

## Meet Mike Huthwaite, President & CEO at CFR Compliance Group

**Jim Ries:** Hello, welcome to Java with Jim. I'm Jim Ries, director of business development at Offit Kurman. Joined here today with, Mike Huthwaite, president and CEO at CFR Compliance Group. Mike, how are you today?

**Mike Huthwaite:** Excellent, Jim. How are you, sir? I,

**Jim Ries:** I'm doing great. Doing great.

**Mike Huthwaite:** Remembered to bring my java, so we're- Ah,

**Jim Ries:** thank you for the java

**Mike Huthwaite:** we're in good shape.

**Jim Ries:** Yeah. Mike, thanks for joining us. let's kick this off. Tell us what you do at CFR Compliance Group. What do you do there? What makes your company different from other companies in the same industry?

**Mike Huthwaite:** Sure. So I'm the president and CEO of CFR Compliance Group. We're about 20 year old, in this iteration of the company.

There was a prior iteration. But we help organizations build safety and compliance programs that actually work in the real world, not just programs that sit on a shelf and they're waiting for some inspection to show up. Our expertise is around operational safety, risk management, regulatory [00:01:00] compliance, but we've developed a specific niche in respiratory protection.

It's an area where experience really matters, and it's become one of the things that we're best known for. and it's a service we've been providing for over 20 years within the healthcare industry is where we started in, and have branched out into construction, manufacturing, and other areas.

**Jim Ries:** Yeah, so you're saving lives.

**Mike Huthwaite:** y- we did through COVID, I'll tell you that.

**Jim Ries:** I'm sure of that. I'm sure of that. So Mike, when it comes to CFR Compliance Group, what would you say you're most proud of?

**Mike Huthwaite:** I think without question, it's really the trust that we've built, both externally with our clients and maybe even more importantly, internally with our team.

So many of our clients have been with us 10, 10 years or better. We have a healthcare system that we've been working with for the past 15 years, and we're not going anywhere, thank God.

But more than that, like I said, we have a team that was built [00:02:00] originally by my father, and has maintained.

We have employees that have been here over 20 years now, and for a small business, I think that says a lot, right? You know, we're not an IBM, but, we have a vast majority of the team and everybody on that team gives us 110%, and we try to give that back to them as best as we can, so.

**Jim Ries:** Take care of your team because they'll take care of your customers.

**Mike Huthwaite:** Yeah.

**Jim Ries:** Love that. Mike, what do the next six months look like for you and CFR Compliance Group?

**Mike Huthwaite:** So we're really focusing on growth in the Mid-Atlantic area right now. Our name is pretty much synonymous with respiratory protection when you look at the healthcare market in New York City, northern New Jersey. I moved down to Maryland about 12 years ago, and we opened an office down here back in 2023, when I took over the seat as CEO. A- and so since then, we've had a couple of customers here and there [00:03:00] within the DMV region, I'll say, and now we're really trying to grow the company down here. So, we're looking to continue growing our relationships with healthcare systems as well as contracting companies.

Those are the two industries where safety and compliance are really critical to protecting the people that work for them and the operation, and keeping the operations running efficiently. So we're taking that model that has been very successful for us in another market and looking to, replicate it down here.

**Jim Ries:** Yeah. Sounds like a great plan. All right, Mike, here's the fun one. What do most people watching this video not know about you personally?

**Mike Huthwaite:** Hmm. So I would say what, one of the things people really don't know about me personally is I love to build things. I've thankfully been successful in doing it in the corporate world, but, beyond that, I really like to try my hand at different things.

So [00:04:00] during COVID, when we were all stuck in our houses, I made the leap. I decided I was gonna be a woodworker. And I, bought a bunch of equipment and put it in my garage and became the YouTube connoisseur of woodworking and, started making projects. And I started with, basic cabinets and carts to hold some of this equipment that I just bought and the tools that I just bought. and I led up to, you know, building a little bit nicer furniture. I built a little coffee table and I was like, "Ooh, this is nice." And I think my resounding accomplishment to date is I built myself a desk with a beautiful cherry wood top and drawers and everything and it's the desk that I work off of today.

So it's kind of... It's something I'm proud of, and I get to see one of my successes every day when I walk into the office. So it's kind of fun.

**Jim Ries:** That's amazing. I love the story and building something functional and something that you sit at every day, that must make you very proud.[00:05:00]

**Mike Huthwaite:** Yeah. It does. It definitely does. And like I said, it's a hobby I'm still learning. I don't know that, anybody wants to hire me to build a-

**Jim Ries:** Yeah ...

**Mike Huthwaite:** piece of heirloom furniture for them quite yet. But, my next step is I'm going to build a large built-in entertainment center. I'm a huge music fan, so a lot of records, and I wanna build-

**Jim Ries:** Wow

**Mike Huthwaite:** some storage for that in my house. So we'll see.

**Jim Ries:** Amazing. Wow, that's quite the project. Well, Mike, good to spend time with you today, and thanks for sharing so much information about CFR Compliance Group. We appreciate it. And, I know I'll be running into you soon somewhere.

**Mike Huthwaite:** Yes, and I love running into you at the various events, and really appreciate the opportunity to sit and have a cup of java with you.

**Jim Ries:** You bet. All right, my friend. Thank you so much.

**Mike Huthwaite:** Thank you, Jim.

**Jim Ries:** All right. Bye.