

INTRODUCING THE 2007

Aggie 100

McMans Business School's Center for New Ventures and Entrepreneurship created the Aggie 100 to identify, recognize, and celebrate the success of the 100 fastest-growing Aggie-owned or -led businesses in the world. The program also serves as a mechanism for Aggie entrepreneurs to share real-world experi-

ences with today's students. Each year the Center seeks nominations for the Aggie 100 and invites each nominated company to apply for inclusion in the list. Applicants are ranked by compound annual revenue growth percentage over a two-year period, and the 100 fastest-growing applicants are named to the year's

REDE Inc.
Metairie, LA
Hubert Glover '92
President, Owner
Industry:
Organizational
Support Services
Growth Rate: 371.32%
Year Founded: 1998



1 Hubert and Roni Glover started out to build a family-owned company that would provide income to send family members to college. They ended up building the fastest-growing company in the 2007 Aggie 100.

REDE Inc. earned the top spot this year by growing at a compound annual growth rate of 371.32 percent. The company, headquartered in Metairie, LA, with offices around the United States, is a Small Business Administration-approved Small Disadvantaged Business providing administrative/clerical and information technology support services to the federal government as a prime contractor and in a sub-contract role.

REDE was formed in 1998 and today employs more than 150 professionals serving clients as diverse as Johnson Space Center, CenterPoint Energy and the U.S. Department of Energy.

Hubert Glover '92, the company's president and owner, earned his doctorate in accounting from Texas A&M in 1992. Running a 150-person, fast-growing services company was probably not what he contemplated upon graduation.

If you ask him how it has gone, he'll tell you that it has gone as planned but there have been challenges. He will quickly add that one of the pleasant surprises has been the number of people who have gone out of their way to support him, particularly the number of Aggies. In fact, he says walking into offices is much easier if they are Aggies, and he attributes the award of at least one contract to the common bond and trust amongst Aggies.

What's next after earning your doctorate, running the Atlanta office of PriceWaterhouseCoopers and building the fastest-growing 2007 Aggie 100 company?

Glover would like to return to his original mission. He'd like to translate the value of

his company into the marketplace and use the proceeds to start a foundation that will ensure more individuals obtain college or technical degrees. Who knows, maybe one of the beneficiaries of that foundation will start a future Aggie 100 company with a boost from the Glovers.

Congratulations to Hubert Glover and the entire REDE Inc. team. Well done!

Industrial Solutions de Mexico
El Mirador, Mexico
Juan Manuel Lamparero '87
CEO, Owner
Industry: Information
Technology
Growth Rate: 202.45%
Year Founded: 1994



2 The fact that the No. 2 company on this year's list hails from outside the United States is testimony to how Aggies have an impact the world over. Juan Lamparero '87 started his career working for big international companies. The idea of one day starting his own company, however, was never far from his mind.

That day came a few years ago after a conversation with his brother. Together, they decided to start Industrial Solutions de Mexico, a company that would offer what many companies in the information technology market were lacking — *"unsurpassed quality service."*

With hindsight, Lamparero wishes he had started his own company sooner. He won't say that building a company is easy but he will say that it hasn't been as difficult as he had imagined.

He started with a dream and the passion to build a large company that provides an environment where co-workers can grow as well. He is well on his way.

Founded in 1994, the company today employs more than 20 people. He credits Texas A&M for part of that success, saying, *"The most influential event in my life has been the opportunity to attend Texas A&M."* A&M provided a wonderful academic opportunity as well as a life-changing experience, he says.

Intelligent Logistics LLC
Round Rock, TX
Tim Miller '93
President, CEO,
Owner
Industry:
Transportation
Growth Rate: 168.69%
Year founded: 2002



3 Tim Miller '93 says he didn't start with a big idea, he just knew that he spotted an opportunity and was tired of working for someone else.

Opportunity knocked and he followed by creating Intelligent Logistics, this year's No. 3 company with a growth rate of 168.69 percent. Miller co-founded the company in 2001 and now owns 100 percent of it.

But Round Rock-based Intelligent Logistics isn't just a high-flying Aggie company; it also was listed at No. 551 on the Inc. 5000 list of fastest-growing private companies.

Intelligent Logistics is all about meeting the logistics needs of its premier clients. The company's services include truckload brokerage, domestic forwarding, international forwarding, local cartage and warehouse and inventory management. It will also take on special projects to meet a client's needs.

Miller's Aggie Corps background has been a big help, he says. *"The corps taught me about dealing with obstacles, dealing with adversity and not to take anything too seriously, including myself,"* he says.

All are probably good qualities when it comes to meeting a client's demanding logistics needs.

Project Solutions International
Bangkok, Thailand
Robert J. Albers '87
Managing Director,
Founder
Industry: Oil and
Gas Consulting
Growth Rate: 166.67%
Year Founded: 2001



4 Originally founded as a subsidiary of a Thai construction company, Project Solutions International today is

Aggie-owned and Aggie-led.

Robert Albers '87 bought the company in 1998 and has led it to a 166.67 percent compound annual growth rate since 2004, earning it the No. 4 spot on this year's Aggie 100.

According to Albers, taking over the company was never his intention, but it has been a rewarding experience. Along the way he has met many of his personal goals while becoming a well-established industry player.

If you ask his advice for an aspiring entrepreneur he'll probably say *"flexibility."*

Albers has built Project Solutions International in the face of a volatile international market where nothing has seemed to go as planned. Add to that the stress of living overseas and you learn to *"go with the flow."*

Albers attributes some of his success to learning to improvise, overcome and adapt during his time at A&M in the Aggie Band and Corps.

Such a high growth rate tells us, however, that while Albers may have been going with the flow, he had his hand on the tiller and a goal in mind.

W. Garner Enterprises LLC
Houston, TX
Will H. Garner IV '02
CEO, Owner
Industry: Real Estate
Development
Growth Rate: 163.75%
Year Founded: 1998



5 The cliché when someone gets fired is that, *"this is really for the best."*

In the case of Will Garner '02, that cliché might just be true. After being fired on his birthday, he decided to pursue his dream of starting his own company.

Today, nine years after starting his business, W. Garner Enterprises is No. 5 on the Aggie 100 with a growth rate of 163.75 percent.

While it hasn't all been easy, Garner says it has gone better than expected.

Garner's Houston-based company is in the real estate development business.

Garner enjoys the business and likes being able to control what he does and the

Aggie 100 list. To qualify, each nominated company must be Aggie-owned or -led, be at least five years old and have had revenues of at least \$100,000 in 2004. The companies must also operate in a manner consistent with the Aggie Code of Honor.

The 100 companies named to this year's list participated in ceremonies on campus recognizing their achievements. On Oct. 25 recipients were welcomed with a reception at the Clayton W. Williams, Jr. Alumni Building and then individually recognized at a luncheon at

the Zone Club at Kyle Field the next day. Many Aggie 100 leaders also gave back by speaking to student groups on campus.

Class years ranging from 1953 to 2003 are represented among the leaders of this year's Aggie 100. Four international companies made the list, with businesses in France, Mexico, Thailand, and Venezuela represented. Nine companies have made the Aggie 100 since its inception in 2005. Two companies tied for the oldest firms on the list: No. 47, John Moore Services, and No. 61, Yantis Company. Both

were founded in 1965. The annual revenue growth rate cutoff to make this year's Aggie 100 list was a robust 30.07 percent.

The stories below only begin to tell the tale of how Aggies contribute to our economy, change lives, and set examples that make our university proud. *We hope you will be inspired!*



company's direction.

The ability to be in control is worth the pressure and stress that comes with owning your own business, he says.

Would he do it all again? *"Of course,"* he says, *"no regrets."*

He also says that if he wasn't doing this, he'd be involved in music and acting, sound engineering or production.

A few more years of growth like the last few and maybe he'll get to indulge that dream.

Desert Industrial X-Ray LP
Odessa, TX
Douglas Frey '77
President, Owner
Industry: Petroleum Services
Growth Rate: 153.84%
Year Founded: 1999



6 Douglas Frey was ready when opportunity presented itself.

Fueled by his wife's concern that his employer would go out of business, Frey had been thinking and learning about startups since the early '90s.

In 1999, his wife's prediction came true and after accepting a lay-off package, Frey bought the assets of Desert Industrial X-Ray. Today, this Odessa-based company is growing at a fast clip as evidenced by a two-year growth rate of 153.84 percent and a No. 6 Aggie 100 ranking.

Frey says there have been surprises since he took over the non-destructive-testing company, but it has been easier than he thought.

When asked what he wished he knew before he started, he says *"a lot more accounting and a lot more HR,"* — a thought probably shared by many entrepreneurs.

If he was sharing advice with a young entrepreneur, he'd probably share the words of wisdom his banker told him — don't beat yourself up in the down cycles and don't think you are a genius in the up cycles.

Frey keeps reaching milestones and then just setting the bar higher. He's also setting a great example.

Premier Placement Media
Cypress, TX
David Gedeon '96
President, Founder
Industry: Online Advertising
Growth Rate: 153.33%
Year Founded: 2001



7 Ever hear about a new idea and think, *"I ought to start a company?"*

David Gedeon '96 did — and the result is Premier Placement Media — the No. 7 company on this year's list.

In Gedeon's case, he literally heard about an idea, resigned the next day, and went into business for himself.

Moving that fast he really didn't have the time to dwell on what he didn't know. In hindsight, he realizes it would have been helpful to know more about accounting, legal, HR and the other facets of running a business.

That said, who can argue with a 153.33 percent growth rate?

Despite wishing he knew a few more business basics; Gedeon saw the opportunity afforded by the growth of the Internet and took advantage of it.

Premier Placement's clients benefit from the company's knowledge of online search and advertising strategies. They also benefit from Gedeon's drive, which he says is fueled by answering to himself as the business owner. It is a drive that he didn't find working for anyone else.

Of course there is a downside to being an Internet entrepreneur; Gedeon reports that he can't take a vacation without taking his computer along!

t. howard & associates architects inc.
Dallas, TX
Todd C. Howard '91
President, Founder
Industry: Architecture
Growth Rate: 153.09%
Year Founded: 1998



8 The big idea for Todd Howard '91 was not starting an architectural services firm. That was an old idea.

The big idea for him was that he had the ability to do it under his own umbrella.

Armed with self-confidence, this Dallas native launched t. howard & associates architects inc. in 1998.

Today, the firm serves clients as diverse as Trammell Crow Healthcare, Dallas Community College District and the City of Dallas, providing architecture, planning and interior design services.

Howard's experience has taught him that business plans are living documents.

Some goals are achieved faster than expected and the subsequent growing pains have provided a few surprises along the way.

Overall the surprises have been good ones and the company is now recognized as competitive with the larger firms in the market, enjoying a 153.09 percent compound annual growth rate between 2004 and 2006.

After almost 10 years, would he do it all over again knowing what he knows now?

"You bet," Howard says. His passion for architecture and his clients clearly shows.

Rolling Vistas Ltd. Mertzton, TX
Jay Dickens '82
Owner, Founder
Industry: Ranch Investments
Growth Rate: 148.73%
Year Founded: 1997



9 From chasing drug smugglers to becoming an entrepreneur, Jay Dickens '82 has seen a lot.

But while being an air interdiction pilot was fun, he says, being an entrepreneur is hard to beat.

Dickens' love for running his own business is evident in the 148.73 percent growth rate of this year's No. 9 company, Rolling Vistas Ltd.

Dickens founded the company, part of the ranch investments industry, after watching and learning from his dad who was in a similar business. He borrowed from his father's experiences to begin his own venture in 1997.

Now that he is an entrepreneur, what does Dickens like the most and least about the role?

He loves the challenge and independence, he says, but realizes that, when something goes wrong, *"You've got to handle it."*

One of the things he says he has had to learn along the way is that *"details always matter."*

There is nothing easy about building and running a business, he says.

Despite the hard work, Rolling Vistas is doing well under Dickens' leadership.

GEODynamics
Millsap, TX
David S. Wesson '82
President, CEO
Industry: Oil and Gas
Growth Rate: 144.77%
Year Founded: 2001



10 This year's No. 10 company is the only repeat company from last year's Top 10.

GEODynamics was the No. 1 company on the 2006 list and continues to grow at a 144.77 percent pace.

Clearly, when CEO David Wesson '82 says he saw a convergence of trends and unmet needs, he was right.

Under Wesson's guidance the company has developed industry-leading, well-perforation technology and has attracted the interest of some of the industry's biggest players.

When asked about his entrepreneurial experience, Wesson will admit that there have been some surprises along the way but says the ability to adjust and be flexible with changing customer and business environments makes it possible to make progress.

Like most entrepreneurs, he likes setting his own path and following it and dislikes worrying about payroll and the fact that so many people are depending on him.

That said, would he do it again? *"You bet,"* is his quick response.

In fact, Wesson already has started other companies. We look forward to seeing them on the Aggie 100 in the near future.