

## BIO-TECH LEADERSHIP TEAM DEVELOPMENT LEADS TO COST SAVINGS

**ABOUT BIO-TECH PHARMACAL, INC.** Bio-Tech Pharmacal, headquartered in Fayetteville, Arkansas, is a veteran-owned, family-run company that has produced pharmaceutical-grade nutraceuticals for over 35 years. Its mission is to support health worldwide by offering high-quality, all-natural vitamins and supplements. The company emphasizes purity, potency, and quality in its products, adhering to GMP and NSF-certified manufacturing standards.

**THE CHALLENGE.** Bio-Tech Pharmacal was transitioning to the second generation of ownership. Statistically, only 30% of family businesses survive into the second generation, 12% into the third, and just 3% into the fourth. On top of this, Bio-Tech wanted to increase employee retention.

**MEP CENTER'S ROLE.** Given the circumstances, AMS recommends focusing on three key areas: business education for the second-generation owner, succession and continuity planning, and building a strong leadership team to ensure the company's stability and growth.

**"As we transitioned Bio-Tech Pharmacal to the second generation of ownership, we knew the risks were real and the stakes were high. Arkansas Manufacturing Solutions helped us bring structure, clarity, and confidence to a very complex process. Their work around leadership development, succession planning, and business education has strengthened our organization at every level. Because of this partnership, we retained and created jobs, made strategic investments in the business, and avoided significant costs, all while building a leadership team that is prepared to carry this company forward."**

-Vayle Hope Benedict, CEO

## RESULTS



**\$275,000** in new investment



**\$200,000** in cost savings



**6** increased/retained jobs

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