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Women pave the way

Judy Lloyd succeeds with flexibility, grace of an entrepreneur

Premium content from The Business Journals - by Elizabeth Kearney

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Have you ever known someone who is successful no matter what she does? Well, that's a description of Judy Lloyd, co-owner of Altamont Solutions Inc. During her years in government in California and Washington, D.C., she was an advocate of issues important to entrepreneurs and women in business.

She was featured as an East Bay Business Times "woman of distinction" in politics and government in 2003 for her accomplishments and her adoption of a flexible work arrangement at the U.S. Department of Labor in San Francisco. Lloyd's belief that flexible work arrangements help reduce traffic congestion, improve the environment, and provide working parents with the ability to spend more quality time with their children led her to leave her government job in 2006 to join the company her husband founded in 2005.

One of the first things she did there was help negotiate flexible health care policies and a 401(k) plan so that Altamont's employees could benefit from the company's success.

While her main focus is at Altamont, she enjoys working on public policy issues.

"I love being involved in public policy and being able to provide information that helps businesses succeed financially and workers secure the education they require for 21st century jobs," she said. "I appreciate the sense of community in the East Bay where small business owners help one another thrive."

Lloyd worked with the California Chamber of Commerce and nonprofit organizations on the workplace flexibility issue and other regulatory issues that affect small businesses. She recently lobbied members of Congress on the "Access to Capital for Entrepreneurs Act," which would provide a 25 percent tax credit of up to \$500,000 per year to qualified angel investors. She also enjoys working with leaders of the Tri-Valley Business Council and the Pleasanton Chamber of Commerce on regional issues.

"The East Bay's economy spans several high growth sectors. As a result of the regional economic collaboration between the public and private sectors, the East Bay will be a

force for years to come," she said. "Add our fantastic quality of life to the equation and the East Bay becomes the perfect place to raise a family and start a business."

Lloyd graduated from Clarkson University in Potsdam, N.Y., in 1982, and planned to work in management and marketing to be near her family in Cortland, N.Y. Instead, she headed to Washington, D.C., to work for her congressman, and spent 15 years there working in government's upper reaches.

Lloyd started a business in the Washington, D.C., area in 1996 focused on government affairs, event planning, and coalition building, and married Tim Lloyd who co-owns Altamont. When their son, Michael, was born, she needed a more flexible work schedule so she founded a wedding consulting firm that used her organizational and mediation skills.

In 1998, the family moved to California, so Tim Lloyd could follow his dream of a career in software consulting/information technology services. He followed the footsteps of his father, Jack Lloyd, founder of Nellcor - now owned by Tyco and Humphrey Instruments (now Zeiss Meditec).

Altamont counts among its clients the largest kidney dialysis company in the nation as well as one of the East Bay's top twenty life science companies. The company started with two employees and had eight within the first year.

Lloyd's main business goal is to help the company achieve its mission to offer service-oriented software solutions for health care and biotechnology companies.

"Altamont Solutions helps to automate ordinary tasks so businesses have the freedom to focus on what they do best," she said.

She coined the slogan "Custom Software - Predictable Results" (the definition of her company's flexibility) on a walk with her husband during one of son Michael's all-star baseball practices.

Lloyd works in the community and acts as a mentor to others - especially women in business who have an interest in public policy. She is on the boards of two major statewide women's organizations and believes that her mentoring has helped others succeed.

"They may already have the skills they need to succeed in a different career and just haven't realized it," she said.

Lloyd credits her consistent follow-through, energy, willingness to help others, ability to plan, execute, interact and present - all skills those starting a business must duplicate in order to achieve - as keys to her success.

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