

**DISCLAIMER: THIS PDF IS INTENDED FOR APPLICANTS TO PREVIEW THE QUESTIONS.**

**PLEASE DO NOT FILL OUT THIS PDF TO SUBMIT YOUR RESPONSES.**

**ALL RESPONSES MUST BE SUBMITTED HERE:** <https://www.surveymonkey.com/r/9W2SCHG>



## 50 Fastest 2025

### The Search is On!

The Women Presidents Organization and JPMorgan Chase Commercial Banking have launched the search for the 50 Fastest Growing Women-Owned/Led Companies™.

2025 marks the 18th annual listing of the 50 Fastest Growing Women-Owned/Led Companies™. Applicants are not required to be members or to join the organization and will be ranked according to revenue growth from 2020 to 2024. In addition to being on this prestigious list, the 50 Fastest Growing Companies have the chance of being published online and in print!

To be eligible, companies must be:

- Privately owned
- Women-owned/led
- The business must have generated at least \$500,000 (USD) in revenue in each of the past five years (2020-2024)
- Revenues must be converted to USD

Applicants are not required to join or be members of the WPO, and there is no cost to apply. Applicants can apply each year if they continue to meet the eligibility criteria.

Any questions may be sent to [fastgrowth@women-presidents.com](mailto:fastgrowth@women-presidents.com).

**DEADLINE:** February 17, 2025

To complete this application you will need the following:

- Company information including address, website, description of business, year business started
- Company owner information, including name, age, gender
- Company revenues in 2020, 2022, 2024
- Employee information, including total employment, benefits offered
- Sources of startup capital
- Company's use of social media
- Finalists may be required to submit proof of revenue with financial and/or tax documents

*\*Please note the information you provided may be made public through print or online media including in the 50 Fastest listing.*

Winners will be announced at the WPO Entrepreneurial Excellence Forum on May 8th in San Antonio, TX.

Thank you and good luck!

Camille Burns  
CEO, WPO



## 50 Fastest 2025

### Company Information

**To qualify for this ranking of the fastest-growing women-owned/led privately owned companies, please answer every question and submit this application to the Women Presidents Organization by February 17, 2025.**

\* 1. Name of Applicant (Applicant must be leading the company, i.e. CEO/President)

\* 2. Title

\* 3. Company Name

\* 4. Company Address

\* 5. Company City

\* 6. Company State/Province

\* 7. Company Zip/Postal Code

8. Contact Phone Number

\* 9. E-mail address (please do not include generic emails such as info@...)

\* 10. Company Website

11. Personal Website (if applicable)

12. Instagram handle

13. LinkedIn Profile Link

14. Twitter Handle

15. Facebook Profile Link

\* 16. Short Description of Business (50 words max)

\* 17. Industry in 2-3 words (I.e. Communications Provider, Software Development, Healthcare Management, etc.)

\* 18. Year Company Was Founded

19. What Is Your Ethnicity?

Other (please specify)

20. Are You Currently a WPO Member?

21. If you are not a WPO Member, do you belong to a peer group? Please select all that apply.

- Vistage
- Chief
- NAWBO Circles
- C200
- YPO
- 10,000 Small Businesses

Other (please specify)

\* 22. How did you learn of the 50 Fastest?

- WPO
- JPMorgan Chase
- Another woman's organization
- Social media/Search Engine
- Other



## 50 Fastest 2025

### Owner and Company Information

\* 23. Did Applicant (CEO/President)...

- Start the Business (Founder)
- Buy the Business
- Inherit the Business
- Hired as leader of the Business
- Other

Other (please specify)

\* 24. Is the Applicant (founder(s) or CEO) Actively Involved in Day-To-Day Operations?

\* 25. Percentage of Company Owned by Applicant

26. Does Owner/Applicant Plan To (Select all that apply)...

- Sell the company
- Continue to Grow
- Take the company public
- Transfer Ownership to Family Member
- Acquire another company
- Merge with another company
- Other (please specify)

27. Do You Conduct Business Globally?

28. If you answered "No" to 27- Are you planning on going global in the future?

29. Do You Conduct Business with Large Corporations (Fortune 1000)?

- Yes
- No

30. Who do you feel are your most trusted advisor(s) to your business? (Please rank from most trusted to least where 1= most trusted)

- Accountant
- Attorney
- Banker
- Consultant
- Other Business Owners
- Investors
- Family/Friends



## 50 Fastest 2025

### Revenues

**Please DO NOT include cents, \$, commas, or decimal points. (examples: \$4,787,756.56 should be written as 4787757, \$500,002 should be written as 500002)**

**Please round to the nearest dollar. DO NOT INCLUDE CENTS.**

**Must be in US dollars.**

**Value must be over \$500,000 for all years.**

\* 31. 2020 Gross Revenue

\* 32. 2022 Gross Revenue

\* 33. 2024 Gross Revenue



## 50 Fastest 2025

### Profitability and Capacity

\* 34. Which of the following challenges, if any, do you anticipate facing in the next 6 - 12 months? [Select up to 3]

- Revenue/sales growth
- Availability of capital/credit
- Lack of consumer confidence
- U.S. competition/competitive environment
- Uncertain economic conditions/ Inflation concerns
- Ongoing supply chain issues
- Cash flow issues
- Preserving culture and operational excellence in a hybrid working environment
- Navigating the current business environment
- Not anticipating any challenges currently
- Talent management: recruiting, retention, furloughs, layoffs
- Business resiliency and leadership
- Financial discipline and strategic planning

\* 35. Which of the following investments will you make in 2025 to assist in your continued growth? (check all that apply)

- Technology/Innovation
- Real Estate
- Marketing/Advertising
- People/Talent
- Equipment
- Product Development
- Operations
- None of the above

36. Do you plan to implement any of the following growth or agility strategies in the next 6 - 12 months? (Check all that apply)

- Deliver new product/service lines within my traditional portfolio
- Deliver new product/service lines outside of my traditional portfolio
- Expand into new geographic markets
- Expand e-commerce capabilities
- Digitize accounts payables/receivables processes
- Update or enhanced fintech systems
- Acquire a new line of business
- Merge my business with another



## 50 Fastest 2025

### Founder/CEO Information

**The Founder(s) or CEO (please list additional founders on separate sheet if necessary):**

\* 37. Applicant/Entrepreneur 1 (MUST BE A WOMAN)

Name/Title	<input type="text"/>
Age	<input type="text"/>
M/F (Must be Female)	<input type="text"/>

38. Entrepreneur 2

Name/Title	<input type="text"/>
Age	<input type="text"/>
M/F	<input type="text"/>

39. Entrepreneur 3

Name/Title	<input type="text"/>
Age	<input type="text"/>
M/F	<input type="text"/>

40. What was your 2024 compensation in US dollars? Note: Responses are only used for averages and are not tied to individuals, nor will they be published in association with the company or owner.

- Under \$100,000
- \$100,000 - \$200,000
- \$200,001 - \$300,000
- Over \$300,000





## 50 Fastest 2025

### Employees

#### 41. Total Number of Employees

On the First Day	<input type="text"/>
In 2020	<input type="text"/>
In 2022	<input type="text"/>
In 2024	<input type="text"/>
Projected for Dec. 2025	<input type="text"/>

#### 42. Which of the following benefits do you provide? (Check all that apply)

- Bonuses
- Health Insurance
- Life Insurance
- 401(k)
- Stock Options
- Flex Time
- Car allowance/Company Car
- Tuition Reimbursement
- Telecommuting/Working From Home
- Long term disability
- Parental Leave

Other (please specify)

43. If you have moved to a flexible work environment in which employees rotate between their home office and on-site locations on an ongoing basis, which of these continue to be an issue? Select up to 3 responses.

- Providing necessary technology and resources for people to do their jobs remotely
- Maintaining productivity levels
- Maintaining a high level of customer service
- Preserving the company culture
- Onboarding and integrating new employees
- Preventing or preempting cyber fraud attacks
- N/A

Other (please specify)

44. What are the most common challenges you're facing in regard to talent recruitment/hiring? Select all that apply.

- Unique skills needed
- Lack of applicants/ Unsure of where to look for applicants
- Work ethic of applicants
- Compensation expectations of talent are too high
- Inability to pass drug/background screening
- Unsure of where to find diverse talent/candidates
- None, we have not faced a talent shortage

Other (please specify)

45. Which of these are you implementing to attract and retain talent? Select all that apply.

- Providing flexible hours
- Improving benefits
- Allowing employees to work from home/anywhere
- Increasing paid time off
- Increasing compensation
- None

Other (please specify)

46. What's your approach to staffing through market downturns while scaling? Select all that apply.

- Investing in training/ Upskilling
- Hiring less qualified candidates
- Not hiring for some positions
- Taking longer to fill open positions
- Making strategic/specific efforts to retain more experienced staff
- Outsourcing
- Delaying new launches/business updates

Other (please specify)



## 50 Fastest 2025

### Finances

47. Sources of Startup Capital (select all that apply):

- Friends/Family
- Savings/Personal funds
- Bank Loan
- Line of credit
- Venture Capital
- Angel Investors
- Private investors
- Credit Card

Other (please specify)

48. Have You Solicited Growth Capital?

- Yes
- No

49. If Yes, What are the Sources of Growth Capital You Have Used?

- Friends/Family
- Savings/Personal Funds
- Bank Loan
- Line of Credit
- Venture Capital
- Private Investors
- Angel Investors

Other (please specify)

50. What are the most important ways your bank has helped you grow? (select up to 3)

- Strategic Guidance
- Capital
- Treasury Management
- Technology
- Data/Cyber Security
- Research/ Thought Leadership
- Industry Insights
- Networking/Introductions
- N/A

Other (please specify)

51. Where do you feel the most resource-constrained as it relates to future growth? (select up to 3)

- Capital
- Technology
- Marketing
- Real Estate
- Manufacturing/Supply Chain
- Equipment
- Product(s)
- People/talent
- Time

52. How much funding (through either debit or equity capital) are you seeking to grow and support business goals for the next 12 - 24 months.

\*This question and responses should not be construed as an actual request for credit



50 Fastest 2025

Business

\* 53. When did you know your business was on a fast growth trajectory? What changed/happened? (2 sentences max)

\* 54. Which financial issue is of greatest concern to your company? (if other: 1 sentence max)

Other (please specify)

\* 55. To what do you attribute your success (a personality trait, experience or circumstance)?  
(2 sentences max)

\* 56. What is currently your biggest pain point as a company? (1 sentence max)

\* 57. What is your #1 strategy that accounts for your success in business? (1-3 sentences)

\* 58. How does your risk management approach change in times of volatility? (1-3 sentences)

\* 59. What is one thing you wish you did differently in growing your business? (1-2 sentences)

\* 60. What is your one tip to others for growing a business? (1 sentence)

61. Current or new WPO members: Completing a 50 Fastest application provides eligibility for the potential opportunity to participate in a future intimate discussion with a past 50 Fastest winner. Please indicate your interest in being selected for this exclusive opportunity.



Authorization

**I understand that the above information may be included in an online and/or print listing.**

\* 62. I understand that the information entered in this application, including revenues, may be included in an online and/or print listing and/or press release, as well as used in social media channels. Please note: This is a public listing. You must respond yes to this question to be considered for the ranking.

Yes

No

\* 63. WPO 50 Fastest Code of Conduct Pledge

I pledge: To conduct my business and business relationships with honesty and integrity; to avoid deceptive business practices; and to obey laws and public policies governing my business. I understand and accept that executing this Code of Conduct Pledge is a condition of listing in the 50 Fastest.

I agree

\* 64. I would like to receive more information about joining the Women Presidents Organization

Yes, Please send me information on Membership

Yes, Please reach out to me to discuss

No

\* 65. Form filled out by

\* 66. Your Title

\* 67. Date

68. Contact Phone

\* 69. Contact Email

70. Additional email

\* 71. Name(s) and company to be listed on award

\*As this is a woman-owned/led list, only women will be listed with the company name on the award



50 Fastest 2025

**Terms & Conditions**



\*Please note the personal and professional information provided to the Women Presidents Organization (WPO) is confidential and will not be released for sales purposes. The WPO is committed to keeping personal and professional data secure and will take all reasonable precautions to protect your information from loss, misuse or alteration.

The revenue information you have provided will be used in a mathematical formula to determine the top 50 companies. According to your consent, this information may be made public through print or online media. This data is stored on our internal network servers that are protected by firewalls and other appropriate security mechanisms.

The applicant agrees to indemnify and hold WPO and the officers, directors and agents (each as "Indemnitee") harmless from any losses, claims, damages, liabilities and related expenses arising out of or in connection with the information submitted by the applicant for this application.

The Women Presidents Organization is the data controller of the information you provide. You can contact us for general data protection queries at [fastgrowth@women-presidents.com](mailto:fastgrowth@women-presidents.com). Please provide as much detail as possible with your request. You may access, change or delete your information at any time by contacting the WPO.

JPMorgan Chase is a key sponsor in this program and will receive applicant data, and may use such data on an unattributed basis. No applicant data will be otherwise shared outside of the Women Presidents Organization. This material does not represent an offer to provide advice or any JPMorgan Chase product or service. If you later apply for credit with JPMorgan Chase, then no demographic data provided by you with this application will be considered in connection with that credit request. Not all products are available in all geographic areas. Credit is subject to approval.

And all the fine print...

**APPLICATION PERIOD:** The 50 Fastest applications begin on January 8, 2025 and closes on February 17, 2025.

**ELIGIBILITY:** To be eligible, companies must be:

- Privately owned
- Women-owned and/or led
- The business must have generated at least \$500,000 (USD) in 2020 revenue (and every subsequent year)
- You do not need to be a WPO member to apply.

**WOMAN-OWNED/LED:**

A woman-owned company is owned 51% or more by the woman in the highest office (President/CEO/Managing Director). A woman-led company is where the highest office of the company is occupied by a woman who leads the strategic decisions and operations of the company.

**PARENT/HOLDING COMPANIES:**

If the applicant runs/owns more than one company under one parent company, the parent company can be considered. All documents must be submitted under the parent company name.

**WINNER PROCESS:**

The winners are calculated through a mathematical formula that combines percentage and absolute growth. The short list (notified in March) is comprised of the top 75-100 of all applicants. There is no guarantee you will make the list if you are on the short list. Once the fact check is completed, the final 50 Fastest are notified.

**FACT CHECK:**

Companies on the short list will be asked to provide proof of submitted revenues through a financial statement for the years ending on: December 31, 2020; December 31, 2022; and December 31, 2024.

These statements will be submitted to a secure drop box and will not be held or hosted on the WPO servers.

The short list will be notified in March and will have seven days to confirm revenues and submit financial statements.

**WINNER NOTIFICATION:**

Winners will be notified by email in April. Winners will be awarded at the WPO Entrepreneurial Excellence Forum in May.