

Small Business Awards: Eco Three

Less than 5 Employees

Aug 8, 2017, 2:13pm CDT



Jonathan Handey, Eco Three

What does your company do? We do home energy audits and energy efficient upgrades to make homes more comfortable and lower utility bills. This includes insulation, air sealing, duct sealing and more on existing homes and new construction homes.

What year was the company founded? 2010

Why do you think your company has been able to be successful? Grace of God, transparency, and hard work

Where do you see your company in five years? I see us operating in three states with five locations.

What song title describes the culture of your company? "Don't Worry, Be Happy"

What's a goal you'd like your company to accomplish, but hasn't yet? I would like to see us upgrade 500 homes in one year. This will be done soon.

What's a lesson you've learned about small business from a mistake? It is difficult to know when is the right time to add/replace a vendor. Properly vetting a vendor in our business can be tough, and we demand perfection.

What is the No. 1 quality you look for in someone interviewing to work for your company? Team player mentality is a must... as well as integrity, high standards, and willingness to learn. (It is so tough to just pick 1 thing.)

If you had to choose one thing from the past year you would do differently, what would it be? I go back to properly vetting vendors.

Of the most difficult decisions your company has had to make, which has had the biggest results? The decision to leave my former job and launch Eco Three was a difficult choice that has certainly paid off. So the decision to actually take the leap and start the business was tough but rewarding.

What's the best advice you've ever received? "Don't start your business from your basement/garage. Apply for a spot at Innovation Depot." Developing the business within Innovation Depot has been so positive for us for many reasons.

What's the worst advice you've ever received? "It's better to be feared than loved." I disagree with this. We want a family environment at Eco Three. We want our team to understand that their personal lives and work are both very important.

What advice would you give someone who is thinking about starting a business? Have a solid business plan, research your field and similar companies in other areas, and reach out to people in your field for ideas and advice.

What's the biggest challenge facing small businesses in Birmingham? Bringing in talent from other markets is a big challenge.

What can metro Birmingham do to help companies like yours thrive? Residents of Birmingham can continue to support local companies by using their services and helping to spread the word that companies like ours exist and do great work.

What keeps you up at night? In the home services field hiccups happen from time to time. Those tend to keep us up as we want every client to have a perfect experience.

Is your company hiring? Not at the moment, but we are always open to talking with people interested in working with our team. With plans to continue to expand and enter new markets, we will be in the future.

<https://www.bizjournals.com/birmingham/news/2017/08/08/small-business-awards-eco-three.html>