



the company we keep

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AgForce, Inc.
AGS Scientific, Inc.
American Wall Systems, L. P.
Andersen Schoel
Arch-Con Corporation
Aswad Wealth Advisors LLC
AXYS Industrial Solutions
Baker Engineering and
Risk Consultants, Inc.
Brazos Technology
B Resource, Inc.

BridgeStreet Consulting Group
Caltex Energy Inc.
Catapult Systems, Inc
Centric Technology
Services, LLC
City Segway Tours
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Command Commissioning, LLC
Commercial Insurance Solutions
Group, LLC
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Compass Intelligence, LLC
Cypress Physicians Association
D&S Factors
Dailey Electric, Inc.
Delta Structural Technology

Dore & Associates,
Attorneys, P.C.
Dudley Construction, Ltd.
Employer Flexible
Empowered Solutions, Inc.
Eye-Deal Vision, P.A.
Fast-Pak Supply Corp.
Fat Tire Bike Tours
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HTS Texas
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Internet Contrasts Company
Internet Truckstop
iSpeak, Inc.
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Jon P. Wheeler, DDS, PA
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MEI Technologies, Inc.
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MillicanSolutions, Inc.
Monico Monitoring, Inc.
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Native Land Design
The ODS Companies
Omega Airline Software, Inc.
Opportune LLP

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Paragon Innovations, Inc.
The Payton Company
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Schedule 2 Drive, LP
Schwarz Hanson Architects
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SETFS, LLC
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Sledge Engineering
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Steele & Freeman, Inc.
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True View Realty Partners One LP
UMC Physician
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Voice Runner, Inc.
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{ The company **we** keep }



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many Aggie 100
honorees our clients
and proud of the
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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 2011 Aggie 100 Program

If you know a former student whose company should be honored, let us know. Nominations are now open for the 2011 program.

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

Branding and Marketing Services by
Hollinden | strategic consulting
Christine M. Hollinden '87
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2 The Company We Keep.

4 The 2010 Top 10 Aggie 100

8 Trust Your People and Your Instincts

10 Starting a Business? Looking for a Job?

12 The 2010 Aggie 100

14 Nuggets of Wisdom

18 Tremendous Progress in Entrepreneurial Education

20 Changing the World, One Aggie at a Time.

22 Special Thanks

24 Aggie 100 Awards Luncheon



The Aggie 100 program 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.

startups



The Company We

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The Center for New Ventures and Entrepreneurship is pleased to present the 2010 Aggie 100. A class with 40 new companies. A class representing 6 states and 2 foreign countries. Class years ranging from 1956 to 2004 represented. As in past years, the Aggie 100 class of 2010 impacts nearly all walks of life; housing, commercial construction, energy, education, manufacturing and all points in between. The Aggie 100 continues to be a dynamic group of companies, led by Aggies who make a difference across the state, nation and world.

The #1 company of the Class of 2010 is Caltex Energy Inc. of Calgary, Alberta. They are in oil and gas exploration and production, founded in 2005 and growing at a 2-year compounded growth rate (2007-2009) of 224%. Caltex Energy made its first-ever appearance on the Aggie 100

at the #1 slot. The 2010 Top 10 is rounded out with six more companies new to the Aggie 100, along with three returns.

In addition to the on-campus celebrations, dozens of Aggie 100 honorees and company representatives took time out of their busy schedules to connect with the students at Texas A&M. This is arguably the most powerful aspect of the Aggie 100. They spoke to student organizations and classes across campus, sharing their unique stories, wisdom and insights from the real world. This critical link from today's successful business person to tomorrow's leaders is a key component of the program.

On the evening of October 21st, the Aggie 100 honorees were welcomed back to campus for a reception, co-hosted by The Research Valley Partnership. The event, which was held

at the Hagler Center, home of the Texas A&M Foundation, was attended by Honorees and their guests as well as University dignitaries and CNVE board members. The following day, many honorees attended breakfasts across campus hosted by college deans and department heads. The festivities culminated with an Awards Luncheon at The Zone Club at Kyle Field for more than 600 people, including over 100 current students. The luncheon, co-hosted by Texas A&M Catering, featured a keynote address by the President of Texas A&M University, Dr. Bowen Loftin. The luncheon concluded with a performance by the Singing Cadets, filling the room with Aggie spirit as we "Sawed Varsity's Horns Off."

Special Thanks

The staff of the Center for New Ventures and Entrepreneurship is honored to have the privilege to recognize successful Aggie entrepreneurs. It is safe to say that the CNVE has been in good company for many years. The Aggie 100 Program would not be the success that it is today without the

tion of the program. PKF reviews and verifies all information submitted by the applicants each year. Hollinden is the marketing firm of the Aggie 100. All graphical design, marketing material and programs connected with the event are designed and produced by Hollinden.

The Aggie 100 Program would not be the success that it is today without the many people and organizations that have helped to make it a reality.

Our heartfelt thanks also go to three more long-term contributors to the Aggie 100. The Texas A&M Foundation, The Association of Former Students and Infinity ProSports have provided ongoing support to help this program become what it is today. Many other companies and individuals purchased tables and tickets for

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

Our Volunteers

Finally, the center must recognize its core team of volunteers. The Center is a self-supporting unit of Mays Business School and could not accomplish its mission without the unending support of the individuals and companies serving on its Advisory Council and Executive Committee. 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.

Congratulations to the 2010 Aggie 100 Class! We are proud to be in the company of such inspiring and successful Aggies!



many people and organizations that have helped to make it a reality. We would like to thank two long-term supporters in particular; PKF Texas and Hollinden | strategic consulting. PKF has been the 'accounting firm of the Aggie 100' since the incep-

tion of the program. PKF reviews and verifies all information submitted by the applicants each year. Hollinden is the marketing firm of the Aggie 100. All graphical design, marketing material and programs connected with the event are designed and produced by Hollinden.

If you know a former student whose company should be honored, let us know. Nominations are now open for the 2011 program.

Top Ten Aggie 100

one



Tom Bieschke '95 was working at a big oil & gas company when he realized that there were many opportunities for a small company to come in and compete. He did just that in 2005, launching Caltex. Tom didn't expect the growth Caltex has experienced, noting the economy and business environment when they started out. With an impressive growth rate of 224.07%, Caltex is proof that you don't know how things are going to play out. Through success and failure, he learned the importance of building a company that could withstand the changing commodity prices, while adapting to shifts in technology. Tom attributes much of his success with Caltex to his Aggie education inside and outside of the classroom. He says the lessons learned at Bonfire or listening to Silver Taps play on a rainy Tuesday night are the lessons that allow Aggies to excel in business, community and family.

Caltex Energy Inc.
Calgary, Alberta

Tom Bieschke '95
Chairman, President,
CEO & Founder

Industry:
Oil & Gas Exploration
& Production

Growth Rate:
224.07%

Year Founded:
2005

two



Brandon Spears '94, after graduating from Texas A&M, learned an important entrepreneurial lesson: You can't start off at the top. Once he learned the importance of scale and what it takes to really grow, Republic Landscapes began to flourish, landing the #2 spot this year. Over the years, Brandon has modified his initial business plan as opportunities arose and the market called for change. Brandon said many business owners learn that the market does not always act as expected and adaption of a company's goals and ideas is necessary to succeed. His Aggie degree taught him the importance of sticking with it and working through the tough times. He also learned to focus on the outcome and not on the present, a skill that has allowed Republic Landscapes to prosper.

**republic
landscapes**
College Station, TX

Brandon Spears '94
President

Industry:
Commercial
Landscaping

Growth Rate:
127.45%

Year Founded:
2004

three



Michael McAleer '92 always considered starting his own business just to see if he had what it took. We can safely say that Michael has "it" after seeing Brazos Technology continue to expand and prosper over the last decade, landing in the Top 10 for the past two years. Looking back, he claims he underestimated the time and effort needed to start a business. When he started Brazos Technology, his goal was simple: survive and keep it going. He has greatly surpassed these goals as his company continues to grow and expand. Michael has enjoyed the fulfillment of leading a company and watching it prosper over the years, emphasizing the importance of hiring quality people and learning from your mistakes along the way.

**Brazos
Technology**
College Station, TX

Michael McAleer '92
President

Industry:
Information Technology

Growth Rate:
114.02%

Year Founded:
2000

four



David Baggett '81 stresses that client service is of leading importance to Opportune LLP. The day he opened Opportune, David's Aggie network provided him with his first client, as well as many more over the past 5 years. David's focus has been simple: provide value to their clients. This simple guiding principle has proven successful with a growth rate of 105.69%. David's only real surprise with Opportune has been the consistency the company has felt, with few ups and downs along the way. He looks forward to a bright future at Opportune as they continue growing established business lines while developing new ones. Though he is nowhere near finished at Opportune, David says he looks forward to the days of margaritas on the beach in Cabo, San Lucas.

Opportune LLP
Houston, TX

David Baggett '81
Managing Partner,
Founder

John Vanderhider '81
Partner, Founder

Industry:
Consulting

Growth Rate:
105.69%

Year Founded:
2005

five



Curtis Hite '91, after selling his first venture, decided to start another new venture based upon a simple yet hard to achieve concept—do what they had previously done, only much better. One foundational piece to building a better organization was creating an employee focused culture that was balanced by business and organizational goals. Based on these principles, Improving Enterprises was selected and recognized as one of Dallas' best places to work by the Dallas Morning News and Dallas Business Journal, which laid the foundation for Improving Enterprises to reach the top 10. Curtis attributes his company's recent overwhelming success to teamwork, echoing the importance of surrounding yourself with people you can trust and rely on to reach your goals. He says Texas A&M equipped him with a strong academic background, the skills to lead and manage, and the ability to assemble extremely productive and affordable teams by combining industry-leading technology with highly motivated graduates.

Improving Enterprises Inc
Dallas, TX

Curtis Hite '91
President/CEO,
Founder

Industry:
Software Development/
Technology Training

Growth Rate:
93.56%

Year Founded:
2004

six



Doyle Taylor '82 has learned that reinvention is sometimes the key to success. When he purchased Monico Monitoring in 2004, he wanted to use his past business experience to create a small, nimble entrepreneurial spirited company. Looking towards entering new markets, Doyle quickly realized that the competition was too stiff. With further evaluation, he recognized an opportunity to reinvent their product and take control of their current market. Following huge success with a far superior product, Monico continually strives to stay one step ahead of the competition. Doyle has a clear long term vision for Monico, including expansion internationally and strategically into other markets. He looks forward to days where he has time away from work with his wife and future grandchildren.

Monico Monitoring, Inc.
Spring, TX

Doyle Taylor '82
President, Owner

Karen Taylor '84
Vice President, Owner

Industry:
Industrial Engine
Monitoring

Growth Rate:
92.05%

Year Founded:
2004

seven



Michael Greathouse '98 launched Employer Flexible in 2003 with a culmination of experience, knowledge, and relationships providing the foundation. Michael recognizes that hard work and passion drove his company to where they are today. He recalls a time at the inception of Employer Flexible of wondering when they would finally get to work for customers, rather than assembling desks or designing logos. With those days in the past, Michael continues to work towards helping companies find "better ways to do business." While Michael loves what he's doing and says he'd absolutely do it all over again, he also admits that he'd love to coach basketball someday and asks Aggie coach Mark Turgeon to keep a spot open for him.

Employer Flexible
Houston, TX

Michael Greathouse '98
Co-CEO, Owner

Industry:
Human Resource

Growth Rate:
79.37%

Year Founded:
2003

eight



Mitt Salvaggio '82, through previous work experiences in a major software integration firm, saw that many clients often lacked the proper expertise to negotiate favorable pricing with software vendors. In 1997, he took this opportunity to develop a company that would function as a client's trusted advisor on large projects such as these; and Salvaggio, Teal & Associates (STA) was born. Mitt says he was most surprised by the growth of the company. When he began, he thought that there might be enough interest to support a handful of full-time consultants. Today, STA employs more than 50 full-time consultants. Mitt attributes his strong desire to compete and entrepreneurial spirit to his experience at Texas A&M. The start-up and growth of STA has been rewarding for Mitt, allowing him to pursue dreams no longer tied directly to the workplace. He appreciates his success, and looks forward to spending more time with his family, keeping an open-mind about what the rest of life has to offer.

SALVAGGIO, TEAL & ASSOCIATES
Austin, TX

Mitt Salvaggio '82
President, Owner,
Founder

Industry:
Information Systems

Growth Rate:
73.37%

Year Founded:
1997

nine



Brandon Zumwalt '99 realized that not all small businesses can afford to hire an IT department, a niche that led him to launch Internet Contrasts. He started the company with two goals, to put food on the table and to reach sustainability without his everyday interaction. Brandon says in the beginning he was learning on the job, overcoming obstacles such as knowing how to motivate employees who don't have the same vested interest in the company's success. His ability to adapt and learn through experience has helped him develop Internet Contrasts. Through his involvement in the Corps of Cadets at Texas A&M, Brandon says he learned the skills to maneuver through the corporate world. He looks to a bright future for Internet Contrasts and one day wishes to delve more into the financial world.

INTERNET CONTRASTS COMPANY
Helotes, TX

Brandon Zumwalt '99
President, Owner,
Founder

Industry:
IT Consulting Firm

Growth Rate:
71.09%

Year Founded:
2002

ten



Russ Peterson '91 had a desire to make a difference in the lives of others. In 1998 he launched iSpeak, Inc. With the flexibility of a small company and the services of a large one, Russ says that the company has adjusted to customer needs to differentiate themselves in an overcrowded market. According to Russ, the original idea was created in 1990, as a college junior with a passion for public speaking and making a difference in the world. The road hasn't always been smooth for the company. Tenacity proved vital in 2006 as they experienced a dip in cash flow. As Russ put it, the much needed gut check allowed them to develop new sales plans that they have since far exceeded. Today, iSpeak is planning for the future; hoping to implement their training programs at the public school level.

ISPEAK, INC.
Round Rock, TX

Russ Peterson Jr. '91
Managing Director,
Owner, Founder

Industry:
Professional
Development Training

Growth Rate:
67.46%

Year Founded:
1999

AGGIE
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Trust Your People and Your Instincts

Texan Finds Success in Canadian Resources

Tom Bieschke '95 started his first business as a third-grader. "I can picture the advertising flyer I used to this day," he said, laughing. "It had a picture in the top left corner of a guy sweaty and mowing the lawn and a picture in the bottom corner of the guy relaxing in a hammock."



A one-man-show, Bieschke mowed half-a-dozen of the lawns in his Plano neighborhood every week. "That was

the beginning," he said.

Today, he's president and part founder of Caltex, a Canadian resource company focused on the application of technology to natural gas and light oil opportunities in western Canada and, No. 1 on the list of the fastest growing Aggie-owned or Aggie-led businesses in the world, with an annual growth rate of 224.07 percent.



Bieschke always knew he wanted to start his own business, just as he always knew he wanted to attend Texas A&M University. The former Bonfire yellow-pot from Crocker Hall said it was the traditions that drew him to A&M, and his aptitude for math and science that landed him in his first freshman engineering class.

He soon focused his studies in petroleum and mechanical engineering—he earned degrees in both from A&M—finding fascination in drilling a couple miles below the surface. Other than his gig mowing lawns and a few teenage summers sacking groceries, working at a pool store, and a very short stint in fast food, Bieschke has always worked in the oil industry.

Caltex—he's the Tex—is close-knit, passionate for its community and very successful.

Bieschke knows what he's doing, and he does it well.

Texas Aggie caught up with Bieschke recently to discuss his thoughts on Texas A&M, the Aggie 100 and the keys to his success.

TEXAS AGGIE: *What was it about Texas A&M that made you want to pursue your degree here?*

TOM BIESCHKE: It was the traditions. I came down as a senior in high school and saw Bonfire, and I was sold. I knew that A&M was the place for me.

TA: *How has your Aggie education and the Aggie Network impacted your career?*

TB: My Aggie education gave me the technical foundation in oil and gas to be successful, and the summer jobs that I had helped me understand in what areas I wanted to spend my time and efforts after school. However, it is all of the other things that we all learned in Aggieland that allow Aggies to excel. The lessons that we learned from Bonfire or drill field or athletics or on a cold rainy Tuesday night listening to Silver Taps play—these are the lessons that really allow Aggies to shine whether it be in business or community or family. Aggies will continue to lead the way into the future.

TA: *How active are you in the Aggie Network?*

TB: I've been the president of the Alberta A&M Club for the past few years and was Muster Chair prior to that.

TA: *What does recognition in the Aggie 100 mean to you personally?*

TB: It is a tremendous honor to be included in a group of Aggies that has been successful across the business spectrum.

TA: *Are you a Canadian by birth? How did you choose the location*



of Caltex?

TB: No, I'm a Texan by birth. I lived my whole life in Texas except for a couple summers in the oilfields of New Mexico until I transferred to Calgary for two years, and that was 10 years ago, so as you can see I'm not very good at math for an engineer. But as they say, make hay when the sun shines.

TA: Where did you get the idea for Caltex?

TB: Originally, I was working at a big company when I transferred to Calgary in 2000 and saw lots of opportunities for a small company to come in and compete. In 2001, I started up another oil and gas company with some other guys and we grew it and sold it in 2005. So, in 2005, I and one of my buddies and previous colleagues decided to do it again, and Caltex was born. He was from Calgary and I from Texas, so the name was a natural fit.

TA: What's your secret to the enormous growth you've experienced?

TB: I'm going to contradict myself with my answer to that, but here goes. I'd say you have to stick to your roots at what your business is good at, but also be able to adapt to changes in the business environment and embrace technological changes. You need to pick your spots and take calculated risks. Another thing that Caltex does well is we surround ourselves with great people, whether it is management, employees, directors, shareholders, vendors, bankers, you name it. Great people will do great things.

TA: Do you have any advice for Aggies looking to build their own business?

TB: Go for it. It can be one of the hardest decisions in your career, but one I know I've never looked back on. When you do it, surround yourself with great people and trust your people and your instincts. Learn from your failures, because they will happen, and celebrate your successes. It's always amazing what a motivated, talented, and hard-working group of people can do. 🍷



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 Aggie-led businesses in the world. The program also serves as a mechanism for Aggie entrepreneurs to share real-world experiences 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 Aggie 100 list. To qualify, each nominated company must be Aggie-owned or Aggie-led, be at least five years old and have had revenues of at least \$100,000 in 2007. 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. 21 recipients were welcomed with a reception at the Hagler Center, and then they were 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 and classes on campus.

Class years ranging from 1956 to 2004 are represented among the leaders of this year's Aggie 100. International companies made the list, with businesses in Canada and France represented. The ODS Companies, founded in 1955, is the oldest firm on the list.

The annual revenue growth rate cutoff to make this year's Aggie 100 list was 8.68 percent, down from last year's 19.48 percent.

These successful Aggie entrepreneurs represented on the Aggie 100 embody the core values of Texas A&M, and reflect the University's mission of developing leaders of character dedicated to serving the greater good. The Association of Former Students is proud to partner with the Center as a sponsor of the Aggie 100, and salutes the achievements of these Aggies.





Bret Farrar '88

President/Owner/Founding Partner

Sendero Business Services
(management consulting)

Dallas, Texas

#27 on Aggie 100 (41.12% growth)

Class of 1988, Mechanical Engineering



Rachel Hayden '89

President/Owner

Hayden Consultants
(engineering consulting)

Dallas, Texas

#28 on Aggie 100 (41.07% growth)

Class of 1989, Civil Engineering



Fred Heldenfels IV '79

President/CEO

Heldenfels Enterprises
(concrete manufacturing)

San Marcos, Texas

#71 on Aggie 100 (17.25% growth)

Class of 1979, Marketing



James Benham '01

President/Owner/Founder

JB Knowledge Technologies
(technology solutions)

Bryan, Texas

#31 on Aggie 100 (38.25% growth)

Class of 2001, Accounting and
Management Information Systems

Starting a Business? Looking for a Job?

Here's a Little Advice
from Some Aggie 100
Business Leaders

To land on the **Aggie 100** is no small feat. When the roll of top Aggie-led or Aggie-owned businesses is compiled, it takes datasheets, spreadsheets and revenue growth rate charts to answer one question.

Which business grew the most?

From one to 100, the Aggie 100 is a list of inspirational, motivational and successful Aggies in business. With the economy in a slump and not much encouragement to be heard from those looking for jobs, it is inspiration and motivation that is most needed. Four Aggies fill the gap with triumph-tested advice.

It's not just any advice. These Aggie 100 winners have accomplished what many others are hoping to do. They've succeeded.

We asked them to share their wisdom with entrepreneurs and new graduates.

*Texas Aggie asked,
"What is your advice for
starting a business and
having it flourish?"*

BRET FARRAR '88: First, define your idea and write it down. I recently found some handwritten notes from 1992 that say one of our goals was to start a

company. It took a while, but having it in the back of my mind helped me lay the proper foundation to be able to do it. Next, it helps to have a background in the idea you're going to pursue. It's not required, but experience and contacts can be invaluable. What IS re-

fessional services firm, you can never stop marketing, never stop developing business. If you want your company to grow and thrive in any economy, diversify your services, diversify your client base, keep moving and growing strategically and never lose focus.

your interests, experience, and skills; shake hands firmly and look people in the eye; proofread everything you send out, including e-mails; and in all interactions, be respectful and fully present (not checking your phone!). Once someone gives you a chance, run with



It's not just any advice. These Aggie 100 winners have accomplished what many others are hoping to do. **They've succeeded.**

quired is integrity. Be the person others know they can trust. It's as important to clients as it is to employees, and is the best way to grow the business in a sustainable, healthy way.

RACHEL HAYDEN '89: To successfully start a business, preparation is critical, especially when it comes to cash flow. The best advice I received prior to starting my company was from the SBA office of Service Corps of Retired Executives. I thought I was so prepared to start my engineering consulting firm: I had prepared a business plan, a marketing plan, and I knew engineering because I had worked in the industry for 10 years. I even had numerous contacts and great relationships with potential clients. But my SCORE counselor asked me one question that I could not answer: "Do you have a cash flow forecast?" My answer was, "What's that?" At that moment I learned what a cash flow forecast was and how it would be invaluable for determining the cash I would need to start and run my business. To this day I use the same, albeit somewhat more complex, cash flow forecast that I used 10 years ago when I started out. It has proven to be one of the most useful tools for managing my business. For a business to flourish, you have to keep up the hard work even when times are booming and you think it's time to relax a little. In a pro-

FRED HELDENFELS IV '79: My advice on starting a new business starts and ends with persistence ... the most important ingredient. In between comes getting good data, doing your homework on a business plan, ensuring reasonable capital (but not waiting too long for that) and being brutally honest with yourself and your team about facts and results, so you are flexible and rapid in making changes to your plan.

JAMES BENHAM '01: First, have a skill. I meet a lot of people who want to start a business but don't have a tangible skill to go out and sell. Second, be prepared to sell. Many startups expect to go out and create something and have people just walk in the door. The real business world does not work that way—you have to be prepared to get out there and sell.

Texas Aggie asked:
How can a student or recent grad succeed in this economy?

FARRAR: Getting an interview might be the hardest step, so remember that every encounter is a chance to make an impression on a prospective employer. Look polished and confident; be prepared to ask questions and describe

it! Show initiative; think beyond the immediate task at hand; display an interest in learning more. Demonstrate your value so your boss can't remember how they got along without you.

HAYDEN: There are jobs out there right now, but not many. Most employers these days hire for personality and fit first and capabilities and experience second. My advice is to keep a positive attitude and show enthusiasm. In interviews, always keep your answers positive even when describing a difficult situation. Be persistent and follow up with thank you notes. Don't put too much pressure on yourself, keep a positive focus on the end result and it will come to you.

HELDENFELS: Remember that many of our most successful U.S. businesses were started during troubled economic times (e.g. Apple, Cisco, Microsoft and others).

BENHAM: By being strategic during their college career. First, pick a degree that people are hiring in! Second, network like crazy with your Classmates and with former students—you never know who will be able to make that key connection. 🍀

RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	MANAGEMENT	CLASS YEAR	LOCATION	
1	224.07	Caltex Energy Inc.	Oil & Gas Exploration & Production	2005	Tom Bieschke, Chairman, President, CEO & Founder	'95	Calgary, Alberta	
2	127.45	republic landscapes	Commercial Landscaping	2004	Brandon Spears, President	'94	College Station, TX	
3	114.02	Brazos Technology	Information Technology	2000	Michael McAleer, President	'92	College Station, TX	
4	105.69	Opportune LLP	Consulting	2005	David Baggett, Managing Partner, Founder John Vanderhider, Partner, Founder	'81 '81	Houston, TX	
5	93.56	Improving Enterprises Inc	Software Development/ Technology Training	2004	Curtis Hite, President/CEO, Founder	'91	Dallas, TX	
6	92.05	Monico Monitoring, Inc.	Industrial Engine Monitoring	2004	Doyle Taylor, President, Owner Karen Taylor, Vice President, Owner	'82 '84	Spring, TX	
7	79.37	Employer Flexible	Human Resource	2003	Michael Greathouse, Co-CEO, Owner	'98	Houston, TX	
8	73.37	Salvaggio, Teal & Associates	Information Systems	1997	Mitt Salvaggio, President, Owner, Founder	'82	Austin, TX	
9	71.09	Internet Contrasts Company	IT Consulting Firm	2002	Brandon Zumwalt, President, Owner, Founder	'99	Helotes, TX	
10	67.46	iSpeak, Inc.	Professional Development Training	1999	Russ D. Peterson Jr., Managing Director, Owner, Founder	'91	Round Rock, TX	
11	63.50	Roady's Truckstops	Transportation and Travel	1993	Scott Moscrip, Chairman	'93	New Plymouth, ID	
12	63.23	Commonground	Marketing	1994	Sherman Wright, Managing Partner, Owner	'92	Chicago, IL	
13	62.82	Centric Technology Services, LLC	Information Technology	2002	Philip Reagan, President, Owner, Founder	'85	Spring, TX	
14	61.47	Andersen Schoel	Contract Office Furniture	2002	JC Schoel, VP Business Development, Founder	'00	Harker Heights, TX	
15	61.35	AgForce, Inc.	Agricultural Consulting	2004	Amber Schickedanz, President, Owner Dr. Kerry Shropshire, Vice President R&D, Founder Jason Schickedanz, Vice President Operations, Founder	'00 '98 '98	Perryton, TX	
16	60.48	Empowered Solutions, Inc.	Technology Solutions & Consulting	2005	Richard Harbin, President, Owner, Founder	'92	Plano, TX	
17	59.89	Voice Runner, Inc.	Telecommunications	2003	Garrett Ashmore, Chief Financial Officer & Secretary, Founder	'03	Katy, TX	
18	59.68	Comflow Mechanical Services	HVAC	2005	Jon Wiesmann, President, Owner, Founder	'00	Houston, TX	
19	58.64	GR Birdwell Construction LP	Civil Construction	1977	Gene R. Birdwell, CEO, Owner, Founder Brad A. Birdwell, President, Owner	'59 '83	Houston, TX	
20	53.46	SETFS, LLC	Financial Services	2004	Katherine Nixon, Owner, Founder	'90	Houston, TX	
21	50.82	Schedule 2 Drive, LP	Driver Education Online Scheduling	2005	Joanne Vest, Owner, Founder Karen Givilancz, Owner, Founder Eric Givilancz, Owner, Founder	'93 '89 '94	Schertz, TX	
22	50.42	Dore & Associates, Attorneys, P.C.	Legal	1990	Carl Dore, Jr., President, Owner	'77	Houston, TX	
23	50.18	Godwin & Associates, PC	Public Accounting	2004	Norm Godwin, President, Owner, Founder	'91	Austin, TX	
24	48.65	Reichardt Construction, LLC	Construction	2004	Ryan Reichardt, President, Founder	'04	Cat Spring, TX	
25	46.24	Mackey & Tanner, LLC	Executive/Professional Recruiting	2001	Jeff Mackey, Co-Owner, Founder Frank Tanner, Co-Owner, Founder	'87 '87	Houston, TX	
26	46.07	Woodbolt International	Manufacturer and Distributor of Nutraceuticals	2002	Doss Cunningham, CEO, Owner, Founder	'04	Bryan, TX	
27	41.12	Sendero Business Services	Management Consulting	2004	Bret Farrar, President, Owner, Founding Partner	'88	Dallas, TX	
28	41.07	Hayden Consultants, Inc.	Engineering Consulting	2000	Rachel Hayden, President, Owner	'89	Dallas, TX	
29	39.83	Compass Intelligence, LLC	High Tech Consulting and Market Research Firm	2005	Stephanie Atkinson, Managing Partner, Founder	'97	Scottsdale, AZ	
30	38.51	INSYTE Information Corporation	Information Technology	1991	Jerry Easterly, President, Founder	'73	Houston, TX	
31	38.25	JB Knowledge Technologies, Inc	Technology Solutions	2001	James M. Benham, President, Owner, Founder	'01	Bryan, TX	
32	37.86	The ODS Companies	Insurance Services	1955	Robert G. Gootee, President and CEO	'73	Portland, OR	
33	37.71	BridgeStreet Consulting Group	Insurance and Actuarial Firm	2004	Tim Prichard, Managing Director, Owner, Founder	'92	Walnut Creek, CA	
34	36.66	Cypress Physicians Association	Medical Practice	2002	Dr. Glenn R. Davis, President, Owner, Founder	'93	Houston, TX	
35	35.56	OriGen Biomedical, Inc.	Biomedical	1990	Richard Martin, President and CEO, Founder	'71	Austin, TX	
36	33.71	Dailey Electric, Inc.	Electrical Contractor	2003	Chris Dailey, President , Owner	'93	College Station, TX	
37	33.02	Eye-Deal Vision, P.A.	Optometry	2005	Tracie D. Rogalinski, General Business Manager, Founder	'97	San Antonio, TX	
38	31.82	Sledge Engineering	Engineering/Consulting	2004	Casey Sledge, President, Owner, Founder	'93	Taylor, TX	
39	30.93	Steele & Freeman, Inc.	Construction	1979	Michael D. Freeman, President, Owner	'91	Fort Worth, TX	
40	30.74	Walker Partners, LLC	Engineering & Land Surveying	2004	George E. "Jed" Walker, Jr., President, Owner, Founder	'83	Waco, TX	
41	29.19	John Moore Services, Inc.	Residential Multi-Services	1965	Donald G. Valentine, President, Owner	'69	Houston, TX	
42	29.17	Sterling Structures, Inc.	Commercial Construction	1997	Jay B. Carlton, President, Owner, Founder	'81	Houston, TX	
43	28.93	Ranch House Designs, Inc.	Communications	1999	Rachel Cutrer, President, Owner, Founder	'01	Wharton, TX	
44	28.23	Command Commissioning, LLC	Commercial Construction Consulting	2002	Ken Meline, Principal, Founder John Hatcher, Principal, Founder	'82 '82	Irving, TX	
45	27.96	Arch-Con Corporation	Commercial Construction & Design Build	2000	Michael Scheurich, President & CEO, Owner, Founder	'92	Houston, TX	
46	27.39	City Segway Tours	Tourism	2003	David Mebane, Owner, Founder	'98	Austin, TX	
47	26.42	The Payton Company	Recruiting Tools & Assessments	2002	Richard Payton, President, Owner, Founder	'84	Austin, TX	
48	25.43	American Wall Systems, L. P.	Construction	2003	Lee Duggan III, CEO, Owner, Founder	'76	Stafford, TX	
49	25.07	Catapult Systems, Inc	IT Services	1993	Sam T. Goodner, CEO, Owner David Jacobson, Co-Founder, Owner Liam Collopy, General Manager, Founder Andrew Montz, General Manager, Founder Mike Albe, VP Controller, Founder	'90 '90 '96 '90 '88	Austin, TX	
50	25.01	Jon P. Wheeler, DDS, PA	Pediatric Dentist	2004	Jon P. Wheeler, President, Owner, Founder	'95	The Woodlands, TX	
51	24.93	McLane Advanced Technologies	IT & Custom Software Development	2004	Robert Reeves, President, COO	'77	Temple, TX	
52	24.89	Gladstone Inc.	Information Technology	1996	Michael Hnatt, President, Owner, Founder	'91	Calvert, TX	

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53	24.62	AGS Scientific, Inc.	Equipment Distribution	2003	Jason P. Gray, President, Founder	'96	College Station, TX
54	24.41	Commercial Insurance Solutions Group, LLC	Insurance Brokerage & Risk Management	2003	Justin Trail, CEO, Owner, Founder Chris Austin, Partner & Principal, Owner	'93 '91	Dallas, TX
55	23.69	Acorn Forestry	Forestland Management & Consulting	1999	Justin Penick, President	'96	Lufkin, TX
56	23.26	Delta Structural Technology	Construction Engineering	1991	Paul Gugenheim, Chairman/CEO	'73	Conroe, TX
57	21.99	GulfQuest LP	Healthcare	2000	Scott Huebner, President	'95	Houston, TX
58	21.97	Internet Truckstop	Transportation Services	1995	Scott Moscrip, President & CEO	'93	New Plymouth, ID
59	21.95	HTS Texas	HVAC	2000	C. Michael Donovan, Principal, Founder	'96	Houston, TX
60	21.50	ZT Global Investments	Investments	2001	Taseer A. Badar, CEO, Owner, Founder	'95	Houston, TX
61	21.30	Select Premium Services, Inc	Insurance Services	2003	Todd Sorrel, President, Owner, Founder Gordon Sorrel, Vice President, Owner, Founder	'96 '69	El Campo, TX
62	21.10	Houston Offshore Engineering	Oil & Gas Engineering Services	2004	Philip Poll, Manager of Projects, Founder Ngok Lai, Manager of Operations, Founder Jun Zou, Manager of Naval Architecture, Founder	'88 '72 '97	Houston, TX
63	20.77	LiquidFrameworks	Software Development	2001	Travis M. Parigi, President, Owner, Founder	'94	Houston, TX
64	20.49	MillicanSolutions, Inc.	Healthcare Consulting	2001	Wesley D. Millican, President, Owner, Founder	'92	Southlake, TX
65	20.11	B Resource, Inc.	Technology Services	2001	Ana M. Brumfield, Managing Partner, Owner	'95	The Woodlands, TX
66	19.70	Trinity Hughes Construction	Commercial Construction	2002	Dave Lilley, CEO, Owner, Founder Rodney P. Martin II, COO, Owner	'95 '00	Wichita Falls, TX
67	18.10	FOBI	Medical Distribution and Service	1996	Wm. Keith Przybyla, CEO, Owner, Founder Wm. J. "Bill" Przybyla, New Projects Manager & Owner	'86 '63	Tomball, TX
68	17.89	Structured Foundation Repairs, Inc.	Residential & Commercial Foundation Repairs and Drainage Correction	2003	Tom Kidd, President, Owner	'83	Eules, TX
69	17.43	Schwarz Hanson Architects	Architecture	1995	Gerald H. Schwarz, President, Owner Tod D. Hanson, Vice President, Owner	'82 '88	Fort Worth, TX
70	17.35	MOSAK Advertising & Insights	Marketing/Advertising	2000	Monique Threadgill, President, Owner, Founder	'90	Austin, TX
71	17.25	Heldenfels Enterprises, Inc.	Concrete Manufacturing	1995	Fred W. Heldenfels IV, President and CEO, Owner, Founder Gil Heldenfels, VP Building Systems Division, Owner F.W. Heldenfels III, Chairman of the Board, Owner	'79 '85 '56	San Marcos, TX
72	17.17	True View Realty Partners One LP	Medical Real Estate	2003	Taseer A. Badar, CEO, Owner, Founder	'95	Houston, TX
73	17.11	Aswad Wealth Advisors LLC	Wealth Management	2001	Frank Aswad, President, Owner, Founder	'98	Colleyville, TX
74	16.99	LNV Inc.	Engineering Consulting	2000	Dan Leyendecker, President, Owner Derek Naiser, Vice President, Owner Robert Viera, Vice President, Owner	'90 '89 '92	Corpus Christi, TX
75	16.76	Kettler Veterinary Hospitals, Inc.	Veterinary Services	1997	Dr. Kevin Kettler, President, Owner, Founder	'87	Dickinson, TX
76	16.67	K2Share, LLC	IT Logistics	2000	Larry Teverbaugh, President & CEO, Owner, Founder	'76	College Station, TX
77	16.50	Ward McCampbell PC	Accounting Firm	1996	Ward McCampbell, President, Owner, Founder	'85	Corpus Christi, TX
78	15.94	AXYS Industrial Solutions	Chemical & Allied Products	2003	Brian Lamb, President, Owner	'91	Houston, TX
79	15.43	SHS Management, LP	Property Development	2004	Wade Sales, Partner, Owner Mike Halford, Partner, Owner	'90 '91	Los Fresnos, TX
80	15.06	Omega Airline Software, Inc.	Aviation Planning & Scheduling Software	1991	Richard Reno, Managing Director, Owner, Founder	'70	Midlothian, TX
81	14.22	MacResource Computers	Computer Hardware/Repairs	1994	Carolyn Harwell Turk, Owner Buckey Lee Turk, Jr., General Manager, Founder	'84 '83	Bryan, TX
82	14.11	Fast-Pak Supply Corp.	Freight Consolidation/ Food Service Distributor	1994	Brad Hickerson, President	'93	Richardson, TX
83	14.05	Layne's of College Station	Restaurant	1999	Mike Garratt, Owner	'98	College Station, TX
84	13.96	Jenkins Custom Homes	Residential Construction	1992	Shan Jenkins, President, Owner, Founder Bethany Jenkins, Vice President, Owner, Founder	'88 '88	Austin, TX
85	13.34	Paragon Innovations, Inc.	Engineering Product Development	1990	Michael R. Wilkinson, CEO, Owner, Founder Sandra D. Wilkinson, CFO, Owner, Founder H. Michael Willey, CTO, Owner, Founder	'86 '86 '78	Richardson, TX
86	13.14	MI Cable Company	Cable Assemblies	1990	Alvin Adamcik, President & CEO, Owner, Founder	'60	Katy, TX
87	12.18	Fat Tire Bike Tours	Tourism	1999	David Mebane, Owner, Founder	'98	Paris, France
88	11.94	Texas Insurance & Financial Services Inc	Insurance Services	1982	Gordon Sorrel, President, Owner, Founder	'69	El Campo, TX
89	11.40	Food Safety Net Services	Food Testing Services	1999	Gina Bellinger, President, Owner, Founder	'89	San Antonio, TX
90	10.70	Hollinden I strategic consulting	Strategic Marketing Consulting	1993	Christine M. Hollinden, President, Owner, Founder	'87	Houston, TX
91	10.65	Slovacek Foods, LP	Food Processing	1957	Tim Rabroker, President, Owner	'82	Snook, TX
92	10.64	Native Land Design	Professional Landscape Services	2001	Ben Collinsworth, CEO, Owner	'99	Cedar Park, TX
93	10.55	UMC Physician Network Services	Physician Practice Management	1996	Paul A. Acreman, CEO	'75	Lubbock, TX
94	10.52	MEI Technologies, Inc.	Aerospace Engineering, Research & Development	1992	Ed Muñiz, CEO, Owner, Founder	'67	Houston, TX
95	10.36	Baker Engineering and Risk Consultants, Inc.	Engineering	1984	Quentin Baker, President, Owner	'78	San Antonio, TX
96	10.32	D&S Factors	Transportation/Finance	2003	Scott Moscrip, CEO, Owner, Founder	'93	Fruitland, ID
97	9.37	Phillips Anker, PC	Public Accounting Firm	1996	Katherine "Jaime" Phillips, President, Owner, Founder	'87	Austin, TX
98	8.98	Tesoro Homes	Land Development & Homebuilding	2003	Clay Schlinke, President, Owner	'94	San Antonio, TX
99	8.87	Dudley Construction, Ltd.	General Construction	1992	Mark Dudley, President of the General Partner, Owner, Founder Deanie Dudley, Partner, Owner, Founder	'83 '84	College Station, TX
100	8.68	Meridian Constructors, LLC	Commercial Construction/ General Contractor	1999	Kyle Cook, President, Owner, Founder Mike Galvin, Vice President, Owner	'91 '77	Houston, TX

Have faith in the Lord and your family. Work with urgency. When making business decisions, if you strive to improve the lives of the children of your employees, you'll never hang your head through success or failure.

Justin Penick '96
Acorn Forestry

In business, just as in real life, you can't control what others will do so you have to focus on what you can control: your own actions. Never allow yourself to settle for "good enough" and never sacrifice your integrity.

Jason P. Gray '96
AGS Scientific, Inc.

When you are in a challenging market as we are currently experiencing in today's economic climate, it is crucial to never lose sight of your goals or compromise your integrity.

Lee Duggan III '76
American Wall Systems, L.P.

To quote the famous Clark Griswold: "It's all part of the experience." It's not the destination, it's the journey.

Ana M. Brumfield '95
B Resource, Inc.

Surround yourself with good people, put yourself in a position to succeed, and take calculated risks.

Tim Prichard '92
BridgeStreet Consulting Group

Hire a great team. A group of motivated, talented, and hard-working people will do amazing things.

Tom Bieschke '95
Caltex Energy Inc.

Don't be afraid to surround yourself with people who are smarter than you.

Sam T. Goodner '90
David Jacobson '90
Liam Collopy '96
Andrew Montz '90
Mike Albe '88
Catapult Systems, Inc

If you believe in yourself and work hard you can do anything.

Dr. Glenn R. Davis '93
Cypress Physicians Association

Conduct your business with honesty and integrity. Be true to yourself, your employees, and your customers.

Chris Dailey '93
Dailey Electric, Inc.

Integrity far outweighs all other traits. Many talented and intelligent people have failed because they cannot be trusted to keep their word and commitments. At Texas A&M, the honor code was a big deal to me and I operate my company based on that principle.

Paul Gugenheim '73
Delta Structural Technology

My youngest son just came back from Fish Camp, and said "Dad, I think I underestimated what it means to be an Aggie." My suggestions to you: Follow the Aggie Code, do good always, learn from your

Know every aspect of your business then find staff that do them better than you.

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

Pursue your dreams, work hard but work smart and surround yourself with employees who are motivated and believe in you and your vision. Lead by example...that's what Aggies do!

Wm. Keith Przybyla '86
Wm. J. "Bill" Przybyla '63
FOBI

Your time is your most precious resource. Don't sell it out for a 9-5 paycheck or think it is worth any less on nights and weekends. Invest it in the form of something that will support you and your family for generations, returning the rewards and freedoms that life has in store for all who use it wisely.

Michael Hnatt '91
Gladstone Inc.

Nuggets of Wisdom

from the 2010 Aggie 100

Surround yourself with individuals of the highest caliber of integrity, intelligence, and faith in Him. In doing that, you will continually improve yourself and effectively improve the daily operations of your business and relationships with your clients and staff.

JC Schoel '00
Andersen Schoel

You can expect to make mistakes when starting or operating a business, but success relies upon how you overcome and learn from those mistakes.

Michael Scheurich '92
Arch-Con Corporation

It takes time to build a successful business so pay your dues earlier in life so that you have decades to reap the rewards of your efforts. Count your blessings daily and give God the praise for the talents He's given you. Stay humble by giving Him the credit for your successes.

Frank Aswad '98
Aswad Wealth Advisors LLC

It is more than creating a unique service offering or product, you have to have a customer willing to buy it.

Brian Lamb '91
AXYS Industrial Solutions

Being safe takes diligence, just like running a good business.

Quentin Baker '78
*Baker Engineering and
Risk Consultants, Inc.*

Always strive to ensure your customer's best interests are at the forefront of your decision making. Treat them with honesty and respect and you will always arrive at the best solution. Never become complacent in maintaining a connection with your customers.

Philip Reagan '85
Centric Technology Services, LLC

Networking! Aggies have always been willing to help but if one does not network, one does not know of opportunities.

Jon Wiesmann '00
Comflow Mechanical Services

A strong work ethic and good character transcend all industries and time. They are the foundations for a successful career and can be applied to whatever you do.

Justin Trail '93
Chris Austin '91
Commercial Insurance Solutions Group, LLC

Believe in yourself and let passion and faith guide your steps. Do not be paralyzed by doubt or fear of the unknown because true success is limitless.

Sherman Wright '92
Commonground

Challenge yourself because you WILL go through a great deal of heartache, but it will be all worth your while and be very personally rewarding! Owning your own company is just as much personal as emotional, and provides you pride that can't be described.

Stephanie Atkinson '97
Compass Intelligence, LLC

mistakes. You will have bad days, but hold onto your principles. Even after 30+ years, I still underestimate my good fortune in being an Aggie!

Carl Dore, Jr. '77
Dore & Associates, Attorneys, P.C.

Success comes through setting goals, dreaming big, staying true to your values, and treating others as you want to be treated. Stay focused and failure is not an option.

Richard Harbin '92
Empowered Solutions, Inc.

You must be willing to work harder and longer than ever before, be willing to invest every last cent you have, have a plan and work it, and believe that you will be successful.

Tracie D. Rogalinski '97
Eye-Deal Vision, P.A.

Without sounding cliché: Take care of the customer. Ultimately, they are the reason for your success. Don't view the customer as an order, but rather as a long term relationship.

Brad Hickerson '93
Fast-Pak Supply Corp.

I'm a great believer in luck and I find the harder I work, the luckier I get.

Gene R. Birdwell '59
Brad A. Birdwell '83
GR Birdwell Construction LP

Know yourself, know your talents and make the most of them, and surround yourself with people who are strong in areas where you are lacking. Always have a mentor and learn to listen.

Rachel Hayden '89
Hayden Consultants, Inc.

Invest in your team – not just in salaries, but through genuine acknowledgment, support, encouragement and growth.

Christine M. Hollinden '87
Hollinden | strategic consulting

Set measurable and aggressive goals and focus your efforts to achieve them.

C. Michael Donovan '96
HTS Texas

In an entrepreneurial environment, a company's success is deeply tied to its people. Work only with those you can truly trust and share the rewards of the collective effort.

Curtis Hite '91
Improving Enterprises Inc

Seize every opportunity that you're given to lead a life less ordinary.

Dave Lilley '95, Rodney P. Martin II '00, Trinity Hughes Construction

Keep focused on long term relationships even if you have to sacrifice profit. Treat everyone as if they are your next big client.

Kyle Cook '91, Mike Galvin '77, Meridian Constructors, LLC

In the Corps at A&M I learned that if you were to be a good leader, you first have to learn how to follow. From my Christian faith I have learned that to be successful you must serve the needs of those around you. So learn how to be a good follower, and when you are leading, be a good servant.

Jerry Easterly '73
INSYTE Information Corporation

Listening to the customer, paying attention to detail, and having a passion for what you do is the key to growing a business.

Brandon Zumwalt '99
Internet Contrasts Company

Dream, Ponder, Execute following the Aggie Code, Repeat!!!

Scott Moscrip '93
Internet Truckstop

When your core purpose is focused on servicing others, the other details like generating revenue and paying the bills just seem to take care of themselves.

Russ D. Peterson Jr. '91
iSpeak, Inc.

Be the client, vendor, and partner that you would want to have and treat everyone you meet as if they have a direct impact on the outcome of your life.

James M. Benham '01
JB Knowledge Technologies, Inc

Pursue your purpose!

Shan Jenkins '88, Bethany Jenkins '88
Jenkins Custom Homes

Find out what people truly want and work backwards from there.

Jon P. Wheeler '95
Jon P. Wheeler, DDS, PA

Live by the Golden Rule and always ask yourself: "How would I want them to treat me?" It is a small world in business relationships and the things you do come back to you sooner than you might expect.

Larry Teverbaugh '76
K2Share LLC

Be alert and quick on your feet-watch closely for subtle changes in your industry, and adapt proactively before your competition.

Dr. Kevin Kettler '87
Kettler Veterinary Hospitals, Inc.

Being a genuinely honest, trustworthy, and reputable person is the first step in building a company with the same traits.

Mike Garratt '88
Layne's of College Station

Focus on delivering the highest quality product/service possible. Document your processes and train your people according to those processes. Constantly communicate with customers as well as your employees. Hire people slightly ahead of the demand curve.

Travis M. Parigi '94
LiquidFrameworks

We have always focused on People. Relationships. Results. That is our mission statement and what our firm has been built upon. The company's core values have to be shared by each employee or the organization won't be able to reach its full potential. We work to ensure that our clients and employees know that they are very important to the success of the organization. Develop your business plan, secure the "right" talent, communicate your vision and values, and work consistently to execute the plan to achieve the desired results.

Jeff Mackey '87, Frank Tanner '87
Mackey & Tanner, LLC

Stay focused on the important, not the urgent. Know your limits and learn to work as a team so your business can use everyone's strengths.

Carolyn Harwell Turk '84
Buckey Lee Turk, Jr. '83
MacResource Computers

Customer service and value are the key watch words to guide you in business.

Robert Reeves '77
McLane Advanced Technologies

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!

Ed Muñiz '67
MEI Technologies, Inc.

Take great care of your employees.

Alvin Adamcik '60
MI Cable Company

To succeed in an entrepreneurial endeavor you must count on your faith and rely on your persistence. Have faith that God has a plan for your company and have the persistence to see it through to that end.

Wesley D. Millican '92
MillicanSolutions, Inc.

Look for a business that can support a high profit margin, requires low capital outlay, minimum overhead, and only requires a small staff.

Doyle Taylor '82, Karen Taylor '84
Monico Monitoring, Inc.

BBVA Compass

We're proud to support the Aggie 100 event.

Thank you for recognizing and celebrating fast growing Aggie entrepreneurs.

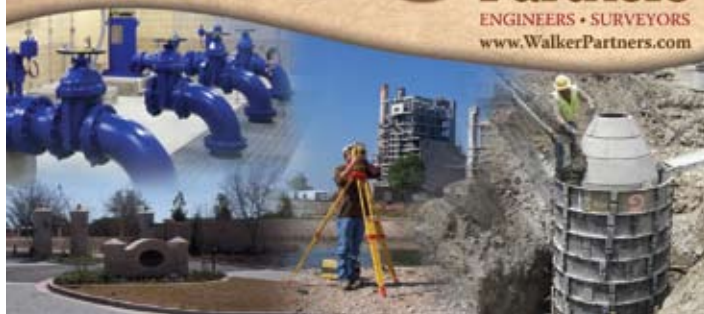
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Nuggets of Wisdom continued

I follow a rule of 5 H's in my business – Honesty, Humility, Hard Work, High Quality, and Humor. Be true to who you are as a person, remember where you came from and how you got started, work hard, produce quality work on behalf of clients, and above all else remember to keep your sense of humor.

Monique Threadgill '90
MOSAK Advertising & Insights

To handle all the obstacles that come your way as an entrepreneur make sure that you build a solid team of professionals around you. You will rely on them a great deal as sounding boards to solutions, creative outlets for discussion, and part time psychologists. The best businessmen are not those that have all the answers, but have all the best resources to get what they need.

Ben Collinsworth '99
Native Land Design

Always think of what you need to do to be your best: not where you are today, but where you want to be. Your present circumstances should be accepted only in relation to the changes you need to make, not as an acceptance of today's reality.

Robert G. Gootee '73
The ODS Companies

Strive for the day when you can celebrate your journey with friends and fellow travelers. Do good, be generous, and share.

Richard Reno '70
Omega Airline Software, Inc.

Don't be afraid to go out on your own.

David Baggett '81
John Vanderhider '81
Opportune LLP

The hardest part of Product Design is not falling in love with your product. Surround yourself with people who have different viewpoints, and really hear what they are saying. Know every aspect of your business, then hire people who are better at it than you. Encourage creativity, keep your employees close, but only keep a tight reign on your horse.

Richard Martin '71
OriGen Biomedical, Inc.

Aggies are a rare breed. Above all, sheer determination is required to be successful. Work hard and work smart. If the goal is also your passion, happiness will be our companion.

Michael R. Wilkinson '86, Sandra D. Wilkinson '86, H. Michael Willey '78
Paragon Innovations, Inc.

Keep learning. Associate with smart and experienced people who are supportive.

Richard Payton '84
The Payton Company

When faced with a choice between business success and your reputation, always choose your reputation.

Katherine "Jaime" Phillips '87
Phillips Anker, PC

Your hard work with the help of great people can create amazing things! Keep your focus because as fast as you can build it, it can be torn down ten times as fast.

Ryan Reichardt '04
Reichardt Construction, LLC

Look for opportunities in the field you are in. You have to have experience and contacts to make a business work, so why not use the ones you have?

Brandon Spears '94
republic landscapes

Focus on getting the best education and relevant work experience you can. If your ultimate goal is to have your own business, trust yourself to know when the time is right.

Mitt Salvaggio '82
Salvaggio, Teal & Associates

What sets an entrepreneur apart is the belief that the impossible is possible. Never listen to the "it can't be done" crowd.

Joanne Vest '93, Karen Givilancz '89
Eric Givilancz '94
Schedule 2 Drive, LP

Learn from history's lessons, always be looking ahead into the future, but never forget to take care of today's business.

Gerald H. Schwarz '82
Tod D. Hanson '88
Schwarz Hanson Architects

Take care of your customers the way you want to be taken care of.

Todd Sorrel '96, Gordon Sorrel '69
Select Premium Services, Inc.

Decide what you stand for, then use those core values as your foundation and compass. Build a team that embraces those values, then trust them to do the right things.

Bret Farrar '88
Sendero Business Services

Success is embracing change and emerging through the molting process stronger and united in cause. The fastest and most effective way to embrace change, blend cultures, generate additional revenues, discover cost savings, and provide unique solutions in an organization is to hire an ambassador who focuses solely on others' perspectives while promoting the leaders' vision. An ambassador who serves as an effective advocate for the people is a powerful tool which develops trust, a "got your back" attitude with all stakeholders including employees, vendors, and customers, and a team in one accord.

Katherine Nixon '90
SETFS, LLC

The only good business deal is the one that comes along when you have money in your pocket to act on it.

Wade Sales '90, Mike Halford '91
SHS Management, LP

Discover what makes you different and build from there. Quit reading 'Nuggets' and get busy.

Casey Sledge '93
Sledge Engineering

In choosing a path for your business, make sure that your map allows for more than one route to your end result.

Tim Rabroker '82
Slovak Foods, LP

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.

Accomplish your goals by delivering a high level of energy, dedication, and on time service. Reflect optimism in all that you do and return thanks for your blessings.

Jay B. Carlton '81
Sterling Structures, Inc.

Honesty and integrity are the foundation of a successful business. In short, always DO THE RIGHT THING!

Tom Kidd '83
Structured Foundation Repairs, Inc.

When the chips are down, keep your head held high. This is what divides the great from the average.

Clay Schlinke '94
Tesoro Homes

Hire for attitude. You can always teach job skills.

Gordon Sorrel '69
Texas Insurance & Financial Services Inc

Individual responsibility and accountability are cornerstones of every business. If a single person falls short, the whole foundation is compromised.

Taseer A. Badar '95
True View Realty Partners One LP

Don't make your friends at work. Keep your personal and professional lives separate.

Paul A. Acreman '75
UMC Physician Network Services

Find a product or service that truly has a unique niche where you can compete with the big guys. Have plenty of cash and/or quick access to capital, and absolutely outwork and outmaneuver the big guys. Last but not least: NEVER, NEVER, NEVER give up before the miracle happens!

Garrett Ashmore '03
Voice Runner, Inc.

Be honest and have fun every chance you get. Focus on quality and client service, and let profitability take care of itself. Always have a positive attitude - great employees want to work in a positive environment and great clients want to do business with a positive firm.

George E. "Jed" Walker, Jr. '83
Walker Partners, LLC

Keep your promises.

Ward McCampbell '85
Ward McCampbell PC

Build your networks as big as you can, but try and identify a consistent mentor who can lead you in the right direction. Learning from other people's mistakes is much more efficient than learning from your own. You also have to be willing to make sacrifices of great proportions to have any chance as an entrepreneur.

Doss Cunningham '04
Woodbolt International

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Taseer A. Badar '95
ZT Global Investments



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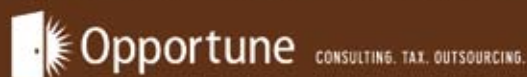


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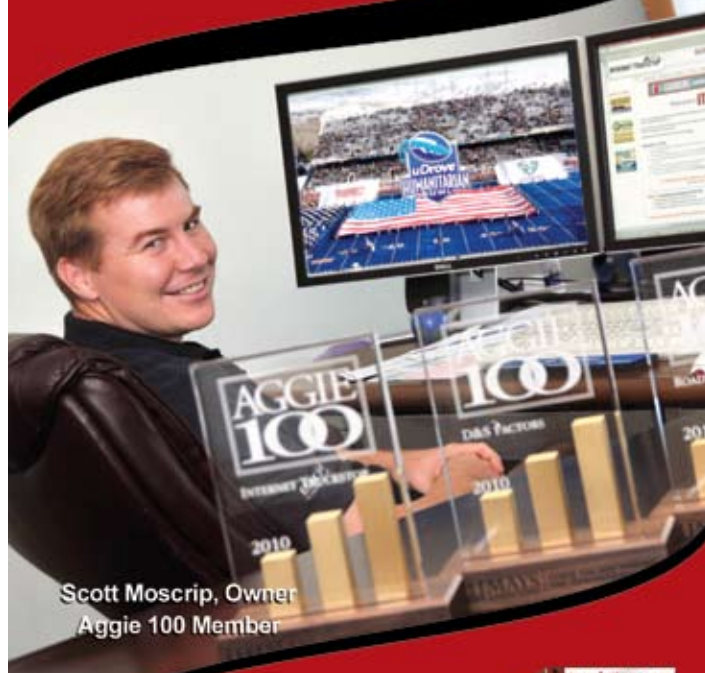


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Progress in Entrepreneurial Education



Texas A&M is making tremendous progress in terms of entrepreneurial education. The Center for New Ventures and Entrepreneurship (CNVE) is a shining example. CNVE's programs, such as the Aggie 100, Entrepreneurship Bootcamp for Veterans with Disabilities (EBV), Aggies in Business, Start-Up 101, and the Ideas Challenge have wide-ranging impact. From an academic perspective, there are now eight dedicated entrepreneurship professors in the Mays Business School, as well as many other faculty teaching entrepreneurship courses all across campus. Texas A&M's Mays Business School, now offers both graduate and undergraduate entrepreneurship concentrations that attract students from all disciplines. Between the Fall '08 through Fall '09 semesters, more than 750 students completed one or more courses in the entrepreneurship concentration. Student participation increased 40% from 2009 to 2010 which is on top of a 30% increase from 2007 to 2008. This highlights the incredible interest our students are demonstrating to learn the subject and practice of entrepreneurship.

Until 2005, there were no scholarship funds to support those studying entrepreneurship. The Aggie 100 classes of 2005 and 2006 took the first step to rectify that situation by creating the **Aggie 100 Entrepreneurial Scholars Fund**. Every class since the Aggie 100 was launched has added substantially to this fund.

The Aggie 100 Entrepreneurial Scholars Fund, supported entirely by Aggie 100 honorees, provides scholarships to students from across campus studying entrepreneurship, as well as younger faculty members researching entrepreneurial topics. Initially, funds will be placed in the non-endowed portion of the account, in an effort to provide immediate scholarship support. Annually, funds in excess of the amount needed for current awards will be placed in the endowment. At such time the endowment can support all annual scholarly awards all further contributions will be

deposited into the endowment.

To date, the Center has awarded a total of \$55,000 in scholarships to junior faculty and students ranging from undergrads to Ph.D.s. In the spring of 2010, the Center awarded the first undergraduate and master's level scholarships from this fund. Four Texas A&M students participated in a life-changing entrepreneurial study abroad program in South Africa. Students helped and learned from historically disadvantaged entrepreneurs in the Black townships near Cape Town, South Africa. Students formed consulting teams working with small businesses over six weeks to help make the ventures sustainable.

We would like to thank all the Aggie 100 honorees that have generously contributed to this program over the past six years. The Class of 2010 is already well on its way to make a difference in this scholarship fund and in the lives of our students and faculty.



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**CENTER FOR NEW VENTURES
AND ENTREPRENEURSHIP**

AGGIES SUPPORTING VETERANS

Changing the world, One Aggie

The Center for New Ventures and Entrepreneurship is committed to changing the world, one Aggie at a time. We foster and encourage student entrepreneurs, Aggie led businesses, networks across campus and connections between them all. Our entrepreneurial life cycle starts with student ideas culminating into being honored on the Aggie 100 list.

L launched in 1999, the Center for New Ventures and Entrepreneurship seeks to encourage and produce entrepreneurs. All of the Center's activities are self-supporting – funded through donor contributions, event sponsorships and event revenues. With the support of our many volunteers, corporate sponsors, faculty and staff, the Center has been able deliver programs that add tangible value to our student's education, faculty research and teaching and the operations of many businesses. The following summarizes the Center's key initiatives:

Aggie 100 – Launched in 2005, this annual program identifies, recognizes and celebrates the 100 fastest growing Aggie owned or led businesses. The nominated companies are ranked by compound annual percentage growing in revenues over a two year period. This program provides a forum for successful Aggie entrepreneurs from around the world to share their stories and lessons learned with today's students.

Aggie 100 Scholars – Created by previous Aggie 100 honorees, this program raises money to fund entrepreneurial scholarships and research. The availability of these scholarships serves as a resource to attract faculty, Ph.D. students and others to the university's entrepreneurship programs. Annually, each year's honorees provide new funding to keep this important initiative ongoing.

Aggies in Business (AiB) – CNVE sponsored the start-up of Aggies in Business and continues to play an important role in its development. AiB operates as a Texas not-for-profit corporation managed and operated by students and mentored by faculty through the Mays School of Business. This program is unique among area schools and provides hands-on learning experiences for students in key business functions – from business planning to feasibility studies to market research. AiB consultants prepare and present proposals, conduct projects and deliver results to clients as diverse as local start-ups to multinational companies.

Business Plan Competition Team

– The Center's staff and volunteers have recruited, coached, mentored and sponsored student teams participating in business plan competitions hosted by Rice, UT and the Big XII over the last few years. To enhance the experience, most teams are interdisciplinary. Past success includes first place at the Big XII New Venture Business Plan Competition, first and third place at UT's Global I2P Competition, and fifth place at the Rice Business Plan Competition.

Conn Family Distinguished New Venture Leader Award

– Annually, the Center honors a business leader who has been instrumental in the start up or transformation of an entrepreneurial business. The program endowed by C.W. and Dorothy Conn Foundation, exposes A&M students to successful business people. The honoree is hosted on campus and conducts round table discussions, speaks to classes as well as being honored during an awards ceremony.

Ideas Challenge – Every spring, 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 one of our longest running programs,





at a time.

celebrating 10 years in 2011. To enter, students complete a 1000-word essay that is judged by members of the academic and business communities. Attracting hundreds of submissions, the top 40 entrants are invited to present their ideas in person to a panel of judges from the business community.

MBA Tech Transfer Challenge – A long-running initiative of the Center, this program has become an integral part of the Mays Business School's MBA program and a significant point of differentiation for them. Historically this event, a required part of the Mays MBA program, challenges teams of students to analyze and determine the commercial viability of an invention developed at Texas A&M. However, in 2011, the competition shifts to the analysis of existing firms rather than an assessment of the commercial viability of technologies. Each of the firms got their start with research at A&M and each one has solid intellectual property and a CEO moving the firm forward. The challenge for our MBA students will be to deliver a 2 minute elevator pitch as well as a 15 minute "Venture Pitch" presentation to judges from the business and academic community.

Classroom Speakers – The Center serves as a source of speakers for classes and clubs across campus. Faculty routinely relies upon CNVE to arrange outside experts in classes that range from business to engineering, veterinary medicine and agriculture.

Start-Up 101 – The Center hosts an annual workshop for students, faculty and entrepreneurs interested in launching 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 professionals and a variety of service firms.

Entrepreneurship Boot Camp for Veterans with Disabilities – In 2008, the CNVE joined a consortium, now comprised of seven universities, designed to serve post 9-11 veterans who have been disabled as a result of their service to our country and are interested in starting their own business. This program encompasses an online component, an eight day residency on campus, and ongoing support and mentorship.

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, getting involved with any of our activities, or supporting us with your financial gifts please contact the Center. You may contact either:

Dr. Richard (Dick) Lester '03
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rlester@mays.tamu.edu

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Who are the Aggie 100 of 2010?


- 1** Company on the List all 6 Years
- 2** Foreign Countries
- 3** Of Top 10 are Inc. 500 Companies
- 5** Companies on the List 5 or More Years
- 6** States Represented
- 11** Companies Run by Families – Father/Son, Spouse, & Sibling Aggie teams
- 12** Mike/Michaels on the Aggie 100
- 34** Honorees on the List 3 or More Years
- 40** New Companies on the List
- 347** Number of Companies on the Aggie 100 List Over the Last Six Years
- 1955** Earliest Founding Date
- 1956** Oldest Class Year
- 1991** Class with Most Representation
- 2004** Newest Class Year
- 2005** Newest Founding Date
- 8.68%** Minimum Growth Rate
- 224%** Top Growth Rate
- \$4,466,450,000** Total revenues for Nominations
- Top represented Colleges:** #1 Mays Business School, #2 Dwight Look College of Engineering, #3 College of Ag and Life Science – makes up 82% of the Aggie Leaders




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