

THE JUDGE GROUP

A HISTORY OF FAMILY,
HARD WORK, & SUCCESS



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Hard Work, & Success**

Martin E. Judge Jr.





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A Young Man's Dream

By Marty Judge Jr.

It seems like only yesterday when I began my dream
I got a little office space and started working like a fiend.

I bought a desk, a chair and phone, I got everything in place
But I was scared to death, you know, just one block from my birthplace

The costs were low, the times were tough, but I was young; I'd never tire
For the "fear of failing" haunted me, not the goal of moving higher

The time went by, in fact, it flew and much to my surprise
From a little acorn, an oak tree grew, right under my very eyes

It used to be my baby, it used to be my pet
For I easily could control it, some call it management

But now it's so much bigger, the sales are off the chart
I need help, from all of you, you see...I'm not that smart

And as we go through the 90's it's important that you know
It wasn't me that had that dream, some 20 years ago

Sure, I can stand up here, and give credit to a few
But in my heart, I really know, this oak tree is really you

It touches me that we all care, we are a close-knit team
And as for 20 years ago, it was my dad that had that dream.



Laying a Foundation

When I was a kid, I often told my mother that one day I would make a million dollars. She always thought that was so funny. For most kids born in 1944 like I was, while the world was still gripped in the turmoil of a war that spanned the globe and the United States had only just emerged from the worst financial depression in its history, it was very hard to believe that was anything other than an overstatement.

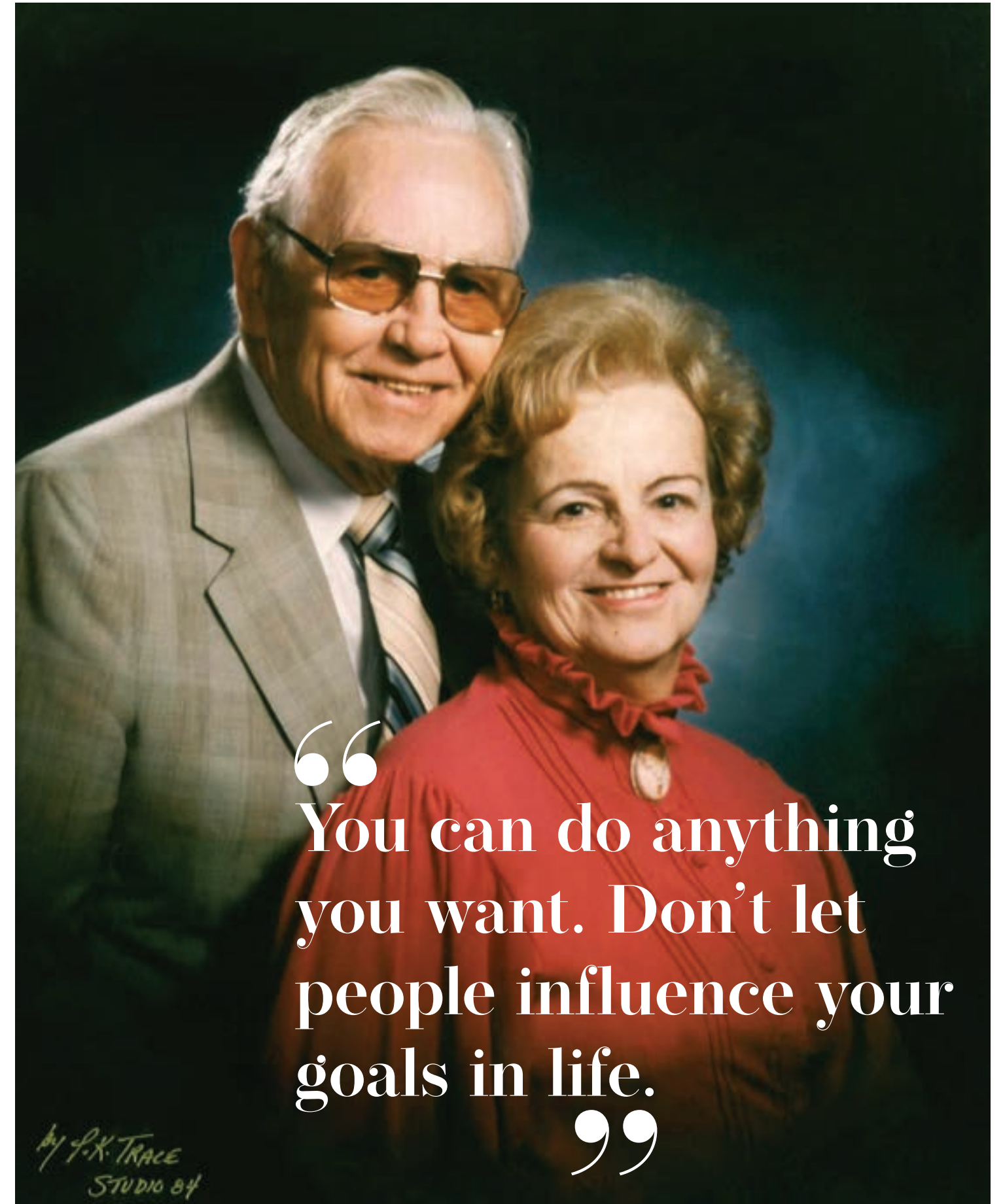
In 2007, she said to me, "Marty, I remember you always made me giggle when you would tell me you were going to make a million dollars. That's so funny, it still makes me laugh."

Little did she know that The Judge Group had hit \$100 million ten years before.

In the years that led up to that accomplishment, it was my dad's words that stayed with me:

"You can do anything you want. Don't let people influence your goals in life. Always watch your back. You can only trust a few, and they are very few."

Those were wise words, and I learned the lessons well: believe in yourself, surround yourself with people you trust.



I grew up in a very close family. I was one of six kids, with two older sisters, two younger sisters, and a younger brother living in a row home in Northeast Philadelphia. It was always noisy because in addition to our family, the house was the go-to spot and gathering place for all our friends. As you can imagine, even back then I liked to be the center of attention even though I always knew that my sister, Pat, who passed away at age 49, was the center of attention.

As a child, I had a stutter. My stutter felt like personal torture because I would get teased about it mercilessly (sometimes by my sisters) but I know now that it was probably

the best thing that could have happened to me because it taught me how to listen. There were times I knew I'd get made fun of when I talked so I had to listen to what people were saying rather than interrupting them even if I didn't like what they had to say. Listening has been one of the most important keys to my success in life. It also taught me another valuable lesson. When I would tell my dad that my sisters teased me about my stutter, my dad would not punish them or interfere. Instead, he told me I'd have to learn to fight my own battles, and if I couldn't even do it at home, I'd never be able to take what the world would heap on me. So I learned how to stand up for myself.



▲ The Judge Family (I'm in the middle) with my parents and all of my siblings except Pat, who was not born yet when this picture was taken.



▲ My mother, Peggy, with my sister, Pat.



▲ My father, Martin E. Judge, Sr. (top row, first on the left), with men from the AFL-CIO.

My sister Eileen, who came to work at The Judge Group as our first accountant, bookkeeper, controller, and all-around go-to person remembers that I always kidded with her and my sisters that I was the favorite. She knew that for all the teasing I'd dish out, everyone knew that I was very protective of my sisters.

When my dad became a district president for the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), he traveled a lot.

So it was my mother who provided a sense of stability. She was the one who gave us a feeling of security. She insisted we go to Mass every Sunday. She was a logical thinker, and wise. These were my mother's words of wisdom: "Don't lie, be honest, treat others with respect." (That's a little different from my dad's take on why you should be honest. He always said: "Don't lie because it's too hard to remember your lies. It's much easier to remember the truth").

The year I turned 11, my family moved to Cherry Hill, New Jersey. I always knew I wanted to be successful and hardworking like my dad, so that year I began delivering newspapers from five to six a.m. every single morning, come rain or snow or hail. Some mornings it was so hard to get out of bed, but I had seventy-five customers on the route, all of whom would complain if I missed a day.

That summer, my dad bought me a riding lawnmower, but of course it came with strings attached. He said, "Now that I have bought it, you have to pay for it. So go cut lawns and weed gardens." I had a customer list that included both private homes and companies that paid me to cut grass.



Business always came easy to me. School, not as much. After high school, I had to spend a year at Bordentown Military Institute to get my grades up.



▲ My yearbook photo from the Bordentown Military Institute.

After that, I was lucky enough to get into Villanova University. But even during school, I was always working, including jobs at McGroarty's Liquors in Cherry Hill and on weekends at Barclay Lanes, a bowling alley with a pool hall. I cleaned lanes, shoes, pool tables, toilets—you name it. Over the summers, I worked in the mailroom at Rohm and Haas, and I would drive to work every day with my dad. I worked hard, and I played hard once I had some cash in my pocket although I never had a lot of money because I gave most of it to my dad to pay for college tuition. It took five years to get through Villanova. I did manage to graduate, but it was a close call for a little while there.

◀ My Dad, helping me with the lawn mower I had to pay for.



Working in the Real World



My first job out of college was with Arco, a gas and oil company. My starting salary was a whopping \$7,200, with no commissions. But my sales were important, so I had to think creatively. Back in those days, Green Stamps were like a loyalty reward program. People collected these stamps and could exchange them for free items. I told the franchise owners who reported to me in my territory to promote Wednesdays, which were known as the slowest sales day as "Triple Green Stamp Day." While it was true that the gas station owners had to pay for the items these stamps purchased, the increase in other sales would easily cover that expense. Soon Wednesday became the highest sales day of the week.



The idea of giving an incentive to customers in the form of green stamps worked, so I told the gas station owners to increase their gas prices by two cents and promote every day as "Triple Green Stamp Day." That's when their sales---and therefore my sales---skyrocketed. I was offered a promotion to go to Richfield, California that would increase my territory, but I didn't want to leave my family in the Philly area so I turned it down. But I hadn't realized what turning down that offer would mean to my future at Arco and once I realized that, I started looking for other jobs. I talked to an old colleague of mine who had been the worst salesperson at Arco---and he was making three times more money as a headhunter doing permanent placement than I was in gas and oil sales so I turned my attention to the placement industry.



Martin E. Judge, Jr.
CEO and Founder of Judge Inc.
Villanova University '68



Michael A. Dunn
President of Judge Inc.
Rutgers, the State University
'70

More than ever the quality of your company's workforce is critical to your ability to be profitable and to exist in today's intensely competitive and specialized corporate world.

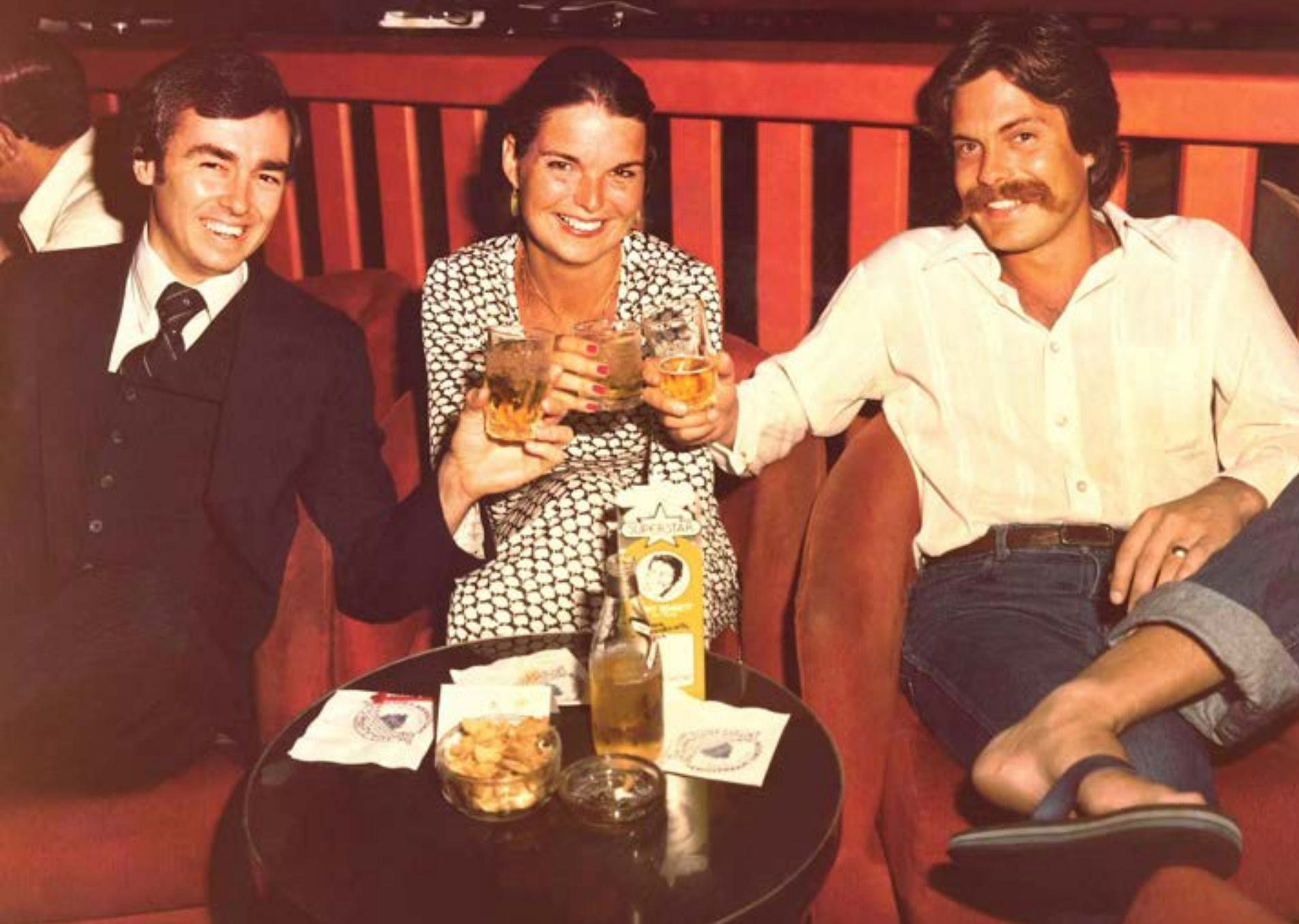
Choosing the proper placement firm will have a tremendous impact on your ability to staff with the highly specialized professionals needed to compete in the complex business worlds of today and tomorrow.

Since 1970, **Judge Inc.** has offered its clients diversified placement services, building its successful reputation on "Professionalism, Ethics, and Hard Work."

Realizing that our clients would need assistance in meeting both their permanent and contract placement needs **Judge Inc.** started **Judge Technical Services** in 1985. **JTS** specializes in the placement of contract engineering and data processing specialists.

To maintain our position as a leader in the Technical Placement Industry, **Judge Inc.** realized it necessary to equip our offices with the most state-of-the-art systems available. To accomplish this **Judge Computer Corporation** was created in 1983. The existence of **JCC** has enabled us to maintain the quality and speed of service that industry demands.

The Start of Judge, Inc.



“I’ll loan you the two thousand dollars. Now go start your own company and get busy. Work your butt off. Make it happen. This is your big chance.”

I started working for a recruiting company and liked the work but didn’t love working for that company. My dad asked me why I didn’t start my own firm. I told him that I’d love to but I had no money. I’d gotten married eight months earlier and was living in an apartment. My dad was more enthusiastic about my ability to run my own company than I was. He said: “You can do whatever you want! Here, let me show you how this will work.” He grabbed a napkin and a pen. He wrote down the items I’d need to start my own company

and the price of each: a desk and chair, a phone, some office supplies, hiring one employee, and rent for six months. The items totaled \$2,000.

“I’ll loan you the two thousand dollars,” he said. “Now go start your own company and get busy. Work your butt off. Make it happen. This is your big chance.”

And so I did. In exchange for the loan, I gave my dad 25% of the business, and I knew I had to work harder than I ever had

before to make it a success for both of us. I started by doing full desk permanent placement and began hiring employees. By 1972, we hit \$250,000 in profit. What was absolutely clear to me back then which is still true today is that no business can grow without the right people willing to put in hard work. So in 1974, I hired Mike Dunn after I promised that he didn’t have to wear a suit to work because he didn’t own one. I did make him buy shoes that were work appropriate because all he wore were flip-flops. Back in the day,

Mike thought of himself as a hippie, who joined Judge, Inc. with a full head of long hair, a huge mustache, and a strong belief that he was not a businessman. But he was wrong—he was a natural. He had a very rare set of qualities: he was both very competitive, which served him incredibly well in sales, and also the kindest person you ever met. He was universally loved by clients and employees. Everyone wanted to work with him.

We opened up a second office in Philadelphia and by 1975, we had thirty employees and moved to new space.

Soon, we had three offices, in Philadelphia, Bala Cynwyd, and Ft. Washington. I wanted to see if they could run when I was not in the office. In addition to Mike, our success was in large part due to two additional key hires: Bill Gladstone, whose experience in the food industry made him a natural to lead

the manufacturing division in permanent placement, and Rick Furlano, my brother-in-law, whom I trusted to help me work on my telephone skills and not be afraid to tell me where I needed to polish my act. Once I learned how to manage remotely, I consolidated the Philadelphia-area offices and then looked to expand outside the area. We opened an office in Boston, followed by a second office in Boston, and then opened in Tampa.



And then came Katy Wiercinski, who has been such a crucial, key part of this company since her hiring in 1981. Katy is the symbol of success because of her intelligence, hard work, and care for those around her. She started as an assistant bookkeeper, and then, by learning on the job and taking on whatever was thrown at her, learned and led HR, oversaw automation, helped us develop an applicant tracking system (the precursor to JudgeEDGE) and became a person I trust most in the world. Katy is incredibly encouraging and supportive, resourceful and helpful—and not at all afraid to tell me when she disagrees. Do not ask her a question unless you are prepared to hear an honest answer. Today she is the Chief Operating Officer of the Company, and I know this company would not be where it is today without her.

The 1980s



PRESIDENT'S MESSAGE

SUCCESS THROUGH SERVICE IS OUR MOTTO

It's hard to believe that in 1981 IBM had just introduced the XT. Since then micro technology has been revolutionizing the world. It's also hard to believe that just three years after IBM's XT, Judge Computer Corporation started addressing the many problems micros had in the Delaware Valley. We started servicing all micros and their peripherals in 1984. After successful growth in service, we realized a need for a good done in the Delaware Valley. Therefore, we assembled the first Judge XT and our product line continues. In 1988 networking solutions became the need of our clients, therefore, we addressed that need.

As a Turnkey Computer Network Solution Company, we will work hard to help you solve your toughest networking problems. You will get the peace of mind that comes with dealing with seasoned professionals that started from service first.



NETWORK CONSULTING & PLANNING

At Judge, we know customer support is more than just providing hardware and software. That's why we offer services such as: needs analysis, network hardware configuration, communication interface design, scheduling, implementation planning and total network integration.

TOTAL TURNKEY

Welcome to Judge Computer Corporation — the premier supplier of LOCAL AREA NETWORKS and WIDE AREA NETWORK solutions to major accounts and the government marketplace in the Delaware Valley and North Jersey. With us, you will find state-of-the-art solutions for small workgroups, multi-vendor network environments, corporate and government networking needs and a whole lot more because we want to meet all of your computer needs. We also provide support of MS-DOS and UNIX multi-user applications, high performance Judge PCs and an assortment of quality peripherals and accessories.

NETWORK SOLUTIONS

But, the core of our Company's success is our support in the form of:

- Network Consulting & Planning
- Technical Support
- Installation
- Training
- On-site Maintenance
- Network Upgrades
- Cabling and Wiring

The result of our efforts is great customer support and computer network solutions no one else can match. For example, when it comes to price and performance, no other company offers the wide variety of support for industry standard file and print services under Ethernet, Token Ring, Arcnet, etc. in the Delaware Valley and North Jersey.



INSTALLATION & TRAINING

The key to delivering Network solutions is a smooth installation and quality customer education. This is why Judge Computer Corporation provides services such as pre-installed network operating systems, cabling and

wiring of your office facilities, quality assurance testing of hardware and on-site customer and end-user interfaces. Post installation services include on-site training of end-users and system administrators.

ON-SITE MAINTENANCE & TECHNICAL SUPPORT

Think of the problems presented by reworking within a multi-vendor environment. Who is accountable for hardware support? Network software maintenance? Peripheral service? PC workstation maintenance? Most of all, who is accountable for troubleshooting problems and making sure that the network is operating as promised?



POINT THE FINGER AT US! ONE-STOP SHOPPING! For those of you who are tired of pointing fingers at multiple service and support organizations "point your finger at us!"

Judge Computer Corporation offers the most comprehensive network support program in the business. It is a full-service maintenance company for sophisticated customers desiring a single point of contact for networking applications.

In addition, Judge is a 3rd party service company providing on-site maintenance and support for your total networking needs including personal computers, terminals, printers, etc. We do it all when it comes to networking. You only want to call one company to solve your problems. **CALL JUDGE.**



UNLIMITED TECHNICAL RESOURCES

Judge Inc. is a permanent technical placement firm with offices throughout the East. Judge Technical Services is a technical contracting firm also with offices throughout the East. They have always worked closely with Judge Computer to supply them with the technical personnel needed to support a fast growing, state-of-the-art company. That's why we're #1 when it comes to networking & service. We've got the best people in the industry.



The 1980s weren't just a time of great expansion for the company, but also for the idea of computing in general. From what had been a machine that took up an entire room, computers became small enough and useful enough for every family to have one in their own home. I could tell that computers would disrupt the way every company would do business, and so we jumped in.

By then, Mike Dunn was running the permanent placement business, so I had the opportunity to spend time expanding the computer-related side of the business.

We opened Judge Computer Corp., which offered authorized repair on computer equipment manufactured by IBM, Apple, Hewlett Packard, Okidata, Commodore, and Compaq, as well as other computer products. All of our offices became completely computerized and every salesperson was supported by online areas of Information Systems and Engineering tailored for their particular job sector. Each salesperson had a desktop computer networked to computerized databases that allowed employees to screen for the most highly-qualified candidates more efficiently.

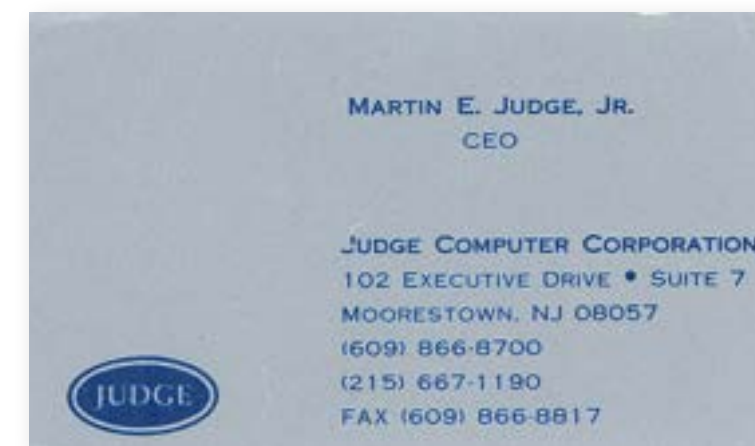
Gus Montgomery, President of Judge Computer, giving us the thumbs up.



But then I hit upon a realization: if we could repair computers, we could build them. So we started manufacturing the Judge XT. It was one-half the price of IBM's XT. But even today, most companies can't just take a computer out of a box and expect a network to run the computers. You need a team of professionals who can design a network, install the hardware, run the software, and do repairs. In 1986, Sue Luckow and Paul Hanson suggested that we open a division to provide technical staff on a temporary basis to our clients, who were installing networks but were not convinced that they needed their own full-time employees. And so Judge Technical Services, Inc. was born to fill the temporary technical needs of our clients, and we hired some of the best salespeople in the business, including Pat Ronen who is still with us to this day.

By 1990, we were selling 2,000 computers a month. One of my best employees at the time, the President of Judge Computer, Augustus "Gus" Montgomery, told me that I should move manufacturing operations to China.

I didn't believe him, and it was a huge mistake. He was absolutely right. When Dell and Compaq began manufacturing computers in China, they could afford to sell them for half the price it cost us to produce them, so our hardware division eventually closed and we moved our focus on Judge Technical Staffing which, as the hardware division was slowing down, was ramping up with a thirty percent growth rate.



Judge Tech's growth was so strong that we opened up in Providence, Raleigh, Washington, DC, and Chicago to expand its reach and propel sales. It was clear that companies would have a greater need for temporary personnel to help them implement the software and systems that were completely new at the time. We moved many of our permanent placement salespeople and recruiters to work in contract staffing instead--even though the margins for JTS were lower than they were for permanent staffing. But contractors offered steady, recurring revenue streams with their ability to be placed multiple times with a variety of customers.

But while we know that move was absolutely the right decision, it wasn't obvious at the time that we were doing the right thing and moving from the high margin business to the steadier but lower margin business. We needed more cash up front than we had with our line of credit at the time, so Mike Dunn and I gave personal guarantees in order to get a bigger line of credit.

Mike's widow, Kathy, would later tell the story of when Mike put some papers in front of her to sign. She asked: "What is this?"

"Well," he said with a bit of hesitation, "'it's a personal guarantee on our house.' So I signed it."



Katy Wiercinski and others also ponied up, putting their own savings or assets at risk, to enable this new line of credit with personal guarantees. They were showing everyone that they believed in the future of The Judge Group, and they were willing to sacrifice and risk personally to prove it. Still, those were hard times on everyone.

"The Proposal Master"), remembers telling his wife about Judge's work environment in those days. "Have you ever seen the news showing the trading floor of the New York Stock Exchange? All the people in a frenzy, the amped-up energy, paper flying everywhere? That's Judge."

The extended credit allowed the doors to stay open, and eventually the revenue caught up with and surpassed the expenditures. The dot-com boom advanced The Judge Group on all fronts. By 1994, The Judge Group had grown to sales to approximately \$45 million. We completed several strategic acquisitions and expanded geographically. Frank Santoro, who was hired as a recruiter in 1992 and today is the VP of Proposals (a.k.a.



One of the reasons for Judge Tech's explosive growth was the development of the internet. In retrospect it is clear that the internet would change everything we do. But in the 1990s, many companies didn't see the changes on the horizon. We did. We saw that an Internet platform called IT Net with online jobs could be used to improve our recruiting. We hired my nephew, Denny Judge, who had recently graduated from West Chester University, because I knew we needed a generation of people who had an innate understanding of internet technology because they'd come of age during its advent. Within six months we were placing candidates much more quickly and at less cost. Over time, as the entire mode of staffing changed to one that relied on the internet, so we didn't need a separate division because the entire company implemented the ways of doing business that had started with that group.



As we were using new hardware and software to improve our business internally, we were also providing permanent placement and staff augmentation to help our clients implement their own new systems. But once systems were installed, companies didn't have the resources or the knowledge to train their people to use them. Their staff became frustrated and businesses began losing workers. Training became the holy grail of both retention and improving staff technical resources.

In 1996, we bought The Berkeley Associates Corp. in order to add a training arm to our offerings. With all acquisitions, there are growing pains involved in integrating an existing business and some of Berkeley's management eventually left, but luckily Pete Pedone, who was a sales manager at the time of the acquisition, was tapped to head the enterprise and he's played a crucial role in the growth of the company we now call Judge Learning Solutions ever since.





**Fun +
Hard Work
= Judge**



One of the reasons this place is unlike any other is because we don't just work hard together, we genuinely like each other. So once the work day is over, we still want to hang out together. I can honestly say that I love the people who work here, who have built this company into what it is, and on whom I can rely to be there like family.

Together through the years, we've done some great sports-related team building like relay races.



Golf, often as part of a fundraising effort for a good cause:



And of course, we don't need sports to enjoy hanging out together. We just go out for happy hour together.





But no discussion of the way we get together could be complete without talking about the phase trips. I remembered back to my Arco days that people worked harder when there was the possibility of getting a reward out of it. Those green stamps for merchandise made people want to buy what we were selling. So I thought that in addition to just getting commissions from making sales, the best salespeople might like some other recognition of their excellence. But while a certificate they could hang on the wall or a decorative coin for their desk was good, I wanted it to be something that would be really fun. So the idea of celebratory trip was born.

The first trip was for a few of the original employees. We piled into my old van and drove to Baltimore for some beer and crabs. How times have changed!

Over the years, the trips became more lavish but they always provided an opportunity for friends who were also coworkers to go on vacation together and to let them know that they each played an important part in making this company into the success it is.











From Private to Public & Back Again

After the acquisition of Berkeley, it was clear to me that while we could and should continue to grow the business organically by training leaders who came up from the ranks and opening offices in new locations, buying good businesses in markets where they'd already gained a foothold would be a path to faster growth. But it takes money to acquire businesses, so I hit upon another way to fuel growth: with our strong fundamentals, we were primed to go public. And so we did. Our stock went public on Valentine's Day, February 14, 1997. It was a sweetheart stock!



But what none of us put into the equation when we were deciding whether to go public is that there are some things that made our company special that would change once we had to answer to Wall Street every quarter. Even though revenues jumped to \$98 million in 1998 and to \$114 million in 1999, this was still a reduction

in percentage growth year over year. It pressured us to make decisions differently so that rather than having the chance to invest in people who had great potential but were a little slow out of the gate, we had to cut headcount. And when we did acquisitions that were not successful right away, we had no choice but to fire people who had been integral to the businesses they'd built or close offices completely as we did with an acquisition in Chicago and in San Francisco. And one of the true heartbreaks to me was that we had to sell Judge Imaging Services, Inc., the original hardware business that we'd had since the 1970s and in which I still believed. But the revenues were not where Wall Street deemed they needed to be so we sold the part of the company we could and closed the rest.

It wasn't just our decision-making that influenced the stock price. There were also factors outside our control that had a big impact. The dot-com boom of the late 1990s suddenly became the dotcom bust. Even companies like ours that had proven revenues year after year were suddenly disfavored if they serviced the technology sector. Wall Street was unhappy, and our stock price declined. At the same time, many of our clients also faced the same pressures we did to improve their earnings. They began investing less in their own technology, their own training, and their

own maintenance and as a result, our bottom line suffered. Then the recession that followed our national tragedy on 9/11 hit all businesses hard, and it took its toll on all of us personally and on our company. The stock market took a major hit. We closed several office locations, and all of our top executives took big pay cuts. I personally declined to take any salary in 2002 in order to help our bottom line. For the first time in our history, we didn't just let underperformers go but we actually had to let some of our good performers go as well. And in one of the saddest changes to the corporate culture was that during that time, we cancelled the phase trips. We



couldn't justify the cost of a lavish trip, but beyond that we feared that even if we had a modest celebration for our performers, Wall Street would not like the idea that we were spending any money on a party. Those were very sad times for us, but if there was one bright spot, it was that around that time was that we hired Brian Anderson. It was easy to get discouraged at that time. The economy was down, people were down. But Brian didn't complain. Instead, he saw an opportunity. He brought me into many meetings he set up and I saw his enthusiasm and client-centered approach up close. He soon became our number one salesperson.

But even with Brian's sales, we were still hurting as a company and we were under tremendous pressure to show Wall Street we were willing to make tough choices. We had to cut headcount faster than we would have liked at least in part because of how we felt we were perceived by Wall Street. We were making choices that we didn't like because we knew stock analysts wanted to see them, but it didn't sit right with us. With our stock still below a dollar and risk of being delisted by NASDAQ, we made the decision to buy back the Judge stock. In 2003, we were private again, and we could once again make decisions that were in the best interest of both the company and all of its employees. We were free to be the company and the family that had made us great.



International Expansion



As everyone who knows me will tell you, I don't sit still well. After we went private, we had offices in every region of the United States, and we had provided consultants to all fifty states. So it seemed like a good time to spread our wings and fly around the world. We registered businesses in Belgium, Hong Kong, China, Canada, and India. Given some financial regulations that make

businesses that require employment at will less than ideal, we have currently ended our European presence, and we are not currently doing placement in Hong Kong or China. At least not for now. As for Canada, we continue to grow our business opportunities with our neighbor to the North. And our office in Noida, India has really taken off under the direction of Abhishek Agarwal.







Judge-ified



Because of some of the roles we fill with the government, as a company we have been required to get top secret security clearance. I once had a government investigator tell me he could tell that Judge was a remarkable place to work by the answer to one question: Is there anyone I can talk to who has been with the company for more than five years? It's a question he's required to ask because he needs to speak with people who have knowledge of the way a company works. He told me that at some companies, people

scratch their heads and have to think long and hard to figure out who has at least five years' seniority with the business. But when he asked that question while sitting with a group of Judge employees in our conference room, the answer was: everyone. While no company is right for everyone, so many of our people stay for decades. They become, as we like to say, "Judge-ified". They are truly part of the family. And we find that even people who leave, wind up coming back. We are happy to have them.







Judge in Photos

Judge Limos



Corporate Events





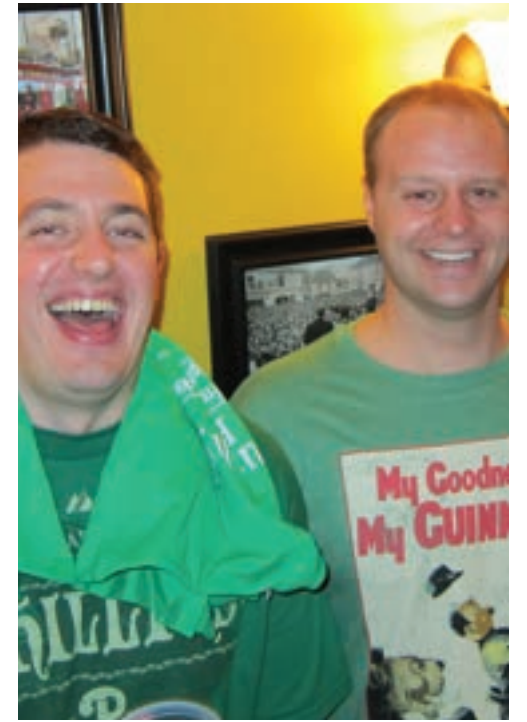








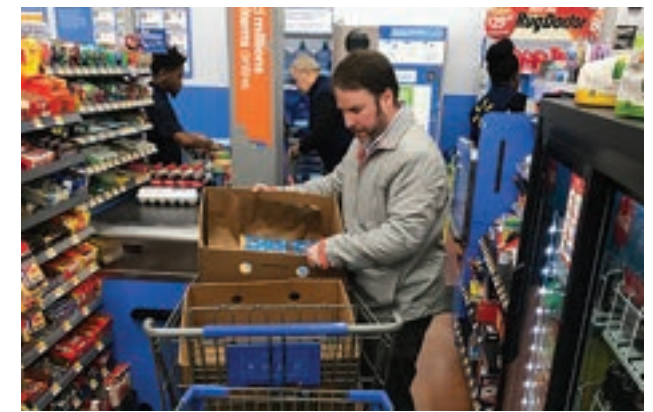
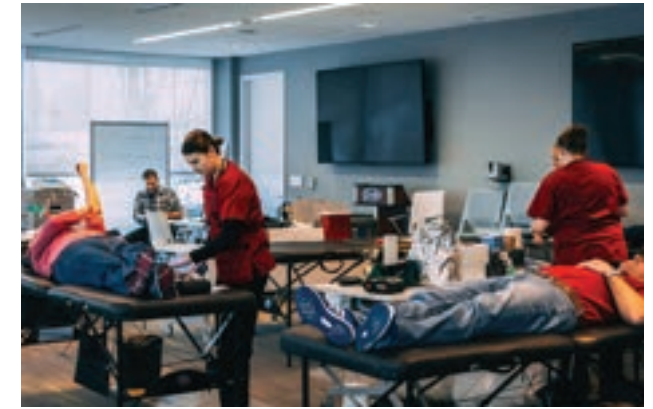
Holidays







Philanthropy



Judge Sports







A Celebration of 50 Years



The party we had for the 50th anniversary was an incredible international celebration that marked the culmination of the hard work of everyone whose efforts, insight, love, and support made the day possible. Many leaders in our Judge India office flew to the US to be with us at headquarters. Every office in the US, Canada, and India celebrated “1970s style” in their respective offices and we successfully partied for Judge’s anniversary in major cities across North America and Asia. Every person at the company came together for a live-streaming event, where I was able to share a speech and thank all of the great people who made this place the success it’s been. Remembering the people who are no longer with us on Earth but whose spirit continues to light our path, and seeing all of the faces of the people who are here working and celebrating together made me prouder than ever to be part of the amazing organization that is The Judge Group, Inc.













In Memoriam

Please note that the information in this section reflects the time of the book's publication. We acknowledge that it may not be up to date, and it is not our intention to omit anyone. We honor and remember all those who have passed, and we extend our deepest condolences to their families and loved ones.

We know that Judge leaves its mark on people, who not only work here for decades but make friends for life. But we as a company have been blessed and changed by the people who have come through our doors and have made this a better place because they were in it. You have heard me name some of them in these pages, but it's important to remember as we come to the end of this book that they are still in our hearts:



My first business partner, Marty Judge Sr.



Bill Gladstone, President, Judge, Inc.

Mike Dunn, President, Judge Group



Gus Montgomery, President, Judge Computer

Robert Posluszny, Branch Manager, Judge, Inc. Edison



The Next 50 Years

Writing this book has been a wonderful trip down memory lane for me. It reminded me what makes this place so special—and it's all the people who have shared the road during this incredible journey, helping to navigate. I think that the first fifty years have taught me some valuable lessons, which I hope you'll take with you:

1. Find a job you love and you'll never work a day in your life
2. Don't just love the work you do but also love the people around you. Treat them like family.
3. It's not just how smart you are—common sense plays a bigger part.
4. The key to success is hard work. Nothing can replace hard work.
5. You will face failure. Failure comes with everything. Accept it as part of your learning curve. Understand why you failed and overcome it. It makes you a better person. People who haven't failed haven't learned a damned thing.
6. Never be satisfied with what you have.
7. Money will never make you happy. It will only make you rich. Love and family will make you happy.

My goal was to make a million dollars in revenue someday. My mother laughed at the thought of that. As I write this book, Judge is on the brink of making \$500 million in revenue, and we are working toward a billion. I'm so grateful that you've all played a part in making us what we are today and where we're going from here.

