



CENTER FOR NEW VENTURES & ENTREPRENEURSHIP™

MAYS BUSINESS SCHOOL ■ TEXAS A&M UNIVERSITY



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{ Vision, Wisdom, Tenacity. }



As an entrepreneur, establishing and maintaining your brand is vital to your success. We understand the environment and challenges of marketing intelligence, knowledge and expertise. The Hollinden team, led by Christine Hollinden '87, helps clients realize their vision through the creation and implementation of innovative programs, creative branding and positioning.

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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 2008 Aggie 100 Program

If you know of a former student whose company should be honored, let us know. Nominations are now open 2008 program.

To submit a nomination or for more information about the Aggie 100 program, visit www.Aggie100.com.

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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, the 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.



By Richard M. Scruggs '77

Vision. Wisdom. Tenacity.

After three years of talking to accomplished Aggie entrepreneurs, getting to know them and asking why they have been successful, these three nouns emerged as the theme of the 2007 Aggie 100.

This year's No. 1 company has grown by more than 350 percent in each of the past two years. Other companies on the list are decades old. Several entrepreneurs are clearly "serial entrepreneurs" with multiple companies on the list. Still other leaders have tackled the job of setting up shop in a foreign country and are doing quite well.

All of these leaders have a clear vision and have displayed the wisdom necessary to turn their dreams into reality and the tenacity to stick with it through the ups and downs.

It gives us great pride to recognize and celebrate their success.

If it happens twice at A&M, they say, it becomes tradition. Today, we celebrate the third annual Aggie 100 and the program is well on its way to becoming an enduring Aggie tradition.

This year's program honored the achieve-

ments of fast-growing, Aggie-owned or -led companies from around the world. Hundreds of companies were nominated and more than 200 applied for the honor. The 100 fastest-growing companies were named to the 2007 Aggie 100 and recognized at ceremonies on campus.

In addition to the on-campus celebrations, many company representatives took time out of their busy schedules to speak to student organizations and classes. They shared their unique stories and passed on lessons learned to the next generation of leaders, sharing their stories with more than 1,200 students while visiting the campus.

For the third successive year, the program attracted more than 90 companies back to the campus, with many company representatives visiting for the first time in years.

More than 250 people attended a welcoming





reception on the evening of Oct. 25 hosted by the Association of Former Students. The following day began with breakfast meetings across campus as deans and other leaders offered personal congratulations to their college's alumni. The festivities were capped off with an awards luncheon in the Zone Club at Kyle Field that was attended by more than 620 people, including in excess of 100 current students.

The staff of the Center for New Ventures and Entrepreneurship is honored to have the privilege of recognizing successful Aggie entrepreneurs and providing them with a platform to help educate today's students.

Like the success of the Aggie 100 honorees, the program's success is a team effort. The Center would like to thank the many people and organizations that have helped make it a reality.

Two long-term supporters, PKF Texas and Hollinden Professional Services Marketing, stepped forward and provided countless hours of work to make the event a reality. PKF is the "Aggie 100 accountant" and reviewed and verified the information provided by the applicants. All of the graphics, marketing programs and presentations connected with the event

were contributed by Hollinden.

The Association of Former Students, Infinity Pro Sports, The Research Valley Partnership, the Texas A&M Foundation and the Texas publications of American City Business Journals have also provided immeasurable support for this program for multiple years.

Many other companies and individuals purchased tables for the awards luncheon and helped underwrite the cost of student

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attendance at the luncheon. Student organizations such as the Texas A&M Singing Cadets and MSC Hospitality helped entertain guests and made sure everyone was warmly welcomed to Aggieland.

The support of all of these organizations is gratefully acknowledged and appreciated. The Aggie 100 would not be a reality without this type of support.

Finally, the Center must recognize its core team of volunteers. The Center is a self-supporting unit of the Mays Business School and could not accomplish its mission without the unending support of the individuals and companies serving on its executive committee and advisory council. The members of this group are recognized later in this publication. The ideas, time and financial support provided by these volunteers truly enables the Center to continue making a difference for Texas A&M University.

The stories and pictures included in this publication don't begin to tell the story of Aggie entrepreneurs and their accomplishments. There are many stories to celebrate. The Aggie 100 highlights 100 of the fastest-growing companies.

Congratulations to the 2007 honorees. You are making a difference. Your stories are inspiring and we are proud to call you Aggies!



INTRODUCING THE 2007

Aggie 100

Mays 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.

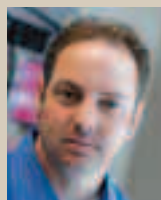
That day came a few years ago after a conversation with his brother. Together, they decided to start Industrial Solutions de Mexico, a company that would offer what many companies in the information technology market were lacking — *"unsurpassed quality service."*

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.

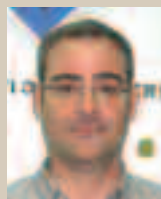
But Round Rock-based Intelligent Logistics isn't just a high-flying Aggie company; it also was listed at No. 551 on the Inc. 5000 list of fastest-growing private companies.

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 start-ups 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.

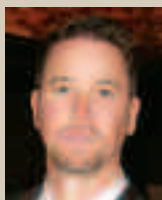
Frey says there have been surprises since he took over the non-destructive-testing company, but it has been easier than he thought.

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.
Mertzson, 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.



from the Ground Up

Three Generations of Aggies Keep Yantis Company Digging for Growth

By Larry Cooper '77

Beginning with \$9,000 of borrowed money and a passion for integrity in business relationships, three generations of Aggies have built the family-owned Yantis Company into a \$100 million heavy construction firm that has been shaping the infrastructure and landscape of San Antonio since 1965.

Amazingly, 42 years after its founding, the Yantis Company is still growing fast enough to land on the Aggie 100 for the third consecutive year. And this year, the company shares the honor with one other firm as the oldest company on the Aggie 100 list. How has a company of this size, operating in a slow-growth industry, been able to sustain such eye-popping growth for so long?

President and Chief Operating Officer Mike Yantis, Jr. '02 explains: "My grandfather, John Yantis '53, built it from nothing into about an \$8 million to \$9 million business by focusing on a lot of highway construction contracts for the Texas Department of Transportation. Then when my dad and my uncle, Mike Yantis '76 and Tom Yantis '78, came into the business in the early '80s, they took the business to a higher level by getting us involved in lot development for large homebuilders such as Centex, Pulte, and KB Homes. Around 2000, we were about a \$40 million company. I came on board in 2002, and now we are a \$100 million company."

Yantis cites two keys that drive the company's success. One is relationships. "We take relationships very seriously. The relationships we've built with people running these large home builders have brought a ton of repeat business. Probably 75 percent of the current jobs we're on right now are with people we've done business with before. Some of those relationships go back 30 years."

The second key is people. Chairman Emeritus and founder John Yantis, reflecting upon last year's Aggie 100 selection, remarked, "The most important thing when building a company is to have good people. Value not only their experience and credentials, but their character." As the Yantis Company has grown into a workforce employing more than 500 people, it has maintained a reputation as an employer of choice in a specialized industry where experience and talent are hard to find. "We are fortunate to have great people who have been with us for years," Mike, Jr. says. "Our people feel a close connection to the family, and we have a close connection to them."

The Aggie Network is a competitive advantage for the Yantis Company. "It's huge for us," Yantis says. "A lot of engineers and land developers here are Aggies. It opens doors and gives us instant credibility with them. We have that bond with them that's hard to describe." And he adds that the connection also extends into recruiting employees for his company. "When I interview someone who's an Aggie, I feel like I already know a little bit about them. Immediately, they've set themselves apart."



From left to right: Tom Yantis, John Yantis, Mike Yantis Sr., Mike Yantis Jr.

The Aggie Spirit has an influence on the culture of the company as well. As Texas A&M made its run during the 2007 NCAA basketball tournament, Aggies in the company were glued to TVs. And when the Aggies made it to the Sweet 16 in San Antonio, the offices were virtually a ghost town for the Thursday game, as Yantis' Aggie employees and clients were represented in force at the Alamodome. "That wasn't a hard ticket to give away to clients," Yantis says with a hearty laugh. "Our phones were ringing off the hook when the brackets came out."

At the Yantis Company, the close-knit family relationships have an advantage in critical decision-making. Feedback and input among family members is not couched in the diplomacy that is often found in corporate settings. "We can all say what we think, and be passionate and straightforward in expressing our opinions with each other, because we know that no one is going to be offended," Yantis explains. "We all get in a room and hash things out, and sometimes argue pretty heatedly about something, and two minutes later we're in the car





going to lunch laughing and joking and talking about the Aggie football game.”

The Yantis family culture promotes a clear divide between business and family. Mike Yantis, Sr. always insisted on keeping business at the office and making family and social time about everything but the company. “When I’m at dinner with him and try to bring up something from the office, he’ll say that we’re not here to talk about work, we’re here to relax and enjoy a good meal,” Mike, Jr. says. “He’s great about finding a balance between work and family life.”

Making the Aggie 100 for the third consecutive year is exciting for the Yantis family. “What

“The most important thing when building a company is to have good people. Value not only their experience and credentials, but their character.”

excites me is when I look at the list, I see that we’re one of the oldest companies on there. My grandfather loves it,” Yantis says. “It’s another example of how Texas A&M does things to set itself apart. You don’t see this type of program at places like UT or Texas Tech.”

While the first two generations of family leaders had to focus their efforts on building

the firm, making it viable and creating a good reputation in the industry, Mike, Jr. sees his role as sustaining and expanding on the foundation that his ancestors built. With a passion for the core values of integrity, loyalty, and respect, crafted under the leadership of three generations of Aggies, the Yantis Company exemplifies the Aggie Spirit in building the infrastructure of San Antonio.



RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	MANAGEMENT	LOCATION	
1	371.32	REDE, Inc.	Organizational Support Services	1998	Hubert Glover '92, President, Owner	Metairie, Louisiana	
2	202.45	Industrial Solutions de Mexico	Information Technology	1994	Juan Manuel Lamparero, '87, CEO, Owner	El Mirador, Naucalpan, Mexico	
3	168.69	Intelligent Logistics LLC	Transportation	2002	Tim Miller, '93, President, CEO, Owner	Round Rock, Texas	
4	166.67	Project Solutions International	Oil & Gas Consulting	2001	Robert J. Albers, '87, Managing Director, Founder	Bangkok, Thailand	
5	163.75	W. Garner Enterprises	Real Estate Development	1998	Will H. Garner IV, '02, CEO, Owner	Houston, Texas	
6	153.84	Desert Industrial X-Ray LP	Petroleum Service Company	1999	Douglas Frey, '77, President, Owner	Odessa, Texas	
7	153.33	Premier Placement Media	Online Advertising	2001	David Gedeon, '96, President, Founder	Cypress, Texas	
8	153.09	t. howard & associates architects, inc.	Architecture	1998	Todd C. Howard, '91, President, Founder	Dallas, Texas	
9	148.73	Rolling Vistas, Ltd.	Ranch Investments	1997	Jay Dickens, '82, Owner, Founder	Mertzton, Texas	
10	144.77	GEODynamics	Oil and Gas	2001	David S. Wesson, '82, President, CEO	Millsap, Texas	
11	130.17	Fat Tire Bike Tours / City Segway Tours	Tourism	1998	David Mebane, '98, President, Owner	Paris, France	
12	113.43	Earth Information Technologies, Corp.	Information Systems	1999	Dan Rooney, '92, President, Owner	Madison, Wisconsin	
13	95.12	House of Forgings Inc.	Industrial Distribution	2001	Robert M. Borsh, Jr., '03, President, CEO	Houston, Texas	
14	91.98	Overflow Inc.	Music/Entertainment Industry	2002	David Lipscomb, '85, President, Owner	Franklin, Tennessee	
15	90.61	JWA Financial Group, Inc.	Financial Planner	1998	James Whiddon, '82, President, CEO	Dallas, Texas	
16	83.72	Miner Fleet Management Group	Industrial Services	2001	Philip T. Miner III, '80, CEO, Founder	San Antonio, Texas	
17	83.23	InvestWood Capital	Commercial Real Estate	2002	Jim Wood, '82, President, Owner	Bellaire, Texas	
18	79.11	EnerSys Corporation	Oil and Gas	1994	Russel W. Treat, '80, President, Founder	Houston, Texas	
19	77.13	Blade Energy Partners	Oil and Gas Engineering	2000	Patrick Brand, '81, Executive Vice President, Founder Philip Frink, '80, Executive Vice President, Founder	Frisco, Texas	
20	73.41	Comanche Contractors, L.P.	Construction/General Contractor	1979	A. Gregory Walla, '79, President, Owner	Houston, Texas	
21	72.45	OTA Compression, LLC	Compressor Sales, Leasing and Service	2002	Grant Swartzwelder, '85, President, Founder	Irving, Texas	
22	72.24	Infinity Pro Sports	Web Solutions	1998	Uri Geva, '98, CEO, Owner	College Station, Texas	
23	70.89	MEI Technologies, Inc.	Aerospace Engineering, Research & Development	1992	Edelmiro Muniz, '67, CEO, Owner	Houston, Texas	
24	66.70	New Tech Engineering LP	Petroleum Engineering	1998	Larry Cress, '76, President, CEO, Owner	Houston, Texas	
25	65.67	Native Land Design	Professional Landscape Services	2001	Ben Collinsworth, '99, President, Owner	Cedar Park, Texas	
26	65.07	Pumpco, Inc.	Pipeline Construction	1981	Alan B. Roberts, '78, President, Owner	Giddings, Texas	
27	64.20	Foxfire Scientific, Inc.	Health Physics Consulting	1999	Ian S. Hamilton, '93, President, Owner Matthew G. Arno, '02, Vice President, Owner	Arlington, Texas	
28	64.13	River Place Golf Group L.P.	Golf	2001	Todd Routh, '86, President	Austin, Texas	
29	63.30	Builders West, Inc.	Residential Construction	1982	Kurt Lobpries, '77, President, Owner Lizette Lobpries, '77, Vice President, Owner	Houston, Texas	
30	63.17	Valley Construction Services, LTD.	Commercial Construction	2000	Terry Austin Ray, '79, Limited Partner, Owner	Brownsville, Texas	
31	63.02	Chaparral Energy Inc.	Exploration & Production	1988	Mark A. Fischer, '72, President, CEO, Founder	Oklahoma City, Oklahoma	
32	62.92	Schwarz Hanson Architects	Architecture	1995	Gerald H. Schwarz, '82, President, Owner Tod D. Hanson, '88, Vice President, Owner	Fort Worth, Texas	
33	61.60	Marquee Tent Productions	Event Industry	2000	Damon W. Holditch, '65, President, Owner	Austin, Texas	
34	61.28	G.R. Birdwell Construction, L.P.	Construction	1977	Gene R. Birdwell, '59, CEO, Owner Brad A. Birdwell, '83, President, Owner	Houston, Texas	
35	60.01	CapNet Securities Corporation	Investment Banking	1988	Daniel L. "Bo" Ritz, Jr., '84, Chairman, CEO, Owner	Houston, Texas	
36	58.31	Gill Services, Inc.	Oilfield Manufacturing	1977	Gay Gill Wathen, '80, President, Owner	Houston, Texas	
37	58.23	MacResource Computers	Computer Hardware	1994	Buckey Lee Turk, Jr., '83, General Manager Carolyn Harwell Turk, '84, Owner	Bryan, Texas	
38	57.59	Businelle Company, LLC	Information Technology	2001	Greg Businelle, '90, President Owner	Houston, Texas	
39	57.11	Intercontinental Consultants, LLC	Investment Advisor	1997	John Kauth, '77, CEO	San Antonio, Texas	
40	56.78	Heritage Wealth Management	Finance	2002	Daniel P. Michalk, '92, Principal, Owner	Houston, Texas	
41	56.32	LiquidFrameworks	Software Solutions	2001	Travis M. Parigi, '94, President Owner	Houston, Texas	
42	55.98	Acequia	Irrigation Technology	2001	Rodger Timothy Wiley, '73, Owner Kenneth W. Cook, '80, Owner	Austin, Texas	
43	54.41	TDI-Brooks International, Inc.	Oceanographic Research and Service	1996	James M. Brooks, '70, President, Owner Bernie B. Bernard, '78, Vice President, Owner	College Station, Texas	
44	52.01	CES Environmental Services, Inc.	Environmental & Industrial Services	1998	Matt Bowman, '93, President, Owner	Houston, Texas	

2019 AGGIE 100								
RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	MANAGEMENT	LOCATION		
45	51.88	Hollinden professional services marketing	Marketing Consulting	1993	Christine M. Hollinden, '87, President, Owner	Houston, Texas		
46	50.68	Routh Development Group	Real Estate	1994	Todd Routh, '86, Manager, Owner Rob Routh, '78, Vice President, Owner Stephanie Routh, '93, Vice President, Owner Clay Routh, '87, Vice President, Owner	Austin, Texas		
47	50.56	John Moore Services, Inc.	Residential Multi-Services	1965	Donald G. Valentine, '69, President, Owner	Houston, Texas		
48	50.30	Hayden Consultants, Inc.	Professional Services	2000	Rachel Hayden, '89, President, Owner	Dallas, Texas		
49	49.48	BlueRock Energy Capital, Ltd.	Oil and Gas	2002	Catherine Landeck Sliva, '80, President, CEO, Founder R. Scott Abel, '84, Partner, Founder	Houston, Texas		
50	49.22	Grey Wolf, Inc	Oil & Gas Land Drilling Services	1980	Thomas P. Richards, '65, Chairman, President, CEO	Houston, Texas		
51	49.16	Marvin Tate Communication	Retail Sales	2000	Marvin P. Tate II, '75, Owner	Vernon, Texas		
52	48.95	ZT Financial Network Inc.	Financial Services	2002	Taseer Badar, '95, President, CEO	Houston, Texas		
53	48.31	The Liere Agency	Insurance	1992	Leslie G. Liere, '84, President, Owner	College Station, Texas		
54	47.31	Heights Venture Architects, LLP	Architecture	1999	Robert R. Holton, '84, Partner, Founder Scott Roselius, '87, Partner, Founder	Houston, Texas		
55	46.93	Achilles Group	Human Resources	2002	JP Magill, '89, President, Owner	Houston, Texas		
56	46.29	Cementaciones Petroleras Venezolanas, S.A.	Oil and Gas	1981	Eduardo Pantin, '67, Chairman, CEO, Founder Director, Vice President Gerardo Pantin, '97, Owner	Maracaibo, Venezuela		
57	46.24	Food Safety Net Services	Food Testing Services	1999	John Bellinger, '76, Chairman, Owner Gina Bellinger, '89, President, Owner Gary C. Smith, '68, Partner, Owner	San Antonio, Texas		
58	46.21	Merrick Pet Care	Pet Food	1987	Tyler Merrick, '00, President	Amarillo, Texas		
59	45.81	Dudley Construction, Ltd.	General Construction	1992	Mark Dudley, '83, President, Owner Deanie Dudley, '84, Partner, Owner	College Station, Texas		
60	45.51	DrawWorks, L.P.	Energy	1995	Albert A. Mullins, '60, Owner	Boling, Texas		
61	45.05	Yantis Company	Heavy Construction	1965	John M. Yantis, '53, Chairman Emeritus, Founder J. Mike Yantis, '76, Co-Chairman, Owner Thomas G. Yantis, '78, Co-Chairman, Owner Mike Yantis, Jr., '02, President & COO, Owner	San Antonio, Texas		
62	44.94	InHouse Systems, Inc.	Systems Integration	1991	Kody Shed, '95, President, CEO, Owner	Temple, Texas		
63	42.88	CAPSHER Technology, Inc.	Software Consulting	1994	K. Stefan Capps, '83, President, Owner	Bryan, Texas		
63	42.88	Clay Development & Construction, Inc.	Real Estate	1998	Albert W. Clay, '65, President, Owner Robert H. Clay, '89, Vice President, Owner	Houston, Texas		
65	42.30	Hill Country Electric Supply, LP	Electrical Equipment Wholesaler	1998	Wayne Blasingame, '78, Partner, Founder David Inman, '82, Partner, Founder	Austin, Texas		
66	42.12	Land Design Partners	Landscape Architecture	1996	Daryl Benkendorfer, '82, President, Owner	Austin, Texas		
67	42.10	JB Knowledge Technologies, Inc.	Technology Solutions	2001	James M Benham, '01, President, Owner	College Station, Texas		
68	41.93	Lobo Logistics, L.L.C.	Oil Field Trucking	1998	P.R. Arguindegui III, '84, Owner Founder	Laredo, Texas		
69	41.90	Paloma Energy Consultants	Energy Consulting	2000	Gary K. Gonzalez, '80, CEO, Owner	Houston, Texas		
70	41.82	Jenkins Custom Homes	Residential Construction	1992	Shan Jenkins, '88, President, Owner Bethany Jenkins, '88, Vice President, Owner	Austin, Texas		
71	41.70	Checkpoint Services, Inc.	Technology	1995	Kristen Cox, '83, President, Owner	El Paso, Texas		
72	40.41	GulfQuest, LP	Healthcare	2000	Scott C. Huebner, '95, President, Founder	Houston, Texas		
73	39.99	Metro Custom Plastics Inc.	Manufacturing	1974	C.W. Seely, '55, Chairman, Owner Michael J. Havel, '76, President, Owner Lea Anne Seely, '80, Owner	Arlington, Texas		
74	39.97	Texas Tree & Landscape	Landscaping Installation & Maintenance	1998	Steve Berry, '90, Owner	Blue Ridge, Texas		
75	39.82	Mackey & Tanner, LLC	Professional Recruiting	2001	Jeff Mackey, '87, Partner, Founder Frank Tanner, '87, Partner, Founder	Houston, Texas		
76	39.08	CAP5 Technology Solutions, LLC.	Computer Networks and Applications	2002	Anthony Hodgson, '83, President, Owner Stanley Keith, '83, Owner, Founder	Houston, Texas		
77	39.01	Matkin Hoover Engineering & Surveying	Engineering & Surveying	2002	John Mark Matkin, '95, President, CEO, Owner	Boerne, Texas		
78	38.03	ZT Global Investments Inc.	Financial Services	1997	Taseer Badar, '95, President, CEO	Houston, Texas		
79	36.59	Vogel Financial Advisors, LLC	Financial Planning / Investment Management	2000	Michael W. Busch, '88, President, Owner	Dallas, Texas		
80	36.07	BJ's Restaurants, Inc.	Foodservice	1978	Jerry Deitchle, '73, President, CEO	Huntington Beach, California		
81	35.33	American Protectors Inc.	Manufacturing	1979	C.W. Seely, '55, Chairman, Owner Michael J. Havel, '76, President, Owner	Arlington, Texas		

RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	MANAGEMENT	LOCATION
82	34.83	CENTAURI Technologies, LP	Environmental & Industrial Services	1996	Kyle Killebrew, '83, President, Owner	Pasadena, California
83	34.73	Slay Engineering Co., Inc.	Civil Engineering	1982	Michael M. Slay, '71, President, Owner	San Antonio, Texas
84	34.06	Miner North Texas, Ltd.	Industrial Services	2000	Philip T. Miner III, '80, CEO, Founder	Dallas, Texas
85	33.99	Bury+Partners, Inc.	Engineering	1984	Paul J. Bury III, '78, President, Owner	Austin, Texas
86	33.50	Mustang Engineering	Engineering	1987	Steve Knowles, '84 President, Owner	Houston, Texas
87	32.75	Steele & Freeman, Inc.	Construction	1979	Michael D. Freeman, '91, President Owner	Fort Worth, Texas
88	32.66	The Lee Thompson Co.	HVAC	1961	Scott Thompson, '79, President, Owner	Houston, Texas
89	32.49	Corkran Energy, LP	Oil & Gas Exploration & Production	2001	Dennis D. Corkran, '77, President, Owner Peggy J. Corkran, '77 Secretary, Owner	Austin, Texas
90	32.40	Tape Solutions, Inc.	Adhesive Tape	1998	Kimberly D. Lawrence, '82, President, Owner	Austin, Texas
91	32.27	Valley Garden Center, Inc.	Retail Nursery & Landscaping Services	1976	Jon Klement, '85, President, Owner	McAllen, Texas
92	32.08	Keystone Constructors, Inc.	Industrial Construction	2002	James R. Penn, '77, President, Owner	Gaffney, South Carolina
93	31.94	eInstruction Corp.	Technology	1981	Darrell Ward, '73, CEO	Denton, Texas
94	31.65	Speech Privacy Systems	Privacy / Acoustics	1998	Bruce Davidson, '78, Principal, Founder	Plano, Texas
95	30.59	Catapult SystemsInformation	Technology	1993	Sam T. Goodner, '90, CEO, Owner David Jacobson, '90, CTO, Owner	Austin, Texas
96	30.37	Delta Structural Technology Inc.	Construction Engineering	1991	Paul Gugenheim, '73, President, CEO	Conroe, Texas
97	30.36	Summit Insurance Group	Employee Benefits	1997	Lawrence Morris, '88, President, CEO, Owner	San Antonio, Texas
98	30.29	Internet Truckstop LLC	Transportation Services	1995	Scott Moscrip, '93, President, CEO	New Plymouth, Idaho
99	30.25	Carter Financial Management, Inc.	Financial Planning	1976	Bill E. Carter, '69, President, Owner	Dallas, Texas
100	30.07	Workman Commercial Construction Services	Commercial Construction	1991	Paul D. Workman, '73, CEO, Owner Kyle D. Workman, '97, President, Owner	Austin, Texas



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Nuggets of Wisdom from the 2007 Aggie 100

It takes courage to venture out on your own. As you learn more about yourself and your business, courage changes to confidence. Confidence gives you knowledge that you did the right thing.

J.P. Magill '89 *Achilles Group*

If you have a dream make it happen!

Michael J. Havel '76
American Protectors Inc.

The great consumer growth companies have been able to maintain a good balance of their founding entrepreneurial ethic with a strong culture of disciplined execution. That is the principal challenge of making the transition from a "good company that is growing" to a "growth company."

Jerry Deitchle '73 *Bj's Restaurants, Inc.*

Learn from the past, anticipate the future, live in the moment and remember what that wise old Aggie once said: "git er done."

Patrick Brand '81 *Blade Energy Partners*

Find something you love to do. Develop a positive attitude and respect others. Uphold your ethical standards. Learn from difficult situations and never ever give up. Most importantly keep your family and your faith at the forefront.

Catherine Landeck Sliva '80
BlueRock Energy Capital, Ltd.

Organization and persistence are essential for success; be consistent and never slow down.

Kurt Lobpries '77 *Builders West, Inc.*

If you are standing still you are falling behind, because everyone else is passing you by.

Paul J. Bury III '78 *Bury+Partners, Inc.*

Never take your eye off the customer. Make your team happy first and yourself happy second. The reverse will never work.

Greg Businelle '90
Businelle Company, LLC

Activity creates opportunity.

K. Stefan Capps '83
CAPSHER Technology, Inc.

Never underestimate the value of hard work.

Bill E. Carter '69
Carter Financial Management, Inc.

Honesty, personal integrity, and attitude define who you are as a person. Use these characteristics to lead you to your personal goals. Always dream of the positive possibilities and never look back.

Kyle Killebrew '83
CENTAURI Technologies, LP

Do what must be done, when it must be done, and in the proper spirit.

Matt Bowman '93
CES Environmental Services, Inc.

Adversity and lost dreams followed by inspiration gained equate to fortunes made.

Mark A. Fischer '72
Chaparral Energy Inc.

Stand out in the area of your strongest suit. Don't try to be all things to all people. Identify the area of your industry where you can differentiate yourself from others and focus on that area. Maintain and use your network – Aggies, local civic organizations, boards, chambers, you name it. Your network is worth more than silver and gold. Buy from your customers and refer others to your customers. The more your customers grow the more of your business they need.

Kristen Cox '83
Checkpoint Services, Inc.

Work hard; play hard.

Albert W. Clay '65
Clay Development & Construction, Inc.

Stay completely focused and maintain absolute integrity.

A. Gregory Walla '79
Comanche Contractors, L.P.

Never overlook small beginnings. My dad passed two things along to me, tell the truth and be the first to admit when you are wrong. Being an entrepreneur is a team, not a one person show. The beginning may be with one person, but the quality of the team will determine the potential that can be reached. All this means nothing without character.

Character is defined by what you do when no one is watching and it is crunch time for yourself. Finally, failure is only an event on the road to success. The winner dusts himself or herself off and tries again. The winner will do what the loser will not.

Paul Gugenheim '73
Delta Structural Technology Inc.

Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction, and skillful execution. It represents the wise choice of many alternatives.

Mark Dudley '83
Dudley Construction, Ltd.

If you have the passion and wisdom for a product or service, leave no stone unturned in attempting to achieve your goals.

Darrell Ward '73 *eInstruction Corp.*

Much of what is valuable learning in life is only learned through experience. Experience is what you get when you didn't get what you wanted, and wisdom is learning the right lessons from your experience.

Russel W. Treat '80
EnerSys Corporation

Know every aspect of your business and then find people that do it better than you.

David Mebane '98 *Fat Tire Bike Tours / City Segway Tours*

Take responsibility for your company's missteps with customers. Avoid a big-business corporate haughty mentality.

Gina Bellinger '89
Food Safety Net Services

Trust your luck and always remember "the harder you work the luckier you get."

Gene R. Birdwell '59
G.R. Birdwell Construction, L.P.

Never give up! It seems easier to walk away sometimes, but the rewards are the lessons learned and the people that helped you through them.

Gay Gill Wathen '80 *Gill Services, Inc.*

Attitude and determination will take you a long way down the path to your goal.

Thomas P. Richards '65 *Grey Wolf, Inc*

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Perseverance will pay off. Be patient and seek out those clients who want you to succeed.

Rachel Hayden '89
Hayden Consultants, Inc.

Work to live...and always give back more than you take.

Robert R. Holton '84
Heights Venture Architects, LLP

You can only do really good work if you enjoy what you are doing.

Daniel P. Michalk '92
Heritage Wealth Management

Mediocrity is not an option. Surround yourself with intelligent, motivated people who strive for excellence.

Christine M. Hollinden '87
Hollinden | professional services marketing

Embrace empowerment and encourage creativity. These are not buzz words to be discussed, but rather concepts to employ and nurture thus becoming the cornerstones of your corporate culture.

Robert M. Borsh, Jr. '03
House of Forgings Inc.

If you are going to dream, dream big! Be passionate, remain focused, surround yourself with talented individuals, look out for mentors and you will find success.

Juan Manuel Lamparero '87
Industrial Solutions de Mexico

Dream it. See it. Get it done. If you believe your vision, others will follow and make it great.

Uri Geva '98 *Infinity Pro Sports*

The Aggie Code of Honor to "not lie, cheat, steal, or tolerate those who do" is also an extremely relevant business principle. Integrity is everything.

Tim Miller '93 *Intelligent Logistics LLC*

Creating your own business will be the most difficult and most exciting thing you will ever do in your professional career. It is also the most rewarding.

John Kauth '77
Intercontinental Consultants, LLC

Speak the truth. Provide great service and value for your customers. Don't be afraid to try and fail because your mistakes will lead to your successes.

Scott Moscrip '93
Internet Truckstop LLC

Never stop learning! **Douglas Frey '77** *Desert Industrial X-Ray LP*

Network with as many people in your industry as possible, and keep contact information accessible so that it can be available when needed.

Jim Wood '82 *InvestWood Capital*

Follow the #1 rule of leadership – take care of your people. Treat everyone you meet as if they will have a direct impact on your life.

James M Benham '01
JB Knowledge Technologies, Inc.

Pursue your passion, treat your customers as your superiors (they are) & use your "Aggie Ingenuity" to grease the skids.

Bethany Jenkins '88 *Jenkins Custom Homes*

Damn the doubts and do it! An average concept done with passion trumps a great dream unrealized. Dream, deliberate, and then for heaven's sake do it.

Donald G. Valentine '69 *John Moore Services, Inc.*

"If you can see it, you can be it."

James Whiddon '82
JWA Financial Group, Inc.

Get to know your customer and understand his/her expectations for a successful project.

James R. Penn '77
Keystone Constructors, Inc.

Hire the best people and execute quickly against a well defined plan.

Travis M. Parigi '94 *LiquidFrameworks*

"For unto whomsoever much is given, of him shall be much required: and to whom men have committed much, of him they will ask the more." *Luke 12:48*
Be clear as to what your purpose is, and who you are truly working for.

P.R. Arguindegui III '84
Lobo Logistics, L.L.C.

Focus on your field of expertise and surround yourself with people that complement your skills and experience. Raise sufficient capital to make sure that your business has the best opportunity to reach the goals that you have set for it. Finally, work hard and take action to reach your goals and do not accept failure.

Frank Tanner '87
Mackey & Tanner, LLC

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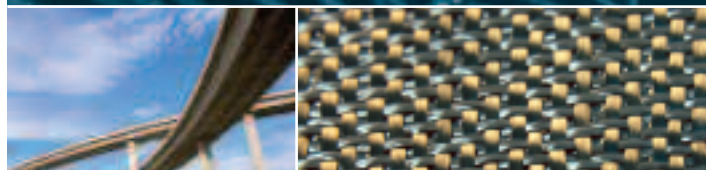
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Paul Gugenheim '73

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Nuggets of Wisdom *continued*

Even a good entrepreneur may have to go through several ideas before finding one that "fits". Once you find that unique service or product continue to build on it and make it stronger so that you will always be ahead of any competitor.

Buckey Lee Turk, Jr. '83
MacResource Computers

Do not let your education hold you back. Do what you love and love what you do.

Damon W. Holditch '65
Marquee Tent Productions

Get personally involved in your business. A lot of money can go out the back door if you aren't paying attention.

Marvin P. Tate II '75
Marvin Tate Communication

Follow your passion and believe in yourself.

John Mark Matkin '95
Matkin Hoover Engineering & Surveying

Always offer your best effort, even in circumstances where success seems unlikely. You never know when luck or another Aggie may be the deciding factor!

Edelmiro Muniz '67
MEI Technologies, Inc.

Trust in the Lord with all your heart and lean not on your own understanding; in all your ways acknowledge Him, and He will make your paths straight. *Proverbs 3:5-6*

Tyler Merrick '00
Merrick Pet Care

No matter how good it is you are not that smart, and no matter how bad it is, you are not that dumb. Be humble and appreciate those that have helped you along the way. Gig 'em and be thankful especially for those service men and women that allow us to enjoy this great life in the USA.

Michael J. Havel '76
Metro Custom Plastics Inc.

The best way to success is to control your own future.

David S. Wesson '82 *GEODynamics*



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If ever in doubt as to what to do look to your core values as a compass for guidance. Start your own business early and work for yourself and control your own destiny.

Todd Routh '86
Routh Development Group

Service is key. When a client or customer asks for something respond as quickly as possible. Service and responsiveness is what they remember and it's what sets you apart from the rest.

Gerald H. Schwarz '82
Schwarz Hanson Architects

Remember that the client is the boss which requires you to listen well, do the best job you can and do what you say you are going to do.

Michael M. Slay '71
Slay Engineering Co., Inc.

Be curious. Determine to be a life long learner. As my favorite business philosopher Jim Rohn says: "Formal education will make you a living. Self-education will make you a fortune." – "The book you don't read won't help."

Bruce Davidson '78
Speech Privacy Systems

Strive to maintain the highest levels of honesty ethics and respect for others in business and in life. Fair treatment at all levels generates loyal clients, employees, and vendors.

Michael D. Freeman '91
Steele & Freeman, Inc.

Never settle. Always push forward on finding new ways to better serve your shareholders, employees, and clients.

Lawrence Morris '88
Summit Insurance Group

Be persistent and confident in your ability while maintaining the highest ethical standards in everything you do.

Todd C. Howard '91
t. howard & associates architects, inc.

Just as the Fighting Texas Aggie's football team thrives with the support and loyalty of the 12th Man, your customers and employees will perform and reward you for the same supportive devotion. Let them know how valuable they are and show it in your actions.

Kimberly D. Lawrence '82 *Tape Solutions, Inc.*

Listen to your customers and your employees. Your success depends on the satisfaction of both.

Steve Berry '90 *Texas Tree & Landscape*

The credit belongs to those who are actually in the arena who strive valiantly; who know the great enthusiasms, the great devotions and spend themselves in a worthy cause.

Leslie G. Liere '84 *The Liere Agency*

Start early in your career to believe in your abilities to run your own company; it will reward you earlier in your life. Remember to treat your customers and your employees as you would yourself. Always be straight with them and always operate in an ethical manner.

Terry Austin Ray '79
Valley Construction Services, LTD.

"Integrity provides the roadmap for your actions and persistence is the key to realizing your dreams."

Jon Klement '85
Valley Garden Center, Inc.

The Aggie Honor Code is all about integrity. Integrity is essential for success. It's no wonder that "a successful Aggie" is somewhat redundant.

Michael W. Busch '88
Vogel Financial Advisors, LLC

"Don't let anyone – family friends etc. – steal your dream. March to the beat of your own drum and remember to dream big and think smart."

Will H. Garner IV '02
W. Garner Enterprises

Act when you have to... Take your time when you can think about it, pray about it, discuss it, decide it and then act.

Paul D. Workman '73
Workman Commercial Construction Services

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Perseverance comes way before success in any business. You may hear 100 "no's" before a "yes". Not giving up is what sets true entrepreneurs apart from the rest.

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Texas A&M University has made great progress in developing a well-rounded entrepreneurship program. The Center for New Ventures and Entrepreneurship (CNVE) is one example. CNVE's programs, such as the Aggie 100, Aggies in Business and the Ideas Challenge have a campus-wide impact. From an academic perspective, there are now seven entrepreneurship professors on the faculty of Mays Business School with many others with entrepreneurial-focused courses throughout the University. This fall, seven students joined Mays' Professional Program in Accounting, with an emphasis on entrepreneurship. Three marketing students enrolled last fall semester in a capstone engineering design class to bring a business perspective to what has traditionally been a purely technical exercise. Soon, A&M will offer graduate and undergraduate entrepreneurship degree

programs expected to attract students from all disciplines.

Clearly, great strides have been taken but we needed to take the next step. Currently, there are no scholarship funds to support those studying entrepreneurship. We have taken the steps necessary to rectify that by creating the Aggie 100 Entrepreneurial Scholars Program. Supported by Aggie 100 honorees, it provides scholarships to students from across campus studying entrepreneurship, as well as younger faculty members researching entrepreneurial topics.

We are asking that each Aggie 100 company contribute \$1,000 for each year they have appeared on the list. The 2005, 2006 and 2007 Aggie 100 classes alone would create a \$300,000 fund providing meaningful support



to deserving scholars.

This program, launched in September of 2007, was able to garner support from an initial group of Aggie 100 honorees and at the 2007 Aggie 100 Awards luncheon in October, CNVE presented Mays Business School with a check for \$55,000. Donor contributions continue to accumulate and CNVE expects to present Mays Business School with another check in October 2008.



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Who are Aggie 100 Class of 2007?

- 4 Foreign Countries
- 4 Owners With 2 Companies
- 8 States
- 9 Companies Have Been on the List all Three Years
- 15 Companies on the '05 and '07 List
- 43 Companies on the '06 and '07 List
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October 2007:

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Whiddon says.

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The Center for New Ventures and Entrepreneurship – Fostering Entrepreneurial Dreams

By Richard M. Scruggs
Special to Texas Business Journals



2006/2007 Business Plan Team sponsored by the Center for New Ventures and Entrepreneurship.

Part of Mays Business School, the Center for New Ventures and Entrepreneurship complements the academic programs offered across campus.

Since its formation, the Center's scope has expanded to support education, be a resource for A&M technology commercialization and provide help to Texas businesses.

Today, the Center's vision is to become the "business extension service."

In keeping with this, its mission is to provide encouragement, education, networking and assistance to entrepreneurial-minded students, faculty and Texas entrepreneurs.

The Center is very active. Its activities range from arranging for speakers in classrooms and hosting competitions to performing projects for businesses.

In addition to traditional entrepreneurship-center activities, A&M's Center has created a series of unique programs, such as the MBA Tech Transfer Challenge, the Aggie 100 and newly formed Texas Aggies in Business Inc.

All of the Center's activities are self-supporting — funded through event revenue, event

sponsorships and donor support.

A strong network of volunteers and corporations from across Texas support the Center's staff, creating a special asset for Texas A&M University.

The key to the Center's success is its core team of volunteers and financial supporters. If you are interested in receiving our newsletter or getting involved with the Center please contact us by phone at 979.845.4882. You may also contact us by e-mail at rscruggs@mays.tamu.edu or l-huebner@tamu.edu.

In addition to the Aggie 100, the following are a sampling of the more established programs run by the Center:

Classroom speakers — The Center secures business-oriented speakers for classes across campus. Each year, the Center arranges for 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 college 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 leader who has been instrumental in the startup or transformation of an entrepreneurial business. The award program, endowed by C.W. and Dorothy Conn, is a great way to expose A&M students to successful businesspeople. The honoree is invited to campus to speak in classes and conduct round-table discussions as well as to 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 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. More than 120 judges participate each year. In its sixth year, this program tests the A&M MBA's organization, teamwork, research, analysis, writing and presentation skills. It also highlights the MBA students and A&M technologies to the business community. Many MBA students can point to improved skills and interview invitations as successful outcomes of this unique event.

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 seventh year and attracts up to 200 entries. The students submit a 1,000-word essay that is reviewed by judges from academia and business. The top 40 entrants are invited to present their ideas, in person, to panels of judges from the business world. More than 120 men and women from all areas of the Texas business community travel 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. In 2007, the two top ideas also received pro-bono help filing provisional patents for their winning ideas.

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 at The University of Texas. To enhance the experience, most teams are interdisciplinary, combining MBA students with students from engineering or science. Recent successes include first place at the inaugural Big XII New Venture Business Plan Competition, first and third places at UT's Global I2P Competition, and fifth place at the Rice Business Plan Competition. In 2006, the

Center “stepped out” and included undergraduate engineers with the MBA students to present a product designed by the engineers. Highly successful as a learning exercise, the team was successful in the field as well, taking third place overall at the 2006 Global I2P Competition coming in behind only England's Oxford University and Trinity College of Dublin, Ireland.

A&M Technology Transfer — The Center consults to the System's Office of Technology Commercialization on the licensing or spin-off 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 OTC develop a game plan for commercialization. The Center's staff also advises faculty members on the start-up of companies to commercialize their inventions.

Newsletter — The Center publishes a newsletter that now reaches more than 2,000 people. Published bimonthly, each issue features information about the Center as well as information entrepreneurs can immediately apply to their business.

New Programs

The Center is active, but not static. During the 2006/2007 school year, the Center launched two new programs focused on furthering entrepreneurial education. The two new programs are:

Start-up 101 — The Center hosts an annual workshop for students, faculty and entrepreneurs interested in starting their own businesses. The sessions focus on the practical issues related to starting a business and feature speakers from start-up companies, academia, economic development and a variety of services firms. More than 80 people attended the inaugural program.

Aggies in Business — In 2006, the Center sponsored the startup of a student-led company in College Station. Aggies in Business, or AiB, employs students in leadership and service roles in an effort to give them hands-on experience running a business as part of their college education. Last spring, about a dozen students participated in the first line of business, consulting. This coming year, AiB will expand as lines of business for property management and online job recruiting/placement services come on line.

Not content to rest, the Center's staff will take another step toward the “business extension service” vision by hosting its first conference for entrepreneurs in spring 2008. The Center's plan is to bring together more than 800 entrepreneurs with experts from around the world with the goal of “expanding minds and expanding networks.” Visit www.envision08.com for all the details.

Clearly the Center is active and making a difference for Texas A&M students and faculty as well as Texas businesses.

Interested in Helping Out?

The key to the Center's success is its core team of volunteers and financial supporters. If you are interested in receiving our newsletter or getting involved with the Center please contact us by phone at 979.845.4882. You may also contact us by e-mail at rscruggs@mays.tamu.edu or l-huebner@tamu.edu.



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