

## TN & Associates, Inc.

In 1989, Terry Ni started TN & Associates, Inc., in her basement working on a small personal computer. TN & Associates is a civil and environmental engineering company headquartered in Milwaukee, Wisconsin.

In the early 1990's, the company decided to diversify its business by adding environmental and hazardous remediation and construction, in addition to the traditional civil and municipal engineering disciplines. This caused the company to expand their engineering staff to include not only civil and transportation engineers, but engineers versed in chemistry, air quality, environmental hazardous waste management, and remedial construction. Terry says, "Adjustment to the market is very important. Government regulations have been changing from year to year and from Presidency to Presidency and you have to know how to adjust to it."



In September of 1992, TN & Associates, Inc. was certified as an 8(a) company and as the firm continued to grow and expand, they have continuously won significant multi-million dollar contracts as a prime contractor for numerous federal and local government clients, including the Navy, Army, Air Force, EPA, USDA, DOT and many others.

Terry has been the recipient of many awards over the years. In 1995, she won the Quest for Success Award and State of Wisconsin Certificate of Commendation. In 1996, she won the Wisconsin SBA Small Business Person of the Year award and the Ardie A. Halyard Business of the Year award. In 1997, she won The Nunn-Perry Award from the Department of Defense, and the SBA Award of Excellence and was a nominee for the Prime Contractor of the Year. In 1999, she won the Working Woman Magazine Regional Entrepreneurial Excellence Award for Customer Service. Also in 1999, having been nominated by New England Financial, she was one of the two winners in their first national annual Women in Good Company contest. In May of 1999, TN&A was selected by the Business Journal as one of its "1999 Fortune 50" companies in the state. TN&A has been profiled in many newspaper articles for outstanding performance and client services as well as being featured in articles for being awarded significant large contracts from clients.

For Terry, growing the business to its current size has been accomplished by one thing, "determination". "Terry is a hands-on leader," said Mike Nottoli (past manager of corporate administration). Terry credits much of the success of TN&A to her employees and says, "Without our capable people, TN & Associates would not be here today".

In the fifteen years since the inception of TN & Associates, the company has enjoyed a steady controlled growth and today provides multidisciplinary services. Today, TN&A has 170 employees with 10 offices in multiple states. SBA is proud to have been of assistance in the success of TN & Associates, Inc.

[Back to WI SBA News](#)