

2021 winner of the Virginia Small Business Veteran of the Year Award

James Wiley and Tyrone Logan

Jim Wiley and Ty Logan started Obsidian Solutions Group in 2010. By 2014 they had 92 employees, \$11.2 million in sales, and they were designated a Virginia SBDC Network Success Story. Five years later, they landed on INC 5000's *Fastest Growing Companies* and Washington Technology's *50 Fastest Growing Small Businesses in Government Contracting*. Today, Obsidian supports 245 employees with offices in Fredericksburg, VA (HQ), Tampa, FL; Roslyn, VA; Twenty-nine Palms, CA; and Whidbey Island, WA.

Not only are Jim and Ty veterans, over 47% of their workforce are also veterans. They are committed to social impact, sustainability, and community welfare by allowing generous paid time off to all employees who participate in organizations where their time is spent being great corporate citizens. They encourage and promote volunteerism and have a corporate *Giving Works* program that encourages employees to nominate organizations and causes -- homeless, youth, low-income families, schools and universities, police scholarships -- that they want to see supported with corporate donations. Those in the "executive suite" also sit on a variety of boards, in addition to mentoring, teaching, and training business owners through a number of industry organization.