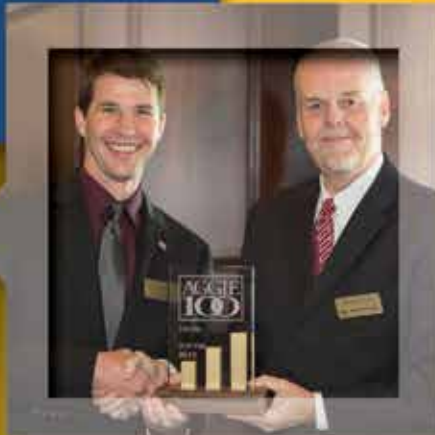


AGGIE

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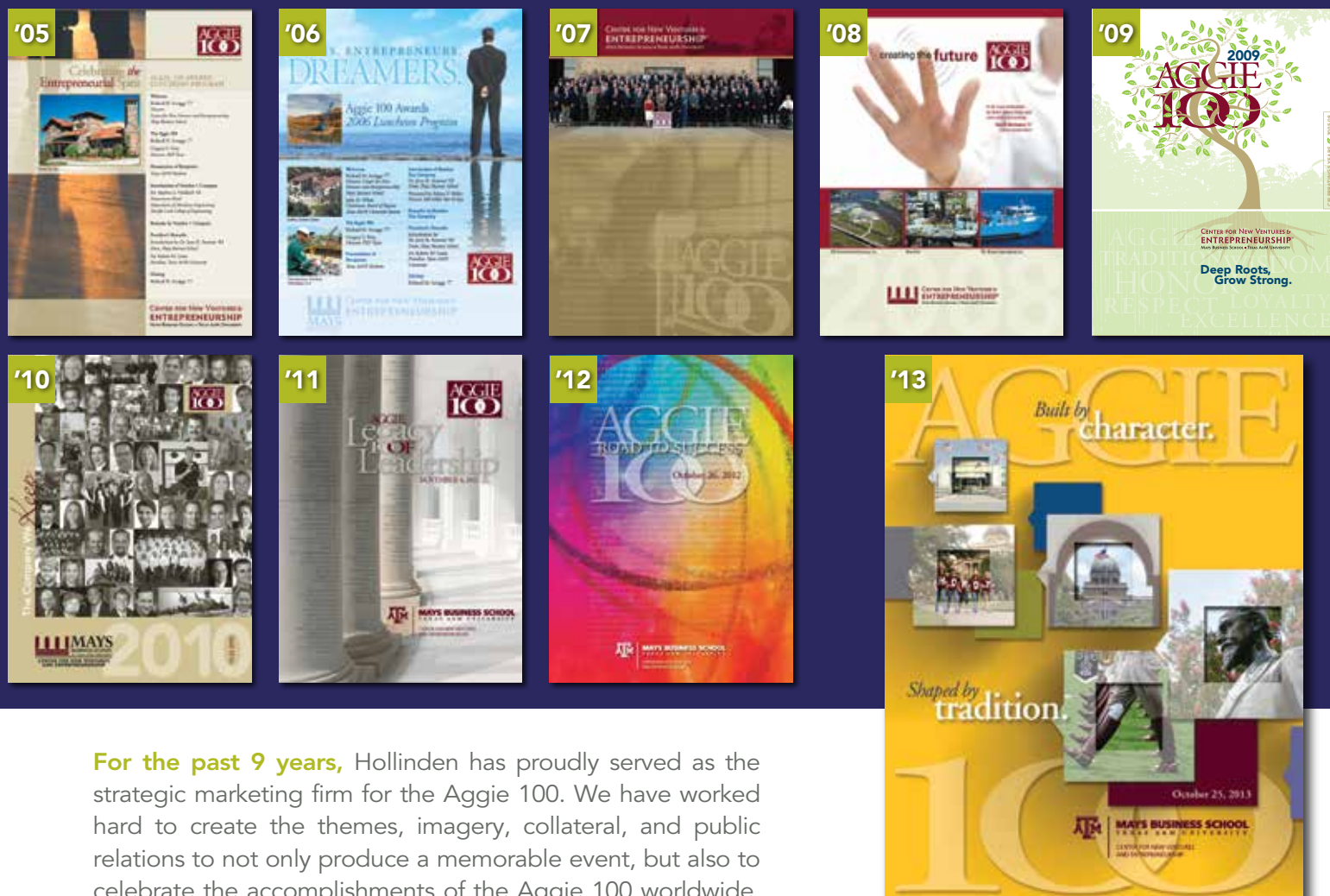
Shaped by
tradition.



MAYS BUSINESS SCHOOL
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CENTER FOR NEW VENTURES
AND ENTREPRENEURSHIP

BUILT BY { character } SHAPED BY { tradition }



For the past 9 years, Hollinden has proudly served as the strategic marketing firm for the Aggie 100. We have worked hard to create the themes, imagery, collateral, and public relations to not only produce a memorable event, but also to celebrate the accomplishments of the Aggie 100 worldwide. But, the Aggie 100 isn't all we do.

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2006, 2007, 2009, 2010

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Jessica A. Stenklyft '08
Aleece J. Hobson '08
Ashley P. Griffin '13



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Our Mission

To develop and support entrepreneurs on our campus, in our state, nationwide, and internationally through a combination of research, teaching, and community engagement.

Our Vision

Develop and encourage entrepreneurs.

Dr. Richard H. Lester
Executive Director

Ashley Crane
Assistant Director

Shanna Spencer
Program Coordinator

Dr. Ricky W. Griffin
Head, Department of Management

Dr. Jerry R. Strawser
Dean, Mays Business School

Texas A&M University Mays Business School

430 Wehner Building,
4221 TAMU
College Station, TX 77843-4221

(979) 845-4882
www.cnve.org



MAYS BUSINESS SCHOOL
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CENTER FOR NEW VENTURES
AND ENTREPRENEURSHIP


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.

www.Aggie100.com

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Built by Character.

By Erin Williams '14

The Center for New Ventures and Entrepreneurship (CNVE) is pleased to present the 2013 Aggie 100. This extraordinary class, consisting of 43 new companies to the Aggie 100, spans six states and one foreign country. As in years past, this Aggie 100 class is widespread among all industries, including construction, energy, manufacturing, consulting, and real-estate. They join the ranks of a dynamic and exceptional list of Aggie-led companies, all of whom have made a significant impact on our communities, our state, our nation, all built by leaders with incredible character who continue to be shaped by the A&M legacy.

The #1 company for the Class of 2013 is Lyness Construction LP of Cleburne, Texas. Lyness, a construction firm, was founded in 1989 and grew at a two-year compounded growth rate (2010-2012) of 261.08%. Lyness Construction made its first-ever appearance on the Aggie 100 at the #1 spot. The 2013 Top Ten rounds out with four companies new to the Aggie 100, along with three companies who had previously made the Top Ten.

If you know a former student whose company should be honored, let us know. Nominations are now open for the 2014 program.

In addition to the on-campus celebrations, many honorees and company representatives took time out of their busy schedules to connect with the students of Texas A&M University. Speaking to student organizations and classes across campus, they shared unique stories, wisdom, and insights garnered from the

business world. This aspect of the Aggie 100 is integral to the continuation of the program; knowledge passing down from today's honorees helps shape the Aggie leaders as they build the companies of tomorrow.

On the evening of October 24th, the Aggie 100 honorees were welcomed back to campus for a reception. The event, held at the Clayton W. Williams, Jr. Alumni

Center, was attended by honorees and their guests, President R. Bowen Loftin among other university dignitaries, and CNVE advisory council 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 with approximately 600 people in attendance, including 100 current students. The luncheon featured an inspiring keynote address by former Texas A&M football head coach R.C. Slocum, and concluded with a performance by the Singing Cadets.

Special Thanks

The staff of the Center for New Ventures and Entrepreneurship is honored to have the privilege to recognize successful Aggie entrepreneurs. The Aggie 100 would not be the success that it is today without the 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 | professional services marketing. PKF Texas, the official accounting firm of the Aggie 100, reviews and verifies all information submitted by the applicants each year. Hollinden is the marketing firm for the Aggie 100 and designs and produces all graphical design, marketing materials, and programs connected with the event.

Our heartfelt thanks also goes to several more long-term contributors to the Aggie 100. The Texas A&M Foundation, The Association of Former Students, AgniTEK, and Chartwells have provided ongoing support to help this program become what it is today. Many other companies and individuals purchased tables and tickets for the event and helped underwrite the cost of student attendance at the luncheon. Student organizations such as the Texas A&M Singing Cadets and MSC Hospitality helped entertain guests and ensure that everyone was warmly welcomed back to Aggieland. Subsequently, many student organizations and faculty also hosted honoree speakers at their meetings and in the classroom. The support of all of these organizations is gratefully acknowledged and appreciated. The Aggie 100 would not be a reality without the generous support of our contributors.

CNVE Volunteers

Finally, the Center must recognize its core team of volunteers. The CNVE, a self-supporting unit of Mays Business School, could not accomplish its mission without the unending support of the individuals and companies serving on its Advisory Council. The ideas, time and financial support provided by these volunteers truly enable the Center to continue making a difference for Texas A&M University.

Congratulations to the 2013 Aggie 100 Class! We know that their endeavors are not yet complete, and that each company will continue to build their efforts and shape the world around them.

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

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From left: Tim Lyness '88, Mike Lyness '95, Ryan Lyness and Lorraine Lyness Pittenger '91.

Luck *has* nothing *to do with it.*

Family Company Tops 2013 Aggie 100

Tim Lyness '88 knew early on that he wanted to be an Aggie and to be involved in the construction industry. During the spring of his senior year at Texas A&M, he started putting out door hangers to advertise his building services in the neighborhoods surrounding campus. "I, with some help from a few guys, would build fences, decks and remodel and repair homes," he said. "It was a pretty good way of getting through school." Along with being a student and entrepreneur, he was also involved in the student chapter

I knew we could build projects and the best way to achieve success in the construction business at my age was to go out on our own.

of the Association of General Contractors, Bonfire, Sigma Nu Fraternity, and served as a pee wee coach for the Boy's Club of Bryan-College Station.

After graduating with a bachelor's degree in building construction from Texas A&M University, Tim founded

Lyness Construction in October 1989. "I knew we could build projects and the best way to achieve success in the construction business at my age was to go out on our own," he said. "My brothers are very good builders and as a team I knew we could do it."

Today, Tim is chief executive officer of Lyness Construction, a full-service general contractor that specializes in commercial and industrial construction. Based out of Cleburne, Texas, just south of Fort Worth, the company is No. 1 this year on the list of the fastest growing Aggie-owned or Aggie-led businesses in the world, with an annual growth rate of 261.08 percent. "Johnson County is our home. We wanted to be in business in an area with a good labor force and in a place we were familiar with," he said. "We currently have projects in Texas, Oklahoma, Arkansas and New Mexico. We also are licensed in Louisiana."

Tim said his father worked 38 years for H. B. Zachry Co., headquartered in San Antonio, which was started by H. B. Zachry '22—a company that employs a lot of Aggies. Growing up, Tim was always interested in building and watching their projects come together. He said that was a major influencing factor behind his decision to attend Texas A&M, as well as a helpful nudge from his high school counselor. "The values that A&M stands for—that was a fit for me," he said.

He credits much of the company's success to his time at Texas A&M, and the support from his family. "Being an Aggie has opened many doors

Lyness

Construction LP

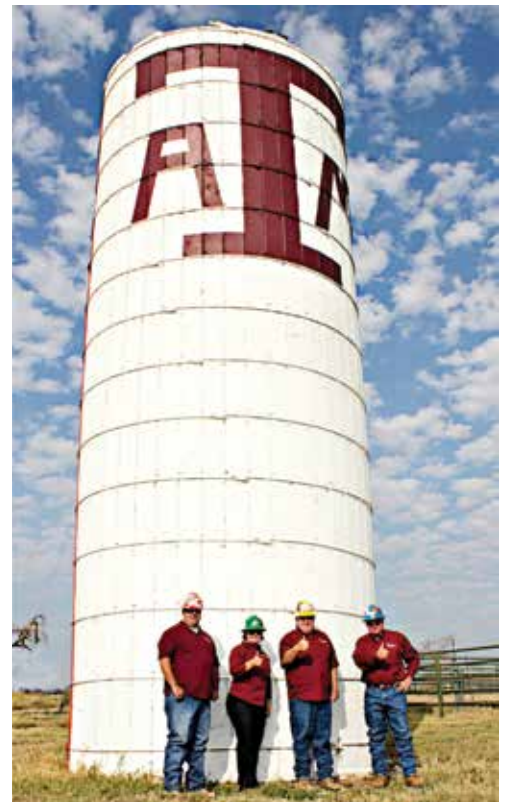
Commercial & Industrial Contractors



that I couldn't with my age (23) when I started our business," Tim said. "It has brought credibility to our customers when I told them that I had a building construction degree from A&M, even when my professional résumé wasn't that long at the time."

It has brought credibility to our customers when I told them that I had a building construction degree from A&M.

Although Tim was the first Aggie in the family, he certainly wasn't the last. Loraine Lyness Pittenger '91 studied nutritional science at Texas A&M, and serves as the office manager at Lyness Construction. Older brother Mike Lyness '95, project manager at Lyness Construction, earned a degree in construction science from A&M. Mike was in the U.S. Marine Corps for four years and served in the first Gulf War and is a veteran of Operation Desert Storm. He then came to A&M and went through the same degree program as Tim (during which time the building construction degree assumed the name of construction science). Their younger brother, Ryan, serves as president of the company. Even though he earned his engineering degree at Texas Tech University, Tim said, Ryan was an Aggie until he went to college. "They're all such a big part of the award," he said, humbly. "We wouldn't be here if we weren't in it together. It's a great honor."



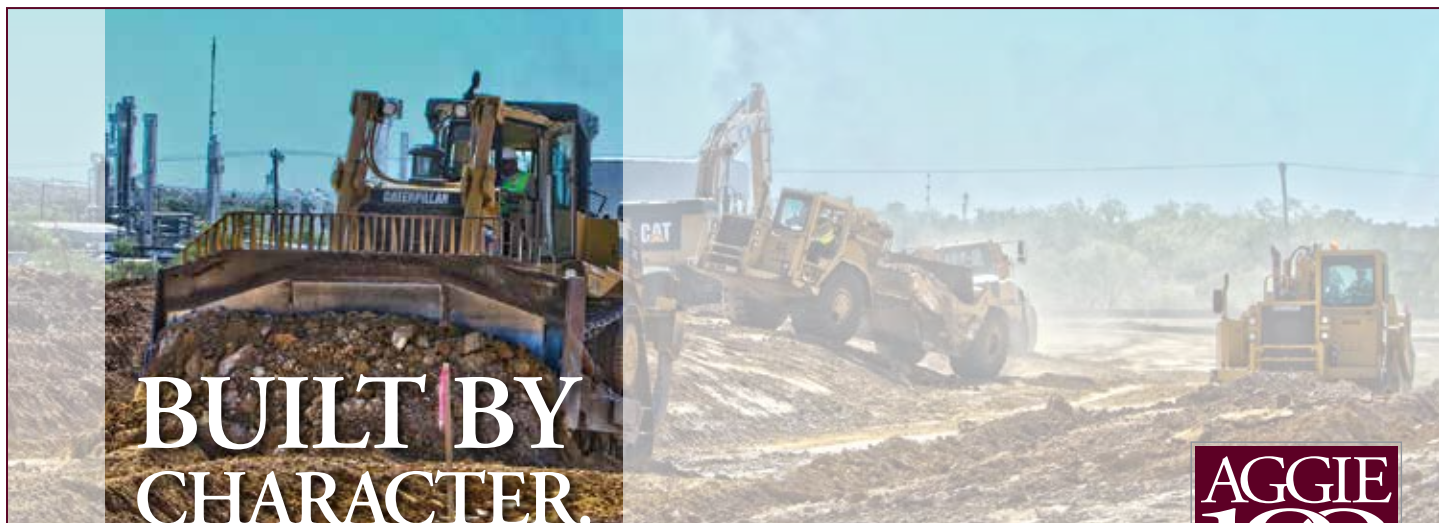
Having come from a large family himself—one of seven kids—Tim values working as a family unit. “The key to our success is our parents,” he said. “They raised us as a unit, as a family. We were raised as a team, and that’s really what holds us together.” Lyness Construction now has more than 100 employees and he considers them all family. “You never build a project alone—you never see a team of one. That’s what keeps us motivated and directed in what we’re doing,” Tim said.

But, like any adventure, it hasn’t always been smooth sailing. Tim said the company has seen its share of ups and downs. As the business climates changed, the company adjusted. But the biggest setback was 9/11, he said. “That unforeseen circumstance that no one was expecting rippled through the construction industry.” And then there’s the current recession. “We’re not recession-proof,” Tim said. “When there’s a recession, the first thing people slash is capital expansion.” But like any team, Lyness Construction weathered both storms and came out on top.



The important thing, he said, is to remember that family comes first. Tim and his wife, Lori, have known each other since the second grade. “We started dating before my senior year in college and have been together ever since,” he said. “She is my biggest supporter and best friend.” They have two daughters: Morgan ’15, a junior at Texas A&M, and Kellan, a junior at Southwest Christian High School in Fort Worth, who plans to attend A&M.

“Pray for your business and tithe on your profits,” Tim advised. “You must know your business model and understand the risks, and manage towards profitability. Some of that just comes from the school of hard knocks. But you have to have sustaining power—not just financially, but emotionally.”



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*Congratulations to all the
2013 Aggie 100 honorees!*



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The Center for New Ventures and Entrepreneurship at Mays Business School supports and develops entrepreneurs through research, teaching, and community engagement. The Center's innovative programs and services pave the way for the next generation of business leaders to take their ideas from conceptualization to reality. Learn more about how to get involved at **cnve.tamu.edu**.



Creating knowledge and developing ethical leaders for a global society.

Aggie 100[®] top ten



1



Lyness Construction LP

Leadership: Tim Lyness '88
President, Owner

Location: Cleburne, TX

Industry: Construction

Growth Rate: 261.08%

Founded: 1989

“There is not a ‘How to’ book on being an entrepreneur,” reveals Tim Lyness '88. “[Entrepreneurship comes from] a drive that must be within the individual. We are fortunate enough to have that drive within our family.” Lyness Construction skyrocketed to the top of the Aggie 100 the first year that the company made the list. Lyness Construction began 24 years ago as a concrete subcontractor, and has since grown to manage all aspects of their construction projects. The company is diverse within its construction efforts, building schools, hospitals, and industrial and commercial construction. Success has not come easy, especially with the challenges presented by 9/11 and the recent economic downturn, but with the help of an innate entrepreneurial drive and a family working together, success has come.

2



Team Trident

Leadership: Rod Long '88
President, Owner, Founder
Rick Restivo '91
Vice President, Owner, Founder

Location: Houston, TX
Industry: Energy
Growth Rate: 210.90%
Founded: 2006

“From adversity comes opportunity.” Rod Long '88 and his partner Rick Restivo '91 began to face struggles in their new business when the global market came crashing down in 2009. Team Trident's business model at the time was direct or contingency placement of military technicians into the oil & gas industry, a need that the pair had found in 2006 after their experiences post-military in the industry. But this difficult market didn't allow for Team Trident to remain profitable with current operations. The pair had to let their team go in order to keep the business afloat. Team Trident hung on while Long and Restivo reworked their model. Four years later, the team has evolved into a highly successful staffing business that continues to place emphasis on staffing military technicians while remaining diversified and dynamic. Though the economic downturn was hands-down the worst adversary that Team Trident has had to face, it provided the necessary opportunity for the company to innovate itself. Long says, “Entrepreneurship, as we understand it, defines Team Trident.”

3



Project 7

Leadership: Tyler Merrick '00
Social Capitalist, Owner, Founder
Location: San Clemente, CA

Industry: Food & Beverage
Growth Rate: 206.48%
Founded: 2008

Tyler Merrick '00 finds that the success of Project 7 has been guided by the attitude that anything is possible. The team at Project 7 doesn't let anything stop them and continues to strive to be the best at finding a path where others don't see one. Merrick has created a unique culture at Project 7, and the brand has been developed around giving back. Project 7 supports seven areas of need and provides aid to non-profits that fall within these parameters. Though it was a monumental task at first for a small start-up to support others, Merrick and his team quickly found just how rewarding their decision was. This desire to give back didn't come out of thin air – Merrick credits the culture at A&M instilled in him “a sense of responsibility for your country, your community, your fellow man, and that it's not all about you.” While the world could be a very different place in the next few years, Merrick hopes that Project 7 is still making a positive impact through the non-profits it supports.

4



Navidad Resources, LLC

Leadership: Harold E. McGowen, III '82
President & CEO
Location: Tyler, TX
Industry: Energy

Growth Rate: 177.76%
Founded: 1992

Harold McGowen, III '82 always knew that he had wanted to come to Texas A&M University. His father, part of the “Greatest Generation” of Aggies that served in World War II, infected his son with the Aggie spirit at a young age. He graduated with a degree in mechanical engineering and went forth into the oil and gas industry, the values and knowledge instilled in him by the Corps of Cadets and the engineering school always by his side. After gaining over twenty years of experience in the oil industry, McGowen decided to try his hand at starting his own business, and Navidad Resources was born in 2007. McGowen advises all entrepreneurs to “find something that you love to do, plan carefully, and then prepare to be surprised – and sometimes terrified – by the twists, turns, and challenges that will be thrown in your path. As Eisenhower said, ‘Plans are useless, but planning is essential.’”

5



Sabre Commercial, Inc.

Leadership: John P. Cyrier '95
President, Owner, Founder

Location: Austin, TX

Industry: Construction

Growth Rate: 151.23%

Founded: 2008

John P. Cyrier '95 doesn't feel very entrepreneurial – he just follows the golden rule of treating people the way you would want to be treated and requires Sabre Commercial, Inc. to follow that same rule in business. A former Aggie band member, Cyrier was taught early on to take care of the team and always put them first, and he continues to do so with his team at Sabre. While the team is disciplined and works hard, the culture at Sabre always makes sure that everyone is still having fun. Cyrier and his team have always stayed humble and refuse to become caught up in the hype of success, even after becoming a two-time recipient of the Best Places to Work in Central Texas award. Cyrier won't be getting back the hair or sleep he lost in running Sabre these past five years, but if running a business was easy, Cyrier says, "everyone would be doing it."

6



Woodbolt International, LLC

Leadership: Doss Cunningham '04
CEO, Owner

Location: Bryan, TX

Industry: Manufacturing

Growth Rate: 140.51%

Founded: 2002

Doss Cunningham '04 stayed close to his collegiate roots when he founded Woodbolt International in Bryan, TX. Woodbolt is a nutraceutical company that produces fitness and health products for retailers such as GNC and Costco, including supplements, protein, vitamin, herb, and general wellness products. 2013 marks the fourth year in a row that Woodbolt has made the Aggie 100 and its second year straight in the Top 10, with an astounding compounded growth rate of 140.51%. Cunningham attributes the organization's success to hiring the right people and creating an atmosphere that maintains productivity while not suffocating creativity. Cunningham advises entrepreneurs and business-folk alike to, "maintain the courage to stand alone, and have the vision to know your place."

7



GSD Construction

Leadership: Sam Seidel '02
Partner, Owner

Drew Ondrey '02
Partner, Owner

Aaron Davis '02
Partner, Owner

Location: Houston, TX

Industry: Construction

Growth Rate: 119.65%

Founded: 2007



The three founders of GSD Construction – Sam Seidel '02, Drew Ondrey '02, and Aaron Davis '02 – discovered that both the best and worst experience in starting their own construction firm was leaving the corporate world to start their own business from nothing. While the three find that "owning and operating your own business provides an environment with extreme flexibility and endless opportunities," at the same time they also have found that "there are no guarantees – if you don't perform, you fail." Yet it is clear that GSD Construction has taken advantage of its endless opportunities, accumulating an impressive 151.23% growth rate. Seidel, Ondrey, and Davis were all inspired by a particular quote etched onto their doors their first day of FOW in the Corps of Cadets, which read "Excellence is not an act, but a habit." The three partners have held onto that ideal ever since – taking a truthful, fair approach, doing the right thing, and operating with integrity in everything that they do with GSD Construction.

8



Tolteq

Leadership: Paul Deere '92
President, Owner, Founder

Location: Cedar Park, TX

Industry: Oil & Gas

Growth Rate: 108.05%

Founded: 2003

Paul Deere '92 had always known that he wanted to own his own business. The opportunity for change presented itself when the company Deere had been working for closed his location. Instead of relocating himself and his family, Deere decided to take on the challenge of starting his own business. Deere finds that the spirit of entrepreneurship is a core part of Tolteq; when one realizes that they can make an impact, Deere says, it fosters the can-do spirit that one can accomplish anything they set their minds to. Consistent with the prevailing culture of Texas A&M, Deere holds himself and Tolteq to a higher standard, which he views as the foundation for success. He encourages young entrepreneurs to be primarily motivated by accomplishments, not profits, for that approach has rewarded him in business.

9



Pinnacle Asset Integrity Services

Leadership: Ryan Sitton '97
President & CEO, Owner, Founder

Location: Pasadena, TX

Industry: Engineering

Growth Rate: 105.52%

Founded: 2006

Ryan Sitton '97 and his team at Pinnacle Asset Integrity Services live to serve and always try to do the right thing. These two values, which Sitton feels were instilled in him as an Aggie, have pushed Pinnacle to incredible success. The company works tirelessly to make sure that their customers are ecstatic about the work they do, and it is has paid off. A few years back, Pinnacle impacted a large client in such a way that the client said Pinnacle had changed the way that they did business, and they would not be going back to their old ways. Sitton imparts to young entrepreneurs these four keys to success: establish a vision, have perseverance, learn to serve others, and live within your means. "Everyone knows that these [four] things lead to success," reveals Sitton. "However, very few people do them. The trick is not to figure out how to be successful; the trick is to live it."

10



Kennedy Fabricating

Leadership: Kevin Kennedy '01
President

Jeremy Want '03
CEO

Industry: Manufacturing

Growth Rate: 100.94%

Founded: 1991

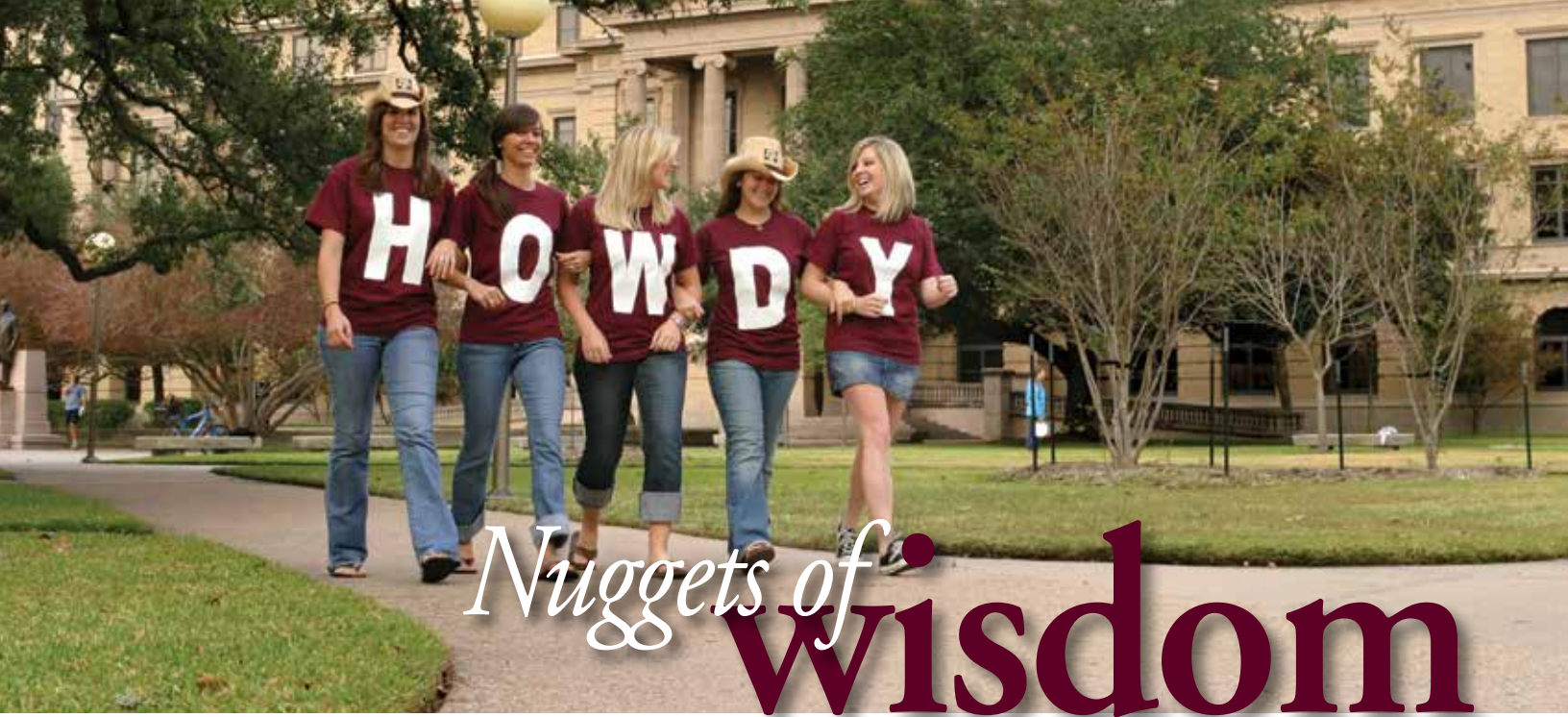
Location: Splendora, TX



In 2007, Kevin Kennedy '01 was told by his father that he was ready to retire and planned to sell his business. Kennedy knew that the value of the foundation his father had created over the years wouldn't be fully realized if he sold the business. Since Kennedy had a firm foundation in public accounting and experience with a large publicly-traded company, he says, "I was ready to pursue my entrepreneurial passions and saw [Kennedy Fabricating as] an opportunity to grow an already successful business." Though his experience running a company has come with its fair share of trials, Kennedy is proud that today Kennedy Fabricating remains a strong manufacturing presence in the United States and that other nations find value in American manufacturing through his company. Under Kennedy's leadership, the company has grown with great success through continuous, positive change, adaptability, reinvestment, and a passion that assures the company that they "can always be a little faster, a little bit better, and a little bit less costly" than any of their competitors.

	RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	LEADERSHIP	TITLE	LOCATION
	1	261.08	Lyness Construction LP	Construction	1989	Tim Lyness '88	President, Owner	Cleburne, TX
	2	210.90	Team Trident	Energy	2006	Rod Long '88 Rick Restivo '91	President, Owner, Founder Vice President, Owner, Founder	Houston, TX
	3	206.48	Project 7	Food & Beverage	2008	Tyler Merrick '00	Social Capitalist, Owner, Founder	San Clemente, CA
	4	177.76	Navidad Resources, LLC	Energy	1992	Harold E. McGowen, III '82	President & CEO, Founder	Tyler, TX
	5	151.23	Sabre Commercial, Inc.	Construction	2008	John P. Cyrier '95	President, Owner, Founder	Austin, TX
	6	140.51	Woodbolt International, LLC	Manufacturing	2002	Doss Cunningham '04	CEO, Owner	Bryan, TX
	7	119.65	GSD Construction	Construction	2007	Sam Seidel '02 Drew Ondrey '02 Aaron Davis '02	Partner, Owner Partner, Owner Partner, Owner	Houston, TX
	8	108.05	Tolteq	Oil & Gas	2003	Paul Deere '92	President, Owner	Cedar Park, TX
	9	105.52	Pinnacle Asset Integrity Services	Engineering	2006	Ryan Sitton '97	President & CEO, Owner, Founder	Pasadena, TX
	10	100.94	Kennedy Fabricating	Manufacturing	1991	Kevin Kennedy '01 Jeremy Want '03	President CEO	Splendora, TX
	11	99.09	Roku	Consumer Products & Services	2002	Anthony Wood '87	CEO, Founder	Saratoga, CA
	12	96.66	A-1 Rocket Industries, Inc.	Environmental Services	1989	J. Ryan Zimmer '06	President	Amarillo, TX
	13	96.52	Sprint Waste Services, L.P.	Environmental Services	2006	Joe Swinbank '74 Will Swinbank '02 Reagan Swinbank '03	Partner, Owner, Founder President, Owner, Founder Partner, Owner, Founder	Houston, TX
	14	91.18	Lowery Property Advisors	Real Estate	2008	Mark Lowery '01	President, Owner, Founder	Irving, TX
	15	86.62	Rock Hill Capital	Financial Services	2007	Randall B. Hale '85 James P. Wilson, Jr. '81	Managing Director, Founder Managing Director	Houston, TX
	16	85.67	Ward, Getz & Associates, LLP	Engineering	2007	Ryan Getz '01 Steven Ward '01 Stephanie Anderson '05	Partner, Owner Partner, Owner Partner, Owner	Houston, TX
	17	84.81	Service Nation, Inc.	Business Products & Services	2002	Matt Michel '83	Chairman, President & CEO, Owner, Founder	Flower Mound, TX
	18	83.25	FrogSlayer, LLC	Software	2005	Ross Morel '10	President & CEO, Owner, Founder	College Station, TX
	19	79.26	CSJ Engineering Associates, LLC	Engineering	2008	Howard Scott Colter '72	CEO, Owner, Founder	Austin, TX
	20	77.72	The Ticket Experience	Advertising & Marketing	2004	Ignacio Cubero, III '06	President, Owner	Houston, TX
	21	77.06	True View Realty Partners One, L.P.	Real Estate	2003	Taseer A. Badar '95	CEO, Founder	Pearland, TX
	22	75.83	Keechi Creek Builders	Construction	2007	Brandon Lynch '01 Sheri Lynch '01	President, Owner, Founder Vice President, Owner, Founder	Houston, TX
	23	73.13	3-C Valve & Equipment, LP	Oil & Gas	2006	Layne J. Smith '81	President, Owner, Founder	Corpus Christi, TX
	24	73.02	Three Square Design Group	Architecture	2008	Rayburn J. Donaldson '04	Principal, Owner, Founder	Houston, TX
	25	72.89	ReCraft Construction Services and Green Remodeling	Construction	2000	Brent J. Farrell '92	President, Owner, Founder	Houston, TX
	26	70.66	Spiares Engineering, Inc.	Engineering	2000	John Spiares '89 Tim Spiares '90 Kevin Wier '98 Matt Dorsett '93	President, Owner, Founder CEO, Owner Partner, Owner Partner, Owner	Plano, TX
	27	69.80	LCM Industries, Inc.	Oil & Gas	2006	Tommy Crume '96	President, Owner, Founder	Odessa, TX
	28	68.85	Leftfield Entertainment	Entertainment	2002	Brent Montgomery '97	Executive Producer, Owner, Founder	New York, NY
	29	67.75	Builders West, Inc.	Construction	1982	Kurt Lobpries '77 Lizette Lobpries '77	President, Owner, Founder Vice President, Owner, Founder	Houston, TX
	30	66.54	Comflow Mechanical Services	Construction	2005	Jon Wiesmann '00	President, Owner	Houston, TX
	31	66.47	Lobo Logistics LLC	Logistics & Transportation	1997	Peter R. Arguindegui, III '84	Managing Partner, Owner, Founder	Laredo, TX
	32	65.80	J3 Company LLC	Construction	2006	Henry Paris Jons, III '00	President, Owner	Comfort, TX
	33	64.99	TAB Lonestar Holdings, Inc.	Real Estate	1999	Taseer A. Badar '95	CEO, Founder	Pearland, TX
	34	64.61	KFW Engineers	Engineering	2006	George Weron '97 Craig Fletcher '97	Principal, Founder Principal, Founder	San Antonio, TX
	35	64.39	Trilliant Surgical, Ltd.	Health	2007	Jon Olson '00 Chad Steidle '98	President, Owner, Founder Managing Partner, Owner, Founder	Houston, TX
	36	64.31	Centre Technologies	IT Services	2005	Chris Pace '01 Laura Pace '04	CEO, Founder President, Owner	Houston, TX
	37	63.30	Clay Development and Construction, Inc.	Construction	1998	Robert H. Clay '89 Albert W. Clay, III '65	Owner, Founder Owner, Founder	Houston, TX
	38	62.94	Trinity Merchant Group	Financial Services	2007	Nathan Randel '05 Clay Farrell '05	Managing Partner, Owner, Founder Managing Partner, Owner, Founder	Arlington, TX
	39	61.92	RDRTec	Engineering	2006	Sidney W. Theis '74	President & CEO, Owner, Founder	Dallas, TX
	40	59.65	Ascension Commercial Real Estate	Real Estate	2008	Jim Wood '82	President, Owner, Founder	Houston, TX
	41	58.38	Texas Pride Fuels, Ltd.	Energy	2004	Dan Haile '96	Executive Vice-President, Founder	Springtown, TX
	42	57.48	DXS	Construction	2007	Mike Donovan '97	Managing Partner	Austin, TX
	43	56.72	B Resource, Inc.	IT Services	2001	Ana Brumfield '95	President, Owner	The Woodlands, TX
	44	56.06	FLOSS Dental	Health	2007	Clint F. Herzog '97	CEO, Owner, Founder	Dallas, TX
	45	55.33	WildHorse Resources, LLC	Oil & Gas	2007	Jay Graham '92 Anthony Bahr '91	President, Founder CEO, Founder	Houston, TX
	46	54.39	NetNearU	IT Services	1997	Cody Catalena '97	President & CEO	Bryan, TX
	47	52.94	Speech Privacy Systems L.L.C.	Business Products & Services	1998	Bruce Davidson '78	President & CEO, Owner, Founder	Plano, TX
	48	52.57	Kurk Homes	Construction	1989	Christopher M. McGinley '02	President, Owner	Magnolia, TX
	49	51.57	LINN Energy, LLC	Energy	2003	Mark E. Ellis '79	Chairman, President & CEO	Houston, TX
	50	51.13	Wired Networks	Telecommunications	2008	Jeremy Kerth '96	President & CEO, Owner, Founder	Kerville, TX
	51	51.12	ZT Wealth, LLC	Financial Services	2000	Taseer A. Badar '95	CEO, Founder	Pearland, TX

RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	LEADERSHIP	TITLE	LOCATION
52	50.32	KFW Surveying	Engineering	2008	Blaine Lopez '96 George Weron '97 Craig Fletcher '97	President, Owner, Founder CEO, Owner, Founder COO, Owner, Founder	San Antonio, TX
53	49.48	Stream Realty Partners, L.P.	Real Estate	2006	Kyle Valentine '00 Preston Young '02	Regional Managing Partner, Owner Regional Managing Partner, Owner	Houston, TX
54	49.38	One Source Networks	Telecommunications	2006	Ernest Cunningham '94	CEO, Founder	Austin, TX
55	48.87	AmeriTech Staffing, Inc.	Human Resources	2001	Jerome Urbanosky '75	President, Owner, Founder	Houston, TX
56	46.77	Southeast Texas Health System	Health	1994	Shannon Sowder Calhoun '80	Executive Director	Goliad, TX
57	46.26	AXYS Industrial Solutions, Inc.	Oil & Gas	2003	Brian Lamb '91 Chris May '91	President & CEO, Owner, Founder COO & Partner	Houston, TX
58	46.18	Affordable Funerals, LLC	Health	2008	Todd Routh '86	Owner, Founder	Austin, TX
59	45.97	Keystone Constructors, Inc.	Construction	2002	James R. Penn '77	President, Owner	Gaffney, SC
60	44.52	Energy XXI	Oil & Gas	2005	John D. Schiller, Jr. '81	Chairman, CEO, Founder	Houston, TX
61	43.97	Genesys Works	Education	2002	Rafael Alvarez '90	CEO, Founder	Houston, TX
62	43.24	Nextera Communications	Telecommunications	2004	Greg Arvig '85	President & CEO, Owner, Founder	Baxter, MN
63	43.04	Brazos Technology	Software	2000	Michael McAleer '92	President, Owner	College Station, TX
64	42.71	AXIA Resources	Financial Services	2004	Nick Bednorz '79 Elizabeth Epler Jones '94	CEO, Owner, Founder Partner, Owner	Houston, TX
65	42.33	JB Knowledge Technologies, Inc	Software	2001	James M. Benham '01	President & CEO, Owner	Bryan, TX
66	41.57	Employer Flexible	Business Products & Services	2003	Mike Greathouse '98	Co-CEO, Owner	Houston, TX
67	41.38	Monico Monitoring, Inc.	Oil & Gas	2004	Doyle Taylor '82 Karen Taylor '84	President & CEO, Owner Vice President, Owner	Spring, TX
68	40.98	Embree Group of Companies	Construction	1979	Philip Annis '83 Frank Krenck '80	President President	Georgetown, TX
69	40.91	Magruder Homes	Construction	2007	John Magruder '04 Tyan Magruder '04	President, Owner Owner	College Station, TX
70	40.14	Premier Partners	Construction	2005	Jason Crabtree '97	Principal, Owner, Founder	Austin, TX
71	39.37	CNX Distribution	Logistics & Transportation	2006	Jay McHugh '83	President, Owner, Founder	Hurst, TX
72	39.13	CIMA ENERGY, LTD.	Energy	1996	Thomas K. Edwards '88 Michael D. Rupe '93	President, Owner, Founder CFO, Owner, Founder	Houston, TX
73	38.57	Improving Enterprises	IT Services	2004	Curtis Hite '91	CEO, Owner, Founder	Addison, TX
74	38.18	Accent Wire	Manufacturing	2006	William Sims '89	Managing Director, Owner, Founder	Bradford, UK
75	37.78	Comanche Contractors, L.P.	Construction	1979	Greg Walla '79	President, Owner	Houston, TX
76	37.66	Laredo Energy	Oil & Gas	2006	Glenn D. Hart '78 Jerry Holditch '79 Scott Stevenson '84	CEO, Founder Executive Vice President, Owner, Founder Vice President, Owner, Founder	Houston, TX
77	37.57	Houston Offshore Engineering	Oil & Gas	2004	Philip Poll '88 Ngok Lai '72 Jun Zou '97	Manager of Projects, Owner, Founder Manager of Operations, Owner, Founder Manager of Naval Architecture, Owner, Founder	Houston, TX
78	37.11	Cowboy Outfitters	Retail	1998	John Adams '70	CEO, Owner	Highlands, TX
79	36.94	The Pool Guy	Retail	2006	Sean Hawthorne '93	President, Owner, Founder	College Station, TX
80	36.82	Shutter-Up Blinds & Shutters	Retail	2003	Mary Beth Bartkus '84	Owner, Founder	Sugar Land, TX
81	36.75	Opportune LLP	Business Products & Services	2005	David Baggett '81 John Vanderhider '81 Matt Flanagan '90	Managing Partner, Owner, Founder Partner, Owner, Founder Partner, Owner	Houston, TX
82	36.50	Asurint	Business Products & Services	2006	Gregg Gay '92 Connie Clore '92	President, Owner, Founder COO, Owner, Founder	Cleveland, Ohio
83	36.34	RICHER Supply Chain Solutions	Logistics & Transportation	1917	Ermilo Richer, III '04	CEO & Director	Laredo, TX
84	36.22	Tex-Star Water Services, LLC	Oil & Gas	2006	Grant Swartzwelder '85	President, Owner, Founder	Irving, TX
85	36.21	Veterinary Medical Providers, PC	Health	1972	Seth Solomon '08	President, Owner	Amarillo, TX
86	35.20	Emergent Professional Resources LP	Business Products & Services	2007	Mark Moseley '91 Mike Janik '92	President, Managing Partner, Owner, Founder VP of Sales & Managing Partner, Owner, Founder	Houston, TX
87	35.18	Fan Interactive Marketing	Advertising & Marketing	2008	Eyal Mintz '00	CEO, Owner, Founder	Hermosa Beach, CA
88	35.12	Structured Foundation Repairs, Inc.	Construction	2003	Thomas M. Kidd '83	President, Owner	Euless, TX
89	35.08	Aggjeland Green	Consumer Products & Services	2008	Tim Schnabel '94 Charisse Landry Schnabel '95	President, Owner, Founder Partner, Owner	College Station, TX
90	34.75	EV Energy Partners LP	Oil & Gas	2006	Mark Houser '83	President & CEO, Founder	Houston, TX
91	34.62	The Payton Company	Human Resources	2002	Richard Payton '84	President, Owner	Austin, TX
92	34.49	Routh Development Group	Real Estate	1992	Todd Routh '86	Owner, Founder	Austin, TX
93	34.48	Ags Reward	Real Estate	2006	Jay Hurst '00 Dat Nguyen '98 Carey Hurst '96	President, Owner, Founder Vice President, Owner, Founder VP Marketing Operations, Owner	Austin, TX
94	33.27	Gladstone, Inc.	IT Services	1996	Michael Hnatt '91	President, Owner, Founder	College Station, TX
95	33.15	Milestone Project Management	Business Products & Services	2008	William Scott LaTulipe '90	President, Owner	Houston, TX
96	32.63	Cold Fire Signs	Advertising & Marketing	2008	Chris Jackson '99	President, Owner	San Antonio, TX
97	32.31	OriGen Biomedical, Inc	Manufacturing	1990	Richard Martin '71	CEO, Owner, Founder	Austin, TX
98	32.10	Sandcastle Homes Inc	Construction	1995	Michael Dishberger '79	CEO, Owner, Founder	Houston, TX
99	31.89	Veritas Building Consultants LLC	Construction	2004	Donald J. Cunningham '62 Donald J. Cunningham, II '93 J. Scott Cunningham '00	Owner, Founder Owner, Founder Owner, Founder	Cedar Park, TX
100	31.42	Catapult Systems LLC	IT Services	1993	Andrew Montz '90 Liam Collopy '96 Mike Albe '89 Sam Goodner '90	COO, Founder Vice President, Founder CFO, Founder CEO, Owner	Austin, TX



Nuggets of Wisdom

Success is not often achieved watching the hands on a clock. To be successful requires timeless effort, diligence and sacrifice day after day, year after year. The journey is on-going, but the rewards can last forever!

Layne J. Smith '81
3-C Valve & Equipment, LP

A job is not worth doing unless it is worth doing well.

J. Ryan Zimmer '06
A-1 Rocket Industries, Inc.

The people you surround yourself with are critical - they should be hard-working, passionate about the business you are in, and ideally, smarter than you. Constantly work to broaden your knowledge about your industry and business in general.

William Sims '89
Accent Wire

Work hard and look at all opportunities.

Todd Routh '86
Affordable Funerals, LLC

We've been successful by keeping to the basics. Always do what you say you're going to do, when you say you're going to do it, make the details your advantage over your competition, set high goals for your company, and put your customers first.

Tim Schnabel '94, Charisse Landry Schnabel '95
Aggieland Green

1. Have passion for what you do and how you do it. 2. Innovate and surround yourself with the right people. 3. Plan to work 3x harder and longer than you planned.

Gregg Gay '92, Connie Clore '92
Asurint

'Perseverance, secret of all triumphs' - *Victor Hugo*

Nick Bednorz '79, Elizabeth Epler Jones '94
AXIA Resources

Find something that you do well and there is a need for. Work as hard as you can and surround yourself with winners, and never compromise your honesty or integrity.

Jerome Urbanosky '75
AmeriTech Staffing, Inc.

Develop your niche. Be unique and better than your competition; don't just say you are. Be prepared to prove it every day!

Brian Lamb '91, Chris May '91
AXYS Industrial Solutions, Inc.

If you have an idea, don't wait around thinking about it. Create a plan and go for it. The plan will never be perfect because events will happen that will change your plan. If you wait for the perfect time to start, you will never get started.

Ana Brumfield '95
B Resource, Inc.

In my experience, all entrepreneurs have only one thing in common: all had the courage to try.

Michael McAleer '92
Brazos Technology

Provide the very best service and/or product in your field and you will always be in demand.

Kurt Lobpries '77, Lizette Lobpries '77
Builders West, Inc.

Customers, Employees, and Partners are our core values.

Chris Pace '01, Laura Pace '04
Centre Technologies

Persistence and determination.

Thomas K. Edwards '88, Michael D. Rupe '93
CIMA ENERGY, LTD.

Make a difference.

Robert H. Clay '89, Albert W. Clay, III '65
Clay Development and Construction, Inc.

'How do you go from where you are to where you wanna be? And I think you have to have an enthusiasm for life. You have to have a dream, a goal. And you have to be willing to work for it.' - *Jim Valvano*

Jay McHugh '83
CNX Distribution

Be passionate and persistent in what you do!

Chris Jackson '99
Cold Fire Signs

Be completely honest and forthright in all your endeavors.

Greg Walla '79
Comanche Contractors, L.P.

Business is fun but you must take it on with all your might.

Jon Wiesmann '00
Comflow Mechanical Services

Never lose sight of your goals. Make goals for the short term and long term. Have a vision of where you want to go and steps and milestones to get there.

John Adams '70
Cowboy Outfitters

Apply and immerse your passion with the Aggie spirit of integrity, dedication, humility, and hard work.

Howard Scott Colter '72
CSJ Engineering Associates, LLC

I view my business as one of my favorite hobbies, that's what gets me through the emotional roller coaster ride!

Mike Donovan '97
DXS

As leaders we need to remember that our own success is a consequence of the collective involvement of the entire team. As a result, sharing in the success of the company is extremely important.

Curtis Hite '91
Improving Enterprises

Encourage an entrepreneurial spirit. Accept failures as an inevitable byproduct of effort, growth and stretching perceived boundaries. However learn to fail fast, fix it, and race on. Slow kills.

Philip Annis '83, Frank Krenek '80
Embree Group of Companies

Relationships are everything in business. A great business person understands that every person you meet during the course of your start-up venture or career has intrinsic value. The value may be connecting your business with the right decision maker; it may be through learning valuable lessons or gaining a mentorship; it may be as a future co-worker or partner; or it may just be gain-

ing access to information that is beneficial to your business. The important part is that you engage with everyone, and exchange the value that both of you can offer each other.

Mark Moseley '91, Mike Janik '92
Emergent Professional Resources LP

Starting a company is never easy but if you have a plan and stick to it, you'll be on the right track to a successful business. I've always kept my focus with the end in mind; once you have your goals established, execution of your action plan is where the hard work begins.

Mike Greathouse '98
Employer Flexible

Work hard, play hard - that's the way to go.


John D. Schiller, Jr. '81
Energy XXI

Don't be afraid to try something new.

Eyal Mintz '00
Fan Interactive Marketing

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Don't spend time bogged down with non-revenue items/decisions.

Clint F. Herzog '97
FLOSS Dental

Success is a byproduct of finding our calling which is a God given drive revealed by our talents. If we use it as our 'carrot', we risk confusing our desires with our calling.

Michael Hnatt '91
Gladstone, Inc.

Accept the concept of delayed gratification. Stay focused and committed to constant improvement and implementing work practices that set yourself apart from your competition.

Sam Seidel '02, Drew Ondrey '02
Aaron Davis '02
GSD Construction

Remember to work hard, go the extra mile, learn from all you do, leave every job better than when you found it, and constantly strive for living a life of purpose greater than one's self.

Dennis Seith '79
INEOS USA LLC

The growth/success of a business is measured by the height of its common goal. Establish those goals early and set them where they are unobtainable. With combined focus they will be surpassed.

Henry Paris Jons, III '00
J3 Company LLC

Passion sells. If you are passionate because deep in your gut you know you are doing the right thing, you will not only sell your product, service, or mission effectively, you will endure the wonderful ups and downs of entrepreneurship.

Rafael Alvarez '90
Genesys Works

Build a business to last from day one. Build a financially sustainable company, with great people and great products and success will follow.

James M. Benham '01
JB Knowledge Technologies, Inc

**YOUR BUSINESS IS
CHALLENGING**
YOUR COMMUNICATIONS
SHOULDN'T BE

**ONE SOURCE
NETWORKS**



Hard work and sacrifice are some of the stepping stones of starting your own business. Maintaining your convictions and keeping your faith in God is the key to success.

Brandon Lynch '01, Sheri Lynch '01
Keechi Creek Builders

All growing companies take risks, so try your best to take only the calculated ones. Know and understand your costs. Invest in good scalable processes and good supervision. As your company grows, you must adapt.

Kevin Kennedy '01, Jeremy Want '03
Kennedy Fabricating

A principle to success in organizing and operating a new business is the willingness to hold to the guideline of paying your vendors, your employees and your liabilities before compensating owners. This practical concept coupled to owners' base salaries.

James R. Penn '77
Keystone Constructors, Inc.

Follow the Aggie Code of Honor and be passionate about your profession - that will lead the way for success.

Christopher M. McGinley '02
Kurk Homes

'For I know the plans I have for you,' declares the Lord, 'plans to prosper you and not to harm you, plans to give you hope and a future.' - *Jeremiah 29:11*

Glenn D. Hart '78, Jerry Holditch '79
Scott Stevenson '84
Laredo Energy

Find successful people in and out of your field, ask how they got there and how they think you can get to where you want. Plan short and long term goals and act now. Take notes and email them to yourself! Easier to search an inbox than a notebook.

Brent Montgomery '97
Leftfield Entertainment

Be bold and blaze your trail to success, let others be the followers.

Mark E. Ellis '79
LINN Energy, LLC

Never be afraid to take a risk. No matter what, always follow your heart and your passion; the rest will take care of itself. Our company is paid to give opinions of value. One thing in business is priceless: integrity.

Mark Lowery '01
Lowery Property Advisors

Work hard, but be smart with your time. Not every customer or deal is worth 100% of your time, so set goals on building a customer base and keep them. Multiple customers is a must if you want to have long-term growth and success.

Tim Lyness '88
Lyness Construction LP

Manage expectations, know your product, take care of the people around you, believe what you are saying, and do what is expected of you.

John Magruder '04, Tyan Magruder '04
Magruder Homes

Strive to listen to your customers and provide a unique product along with a level of support and service that no one can compete with.

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

Keys to the success of our business have been through innovation, willingness to listen to our customers, tenaciousness and most importantly, hiring Aggies.

Cody Catalena '97
NetNearU

My advice for future entrepreneurs is to find something you love and commit to it. When your work is something you love, it is easy to find success. Be passionate, be a leader, never stop learning and give back along the way.

Ernest Cunningham '94
One Source Networks

Resilience and tenacity in the face of adversity are critical to making any challenging dream a reality.

Harold E. McGowen, III '82
Navidad Resources, LLC

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

David Baggett '81, John Vanderhider '81
Matt Flanagan '90
Opportune LLP

Finance is key; be prepared for it costing more and taking longer than you expect.

Richard Martin '71
OriGen Biomedical, Inc

If you are not part of a good mastermind group, then create one yourself and meet weekly. A small group of business people who are dedicated to supporting each other is invaluable.

Richard Payton '84
The Payton Company

Four behaviors lead to success: thinking long-term, persevering through challenge, living within one's means, and learning to serve others. Everyone knows this, but successful people live this way.

Ryan Sitton '97
Pinnacle Asset Integrity Services

Be professional, provide value and go the extra step in everything. Appreciate the customer and treat them the way you want to be treated.

Sean Hawthorne '93
The Pool Guy

We can afford to lose money, even a lot of money, but we can't afford to lose one cent of our reputation.

Jason Crabtree '97
Premier Partners

Have a big vision but a targeted approach. Casting a wide net seems grandiose but we live in a niche economy today. Aspire to be the best tuna fisherman, not the 'best fisherman,' and you'll stay focused, improve your craft, and grow customer base.

Tyler Merrick '00
Project 7

Know your customers needs and fill them.

Sidney W. Theis '74
RDRTec

If you want something bad enough, you need to fight for it. Be patient and don't be abrasive, but fight hard for what you want.

Brent J. Farrell '92
ReCraft Construction Services and Green Remodeling

Showing up for work is half the battle and it will take you far. Even if you own your own business, remember to show up every day, it really makes a difference especially from your employees' point of view.

Ermilo Richer, III '04
RICHER Supply Chain Solutions

Be persistent, humble, and listen. Hire the best talent possible. Have high standards.

Anthony Wood '87
Roku

Work hard and invest early.

Todd Routh '86
Routh Development Group

Surround yourself with good talented people and take care of them. Always take the high road and do the right thing. Have fun and enjoy what you do.

John P. Cyrier '95
Sabre Commercial, Inc.

Read several newspapers each day (online or hard copy) to know what is going on in your area, state and nation. Knowledge is king!
Michael Dishberger '79
Sandcastle Homes Inc

Unless your business can operate without you, it's not a true business. You don't own a business, you own a job. To give yourself an exit strategy, seek to make yourself unnecessary. Your business will be more valuable and salable.

Matt Michel '83
Service Nation, Inc.

Take a chance on an idea or an opportunity!

Mary Beth Bartkus '84
Shutter-Up Blinds & Shutters

Customer service is key. Employees are a integral part of this. Consider them as assets and treat them as such and they will represent your company as you would.

Thomas M. Kidd '83
Structured Foundation Repairs, Inc.

Believe in yourself. Trust that you are where you are supposed to be. Practice honesty and integrity in your business. Dream big!

Shannon Sowder Calhoun '80
Southeast Texas Health System

Trust your intuition and don't be afraid to take a chance. You'll likely learn more taking that chance, whether successful or unsuccessful, than you would have otherwise.

John Spiars '89, Tim Spiars '90
Kevin Wier '98, Matt Dorsett '93
Spiars Engineering, Inc.

Surround yourself with great people. Work harder than your competition. Always be honest.

Joe Swinbank '74, Will Swinbank '02
Reagan Swinbank '03
Sprint Waste Services, L.P.

There is no substitute for hard work.

Kyle Valentine '00, Preston Young '02
Stream Realty Partners, L.P.



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Push yourself, jump in over your head, and enjoy the experience. You can't accomplish your goals if you don't have any. Make a plan and do it.

Rayburn J. Donaldson '04
Three Square Design Group

Everyone wants to be wealthy, but a successful entrepreneur is a person that has the passion and drive to make a conception into a reality.

Taseer A. Badar '95
TAB Lonestar Holdings, Inc.

Stick with something you know that someone is already doing in the marketplace then ask yourself, 'How can I make it best in class?' Then, have the courage to try, along with the single-minded focus to succeed in the face of adversity.

Rod Long '88, Rick Restivo '91
Team Trident

Recruit and retain great employees and leaders. Make them proud to work for you and your company.

Grant Swartzwelder '85
Tex-Star Water Services, LLC

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Make a plan, set your goals, stay focused, and work hard to achieve those goals.

Paul Deere '92
Tolteq

As an entrepreneur or business owner, regardless of how many employees you have, at the end of the day it is ultimately your responsibility, your failure, and your success.

Jon Olson '00, Chad Steitle '98
Trilliant Surgical, Ltd.

Always treat customers the way you want to be treated.

Nathan Randel '05, Clay Farrell '05
Trinity Merchant Group

'People will forget what you've said, people will forget what you've done, but people will never forget how you made them feel.' - *Maya Angelou*

Taseer A. Badar '95
True View Realty Partners One, L.P.

Courage does not exist in the absence of fear.

Seth Solomon '08
Veterinary Medical Providers, PC

Good people are worth what they are paid. Great people are worth more than they are paid. Be great!

Jay Graham '92, Anthony Bahr '91
WildHorse Resources, LLC

Success is measured by the amount of trust you've earned and the risks you are willing to take for your partners.

Taseer A. Badar '95
ZT Wealth, LLC



Who We Are:

- Non-Profit group supported by TAMUS Office of Technology Commercialization.
- Our goal is to match early stage startups with accredited investors.
- We host 4-6 investor meetings per year, with 4-5 companies pitching at each.
- We have invested over \$7 Million in 16 companies over 3 years.

How We Can Help You:

- We help match accredited investors with early stage investment opportunities within the Aggie Network.
- We find investors for companies with a strong, defined Return on Investment opportunity.



For more information contact
Chris Scotti at 979.574.3642 or email
chris.scotti@aggieangelnetwork.com

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The Center for New Ventures and Entrepreneurship, a part of Mays Business School's Department of Management, provides encouragement, education, networking and assistance to entrepreneurially-minded students, faculty, and businesses.

Since its launch in 1999, the Center has enhanced student education through campus speakers, competitions and programs, work experiences, and financial support. The Center is supported by corporate and individual members and sponsors who believe in the value of an entrepreneurial education program and the value of

Since its launch in 1999, the Center has enhanced student education through campus speakers, competitions and programs, work experiences, and financial support.

Texas businesses working with Texas A&M University. With the support of our many volunteers, corporate supporters, faculty, and staff, the Center has been able deliver programs that add tangible value to our students' education, faculty research, teaching, and the operations of many businesses. The following is a

list of initiatives that are powered by CNVE.

3 Day Startup – Brought to the Texas A&M campus for the first time in 2012, 3 Day startup (3DS) brings together over 40 student entrepreneurs over the course

of one weekend with the goal of starting a technological company. Two 3DS events are held each year, once each semester. Students select which business ideas they would like to pursue, develop detailed business plans, and pitch the finalized idea to a panel of potential investors at the end of the weekend.

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 revenue growth over a two year period. The fastest-growing companies are named to the Aggie 100 and are invited to celebration ceremonies, including the Aggie 100 Awards Luncheon and the Aggie 100 Honoree Tailgate. Over 1200 students have a chance to meet with, learn from, and interact with successful Aggies from all walks of life.

Aggie 100 Scholars – Created by previous Aggie 100 honorees, this program raises money to fund entrepre-

neurial scholarships and research. The availability of these scholarships serves as a resource to attract faculty, Ph.D. students, and others to the university's entrepreneurial programs. Annually, each class of honorees provides new funding to keep this important initiative ongoing.

Aggies in Business (AiB) – CNVE sponsored the start-up of Aggies in Business in 2006 and continues to play an important role in its development. AiB is a Texas not-for-profit corporation managed and operated by students. This program is unique among area schools and provides hands-on learning experiences for students in key business functions – from sales to customer service to accounting. With the aid and support of faculty advisors, AiB consultants prepare and present proposals, conduct projects, and deliver results to clients as diverse as local start-ups to multinational companies.

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.

Entrepreneurship Bootcamp for Veterans with Disabilities – In 2008, the CNVE joined a consortium, now comprised of eight 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 provides focused, practical training to assist veterans in growing business successfully, and is offered at no cost to the veterans. The program encompasses an online component, an eight-day residency on campus, and ongoing support and mentorship.

Entrepreneurship Empowerment in South Africa – The program is a life-changing experience where students serve as consultants and learn from historically disadvantaged entrepreneurs in townships near Cape Town, South Africa. Students form consulting teams working with small businesses over six weeks to help make the ventures sustainable. They work closely with entrepreneurs based in the townships, gaining practical professional experiences while also performing an important service for the Cape Town community.

Entrepreneurial Leadership 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 the 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 and 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 ideas for the next great business, product, or service. Open to all students on campus, the Ideas Challenge is one of the CNVE's longest running programs, celebrating 12 years in 2013. To enter, students complete a detailed application of their "big idea" that is judged by members of the academic and business communities. The Challenge attracts hundreds of submissions, and after careful consideration, 40 entrants are invited to present their ideas in person to a panel of judges from the business community. The students are not only gain valuable insight and feedback on their proposed ideas, but the winning ideas receive prize money to help kick-start their ventures.

Lunch and Learns – In 2013, CNVE began hosting a variety of lunch and learn events throughout the state of Texas. These thought-provoking educational lunches provide an opportunity to network with entrepreneurially-minded individuals as well as expand attendees' knowledge base.

MBA Venture Challenge – The MBA Venture Challenge asks teams of MBA students to quickly and effectively evaluate early stage firms, providing a clear, unbiased, and business-oriented evaluation of the businesses' strengths and weaknesses. MBA students deliver a two-minute elevator pitch as well as a twenty-minute "due diligence" presentation to judges from the business and academic community. MBA students are evaluated on both their presentation and analytical skills.

Perspectives – In 2013 CNVE re-launched Perspectives, an inter-college speaker series held in conjunction with the local business community. For each event, CNVE pairs with another college on campus and hosts an evening discussion with a speaker, whose topic spans an interest across both colleges.

Raymond Scholars – The Raymond Scholarship is a \$5,000 per-student per-year scholarship through The Frank J. and Jean Raymond Foundation, Inc.. This scholarship is for the benefit of Mays Business School undergraduate students who have expressed or demon-

The Center is supported by corporate and individual members and sponsors who believe in the value of an entrepreneurial education program and the value of Texas businesses working with Texas A&M University.

strated an interest in entrepreneurship. For the 2012-2013 academic year, four scholarships were awarded for a total of \$20,000.

Since its launch in 1999, the Center has enhanced student education through campus speakers, competitions and programs, work experiences, and financial support.

Start-Up 101 – In collaboration with CNVE, the Texas A&M Entrepreneurship Society hosts an annual workshop series 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.

Startup Aggieland – Started in 2012, Startup Aggieland is a business accelerator that provides students of all majors access to a peer-led startup community of innovative entrepreneurs and co-working space to explore game-changing business ideas. Startup Aggieland provides all currently enrolled Texas A&M students the opportunity to apply for free or affordable access to entrepreneurial resources, which include office space, mentorship and consultation, legal services for intellectual property needs, and access to experiential and educational opportunities throughout the year.

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:

Dr. Richard (Dick) Lester '03

Executive Director

979.862.7091 • rlester@mays.tamu.edu

Ashley Crane '06

Assistant Director

979.845.4882 • acrane@mays.tamu.edu

Shanna Spencer '03

Program Coordinator

979.845.0619 • sspencer@mays.tamu.edu



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Startup Aggieland is a student-designed, student-led business accelerator for Texas A&M students of all majors. Launched in 2013, this new program is a cross-discipline collaboration between Mays Business School's Center for New Ventures and Entrepreneurship, the Dwight Look College of Engineering, the College of Architecture and the Texas A&M University System's Division of Research. We also are accepting applications for a Startup Living Learning Community, opening August 2014.

Memberships and Sponsorships

Our furnished student offices are located in 5,000 sq. ft of Class A space at Research Park on west campus. We provide students with free parking, mentoring, web-hosting, legal services, pitch coaching and more. As a member or a sponsor of Startup Aggieland, you will meet student entrepreneurs, angel investors, CEOs and faculty affiliated with Startup Aggieland. More than 30 student startups launched this fall. We expect to impact an estimated 500 students by year-end. Call or email Professor Lewis for more information about how you can help student entrepreneurs to create new jobs.



STARTUP AGGIELAND
TEXAS A&M UNIVERSITY

“My education *at Texas A&M has been* invaluable”

Olefins & Polymers USA Recognized for Highest Revenue

Dennis Seith '79 came to Texas A&M for the degree. “I viewed Texas A&M as having one of the best chemical engineering programs in the nation,” he said. He knew the school for its great values and people. “It was a place where I knew I could ultimately be comfortable and challenged,” he said. It was all true, he said.



Dennis Seith '79, CEO of Ineos Olefins & Polymers USA

He is now CEO of Ineos Olefins & Polymers USA, a company that produces chemical building blocks for a wide variety of products. This year, with Seith at the helm as CEO, Ineos was awarded the 2013 Summit Award, which is the top spot for highest revenue earned among Aggie business owners and leaders.

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

TEXAS AGGIE: *Will you tell us about a cherished memory you have of your time at A&M?*

DS: This one is easy. Texas A&M is where I met my best friend and wife of 33 years. At the time she was Cathy Jo Dillingham '79 of Albany, Texas. We married shortly after we graduated from Texas A&M in 1979. She graduated with an accounting degree, and of course, I

also obtained my chemical engineering degree. It was the beginning of a wonderful partnership and family that continues strong today. We have raised three children together and have always had a foundation of fond memories from our time at Texas A&M. Recently, we got to experience the joy of seeing our youngest son, Thomas, attend and graduate from Texas A&M in December of 2012 with a mechanical engineering degree. Looking back I really cherish my memories of the whole environment of Texas A&M: going to football games, yell practices, sports and the sense of camaraderie that developed over my time as a student at Texas A&M. These are things I treasure today and still enjoy coming back to campus for on our frequent visits.

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

DS: My education at Texas A&M has been invaluable not just for the book learning of engineering, but also for the

INEOS

Olefins & Polymers USA

values and approaches to leadership, teamwork, and building relationships with others. As I moved beyond school and began to travel not only across the U.S. but the globe on various projects, my Aggie Ring always gathered the attention of other Aggies who had a shared experience in their education. The network opened doors and provided a comfortable friend, a welcome “Howdy” and in many cases a valuable opportunity in the most unexpected places and moments.

TA: How active are you in the Aggie Network?

DS: I am active with the school via participation in the School of Engineering’s Advisory Council and also the Chemical Engineering Department’s Advisory Council. Both Cathy and I are participants in the 12th Man Foundation, The Texas A&M Foundation and The Association of Former Students’ Century Club. It is important to give back something to the school that has given so much to me and my family in order for the next generation to derive the same benefit we enjoyed. I also remain connected through business in my role with INEOS as the company senior manager team lead for our recruiting efforts for

engineers at Texas A&M. It has been a good experience and given me wonderful opportunities to meet faculty, students, and other Aggies in industry and business.

TA: What does recognition in the Aggie 100 as the Summit Award winner mean to you personally?

DS: It means a lot to me personally because as an Aggie there is no greater recognition than to be recognized by those in this wonderful university. However, the Summit Award is really a team award that recognizes INEOS Olefins and Polymers USA as a team, and it really is a reflection of the people at INEOS who are deserving of recognition for the success they have achieved by their hard work, and execution of ideas and plans to build this business to meet not only the needs for today, but for another generation of workers, customers and stakeholders. I could not be prouder of our INEOS team.

TA: Read more of what Seith had to say about learning how to run a business, the secret to the growth he’s seen in Ineos, and how football and running a business are very similar at tx.ag/SummitAward13.



Aggie 100 awards luncheon





Who are the 2013 Aggie 100?



Companies on the List Four or More Years 15	Companies on the List Five or More Years 5	Companies on the List Six or More Years 3	Foreign Countries Represented 1	New Companies on the List 43	States Represented 6	Aggies Employed by the 2013 Aggie 100 Companies 9,100+
						
Earliest Founding Date 1917	Newest Founding Date Year 2008	Oldest Class Year 1962	Youngest Class Year 2010	Top Growth Rate 261.08%	Class with Most Representation 1997	Total Revenues for Nominees \$19.9 Billion
						

CONGRATULATIONS



Taseer Badar

Aggie 100

7 Consecutive Years

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Tremendous **progress** *in entrepreneurial education*

The Aggie 100 Classes of 2005 and 2006 identified a need for entrepreneurial student scholarships at Texas A&M University and launched the Aggie 100 Entrepreneurial Scholars Fund in 2007. Each class since the launch of the Aggie 100 Entrepreneurial Scholars Fund continues to add to this fund to continue the Center for New Ventures and Entrepreneurship's entrepreneurial efforts.

The Aggie 100 Entrepreneurial Scholars Fund, which remains supported entirely by Aggie 100 honorees from every year, provides scholarships and study abroad opportunities to students of all majors studying entrepreneurship, along with supporting faculty members who are researching entrepreneurial topics. To date, former honorees have contributed just over \$160,000. Currently, funds are placed in the non-endowed portion of the account, in an effort to provide immediate scholarship support until an endowment can be created.

Since the inception of the fund, the Center has awarded over \$50,000 in scholarships to students ranging from undergraduates to PhDs.





Since the inception of the fund, the Center has awarded roughly \$60,000 in scholarships to students ranging from undergraduates to PhDs. Not only does this fund make student scholarships possible, but it also aids in sending students on a once in a lifetime experience called the Entrepreneurship Empowerment in South Africa (EESA) program. EESA is an internship opportunity in South Africa where students gain valuable hands on entrepreneurial experience from historically disadvantaged entrepreneurs.

The six-week program links students' consulting teams with local small business owners.

We would like to thank all of the Aggie 100 honorees that have generously contributed to this program over the past eight years. The Class of 2013 is already well on its way to make a difference in this scholarship fund and in the lives of our students and faculty.

If you would like to contribute, please contact Ashley Crane at acrane@mays.tamu.edu or 979.845.4882.



*Kalen Faulkenberry,
2013 EESA Participant*



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Contact information

AiB General Offices
consulting@txaib.org
www.txaib.org

Dr. Richard Lester, *AiB Advisor*
Executive Director CNVE
rlester@mays.tamu.edu
979.862.7091



A special thanks!

The staff of the Center for New Ventures and Entrepreneurship is honored to have the privilege of recognizing successful Aggie entrepreneurs.

The Aggie 100 Program would not be the success that it is today without the many people and organizations that have helped make it a reality. We would like to thank two long-term supporters in particular; PKF Texas and Hollinden | professional services marketing. PKF Texas,

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

the official accounting firm of the Aggie 100, reviews and verifies all information submitted by the applicants each year. Hollinden | professional services marketing is our official marketing firm for the Aggie 100.

All graphic design, marketing materials, public relations and programs connected with the event are designed and produced by Hollinden.

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

and helped underwrite the cost of student attendance at the luncheon. Student organizations such as the Texas A&M Singing Cadets and MSC Hospitality helped entertain guests and ensure that everyone was warmly welcomed back to Aggieland. Subsequently, many student organizations and faculty also hosted honoree speakers at their meetings and in the classroom.

Our Volunteers

Finally, the Center for New Ventures and Entrepreneurship for must recognize its core team of volunteers. CNVE, a self-supporting unit of Mays Business School, could not accomplish its mission without the unending support of the individuals and companies serving on its Advisory Council. The members of this group are recognized on the next page of this publication. The ideas, time and financial support provided by these volunteers truly enables CNVE to continue making a difference for Texas A&M University.



Above Left to Right: Jessica Stenklyft '08, Strategic Marketing Manager, and Christine M. Hollinden '87, Principal, Hollinden | professional services marketing.



Left to Right: Chad Neckar & Emily Smikal of PKF Texas.

Thank you for your continued support

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