

CENTER FOR NEW VENTURES &
ENTREPRENEURSHIP

MAYS BUSINESS SCHOOL ■ TEXAS A&M UNIVERSITY

Celebrating *the* Entrepreneurial Spirit

the 2005 Aggie 100

"Pursue your own business venture with passion, knowing there may be a market for your idea, it comes in your dreams and a goal in mind." Craig L. Ford, III '93, First Up, Inc.



"Don't worry, just wonder. Worry drives you into confusion and uncertainty, wonder gives you new opportunities." Jill Conley Garrison '92, Jack Conley Supply Co., Inc.



"People make the difference, always hire talented and motivated individuals who are all smarter than you." Craig Clark '79, Fortra Oil Corporation.



"Be committed to your venture, it has to be a full-time job. Don't try to start a business on the side." John Case '89, Colwell Industrial, Inc.



"The important matters, if possible, aren't made clear and obvious. Carefully consider all your options and all the decisions you bring." P.K. Arpanagouda '83, Arpanagouda Management Co., LLC.



"Take the risk. If you win, you will realize if you lose, you gain experience, and there's no such thing as a free lunch." Bob Roberts '94, Edwards Group, LP.



"Find something you love to do and find a way to do it better than anyone else." Thomas Zeln '92, Zeln Companies, LLC.



"There's much wisdom in your gut. Any goal can be achieved through persistence." Jim Williams '88, Valley Capital Partners, LLC.



"There are many disruptions for success, and the common denominator for all people is to never make peace with mediocrity with pleasure and respect." Robert Waggoner '76, Nodex, Inc.




"Have faith in what you do." L.G. "Chet" Neely '82, Sea Animals Steel Co. LTD.



"The #1 factor for success is finding the right people." Douglas Karper '80, Karper-Bassett Hotel. *"Do the right thing, always." Fred Caldwell '82, Caldwell-Warren Real Estate Group.*

Innovation. Collaboration. Creativity. Confidence. { **Focus.** } Leadership. Reward. Risk. Teamwork. Vision.



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The characteristics that put your firm on the Aggie 100 are the same characteristics of a solid marketing firm. Our experienced team, led by Christine M. Hollinden '87, creates marketing efforts that build brands and drive business development. Marketing that's focused on results – both short-term and long. Marketing that, step-by-step, strengthens your brand.

Hollinden... the official marketing firm of the Aggie 100.

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Our Mission

The mission of the Center for New Ventures and Entrepreneurship is to provide entrepreneurial encouragement, education, networking and assistance to students, faculty and Texas businesses.

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The 2006 Aggie 100 Program

If you know of a former student whose company should be honored next year, let us know. Nominations for the second annual Aggie 100 program will be accepted beginning in January of 2006.

To submit a nomination or for more information about the Aggie 100 program, email the Center for New Ventures and Entrepreneurship at aggie100@tamu.edu.

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The Aggie 100 program, one-of-a-kind at the college level, was created by Mays Business School's Center for New Ventures and Entrepreneurship. While there are many ways to define business success, Aggie 100 focuses on growth as an indicator of job creation, product acceptance and entrepreneurial vision. The Aggie 100 program identifies, recognizes and celebrates the 100 fastest growing Aggie-owned or Aggie-led businesses in the world.

Aggie 100 Reception



The Inaugural Aggie 100

CELEBRATING THE AGGIE ENTREPRENEUR

A big part of A&M's history is its track record of creating leaders. With a world-class education as a starting point, Aggies have gone on to take leadership roles in academia, politics, the military and certainly in business. Our former students have had a profound affect on the world. Mays Business School's Center for New Ventures and Entrepreneurship recently decided it was time to highlight the contributions of Aggie entrepreneurs.

The Aggie 100 was created for just this reason. This new program recognizes and celebrates the success of Aggie-owned or -led businesses from around the world. Over 700 companies were nominated to become members of the 2005 Aggie 100. In late October,

The Center for New Ventures and Entrepreneurship would like to thank the many people and organizations that had enough confidence in the idea to provide the funding and volunteer time to make it a reality.

the top 100 fastest growing companies were saluted with events on campus. Many representatives of the Aggie 100 also took advantage of this opportunity to meet with student organizations and classes to share their lessons learned with today's students.

By all measures, the inaugural Aggie 100 was a huge success. Almost 250 people turned out at the Bush Presidential Library on Thursday evening, October 27 to welcome the Aggie 100 representatives to campus. The next day over 600 people helped celebrate their accomplishments at the Awards Luncheon in the Zone Club at Kyle Field. In all, 94 companies sent 180 representatives to campus for the events. During their time on campus, these representatives shared their stories with over 1200 students. Members of the A&M leadership team ranging from the Chancellor to several regents, the

President and many college Deans also joined in the celebration. All-in-all, a great first year for this new tradition.

The success of the Aggie 100 is a testament to faith and teamwork. The Center for New Ventures and Entrepreneurship would like to thank the many people and organizations that had enough confidence in the idea to provide the funding and volunteer time to make it a reality. Our first supporter was the Balous and Julie Miller family of San Antonio. They stepped up to underwrite the program and gave us the wherewithal to launch the program. We appreciate their confidence and financial contribution. Two companies – PKF Texas and Hollinden Professional Services Marketing – contributed hundreds of hours to process all of the nominations and develop all of the marketing materials. The Association of Former Students agreed to feature the program in the November/December *Texas Aggie* magazine. The Research Valley Partnership, responsible for economic development in the region, sponsored the welcoming reception. Many companies purchased maroon and white tables at the luncheon. Others underwrote the cost of student tickets for the lunch so that over 100 students could attend. A&M organizations such as the Entrepreneurship Society, Hospitality Committee and the Texas A&M Singing Cadets pitched in as well. It was a team effort and everyone's support is appreciated.

The stories and pictures included in this inaugural publication don't begin to tell the story of Aggie entrepreneurs making a difference in our local communities and around the world. There are many stories to celebrate. The Aggie 100 highlights 100 of the fastest growing stories. Congratulations to the 2005 honorees. You have made a difference for your employees, customers and communities. You have also represented A&M well. Your business accomplishments are just one more reason we are proud to call you Aggies.



Most individuals look at Canada and see a beautiful country with wonderful people. But some see a lot more. On a visit in 1997, Michael Gatens '80 and George Voneiff '83 saw gas. Today, MGV Energy Inc., the company they started, is one of the leading players in the Canadian coal bed methane business, managing over 1 trillion cubic feet of gas reserves. After meeting them, you quickly learn that they are both Aggies.

Celebrating *the* Entrepreneurial Spirit

by Richard M. Scruggs '77

Gatens, Voneiff and thousands of others have something in common — the Aggie Spirit. This spirit is hard to define and even harder to explain. It manifests itself in T-shirts and Aggie Rings to donations that help drive A&M forward. It is at the core of all Texas A&M graduates and is something others respect.

But there is another spirit deep inside many A&M graduates, and it surfaces in those who step up to a leadership role and create companies, products and jobs. Like the Aggie Spirit, it is a quality that people respect and is difficult to explain. It is the entrepreneurial spirit, a spirit that gives people the courage to look beyond financial risks or leadership commitment and devote their efforts to creating and leading businesses that make a difference. Gatens and Voneiff are just two examples of the many former students who possess both the Aggie and entrepreneurial spirits.

The Aggie 100 program celebrates the success of these entrepreneurial Aggies and provides a forum to pass lessons in entrepreneurship on to the next generation.

In its first year, Aggie 100 recognizes the top 100 Aggie entrepreneurs of 2005.

THE AGGIE 100

The Aggie 100 program, one-of-a-kind at the college level, was created by Mays Business School's Center for New Ventures and Entrepreneurship. The center's mission is to provide encouragement, education, networking and assistance to entrepreneurially-minded students, faculty and Texas businesses. Aggie 100 is a unique way for Texas A&M University to demonstrate its pride in the accomplishments of its former students while enriching the educational experience for today's students.

While there are many ways to define business success, Aggie 100 focuses on growth as an indicator of job creation, product acceptance and entrepreneurial vision. The Aggie 100 program identifies, recognizes and celebrates the 100 fastest growing Aggie-owned or Aggie-led businesses in the world.

TEXAS A&M PROVIDES THE FOUNDATION

One of the unique aspects of an education from Texas A&M is the development of the whole person. Through student organizations, athletics, summer jobs and internships, students learn leadership, confidence, determination and teamwork. The Aggie Code of Honor instills a sense of integrity and character. Aggies graduate

with the foundation to become leaders in business, politics, the armed forces, academia and other endeavors.

Many A&M graduates leverage their education and talents to start or lead businesses around the world. They are risk takers or entrepreneurs. People like Graham Weston '86, founder of Rackspace in San Antonio; Craig Clark '79, president and CEO of Forest Oil in Denver; Nancy Matz '73, president of Dallas-based Dynamic Energy; and hundreds of others are living the entrepreneurial dream. In companies big and small, public and private, local and international, these Aggies provide leadership and vision. They bring new products and services to market and create new jobs. Texas A&M is proud of its graduates who embrace and exemplify the entrepreneurial spirit and succeed at something many only dream of.

2005 AGGIE 100

The Center for New Ventures and Entrepreneurship began its search for the inaugural Aggie 100 in January 2005. With help from The Association of Former Students, college deans and its own network of volunteers, the center solicited information from nearly 700

Aggie-owned or Aggie-led businesses around the world. In August, 100 companies were notified that they had been selected as members of the 2005 Aggie 100.

These 100 companies were selected based on compounded percentage revenue growth between 2002 and 2004. In addition to having positive revenue growth rates, the program requires companies to be at least five years old and have revenues of over \$100,000 in 2002. The companies must also be Aggie-owned or Aggie-led. Finally, the company must operate in a manner consistent with the Aggie Code of Honor.

The five-year minimum age requirement was established to help the Aggie 100 celebrate growth as well as longevity. In fact, three of the Aggie 100 companies were founded in 1916 and 1919 and are still growing.

The center is proud to present the 100 fastest growing Aggie-owned or Aggie-led businesses in the world and say "well done" to the many Aggies who provide the vision, leadership and capital to these fine organizations. Led by MGV Energy of Calgary, the list is comprised of a diverse group of highly successful companies and is listed over the next few pages. ▶

THE AGGIE 100 IMPACT

Upon reviewing the Aggie 100 list, it quickly becomes evident that Aggies touch people's lives in many ways. There are home builders, bankers, insurance agents and title companies. There are doctors and veterinarians, energy companies, car dealers, retailers and manufacturers of all types. Despite its agricultural and mechanical beginnings, A&M graduates have found ways to influence every industry imaginable.

Not only do Aggie 100 companies touch many lives, but they also make a tremendous contribution to the economy. The 2005 Aggie 100 members generated 2004 revenues in excess of \$3.3 billion and employed over 17,000 people. The average two-year compounded revenue growth rate for the 100 companies was 30 percent.

This year's Aggie 100 hail from across the United States and Canada, and their leaders represent eight different Texas A&M colleges. With degrees from agriculture to zoology, these leaders earned bachelor's, master's and doctorate degrees and represent class years beginning in the 1940s.

These honorees are an accomplished group with inspiring stories. Though space does not allow the profile of each honoree, the profile of the top 10 is indicative of the entire list.

HONORING THE INAUGURAL CLASS

Aggie 100 honorees were set to be honored this year October 27–28 on the Texas A&M University campus. Events began with a welcoming reception where the honorees had the opportunity to meet one another and receive congratulations from members of the university's leadership team. On October 28, an awards luncheon was held in their honor where each recipient was recognized and presented a trophy as a memento of their accomplishment. Over 600 people were expected to attend the inaugural Aggie 100 Awards Luncheon in The Zone Club at Kyle Field.

Company representatives were also invited to share their experiences at the awards luncheon and in other forums. Over 100 current students

were expected to join in the celebration at the awards luncheon, and many honorees were invited to return and speak to student organizations and classes to share lessons learned that will hopefully inspire tomorrow's business leaders.

Texas A&M gave each of these former students a great start. Through their own initiative, they took that start, gathered experience and became successful. The Aggie 100 program gives them the opportunity to share their insights with aspiring entrepreneurs. Aggie 100, through this effort, hopes to touch the lives of 1,000 or more students at Texas A&M. While saying "well done" is important, the most powerful and lasting impact of the Aggie 100 program will be interaction between current and former students.

LEARNING FROM AGGIE 100

There are many lessons to learn from this year's Aggie 100. Tips such as "have confidence," "stick with it," "find good help" and "you have to be able to think critically" are just a few of the recipients' words of wisdom. Some will say that you must be crazy to start a business; others will say that you must be crazy not to. But all will say that being a successful entrepreneur takes dedication and discipline.

One important lesson can be learned by simply reviewing the Aggie 100 list as a whole and observing the many paths people have taken. Many have been successful in the field of their degree, while others have ventured into areas unrelated. That fact reinforces the idea the Texas A&M educational experience is a foundation for future success. Equipped with a well-rounded educational experience, there are no boundaries for the Aggies of today. In the words of Matt Michaels '93, an Aggie 100 honoree, "you are your own best investment."

Congratulations to the inaugural Aggie 100!

Aggie 100 Top Ten



1 MGV Energy Inc.

Calgary, Canada
George Voneiff '83,
president

J. Michael Gatens '80,
chairman and CEO

Industry
oil and gas exploration and
development

Growth Rate: 357.45%

Year Founded: 1997

AGGIE 100

MGV Energy Inc. earned the number one spot in the 2005 Aggie 100 with a 357% compounded annual growth rate from 2002 to 2004. The company was started in 1997 by two Aggies – J. Michael Gatens '80, CEO and chairman, and George W. Voneiff '83, president. They started the company with the concept that the unconventional gas potential in Canada was very large and could be converted to value with the right combination of technical expertise, capital and land. While Gatens and Voneiff began as the first two employees, MGV now employs 110 people with an annual capital budget of \$115 million.

In 1999, MGV developed a strategy for developing coal bed methane (CBM) in Canada after seeing the success of unconventional resources in the United States. The company made proposals to large oil and gas leaseholders to explore for CBM on their land, establishing several joint ventures. In late 2000, a joint venture between MGV and PanCanadian Resources undertook the largest CBM exploration project in Canadian history and established the first significant CBM production in Canada. MGV has seen significant growth and today is one of Canada's leading players in the coal bed methane sector, with more than 500,000 net acres of CBM-prospective lands in Alberta.

Analysts estimate MGV's potential future reserves at more than 1 trillion cubic feet of gas with an associated market value in excess of \$1 billion. Initially financed by its founders out of their savings, MGV was acquired by Quicksilver Resources Inc. (NYSE: KWK), a U.S. oil and gas company in December 2000. MGV is Quicksilver's wholly-owned Canadian subsidiary, functioning as a separate Canadian company. Congratulations to Gatens, Voneiff and the entire MGV team.

2 CareerPhysician

Granbury, Texas
Wesley D. Millican '92, CEO
Industry: healthcare and medical education
Growth Rate: 107.39%
Year Founded: 1999



Not surprisingly, the Dixie Chicken figures into the story of at least one Aggie 100 honoree. According to Wesley Millican '92, CEO of CareerPhysician, "the Chicken, degree plan changes, the Chicken, grade challenges, the Chicken, social pressures and the Chicken" all made A&M the perfect training ground for the ups and downs of entrepreneurship. Millican obviously faced those challenges head-on and survived because he now leads the number two company on the Aggie 100 list. The company he started in 1999 is now growing by more than 100% per year. CareerPhysician brings together a national network of educational partners, sponsors and top medical institutions, each committed to transforming today's residents and fellows into tomorrow's successful physicians. Relationships are structured so participants can access valuable resources free of customary conflicts of interest and quid pro quo scenarios. Program costs to members are underwritten by network partners. Through Career Physician, Millican has found a way to parlay his A&M education and experience into a company that makes a real difference for the doctors of tomorrow.

3 D2C Solutions LLC

Houston, Texas
Matthew Michaels '93, managing partner
Industry: consulting and software
Growth Rate: 100.04%
Year Founded: 2000



D2C Solutions LLC was started by Matthew Michaels '93, who holds a BS and an MBA from Texas A&M. Started as a management and software consulting company, today the company has also developed an expertise in Sarbanes Oxley compliance software and serves some of the world's top companies. D2C Solutions focuses on adding value to clients using ERP software, specifically SAP. Starting a company was not easy. According to Michaels, for a small company, having the best product or service doesn't always matter. "Big companies make decisions based on their own 'safe' culture and don't want to take risks with small unknown companies," he says. His advice to other entrepreneurs is to stick with it. The Houston-based company's 100% annual growth rate indicates that Michaels and his team have managed to do just that.

4 Jenkins Custom Homes

Austin, Texas
Shan Jenkins '88, president, CEO and owner
Bethany Jenkins '88, vice president and owner
Industry: construction
Growth Rate: 89.67%
Year Founded: 1992



The problem with the custom home business

is that once a home is built and the client moves in, it's on to the next client. There is not a year-to-year repeat business in the custom home business as Shan Jenkins '88, president and CEO of Jenkins Custom Homes, will attest. According to Jenkins "building homes is the easy part, getting and keeping clients is more difficult." Despite this fact, Jenkins, his wife Bethany '88 and their team have discovered a formula that works. Their company has experienced a nearly 90% annual growth rate and earned the fourth spot on the 2005 Aggie 100. Texas A&M is not the only group to recognize Jenkins. Jenkins Custom Homes was nominated in 2004 for Custom Builder of the Year by the Texas Association of Builders and ranked in the Top 25 Custom Builders by the *Austin Business Journal*. The company builds custom homes in the \$500,000 to \$1.5 million market in Austin, Texas.

5 Arch-Con Corporation

Houston, Texas
Michael G. Scheurich '92, president
Industry: commercial construction and design build
Growth Rate: 70.91%
Year Founded: 2000



The Arch-Con Corporation, a multi-faceted general contractor based in Houston, provides design and construction services for an array of commercial projects. Started by Michael Scheurich '92, the company has grown steadily. Today, growing at an annual compound revenue growth rate of 71%, Scheurich's company is active in the areas of office building and tenant finish out, hotels, truck stops and convenience stores, manufacturing and industrial facilities, medical, education and retail. When talking about business, Scheurich notes that there will be defeats and setbacks along with the successes. His advice to entrepreneurs is "be creative, plan your strategy, start (even though you don't feel ready), sell confidently, network with others, be flexible and be brave. The rest will take care of itself." The leader of the number five company on this year's Aggie 100 also gives credit to the Aggie Network saying "[it] gave me an immediate group to associate with after college and taught me how to network with others."

6 Compliance Strategies & Solutions, Inc.

Houston, Texas
Elizabeth M. Drake '87, president and owner
Industry: environmental services
Growth Rate: 70.10%
Year Founded: 1997



Elizabeth Drake '87 will tell you that one of the key take-aways from her A&M experience was the Aggie Code of Honor. In her words "you're not successful in business without it." Armed with a master's degree in chemistry from Texas A&M, she started Compliance Strategies & Solutions in Houston in 1997. The company develops innovative compliance strategies and offers superior service to meet the environmental needs and cost concerns of facilities. Their strategies offer a return on investment while ensuring regulatory compliance through the development of quality permits, plans, systems, petitions and training. The company's

70% annual revenue growth rate is evidence that clients see the value. Building a company was not easy. Drake notes that she didn't know anything about business when she started. She found good help, however, and that is one of the lessons she would pass on to others. According to Drake "nobody knows it all, or knows all the answers."

7 FiberOptic Bulbs, Incorporated

Tomball, Texas
William Keith Przybyla '86, president
Industry: medical
Growth Rate: 69.57%
Year Founded: 1996



When asked what he gained from his A&M experience, William Keith Przybyla '86 talks about values. "Texas A&M University helped instill the confidence I needed to be successful," he said. "The Aggie values of hard work, perseverance and respect towards others are values we should all strive for in our lives. It is easy to speak those words, but at Texas A&M, we live those words. The older I become, the more I appreciate these values in myself and others." Living those values is just one reason why Przybyla is where he is today — leading the number seven company on the 2005 Aggie 100 list. His company, FiberOptic Bulbs, Incorporated, provides lamps, batteries and other equipment to the medical industry. Today, the company is growing by nearly 70% a year. After almost a decade in business, Keith will also tell you to "believe in yourself and surround yourself with people who encourage you and will be honest with you."

8 SalvageSale, Inc.

Houston, Texas
Dan Parsley '85, CEO
Industry: global e-commerce
Growth Rate: 59.9%
Year Founded: 1999



As CEO of SalvageSale, Inc., Dan Parsley '85, a psychology major, has seen both sides of the dot com bubble. When you ask him what was easiest or hardest about starting his company, he has one answer — financing. SalvageSale was launched during the Internet boom and raised \$3.3 million of financing with ease. Just a short time later, in 2000, it was a completely different story. Parsley pulled the team together and became what one banker called "one of the last, if not the last Internet market place in North America to receive funding." Today, the company is doing well as evidenced by a 60% growth rate and the number eight position on this year's Aggie 100. SalvageSale focuses on the online commercial insurance salvage niche, consolidating this highly fragmented industry through a global, transparent marketplace, while providing buyers with real-time competitive bidding in order to maximize the recovery of insurance salvage assets.

9 MacResource Computers

Bryan, Texas
Carolyn Turk '84, owner
Buckey Lee Turk, Jr. '83, general manager
Industry: computers
Growth Rate: 58.98%
Year Founded: 1994



Carolyn Turk '84 is a great example of someone who views her A&M education as a foundation. She earned a Bachelor of Science in horticulture from A&M, but today is involved in the high-tech world as a reseller of Apple and refurbished computer equipment. Turk is the owner of the number nine company on the 2005 Aggie 100, MacResource Computers located in Bryan. When asked what advice she would pass along to a budding entrepreneur she replies, "You have to be able to think critically. You have to be able to analyze a problem, take it apart and solve it." Turk and her team have faced issues over the years from finding financing to learning about hiring and managing employees. She has obviously put her own critical thinking skills to the test and survived. Today, MacResource is growing at a 59 percent growth rate — a testimony to her team's hard work.

10 Zice Companies, LLC

Houston, Texas
Thomas Zais '97, president and CEO
Industry: consulting
Growth Rate: 56.87%
Year Founded: 1999



Zice Companies, LLC rounds out this year's top 10. By investing in undervalued business opportunities and providing business consultation services to small, growth-oriented business owners, Thomas Zais '97 has built a company with a two-year compound revenue growth rate of over 56 percent. Founded in 1999, the company's current holdings include a marketing company, consulting company and a Houston-based construction company. When asked about the most challenging part of starting Zice, Zais replied, "The most difficult step was making the decision to walk away from the security of a consistent and stable paycheck in my field of education to pursue a greater goal." Saying that the "diverse yet safe environment of A&M serves as an amazing 'laboratory' to learn from experiences in personal interaction, organizational leadership and group dynamics," Zais gives Texas A&M credit for helping prepare him for that difficult step of walking away. Zice's performance is one indication that he made the right choice.



The 2005 Aggie 100

The 2005 Aggie 100 are listed on pages 8-10 according to the following format:

Company Name
(Year Founded, City, State, % Growth Rate*)
Industry
Management

* Compounded annual rate of growth in net revenue from 2002-2004

1

MGV Energy Inc.

(1997, Calgary, Canada, 357.45%)
Oil and gas exploration and development
George Voneiff '83, president
J. Michael Gatens '80, chairman and CEO

2

CareerPhysician

(1999, Granbury, Texas, 107.39%)
Healthcare and medical education
Wesley D. Millican '92, CEO

3

D2C Solutions LLC

(2000, Houston, Texas, 100.04%)
Consulting and software
Matthew Michaels '93, managing partner

4

Jenkins Custom Homes

(1992, Austin, Texas, 89.67%)
Construction
Shan Jenkins '88, president, CEO and owner
Bethany Jenkins '88, vice president and owner

5

Arch-Con Corporation

(2000, Houston, Texas, 70.91%)
Commercial construction and design build
Michael G. Scheurich '92, president

6

Compliance Strategies & Solutions, Inc.

(1997, Houston, Texas, 70.10%)
Environmental services
Elizabeth M. Drake '87, president and owner

7

FiberOptic Bulbs, Incorporated

(1996, Tomball, Texas, 69.57%)
Medical
William Keith Przybyla '86, president

8

SalvageSale, Inc.

(1999, Houston, Texas, 59.9%)
Global e-commerce
Dan Parsley '85, CEO

9

MacResource Computers

(1994, Bryan, Texas, 58.98%)
Computers
Carolyn Turk '84, owner
Buckey Lee Turk, Jr. '83, general manager

10

Zice Companies, LLC

(1999, Houston, Texas, 56.87%)
Consulting
Thomas Zais '97, president and CEO

11

Jack Cowley Supply Co., Inc.

(1984, Alice, Texas, 55.04%)
Oilfield
Jill Cowley Garrett '92, director, president

12

Infinity Pro Sports

(1998, College Station, Texas, 53.39%)
Web Services
Uri Geva '98, president

13

Coastal Surveying of Texas

(1950, Galveston, Texas, 51.57%)
Land Surveying
Joann Bouse '80, president, owner
Sidney Bouse '81, vice president, owner
Andrew Johnson, Jr. '57, owner

14

Schipul-The Web Marketing Company

(1997, Houston, Texas, 50.96%)
Web Marketing/Software
Ed Schipul '90, owner

15

Rackspace Managed Hosting

(1998, San Antonio, Texas, 47.97%)
Internet Web Hosting
Graham Weston '86, CEO, co-chairman

16

Paragon Innovations, Inc.

(1990, Plano, Texas, 47.53%)
Engineering Product Development
Michael R. Wilkinson '86, CEO, owner
Sandy D. Wilkinson '86, CFO, owner
H. Michael Willey '78, CTO, owner
Kris K. Stafford '90, VP, owner

17

Stanton Chase Dallas, Inc.

(1989, Dallas, Texas, 46.50%)
Business Services - Executive Search Consulting
Ed H. Moerbe '61, president

18

Remedial Construction Services, L.P.

(1988, Houston, Texas, 46.17%)
Geoenvironmental Contracting
Gene Birdwell '59, managing partner, CEO
Brad Birdwell '83, vice president, owner

19

Data Nexus, Inc.

(1996, College Station, Texas, 46.10%)
Consulting
Barbara Hilger DeLucia '87, president, CEO

20

Forest Oil Corporation

(1916, Denver, Colorado, 38.95%)
Oil and Gas Exploration
Craig Clark '79, president, CEO

21

GoDish.com, Ltd.

(1996, Houston, Texas, 38.84%)
Sales and Marketing
Damon Diamantaras '92, president, owner

22

Clay Development and Construction, Inc.

(1998, Houston, Texas, 38.28%)
Real Estate Development
Albert W. Clay '65, president, owner
Robert H. Clay '89, vice president, owner

23

Institutional Capital Management, Inc.

(1997, Houston, Texas, 37.15%)
Investment Banking
Daniel "Bo" Lee Ritz, Jr. '84, president

24

John D. Huntley, Inc.

(1990, College Station, Texas, 36.80%)
Fine Jewelry
John D. Huntley '79, president

25

Environmental Tree and Design, Inc.

(1977, Tomball, Texas, 35.16%)
Tree Transplanting
Tom Cox '77, president

26

McNair Custom Homes L.P.

(1997, San Antonio, Texas, 34.10%)
Homebuilding
John McNair '76, president, general manager

27

Class 1 Controls, Inc.

(1996, Houston, Texas, 33.72%)
Construction
Robert J. Sproule '76, president

28

Barhorst Insurance Group

(1993, Houston, Texas, 33.56%)
Insurance
Warren Barhorst '88, president

29

Soil Building Systems, Inc.

(1972, Dallas, Texas, 33.48%)
Manufacturer of Landscape Supplies
Fred Ablon '56, president, CEO

30

Heldenfels Enterprises, Inc.

(1995, San Marcos, Texas, 33.38%)
Manufacturing
Fred Heldenfels IV '79, president and CEO
Gil Heldenfels '85, VP manufacturing, owner
Fred Heldenfels III '56, chairman of the board

31

IQS, Inc.

(1988, Cleveland, Ohio, 33.06%)
Software Manufacturing
John Cachat '84, owner, chairman

32

Capitol City Insurance

(1968, Austin, Texas, 31.90%)
Insurance
Doug Groves '82, president

33

Fired Up, Inc.

(1997, Austin, Texas, 31.31%)
Restaurant
Creed L. Ford, III '75, co-founder, chairman

34

EnterSys Group, LP

(2000, Houston, Texas, 30.00%)
Management and Computer Consulting
Rob Roberts '94, managing director

35

Bury + Partners, Inc.

(1984, Austin, Texas, 29.92%)
Civil Engineering/Surveying
Paul J. Bury III '75, president

36

Catapult Systems, Inc.

(1993, Austin, Texas, 29.12%)
Information Technology
Sam T. Goodner '90, CEO, owner
David Jacobson '90, CTO, owner

37

Flexible Lifeline Systems

(1994, Houston, Texas, 27.87%)
Industrial Safety
Andrew Townend '88, president, owner

38

Knowledge Systems

(1985, Sugar Land, Texas, 27.41%)
Energy Software and Services
James W. Bridges '60, chairman, CEO

39

Food Safety Net Services, Ltd.

(1996, San Antonio, Texas, 26.60%)
Food Testing Services
Gina Bellinger '89, president

40

Garrett-Ihnen Civil Engineers

(1985, Austin, Texas, 26.40%)
Engineering Consulting
Steve Ihnen '89, president, owner

41

TCS Corporate Services

(1986, Richardson, Texas, 26.32%)
Office equipment, supplies and service
Jeffrey R. Odom '84, president, CEO, owner

42

Adams Engineering

(1980, Tyler, Texas, 25.48%)
Civil/Environmental Engineering Consultants
Gary M. Adams '68, chairman
Daniel J. Adams '77, president, CEO

43

Miner Southwest, Ltd.

(1998, Phoenix, Arizona, 25.46%)
Industrial Services
Philip Miner '81, CEO

44

The MedLeh Group

(1994, Houston, Texas, 24.68%)
Document Services
Mike Medrano '92, president, owner

45

Insala, LLC

(2000, Euless, Texas, 23.23%)
Information Technology
Douglas Maxwell '98, CTO, owner

46

Advanced Dental Care of Austin

(1977, Austin, Texas, 23.17%)
Dentistry
Justin J. D'Abadie '73, president, owner
Jennifer O. Zatopek '96, owner

47

New Tech Engineering LP

(1998, Houston, Texas, 22.65%)
Engineering Services
Larry Cress '76, president
Tillman Deen Wood '79, owner

48

Caldwell Watson Real Estate Group

(1990, Houston, Texas, 21.23%)
Real Estate
Fred Caldwell '82, principal, CEO

49

Managed Network Solutions, Inc.

(1997, Bryan, Texas, 20.06%)
Telecommunications
Vance Swaggerty '93, president, owner

50

Raba-Kistner Consultants, Inc.

(1968, San Antonio, Texas, 20.00%)
Engineering Consulting
Carl F. Raba, Jr., Ph.D. '59, chairman, CEO, owner
Richard W. Kistner '65, vice chairman, owner
Gary W. Raba, Ph.D. '80, senior vice president, owner
William L. Raba '86, executive vice president, owner

51

Arguindegui Management Co., LLC

(1942, Laredo, Texas, 19.78%)
Petroleum Marketing
P. R. Arguindegui, Jr. '53, manager
C. H. Arguindegui '55, manager

52

Nodus, Inc.

(1985, Decatur, Texas, 19.45%)
Technology Consulting
Robert Waggoner '76, president, CEO

53

Landscape & Design, Inc.

(1994, Houston, Texas, 19.41%)
Landscape Architecture
Jennifer Appel '91, president

54

Kendall County Abstract Company

(1916, Boerne, Texas, 18.84%)
Title Insurance
Mike Lang '76, owner, manager
Laurie Lang '80, owner, manager

55

Muniz Engineering, Inc.

(1992, Houston, Texas, 18.44%)
Aerospace Engineering,
Research and Development
Edelmiro Muniz '67, owner and CEO

56

Royce Builders

(1984, Houston, Texas, 18.22%)
Homebuilding
John Speer '71, CEO, owner
George Kopecky '71, owner

57

Miner Houston, Ltd.

(2000, Houston, Texas, 17.99%)
Industrial Services
Philip Miner '81, CEO

58

Metl-Span I, Ltd.

(1983, Lewisville, Texas, 17.35%)
Non-Residential Building Materials
Manufacturer
Karl F. Hielscher '74, president, CEO

59

Cole & Ashcroft, Inc.

(1992, Houston, Texas, 17.24%)
Consumer Goods Manufacturing
Paul Wagner '89, president, owner
John Lines '89, VP operations, owner

60

A&K Custom Cabinets and Trim, Inc.

(1998, Bryan, Texas, 15.62%)
Cabinet Manufacturing
Aaron Russell '94, president, owner
Keith Hazelwood '93, vice president, owner

61

Yantis Company

(1965, San Antonio, Texas, 15.49%)
Heavy/Highway/Utility Construction
John Yantis '53, chairman, managing partner, owner
Thomas Yantis '78, president, owner
J. Mike Yantis, Sr. '76, executive vice president, owner
Mike Yantis, Jr. '02, VP operations, owner

62

Gulfstream Holdings, Inc.

(1997, Houston, Texas, 15.45%)
Commercial Printing
William Mark Rand '80, president, CEO

63

Access Lending Corporation

(1997, Sugar Land, Texas, 14.40%)
Mortgage Banking
David C. Fleig '78, Chairman, CEO

64

The CAD Group, Inc.

(2000, Walnut Creek, California, 14.20%)
Professional Services
Matt Fox '97, CEO

65

Symon Communications

(1980, Plano, Texas, 14.08%)
Technology Hardware and Software
Charles Ansley '67, president, CEO

66

Ray Childress Auto Group

(1999, Hempstead, Texas, 13.95%)
Automotive Sales
Ray Childress '85, CEO

67

Kaspar Ranch Hand

(1997, Shiner, Texas, 13.90%)
Manufacturing
Douglas Kaspar '80, partner
David Kaspar '75, partner
Dan Kaspar '77, partner
Dennis Kaspar '85, partner

68

Biodynamic Research Corporation

(1985, San Antonio, Texas, 13.58%)
Consulting
Michael W. Holmes '83, president, CEO

69

Synergos, Inc.

(1994, The Woodlands, Texas, 13.47%)
Biotechnology
Jaye Thompson, Ph.D. '87, president, owner
J.T. Thompson '87, owner

70

i.s. edge, inc.

(2000, The Woodlands, Texas, 13.15%)
Software
Andrea Rogers '89, vice president, co-owner

71

Cangelosi Company

(1970, Missouri City, Texas, 12.84%)
Remodeling, Construction
Vito Cangelosi '61, chairman
Donae Cangelosi Charmosta '90, president, owner

72

Blue Water Ships Stores

(1983, Seabrook, Texas, 11.07%)
Marine Supply and Service
Jeffrey B. Johnson '86, president

73

Stress Engineering Services, Inc.

(1972, Houston, Texas, 9.97%)
Engineering Consulting
Joe R. Fowler, Ph.D. '68, president

continued on page 10 ►

The 2005 Aggie 100 *continued*

74

AgnITEK

(1995, College Station, Texas, 9.90%)
Information Technology
David Ohendalski '98, managing partner
Antonio Ortiz '99, managing partner
Chris Scotti '99, managing partner

75

J.H. Walker Trucking

(1978, Houston, Texas, 9.71%)
Transportation
Johnny Walker '76, president, owner

76

Amerisource Funding, Inc.

(1984, Houston, Texas, 9.11%)
Asset-based Lending
Jason Floyd '82, managing director

77

Carter Financial Management

(1976, Dallas, Texas, 8.58%)
Financial Planning
Bill Carter '69, president

78

Yoakum Packing Company

(1947, Yoakum, Texas, 7.97%)
Meat Processing
Glen E. Kusak '83, president

79

Physician Network Services

(1996, Lubbock, Texas, 7.88%)
Healthcare
Paul A. Acreman '75, CEO

80

Mustang Engineering, L.P.

(1987, Houston, Texas, 7.24%)
Engineering
Paul Redmon '76, co-founder, co-president

81

Caffe Capri

(1995, Bryan, Texas, 6.88%)
Hospitality
Rami Cerone '95, owner, president

82

Shipper's Warehouse, Inc.

(1971, Dallas, Texas, 6.62%)
Third Party Logistics
Darby Strickland '59, president, CEO

83

Valley Garden Center, Inc.

(1977, McAllen, Texas, 6.40%)
Nursery and Landscaping Services
Jon Klement '85, president, owner

84

American Protectors, Inc.

(1979, Arlington, Texas, 6.14%)
Manufacturing
Michael Havel '76, president
C.W. Seely '55, chairman

85

Dynamic Energy, Inc.

(1982, McKinney, Texas, 6.09%)
Healthcare Software
Nancy L. Matz '73, president, CEO and owner
Jack W. Matz '71, owner

86

South Coast Terminals

(1964, Houston, Texas, 5.94%)
Petrochemical and Lubricants
Artie McFerrin '65, president, owner
Jeff McFerrin '92, vice president, owner

87

San Antonio Steel Co. Ltd.

(1965, San Antonio, Texas, 5.82%)
Manufacturing
L.C. "Chaz" Neely '62, CEO

88

Professional Alternatives of Houston, LLC

(1998, Houston, Texas, 5.74%)
Professional Services
Chris Myers '95, CEO



Creed L. Ford, III '75, co-founder and chairman of Fired Up, Inc., accepts congratulations from Dean Jerry R. Strawser.

89

Wood County Electric Cooperative

(1938, Quitman, Texas, 5.42%)
Electric Utility
Debra Robinson '80, CEO, general manager

90

Tejas Office Products, Inc.

(1962, Houston, Texas, 4.88%)
Office Products and Office Furniture Distribution
Stephen M. Fraga '97, president, chairman
Lupe Fraga '57, CEO and owner

91

The ODS Companies

(1955, Portland, Oregon, 4.50%)
Insurance and Business Services
Robert G. Gootee '73, president, CEO

92

Bray International, Inc.

(1986, Houston, Texas, 4.05%)
Control Valves
Craig C. Brown '75, president and COO
Robin G. Brown '79, owner
David W. Gent '75, owner

93

Corkran Energy, LP

(1996, Austin, Texas, 3.99%)
Oil and Gas Exploration and Production
Dennis Corkran '77, president, CEO

94

Whitworth & Company, P.C.

(2000, Dallas, Texas, 3.83%)
Accounting
Patrick Whitworth '90, president, owner

95

The Williams Group, LLC

(1999, Dallas, Texas, 3.16%)
Real Estate
Trae Williams '89, president, owner
Lisa Williams '89, vice president, owner

96

Gulf Coast Large Animal Clinic

(1983, Alvin, Texas, 2.81%)
Veterinary Medicine
Gregory Gene Knappe, DVM '76, owner/manager
Cheryl Knappe '76, owner/manager

97

Commercial Marketing Associates, Inc.

(1986, Frederick, Maryland, 2.77%)
Government Contracting
Bruce D. McMahan '86, president

98

Tandy Brands Accessories, Inc.

(1919, Arlington, Texas, 2.32%)
Consumer Goods Manufacturing
J.S.B. Jenkins '65, president, CEO

99

Metro Custom Plastics, Inc.

(1974, Arlington, Texas, 1.60%)
Manufacturing
Michael Havel '76, president, owner
C.W. Seely '55, chairman, owner
Lea Anne Seely '80, owner

100

Round Rock Travel & Tours

(1982, Round Rock, Texas, 1.00%)
Travel and Tourism
William Peckham '93, CEO



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TANDY BRANDS

ACCESSORIES, INC.

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Nuggets of Wisdom *from the 2005 Aggie 100*

"Be impeccable with your word. Always being truthful with yourself and others, always doing what you say you are going to do, and thereby becoming known for your integrity, will result in richly rewarding personal and professional relationships (and true happiness)."

David C. Fleig '78
Access Lending Corporation

"When hiring, be more concerned with attitude than aptitude. The individual's degree is an adequate indicator of their aptitude. It is their attitude that will determine their likelihood for business success."

Daniel J. Adams '77
Adams Engineering

"As a provider of dental services it is necessary to understand the business side because it dramatically impacts the quality of service. Failure of the business ends service, and profits allow for development: continuing education,

new technologies, larger facilities, better trained employees, outside consultation, and personal remuneration (financial and personal gratification)."

Justin D'Abadie '73
Advanced Dental Care of Austin

"All things are possible through Jesus Christ. Follow His guidance and you'll not only succeed in business; you'll succeed in life!"

Jason Floyd '82
Amerisource Funding, Inc.

"A business begins with an original idea or thought in a person's mind, which requires intensive strategic planning and the decision to start. These plans must be properly financed and be able to adapt to a changing business market and therefore the person must be willing to sell the idea and change the plan. Along the way will come defeats and setbacks and difficult decisions that require the person to be strong

and courageous. My advice... be creative, plan your strategy, start (even though you may not feel ready), sell confidently, network with others, be flexible and be brave. The rest will take care of itself."

Michael G. Scheurich '92
Arch-Con Corporation

"On important matters, if possible, never make hurried decisions. Carefully consider all your options and all the decision can bring."

P.R. Arguindegui '53
Arguindegui Management Co., LLC

"Plan, Plan, Plan!!! They need to write a business plan: marketing, financial, sales, personnel, etc. one year and a five year. Keep them updated and moving forward. They will need to monitor their progress to the plan and make adjustments. This keeps the focus in the right place!"

Warren Barhorst '88
Barhorst Insurance Group

"Surround yourself with smart people who share your values and foster a team-oriented work environment where everyone is encouraged to challenge one another's ideas constructively and in the interest of making the best decisions possible."

Michael W. Holmes '83
Biodynamic Research Corporation

My 'nugget' would have to be perseverance. In our case it took us 20 months to put our deal together mostly related to putting the financing together. During that process we learned that we would have many doors closed on us before we found a way to get it done. Similarly, subsequent deals have always taken much longer than one might expect (usually about a year start to finish). Perseverance also plays into the fact that frequently we run into bankers that struggle to understand the plausibility of our deals. Most often you find that, initially, you are dealing with low-level banking reps that have no decision making capability and

frankly are under-qualified to understand a complex business deal. That forces you to keep presenting the deal until you get in front of the right audience and once you're there, you must have all of the answers to sell the deal."

Jeffrey B. Johnson '86
Blue Water Ships Stores

"Be good to your employees. They are the backbone of any business plus, it sets the tone for your work environment. Calm and relaxed is a much better way to spend your days than stressed and frantic."

Rami Cerone '95
Caffe Capri

"Do the right thing, always."

Fred Caldwell '82
Caldwell Watson Real Estate Group

"Company leaders should avoid self-imposed 'loneliness' by making all 'major' decisions. The leader's alternative to one-on-one management is to establish and develop an executive team where all key department heads work together to run the business. Transitioning to team orientation and including this team on major decision making encourages them to look to each other to solve issues. Confiding in the team should create a much more human and connected experience."

Vito Cangelosi '61
Cangelosi Company

"It is impossible to do it alone. Seek out mentors early and often and truly listen to their advice. Involve your family in the experience. It will help them to appreciate your struggles and will yield a stronger family unit."

Wesley D. Millican '92
CareerPhysician

"Never underestimate the value of hard work and tenacity."

Bill Carter '69
Carter Financial Management

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Johnny Carino's
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"As an entrepreneur, the most important decision you will make (*over and over again*) is not what business you are going to be in, but rather who you are going to be in business with. This applies to partners, employees, and customers."

Sam T. Goodner '90
Catapult Systems, Inc.

"Be committed to your company, your vision and have faith in yourself. Be willing to take educated risks and be willing to work long hours for little pay. Be patient."

Joann Bouse '80
Coastal Surveying of Texas

"Be committed to your venture; it has to be a full time job. Don't try to start a business 'on the side'."

John Lines '89
Cole & Ashcroft, Inc.

"Persistence. Key to success: good help and support. NOBODY knows it all...or knows all the answers, you need people you know to help you, and I was lucky to have that."

Elizabeth M. Drake '87
Compliance Strategies & Solutions, Inc.

"Your reputation is the most important thing you have to offer others. Preserve it by building long-lasting relationships rather than trying to make the most out of each situation. Do not sacrifice your morals, principles, ethics, reliability, honesty and integrity for the sake of short term profits."

Dennis Corkran '77
Corkran Energy, LP

"STICK WITH IT...it's one of those things...anyone who wants to give up early on will not succeed. Starting your own business is not as risky as people think...any company can fire you just like you can go out of business. You are your own best investment."

Matthew Michaels '93
D2C Solutions LLC

"Take the risk. If you win, you gain wealth; if you lose, you gain experience—and that's not really a loss."

Rob Roberts '94
EnterSys Group, LP

"Pursue your new business venture with passion, knowing there must be a market for your idea, a return on your investment and a goal in mind."

Creed L. Ford, III '75
Fired Up, Inc.

"You're human so you're going to make mistakes. It's how you remedy those mistakes that will differentiate you from your competitors. If you're wrong, put your hands up, admit it and fix it. The amount it costs you to fix the mistake will be repaid many times over by loyal customers who appreciate your honesty and integrity. People do business with people, not companies, and they do it with people they trust."

Andrew Townend '88
Flexible Lifeline Systems

"People make the difference; always hire talented and motivated individuals who are all smarter than you."

Craig Clark '79
Forest Oil Corporation

"There is one common denominator among all successful entrepreneurs; each of them gets up every day and does things that they may not want to do, but know that they must do in order to be successful. Get up every day, do what you have to do, be honest, work smart, and never quit...success is a factor of tenacity and hard work."

William Mark Rand '80
Gulfstream Holdings, Inc.

"Malcolm Forbes once said, 'Ability will never catch up with the demand for it.' However, ability without persistence will never meet the demand. So do not fear either failure or change...rather embrace them and fear complacency."

Fred Heldenfels, IV '79
Heldenfels Enterprises, Inc.

"Have a dream—a 'pie in the sky'—but focus on the now to get you there."

Uri Geva '98
Infinity Pro Sports

continued on page 14 ►



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Nuggets of Wisdom *continued*

"Maintain a clear vision of what you wish to achieve, surround yourself with intelligent and driven individuals, and never give up."

Douglas Maxwell '98
Insala, LLC

"Business is business. Learn about marketing and sales. Learn about people. If you can't get people to give you money for your idea, then you do not have a business."

John Cachat '84
IQS, Inc.

"Work smart, and you don't have to work as hard; Work smart and work hard, and the sky is the limit."

Johnny Walker '76
J.H. Walker Trucking

"Don't worry, just wonder. Worry sinks you into inaction and wondering allows you to see new opportunities."

Jill Cowley Garrett '92
Jack Cowley Supply Co., Inc.

"Go into it knowing the hours are going to be more than you ever imagined, but have persistence to stick through good and bad in order to reach your goals. Persistence and perspiration!"

Shan Jenkins '88
Jenkins Custom Homes

"Don't expect to work a 40-hour work week."

John D. Huntley '79
John D. Huntley, Inc.

"The #1 factor for success is finding the right people."

Douglas Kaspar '80
Kaspar Ranch Hand

"Maintain your perspective with integrity: tell the truth, don't take things personally, don't make assumptions, and always do your best. Be thankful, be graceful, and enjoy the ride; nothing is permanent."

Jennifer Appel '91
Landsculpture & Design, Inc.

"You have to be able to do CRITICAL THINKING ... analyzing a problem, taking it apart, and solving it... If you don't have that, I don't care how educated you are, you won't succeed."

Carolyn Turk '84
MacResource Computers

"Be accessible. Be flexible. It is not about always being right, it is about winning."

John McNair '76
McNair Custom Homes L.P.

"Growth Consumes Cash and Cash is King!"

Mike Havel '76
*American Protectors
Metro Custom Plastics, Inc.*

"You must be passionate about your business idea and be able to explain it to a 10-yr old. Then plan for success, stay focused and seek advice from other successful entrepreneurs. Be patient, determined and proceed with integrity."

George Voneiff '83
MGV Energy Inc.

"There are many descriptions for success, and the common denominator for all paths is to treat each person you encounter with fairness and respect."

Robert Waggoner '76
Nodus, Inc.

"Be mentally prepared for a VERY long haul. That includes being prepared to make very hard decisions to keep your idea and company alive as well as making the necessary personal sacrifices which are rarely asked of those in a

traditional corporate career. Despite the false hope of a quick victory, most successful and sustainable businesses will take 5-10 years to reach a point of stability."

Dan Parsley '85
SalvageSale, Inc.

"Have passion for what you do..."

L.C. "Chaz" Neely '62
San Antonio Steel Co. LTD

"Simply follow Cowboy Ethics—know right from wrong—follow the Golden Rule and be willing to work hard. Combined, the above will take you a long way to becoming a success."

Darby Strickland '59
Shipper's Warehouse, Inc.

"Be honest, focused and hard working—*every single day*. Do things that directly support your goals—*leave other things behind*. Don't get caught up in politics, as politics are a destructive distraction from everything that will bring you success."

Fred Ablon '56
Soil Building Systems, Inc.

"The people that you select to work with will make or break your success."

Ed H. Moerbe '61
Stanton Chase Dallas, Inc.

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"1. Pick a business where the basic economics are good and you can have a competitive advantage. 2. Treat employees and partners well. The costs (both financial and of your time) of recruiting, training, and dealing with unhappy associates are very high."

Joe R. Fowler, PhD '68
Stress Engineering Services, Inc.

"High odds of success in business can many times be measured by how much you learn along the way. Your university success is the first major step in a life long learning process. Learning must never stop if you want to have high odds of long term success, because:

- The business environment, trends, and technology never stop changing.
- Your competitors never stop learning, thus it is easy to fall behind.
- You will make mistakes, so you must learn from them quickly.
- In business, more often than not, the race is won by the most knowledgeable business person.

Add hard work, focus, and integrity to the above and you will be very, very likely to be successful in whatever business endeavor you choose."

Charles Ansley '67
Symon Communications

"Pride, passion and persistence are essential for success."

J.S.B. Jenkins '65
Tandy Brands Accessories, Inc.

"An Aggie does not lie, cheat, or steal or tolerate those who do. The first part of the Aggie Honor Code is the easy part; we can control our own actions more readily than those of others. The difficult but absolutely necessary part is to strictly adhere to Part II: we do not 'tolerate those who do'. A leader who observes Part I and does not strictly adhere to Part II risks compromising his or her integrity, credibility, and effectiveness as a leader."

Jeffrey R. Odom '84
TCS Corporate Services

"Faith is all that dreamers need to see into the future." *Jim Stovall*

Submitted by The MedLeh Group

"Regardless of the size or scope of your business, someone has to be in charge;

setting long term vision, providing resources and support, managing outcomes and providing leadership on difficult issues. I call this person the 'Head Hog At The Lick Log'. Like their compatriots, feeding from the same trough, but clearly in charge."

Robert G. Gootee '73
The ODS Companies

"Don't make excuses or give up! Any goal can be achieved through persistence!"

Jon Klement '85
Valley Garden Center, Inc.

"The greater amount of talent you've been blessed with, the greater responsibility you have to do something with it. Use all your talents to the fullest, always work hard no matter what the job is and never accept failure as an option, but as an opportunity to learn something new and succeed next time."

Debra Robinson '80
Wood County Electric Cooperative

"Think big, it takes the same effort, but the results are much better. Expect 'no' when you ask for the chance, then ask again. Treat everyone, from the top of the highest to the bottom of the lowest, in a company the same, as you never know when a good gesture will be repaid many times over by someone you have touched. Enjoy what you do, not just for the money, but for a chance to do something that makes a difference. And, most importantly, give back to those who helped you get to where you always hoped to be."

Tom Yantis '78
Yantis Company

"The Aggie Network is very strong in numbers and respect. No matter where you go in life the Aggie Ring will always attract friends with a common ground—A&M. Treat them with courtesy and respect...they'll do the same. Always remember *Aggies don't lie, cheat or steal.*"

Glen E. Kusak '83
Yoakum Packing Company

"Find something you love to do and find a way to do it better, cheaper or faster than anyone else."

Thomas Zais '97
Zice Companies, LLC



Congratulations to the Aggie 100 recipients!

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Aggie 100 Means *Outstanding and Successful*

by Sommer Hamilton and
Christine Hollinden

“There is no better place to start dreaming than at Texas A&M.”

Texas A&M is known for generating excitement through Aggie Spirit when current and former students get together. Think of football games, bonfires — and the hugely successful celebrations that honored the 2005 Aggie 100.

The Aggie 100 paid tribute to the 100 fastest growing Aggie-owned or Aggie-led companies in the world. Energy and excitement radiated through the crowd as people met for the reception and awards ceremony.

This distinguished new group, the Aggie 100, was pioneered by Mays Business School's Center for New Ventures and Entrepreneurship executive committee. The Center and its partners collected more than 700 nominations for the list; the criteria focused on growth as an indicator of job creation, product acceptance and entrepreneurial vision.

The Aggie 100 businesses were ranked based on compounded revenue growth rates from the most recent two-year reporting period, 2002 to 2004. Each nominee had to have been in business five years or more by 2005.

During the welcoming reception in the rotunda of the Bush Presidential Library, the room



The Aggie 100 awards designed by Professor of Architecture, Rodney Hill.

buzzed as 250 honorees and guests networked, exchanged business cards, and shared stories and accomplishments — examples of entrepreneurship at its finest.

The next day, over 600 people congregated in the Zone Club at Kyle Field for the inaugural Aggie 100 luncheon. The Aggie 100 felt particularly honored to have the Texas A&M University System Chancellor, the chairman of the

board of regents, the vice chairman of the board of regents, several regents, deans, the executive director of The Association of Former Students and numerous members of the university leadership present at the luncheon.

During the event, Texas A&M University President, Dr. Robert M. Gates commented, “The greatest testament to the prominence of a university is the success that its

Good humor abounded as Dr. Gates speculated as to which would be more difficult: running an Aggie 100 business or being responsible for 40,000 students between the ages of 18 and 25 with too much time on their hands.

Continuing in this lighthearted vein, the audience erupted with laughter and applause when Gates mentioned the \$3.3 billion in revenues of the Aggie 100 honorees and offered to help them with their tax situations.

On a more serious note, Gates stated, “What your companies have accomplished — both individually and collectively — is, in a word, remarkable but not surprising, after all, they are run by Aggies.”

The Aggie 100 honorees had an average compounded annual growth rate of 30 percent for the years 2002 to 2004. The companies' total economic impact is a far-reaching \$3.3 billion in every industry from business services to retail, health and veterinary services, engineering and real estate. Collectively, the Aggie 100 employ more than 17,000 people across seven states and Canada. Of the top 100 companies, 93 are Texas-based.

“To think about 17,000 people working under Aggie leadership is

The Aggie 100 paid tribute to the 100 fastest growing Aggie-owned or Aggie-led companies in the world. Energy and excitement radiated through the crowd as people met for the reception and awards ceremony.

graduates achieve once they leave the classroom and enter the real world. And while success can be measured in many different ways, the graduates here today — you, the members of the inaugural Aggie 100 — certainly have achieved an indisputable level of success.” Each of the 100 honorees were individually recognized and given a trophy designed by Rodney Hill, professor of architecture.



Dr. Robert M. Gates addresses the inaugural Aggie 100.



Richard Scruggs welcomes the 2005 Aggie 100 guests at the George Bush Presidential Library.

Center Director Richard Scruggs '77 told the audience, "Aggie entrepreneurs touch every facet of life. They have the wisdom to balance good ideas with the technology and passion to make it happen."

pretty impressive," Center Director Richard Scruggs '77 told the audience. "Aggie entrepreneurs touch every facet of life. They have the wisdom to balance good ideas with the technology and passion to make it happen."

The top-ranked business, Calgary-based MGCV Energy Inc. led by its president George Voneiff '83 and Chairman and CEO J. Michael Gatens '80, posted an astounding 357 percent compounded annual growth rate. Voneiff thanked his mentor in petroleum engineering, Department Head Stephen A. Holditch '69, whose influence in the 1980s first put Voneiff and Gatens on the path to entrepreneurship.

The Aggie 100 recipients had opportunities to interact with students including the undergraduates from the MSC Hospitality committee. "This is a very important endeavor for us, to take our students and help them understand not just

what it means to be successful in business and be successful in school and get good grades but what it means to be good Aggies ... which is a much more holistic experience," Voneiff stated.

Dr. Gates affirmed that, "There is no better place to start dreaming than at Texas A&M. I say that because Aggieland is a testament to dreaming big, evolving from an upstart agricultural and mechanical college to the world-class institution it is today."

In conclusion, Dr. Gates stated, "Your success provides an inspiring example to our current students. Furthermore, each of you has not only added to the esteem of your respective companies, you have added to the esteem of Texas A&M."

The entire crowd of more than 600 rose to their feet as they were treated to one last surprise – The Spirit of Aggieland performed by members of the Texas A&M Singing Cadets. A song that resonated not only with the spirit of what it means to be an Aggie, but also what it means to be an entrepreneurial leader.



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Aggie 100 Awards Luncheon





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Aggie 100 Awards Luncheon *continued*



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First place 2005 MBA Tech Transfer Challenge team receives recognition.

The Center for New Ventures and Entrepreneurship – *Nurturing the Entrepreneurial Spirit*

Texas A&M's Center for New Ventures and Entrepreneurship provides encouragement, education, networking and assistance to entrepreneurially minded students, faculty and Texas businesses. Founded in 1999, the Center is part of Mays Business School's Department of Management. The Center enhances student education through campus speakers, competitions, work experiences and financial support. Texas A&M's faculty and Technology Commercialization Center benefit from the Center's educational programs, extensive business community network and the entrepreneurial services. The Center also reaches out to the state's business community offering educational programs, business assistance and access to University resources. The Center is supported by corporate and individual members and sponsors who believe in the value of an entrepreneurial education program and the value of Texas businesses working with Texas A&M University.

All of the Center's activities are self-supporting – funded through event revenues, event sponsorships and donor support. The Center's staff is supported by a strong network of volunteers and corporations from across Texas.

The Center is very active. Its activities range from arranging for speakers in classrooms, hosting competitions and sponsoring field trips to performing projects for businesses and hosting the Aggie 100. In 2006 the Center plans to launch a student-managed business to further compliment classroom education. All of the Center's activities are self-supporting – funded through event revenues, event sponsorships and donor support. The Center's staff is supported by a strong network of volunteers and corporations from across Texas.



Dr. Albert Paszek, featured speaker at the Fall 2005 Perspectives dinner.

In addition to the Aggie 100, the following are nine of the most popular and important programs run by the Center:

- **Classroom Speakers** – The Center secures business-oriented speakers for classes across campus. Each year the Center hosts 20 or more speakers in classes ranging from business to engineering, veterinary medicine and agriculture.
- **Perspectives, an Inter-college Speaker Series** – In 2004, the Center launched this innovative speaker series. At four dinner meetings during the school year, the Center brings together students and faculty from Mays Business School and another col-

lege to discuss a topic of mutual interest. A noted expert is invited to speak to the group and local business people join in to provide a real-world flavor.

- **Conn Family Distinguished New Venture Leader Award** – Each year the Center honors a business person that has been instrumental in the start-up or transformation of an entrepreneurial business. The award program, endowed by the C.W. and Dorothy Conn family is a great way to expose A&M students to successful business people. The honoree is invited to campus to speak in classes, conduct round table discussions and receive the Award.
- **MBA Tech Transfer Challenge** – Each spring, the first-year MBA class takes a week off from class to participate in this unique event. Teams of MBA students are given one week to learn about, assess the market for and

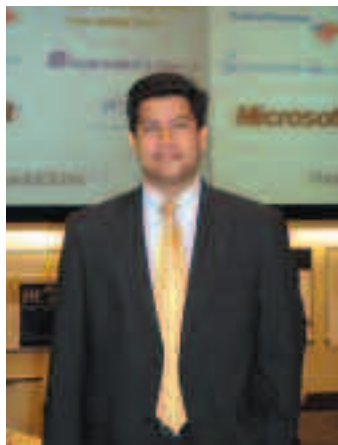
The Center relies on volunteers and financial supporters and always welcomes new members to the team. If you are interested in receiving our newsletter or getting involved with the Center please contact us by phone (979) 845-4882 or email at rscruggs@mays.tamu.edu or l-huebner@tamu.edu.

determine the commercial viability of an invention from Texas A&M's research labs. At the end of the week, student teams present their findings to panels of judges from industry. Over 120 judges participate each year. In its fourth year, this program tests A&M MBA's organization, teamwork, research, analysis, writing and presentation skills. It also showcases the MBAs and A&M technologies to the business community.

- **Ideas Challenge** – Annually the Center asks students on campus to submit their idea for the next great business, product or service. Open to all students on campus, the Ideas Challenge is now in its fifth year and attracts up to 200 entries. The students submit a 1000 word essay which is reviewed by judges from academe

and business. The top 40 entries are invited to present their idea in person to panels of judges from the business world. Over 120 judges journey to College Station each year to serve as judges. Students receive feedback on their ideas, expand their personal networks and have the opportunity to win cash prizes.

- **Business Plan Competitions** – Each year, the Center sponsors teams of students competing in regional and national business plan competitions. A&M teams have competed at Indiana, Purdue and Rice Universities and the University of Texas. To enhance the experience, most teams are interdisciplinary, combining MBA students with graduate students from engineering or science.



Saurabh Biswas, shown here at the Rice Business Plan Competition, a Biomedical Engineering Doctoral student won the 2005 I2P® International Competition at UT.

- **A&M Technology Transfer** – The Center consults to the System's Technology Commercialization Center (TCC) on the licensing or spin-out of A&M-developed technologies. MBA students, working with the Center have helped assess the commercial viability of new research products. Their work helps the TCC develop a game plan for commercialization. Within the last year, the Center has also helped launch two new companies based on A&M-developed inventions.
- **Consulting Projects** – The Center organizes teams of MBA



Every year, business community leaders gather to judge student competitions.

and other graduate students to perform projects for commercial businesses. The projects range from market surveys, market analysis and competitive analysis to the preparation of full-blown business plans. This program is a win-win for the students and businesses. The students get the opportunity to work on a real-world business problem with a real-world executive. The company receives a great product at a fair price.

- **Newsletter** – The Center publishes a newsletter that now reaches over 1000 people. Published monthly, each issue features information about the Center as well as information that entrepreneurs can apply right away to their business.

Texas A&M's Center for New Ventures and Entrepreneurship provides encouragement, education, networking and assistance to entrepreneurially minded students, faculty and Texas businesses.

During the next twelve months the Center plans to launch two new programs focusing on furthering entrepreneurial education. The two new programs are:

- **Start-up 101** – Working with student organizations, the Center is planning and organizing a two day workshop for students, faculty and entrepreneurs interested in

starting their own businesses. The sessions will focus on the practical issues related to starting a business and will feature speakers from companies that support start-ups as well as many current entrepreneurs.

- **Aggies in Business (AiB)** – During the next several months, the Center is planning to start a commercial business in College Station that will be managed and staffed by students. The company, AiB, is planned to operate multiple lines of business appropriate for both graduate and undergraduate students. In the formative stages now, the two initial lines of business are planned to be a consulting operation and a property management operation.

As noted above, the Center relies on volunteers and financial supporters and always welcomes new members to the team. If you are interested in receiving our newsletter or getting involved with the Center please contact us by phone (979) 845-4882. You may also contact us by email at rscruggs@mays.tamu.edu or l-huebner@tamu.edu.



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