100,000 views.

Panelist: Scott Gale



Co-Founder
Fluency

With nearly three decades of experience leading software teams to solve complex business challenges, Scott Gale is a seasoned technology leader and the co-founder of Fluency — the Agentic Advertising Operating System (OS) that enables agencies and in-house teams to automate paid media execution across channels while running AI safely and at scale.
As Chief Technology Officer at Fluency, Scott leads the engineering team in developing software that helps businesses automate their advertising workflows, eliminating manual tasks and enabling smarter, faster decision-making.

Panelist: Brent Towne



Head of Product and Strategy
SearchLight Digital

Brent Towne is Head of Product and Strategy at SearchLight Digital, a data analytics network used by more than 1,400 home services businesses, advertising agencies and direct marketing platforms. He leads product strategy, including SearchLight's use of AI to bring new products to market faster and to scale the company's own operations. Before SearchLight, Brent led product and data strategy work at Cox Automotive across brands including Dealer.com, VinSolutions, Autotrader and Kelley Blue Book. A lifelong Vermonter, he lives in Williston.

Panelist: Cass Madison



Executive Director
Center for Civic Futures

Cassandra Madison is a nationally recognized leader in public interest technology, with two decades of experience helping government deliver services with integrity, empathy, and modern tools. She turns policy into practice — guiding the design and implementation of public systems.
Cass currently serves as Executive Director of the Center for Civic Futures, a nonprofit equipping government leaders with the tools, resources, and expertise to safely explore emerging technologies. She is also the co-founder and CEO of Madison Insights, a consulting practice that helps mission-driven organizations build the teams, infrastructure, and capacity to deliver technology that improves lives.

Biz Session # 2 – People First: Building Vermont's Resilient Workforce

Moderator: Kevin Chu



Executive Director
Vermont Futures Project

Kevin Chu grew up in Vermont and wants to grow old here too. He is the son of immigrants. A graduate of Middlebury College, he studied the environment and education while also competing in track and field. Prior to joining the Vermont Futures Project, Kevin worked at the University of Vermont. He is now the Executive Director of the Vermont Futures Project, a nonpartisan organization answering the mission question: "How can we use data to support the evolution of Vermont's economy towards a thriving future with opportunity for all?" This work has taken Kevin all over the state to develop an Economic Action Plan, helping to put Vermont on a path towards affordability and abundance.

Panelist: Russell Marsan



Founder
Workforce In Motion

Founder, president, and trades advocate focused on building businesses, empowering people, and driving community impact.
Workforce in Motion is a Vermont nonprofit bringing employers, educators, workforce partners, students and job seekers together to strengthen the connection between education, training and meaningful careers. We create opportunities for people to explore career pathways, access the support they need to succeed, and connect directly with the employers and organizations shaping Vermont's workforce.

Panelist: Stephanie Meunier



Director, Co-op Lecturer
UVM Grossman School of Business

Stephanie joined the Grossman School of Business (GSB) in September 2024 after holding various leadership roles with notable organizations such as PwC (Boston), TD Bank, Vermont Agency of Commerce and Community Development, IBM, Cox Automotive, Champlain College, and Generac.
Her experience gives her a deep understanding of organizational talent management dynamics and the ability to build strategic partnerships.
She focuses on developing and implementing strategies to ensure GSB students have broad exposure to potential Co-op opportunities within and outside Vermont.

Panelist: Miro Weinberger



Executive Chair
Let's Build Homes

Miro Weinberger is a co-founder and the Executive Chair of Let's Build Homes, an advocacy organization working to address Vermont's housing shortage. Miro previously served as Mayor of Burlington from 2012 to 2024, dramatically expanding housing production, guiding the city through a major financial turnaround, building hundreds of millions of dollars of public infrastructure, and launching an electrification initiative. He is a Strategic Advisor for the infrastructure tech firm Cyvl, and recently served as a Visiting Fellow at the Harvard Kennedy School's Taubman Center for State and Local Government, and as the Leahy Scholar in Residence at UVM's Honors College.

Vermont Business Growth Awards Luncheon and Keynote Address

Presented by VermontBiz and TD Bank
Time: 12pm – 1:30pm

This luncheon will include networking plus **VermontBiz** and **TD Bank** will present the **2026 Vermont Business Growth Awards.**
The **Vermont Business Growth Awards** celebrate the achievements of the top businesses throughout Vermont, in various categories, over the last five years based on growth. ***PLUS Much More!***

Keynote Address

Time: 12:00

Keynote Speaker: Andrew Foran

Join Andrew Foran, Economist at TD Bank presenting an economic outlook covering the U.S. economy, labor markets, inflation, interest rates, financial markets, and key risks shaping the outlook for growth.

Andrew Foran
Economist, TD Bank



Andrew Foran is an Economist at TD Bank whose work focuses on the U.S. economy and the Northeastern region. Prior to joining TD, Andrew worked on monetary policy at the Bank of Canada. Andrew holds a bachelor's degree in economics & finance from Wilfrid Laurier University and a master's degree in economics from Queen's University.

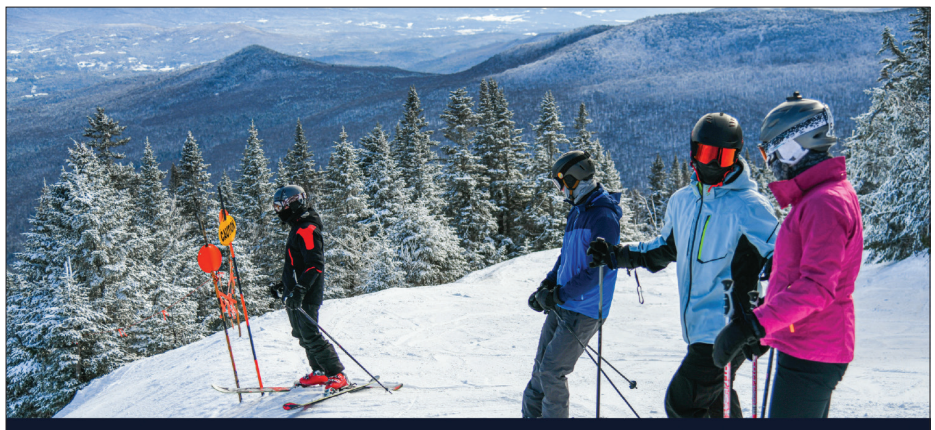
2026 VERMONT BUSINESS GROWTH AWARDS

COMPANY	CATEGORY	FIVE-YEAR GROWTH RATE
Fluency Inc.	*Technology*	**1,072.70%**
Vermont Construction Company	*Construction*	**867.5%**
Lewis Creek Builders	*Construction*	**189.7%**
Twincraft, Inc	*Manufacturing*	**153.6%**
Casella Waste Systems Inc	*Service*	**137.5%**
Naylor & Breen Builders Inc	*Construction*	**131.9%**
Ivy Computer Inc	*Technology*	**131%**
Alliance Group Services, LLC	*Construction*	**106.9%**
DEW Construction Corp	*Construction*	**100%**
Stewart Construction, Inc.	*Construction*	**86.7%**
Instrumart	*Technology*	**86.4%**
Jay Peak Resort	*Service*	**79.7%**
DuBois & King, Inc.	*Service*	**78.4%**
Neagley and Chase Construction Co	*Construction*	**76%**
Hallam-ICS	*Service*	**75.3%**
Champlain Housing Trust	*Service*	**74.3%**
Wright & Morrissey Inc	*Construction*	**71.1%**
Kittell, Branagan & Sargent	*Financial*	**66%**
McSoley, McCoy & Co.	*Financial*	**59.2%**
ReArch Company, Inc.	*Construction*	**58%**
Mamava	*Manufacturing*	**57.4%**
Champlain Cable Corp	*Manufacturing*	**51%**
Gallagher, Flynn & Company, LLP	*Financial*	**50.8%**
Housewright Construction, Inc	*Construction*	**46.1%**
Vermont Precision Tools, Inc.	*Manufacturing*	**46.1%**

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SBA Small Business Person of the Year | 91 INFLUENCERS | VermontBiz2Biz EXPO | Vermont Business Growth Awards | Rising Stars
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Thursday, November 12
11:30AM–2:00PM • Hotel Vermont

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EXHIBITORS

Better Business Bureau

www.bbb.org
For more than 100 years, local business leaders have come together through BBB to elevate ethical business practices, strengthen consumer trust, and help marketplaces thrive. Working with businesses across North America, BBB provides standards, education, dispute resolution, and credibility tools that support ethical growth, strengthen local economies, and help consumers make confident decisions.
Today, BBB provides marketplace intelligence on more than 6.3 million businesses including more than 380,000 BBB Accredited Businesses.

Burlington Telecom

www.burlingtontelecom.com
Burlington Telecom is a locally operated fiber internet provider serving businesses throughout Burlington, South Burlington, Winooski, Essex Junction, Essex Town, Shelburne, and Colchester. We deliver scalable business fiber internet, voice, Wi-Fi, and connectivity solutions backed by responsive local support, helping organizations of every size stay connected, productive, and ready for growth.

Bytes.co
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Bytes.co is a website design and digital marketing agency based in Burlington, Vermont and serving businesses nationwide.

Catamount Solar

www.catamountsolar.com
Catamount Solar is the state's expert on commercial solar construction. A solar system at your site effectively locks in your power cost for the next 25+ years. Solar brings certainty. It ends the budget drain of continually rising utility rates and reduces the impact of unpredictable price spikes.

Clute Wealth Management

www.clutewealthmanagement.com
Clute Wealth Management is an independent firm whose advisors provide strategic financial and investment planning for individuals and small businesses in the Champlain Valley region of New York and Vermont. Owners Christina Ubl CDFA®, Adam Robert APMA®, and founder Heidi Clute are CERTIFIED FINANCIAL PLANNER™ professionals who head up a dedicated and experienced team. The firm was founded in 1984.

Fidium
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www.consolidated.com
Fidium Business turns technology into solutions, connecting people and enrichinghow they work and live. With over 180K on-net and near-net buildings and more than $1B invested in recent fiber expansions, we provide a competitive edge. Our team of experts tailors high-bandwidth connectivity, collaboration, and security solutions for both multi-site and single-site opportunities.

FirstLight

www.firstlight.net
About FirstLight Fiber, Inc. FirstLight is a regional digital infrastructure provider that owns and operates a high-performance fiber network across the Northeast and mid-Atlantic. Headquartered in Albany, New York, the company delivers business-grade connectivity, data center, cloud, security, and unified communications services for organizations with mission-critical IT needs. FirstLight's owned fiber network spans more than 20,000 route miles and reaches over 125,000 serviceable locations, enabling low-latency, reliable connectivity for enterprise and carrier customers. By controlling its network infrastructure, FirstLight is able to deliver consistent performance, faster issue resolution, and tightly integrated services across fiber connectivity, SD-WAN, SASE, cloud, data center, and unified communication solutions.

Foley Services, Inc.

Foleylinen.com
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GameOnVT.com

www.gameonvt.com
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www.greenmountaincu.com
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www.greenmountainpower.com
Green Mountain Power serves more than 275,000 residential and business customers in Vermont with electricity that's reliable, cost-effective, and clean.

Hall Communications
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www.hallradio.com
Radio and digital marketing solutions of businesses looking to brand, grow and hire.

High 5 Adventure Learning Center

high5adventure.org
High 5 Adventure Learning Center is a non-profit educational organization dedicated to helping individuals, teams, schools, communities and businesses improve the way they live, learn and work together.
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- Challenge course design and installation, consulting, inspection and repair.

Janitronics Facility Services

janitronicsinc.com
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Lake Champlain Chamber of Commerce

lccvermont.org
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Lake Morey Resort

www.lakemoreyresort.com
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Mascoma Bank

www.mascomabank.com
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passions, NBT creates meaningful opportunities for connection and care. Development programs support every stage of a career, and recognition initiatives like the IMPACCT Awards celebrate achievement and impact. Whether growing professionally or giving back locally, NBT employees know they matter. That is why they stay and why NBT is a best place to work.

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www.nsbvt.com
Northfield Savings Bank is the largest bank headquartered in Vermont, with 14 offices serving Central Vermont and Chittenden County. Founded in 1867, NSB has remained a mutual institution throughout its history, focused on strong community impact in the Green Mountain State. NSB offers a full range of products and services for commercial, government, mortgage, and personal banking customers.

nuwave Equity Corporation

www.nuwaveco.com/
nuwave Equity Corporation is a Burlington-based culture enablement firm that gives leaders the data, action plans, and professional development they need to build teams that thrive.

Passumpsic Bank

www.passumpsicbank.com
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Tandem Workforce Collaborative

tandemwc.com
We provide Vocational Rehabilitation Counseling to Injured Workers in Vermont, helping them collaborate with employers, insurance companies, lawyers, and local resources to return to sustainable employment as efficiently as possible.
Empowering individuals to achieve their fullest potential, Tandem Workforce Collaborative is dedicated to excellence, professionalism, and communication.
Through strategic partnerships and strong relationships we create pathways to sustainable and meaningful employment, bridging the gap between ability and employment.
At the heart of our mission is the belief that people, regardless of challenges, benefit from the opportunity to thrive in a fulfilling career.

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TD is a subsidiary of The Toronto-Dominion Bank, a top 10 North American bank. The Toronto-Dominion Bank trades on the New York and Toronto stock exchanges under the ticker symbol "TD".

Twinstate Technologies

www.twinstate.com
Twinstate Technologies helps businesses protect, stabilize, enable, and align their technology. We provide managed cybersecurity, managed IT, unified communications, cloud and network solutions, AI and automation, and strategic guidance — helping organizations reduce risk, improve performance, and move forward with confidence.

University of Vermont Grossman School of Business

www.uvm.edu/business
The University of Vermont's Grossman School of Business is an AACSB-accredited program known for preparing graduates to lead in global, sustainable, and entrepreneurial environments.
We emphasize "triple-bottom line" thinking — balancing healthy profit, people, and planet — and integrate rigorous academics with experiential learning, including graduate practicum projects with organizations, and partnerships with organizations to support work-integrated learning from several-week internships to up to six-month Co-op roles.

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Community Development (ACCD) encompasses three major state departments and many programs that serve the Vermont public by enhancing the Vermont business climate, marketing Vermont to tourists and others, and strengthening our communities in a wide variety of ways.

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www.vtmanufacturing.com
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Vermont Parks Forever
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www.vermontparksforever.org
Vermont Parks Forever was founded in 2013 to enhance and protect Vermont State Parks through charitable and private support. We collaborate with Vermont residents, park visitors, businesses, community organizations, and state government to improve the parks for the benefit of residents and visitors alike.

Vermont Public

www.vermontpublic.org
Vermont's unified source for NPR radio and PBS television.

Vermont Short Term Rental Alliance

www.VTSTRA.org
The Vermont Short-Term Rental Alliance (VTSTRA) is a locally run, nonpartisan association for Vermont's vacation rental community, providing education, community, and political representation for its members. VTSTRA is a registered 501(c)(6) nonprofit corporation, governed by a volunteer Board of Directors.

Vermont Small Business Development Center

vtsbdc.org
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von Trapp Family Lodge & Resort

www.vontrappresort.com
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Waitsfield and Champlain Valley Telecom

www.wcvt.com
Waitsfield and Champlain Valley Telecom (WCVT) is a fourth-generation, family-owned telecommunications provider delivering reliable connectivity across Vermont's Mad River Valley, the central Champlain Valley, and select communities including Danville, Lunenburg, and St. Johnsbury. Founded in 1904, WCVT is dedicated to delivering fiber-optic high-speed internet, phone, and advanced Wi-Fi solutions for homes and businesses. The company continues to expand its fiber-optic network to better serve its communities and is also the operating partner for three Vermont Communications Union Districts, helping to bring fiber connectivity to rural areas across the state.

To learn more visit
www.VermontBizEVENTS.com

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