



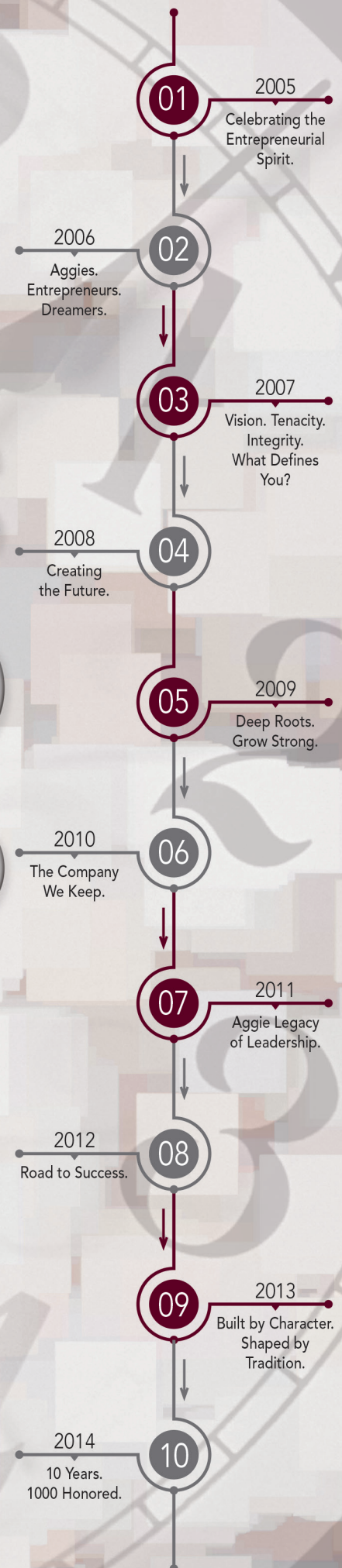
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10 YEARS 100 HONORED



MAYS BUSINESS SCHOOL
TEXAS A & M UNIVERSITY

CENTER FOR NEW VENTURES
AND ENTREPRENEURSHIP



10 YEARS 100 HONORED {1} STRATEGIC MARKETING FIRM

For the past 10 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.

We help growth-focused firms build brands, generate leads, and attract top talent. One of our primary tools is the Hollinden Protocol®, our proprietary process that helps our clients realize their vision.

Our Aggie-led team delivers results through:

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We are honored to serve many Aggie 100 honorees as clients and proud of their success. If you are ready to realize your vision, let's talk.

Congratulations on your achievements!



Aggie 100 Honoree 2006, 2007, 2009, 2010

Christine M. Hollinden '87

Aleece J. Hobson '08

Ashley P. Griffin '13



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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.

CNVE's Mission

To be the entrepreneurship hub at Texas A&M University.

CNVE's Vision

To develop and encourage entrepreneurs.

Imagine. Learn. Act.

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10 YEARS 1000 HONORED

2014 marked a decade of Aggie 100 honorees. Over the past 10 years 1,000 companies have been awarded a prestigious place on the Aggie 100 list and even more Aggie entrepreneurs have been recognized for their hard work. The Aggie 100 strives to not only recognize determined business owners, but also Aggies who have taken the core values gained from Texas A&M and implemented them into their businesses. This is truly a celebration of the Aggie Entrepreneur.

The Center for New Ventures and Entrepreneurship (CNVE) is pleased to present the 2014 Aggie 100. This extraordinary class, consisting of 39 new companies to the Aggie 100, spans seven states. 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 left an astounding impact on our communities, our state, our nation, and the entrepreneurial community. This is no small feat and we congratulate each and every one of our honorees on their incredible accomplishment.

The #1 company for the Class of 2014 is Texas Precious Metals of Shiner, Texas. Texas Precious Metals, a precious metals wholesaler, was founded in 2005 and

grew at a two-year compounded growth rate (2011-2013) of 371.964%. Texas Precious Metals made its first-ever appearance on the Aggie 100 at the #1 spot. The 2014 Top 10 rounds out with five companies new to the Aggie 100, along with four companies who had previously made the Top 10.

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. The students truly walk away from these experiences encouraged and ready to work hard in order to achieve their dreams and goals.

If you know a former student whose company should be honored, visit www.Aggie100.com to nominate. Nominations for the 2015 program are now open.

*Honored to be
a member of the*
AGGIE 100

*Bill Deupree,
Class of 1983
President & CEO,
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On the evening of October 16th, 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, 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 in the Bethancourt Ballroom at the MSC with approximately 650 people in attendance, including over 100 current students. The students invited to the luncheon were able to interact with these leaders in the business world and gain important insight into what it means to be an entrepreneur. Past #1 Aggie 100 companies were invited back to campus for the luncheon and to celebrate the 10th anniversary of this prestigious program. Honorees were able to sit and enjoy the company of other Aggies, entrepreneurs and Texas A&M dignitaries. The luncheon featured an inspiring keynote address by the first #1 Aggie 100 Company CEO George Voneiff, and concluded with a performance by the Singing Cadets.

Congratulations to the 2014 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. Here's to another 10 years of achievement in Aggie Entrepreneurship.

AGGIE

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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.

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10 YEARS 1000 HONORED

Mays Business School's Center for New Ventures and Entrepreneurship created the Aggie 100 to 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 \$250,000 in 2011. The companies must also operate in a manner consistent with the Aggie Code of Honor. The 100 companies named to the 10th annual list participated in ceremonies on campus recognizing their achievements, and many Aggie 100 leaders also gave back by speaking to student groups and classes on campus. The Aggie 100 also recognizes the company with the highest average revenue with its Summit Award. That company does not necessarily appear on the Aggie 100 list, which recognizes revenue growth. The 2014 Summit Award was presented to Thomas K. Edwards '88 and Michael D. Rupe '93, owners and founders of CIMA Energy.

Selling Credibility Leads to Top Rankings

Texas Precious Metals Tops the 2014 Aggie 100

Nice guys sometimes finish first. That's the case with Jason Kaspar '05, whose company, Texas Precious Metals in Shiner, tops the 2014 Aggie 100 list.

Launched in 2005, Texas Precious Metals (TPM) is revolutionizing an old industry with modern and sophisticated payment platforms while introducing timeless Texas and Texas A&M values to an industry peppered with unsavory characters.

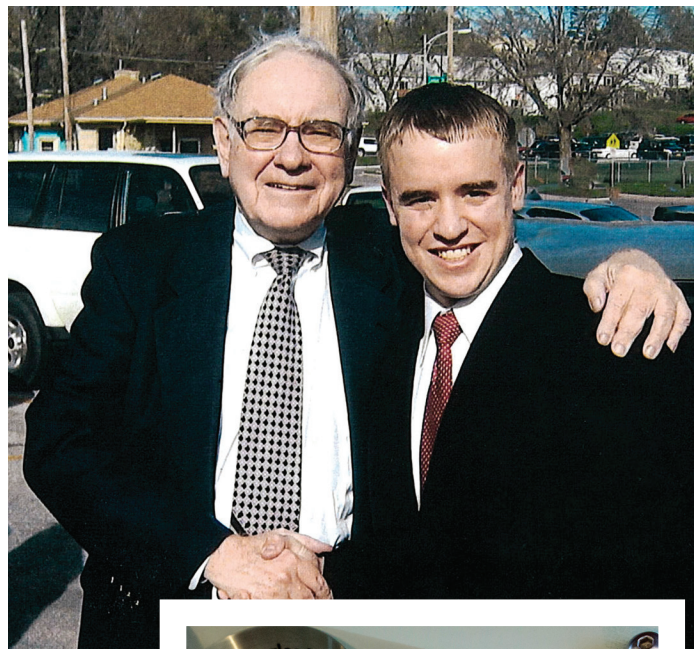
"Our motto is, 'We do business the Texas way,'" Kaspar said. "That means something to people. It gives our customers peace of mind that they're dealing with people who stand by their product and service."

Kaspar emphasizes that his company is selling credibility, not gold or silver. Unlike many in their industry, TPM maintains and owns its inventory, and won't complete a transaction without the product to fulfill it. He says this philosophy has meant turning away business during times of inventory shortage, but that those customers usually return.

Indeed, they have returned, helping TPM achieve revenues of \$180 million in 2013 and increase annual sales from 2012 to 2013 by 352 percent. By selling credibility, they completed 2.86 million ounces of silver transactions and 75,112 ounces of gold transactions in 2013.

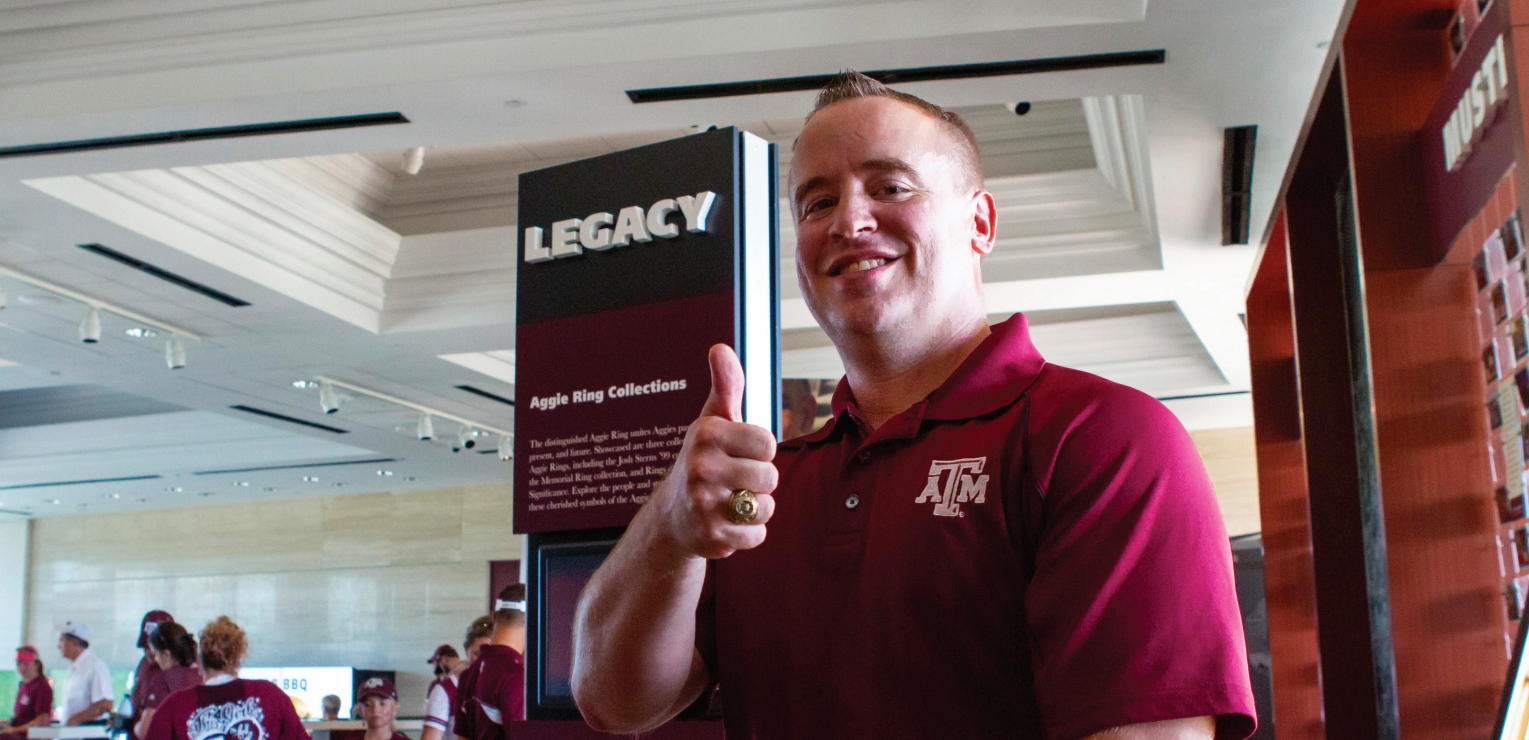
The precious metals business was not a venture Kaspar ever envisioned he would pursue, but thanks to a combination of his Texas A&M education, experience in the investment realm and roots in entrepreneurship, it was an opportunity he was prepared to seize.

Kaspar earned a bachelor's degree in finance from Texas A&M's Mays Business School in 2005. He interned on Wall Street and worked for a major investment firm in Dallas before launching his own investment business. As part of his investment firm, he developed a strategy of investing in physical gold, which led him to consider the possibilities of creating new opportunities within the precious metals industry.



Jason Kaspar '05 (pictured at top with Warren Buffett) earned a bachelor's degree in finance from Mays Business School. A replica of the Aggie Ring of Jason's great-great-grandfather, C.B. Welhausen, Class of 1891, is part of The Association's Aggie Ring Collections.





"I never set out to do this specifically," Kaspar said. "The business experience I gained from working for others early in my career, however, gave me the background I needed to follow this path."

Kaspar credits several mentors with shaping him professionally. An admirer of Warren Buffett, he says he devoured anything written by Buffett and tried to learn from his successes and failures. As a student, Kaspar reached out to Buffett, which led to an opportunity for him and a group of fellow Aggies to meet with the financial icon one-on-one. Additionally, he credits a fellow Aggie, Britt Harris '80, for whom he interned on Wall Street, with being both a professional and personal mentor and one who provided sound advice as he considered the TPM venture.

One of Kaspar's earliest mentors is his grandfather, Don Kaspar '49, the retired president of Kaspar Wire Works. He says his grandfather and the legacy of the successful Kaspar businesses were among the reasons he chose to locate his company in Shiner.

"With today's technology, our business could be physically located just about anywhere," Kaspar said. "Locating near the family business provided some overhead efficiencies, and also the opportunity to learn from my family and seek their wisdom, especially that of my grandfather."

Business roots run deep in the Kaspar family, and so do Aggie roots. On the Kaspar side, Jason is a third generation Aggie, but when you factor in the family of his grandmother, Jean Welhausen Kaspar, the Aggie legacy is even further entrenched. Jean's grandfather and Jason's great-great-grandfather was C.B. Welhausen, Class of 1891. Mr. Welhausen's Aggie Ring is the oldest Aggie Ring in the Ring Collection housed in the Sanders Corps of Cadets Center, and a replica of his Ring anchors the Ring Collection in the Clayton W. Williams, Jr. Alumni Center.

Kaspar is proud of his Aggie lineage and credits it, along with the values of Texas A&M, for drawing him to Aggieland, where he would make his own mark as a member of student organizations such as MSC ALOT, Business Fellows, Aggies on Wall Street, and Mays Business Titans. Additionally he would serve as a Muster Host, a Breakaway volunteer and participant in Big Event.

He credits A&M's focus on leadership and involvement, as well as the Aggie Network, with helping him in his early career. He says the Aggie Network led to opportunities in the investment realm that would have been near impossible to gain without the help of other Aggies.

"Aggies who work on Wall Street are rabid in promoting and helping other Aggies in the business," he said. "Their connections helped to shape my early career."

The Aggie Network helped Kaspar form a successful personal partnership, as well. A few years ago, an Aggie friend attending graduate school in St. Louis brought a group of friends to Austin one holiday weekend and invited Kaspar to teach the ladies to two-step, a skill he learned at A&M. He and one of the women, Hali, hit it off and after a two-year long-distance courtship were married in June.

"I've told her she should have been an Aggie," Kaspar said. "She loves and has embraced everything about Texas and demanded I get season tickets after I took her to her first Aggie football game two years ago."

Kaspar says his selection to the top of the Aggie 100 list validates that the marketplace appreciates a philosophy that values moral and ethical decision-making above profits.

"Many told us our values-based approach wouldn't work in this industry," he said. "The Aggie 100 recognition proves it can work and be successful."

Center for New Ventures and Entrepreneurship

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Powering Innovation

AGGIE
100



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Foundation for Success

CIMA Energy Ltd. Recognized for Highest Revenue



Thomas K. Edwards



Michael D. Rupe

In 1996 CIMA Energy Ltd. made its first appearance in the oil and natural gas industry. Over the past 18 years CIMA has grown into a multi-billion dollar company that is focused on the success of their customers. Founders Thomas K. Edwards and Michael D. Rupe both graduated from Texas A&M and it's clear from CIMA's mission that they implement the core values they gained as students into their company. CIMA received this year's Summit Award, a remarkable feat for a company that has previously been awarded a spot in the Aggie 100 list three other times. Both Edwards and Rupe agree that their time at Texas A&M had an invaluable impact on their lives and business.

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

Edwards: Graduating in 1988 with a Petroleum Engineering degree (PETE) and a job while crude oil was selling for \$14 per barrel.

Rupe: Walking across the stage and looking in the tube and seeing my diploma. Thinking to myself that I just became a permanent part of one of the greatest institutions in America (Texas A&M Graduates)!

How has your Aggie Education and the Aggie Network impacted your career?

Edwards: While I was attending A&M, the PETE department attained the No. 1 spot in college rankings and has stayed there. That helps a lot from a credibility standpoint. I was hired by B.P. Huddleston, a visiting

professor in the PETE department and distinguished alumni. He was a great mentor and role model. It was a great experience, and I worked with a lot of great Aggies in the energy industry. That exposure and those connections gave me and CIMA a great start.

Rupe: You can get an education anywhere. In fact, I went to four different schools before graduating from A&M. What you can't get from everywhere else is the foundation for success. The education process at A&M is not just about studying. It is the type of people you are around, the expectations the Aggie community places on itself, the overwhelming desire for selfless service to society, the Aggie Code of Honor etc. Put all of this together and you get graduates who have a work ethic to succeed in all facets of work and life.

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

Edwards: It means great recognition for our staff and investors. We have all worked very hard, and the "Summit Award" describes it well. We are at the top of our game from where we started. Honored and proud ... as there are a lot of great Aggie companies.

Rupe: It is a great honor to be recognized for our hard work; but to be honored by the school and peers who have the same goals that we do is very special.

Have you always been interested in business and entrepreneurship?

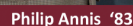
Edwards: I have always been interested in pursuing opportunity and building something better. My parents did a great job in teaching me accountability and that I was fully responsible for my success or failure.

Rupe: I am not sure that I knew when I graduated that I would be a founding member in a new company, but I have always known that I wanted to be a major part of building something.

Since 1996 CIMA has grown into a billion dollar company that spans six states. What would you credit as being the impetus for your success?

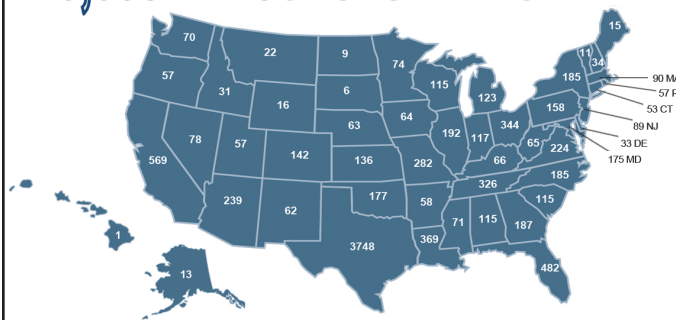
Edwards: A great work ethic, taking calculated risk and never being comfortable with our successes.

Rupe: Never taking anything for granted and always trying to work harder than the competition.



Frank Krenek '80

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Congrats, Monique Threadgill '90, for being named to the Aggie 100 for a record **5th** time!!!! #gigem! #whoop! #mosakad

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Aggie 100 Top 10

01

Texas Precious Metals

Jason Kaspar '05, CEO

Location: *Shiner, TX*
Industry: *Financial*
Growth Rate: *371.964%*
Founded: *2005*



To say Jason Kaspar '05 comes from an entrepreneurial family is an understatement. Since 1898 the Kaspar family has been operating businesses in Southern Texas. As CEO of a spinoff of Kaspar Companies, Jason appreciates his family history for the foundation of values it has provided. His passion for entrepreneurship was evident to his professors at Texas A&M and continues to be a driving force behind Texas Precious Metals. Texas Precious Metals began as a precious metals wholesaler for local retailers and coin shops and has since expanded into the retail market while still maintaining the company as a wholesale bullion business. One major way that Kaspar has set Texas Precious Metals apart from other companies is their strict adherence to never selling product they don't have in stock. Although at times it has been difficult to stick to this mission, Kaspar comments that the customer loyalty gained by doing business the right way has led to the success and momentous growth of the company.

• • •

"Focus on downside. Most entrepreneurs get caught up in the upside. For long-term wealth accumulation, the extent of your losers over time is more significant than your winners. If you lose 50% on an investment, you then have to make 100% to get back to even."

Jason Kaspar '05

02

Southern Green Builders

Sam Seidel '02, Partner, Owner

Drew Ondrey '02, Partner, Owner

Aaron Davis '02, Partner, Owner

Location: *Houston, TX*
Industry: *Construction*
Growth Rate: *248.556%*
Founded: *2009*



If you build it, they will come. Although founding their own business was a daunting task, for Sam Seidel '02, Drew Ondrey '02, and Aaron Davis '02 it was also incredibly rewarding. Southern Green Builders is a Houston based homebuilding and remodeling business which focuses on providing high-quality craftsmanship and professional service with every customer. They aim to combat the negative reputation that homebuilders can have as being uncommunicative by effectively staying in contact with customers from start to finish. This isn't Southern Green Builders' first time on the Aggie 100 list; their growth rate has

increased an impressive 128.906% from last year when they were ranked #7. The team at Southern Green uses the education and values they received from Texas A&M to create a company that ensures future growth and success.

03

NRI, Inc.**Harold E. McGowen III '82***President & CEO, Founder*Location: *Tyler, TX*Industry: *Energy*Growth Rate: *168.046%*Founded: *1992***Harold E. McGowen III '82**

was on the path for Texas A&M from an early age, and after graduating from A&M he employed the skills and values instilled in him by the Corps of Cadets and engineering school at

NRI, Inc. McGowen was first infected with the Aggie spirit by his father who was a part of the "Greatest Generation" of Aggies, who served in World War II. His three decades of experience has allowed NRI to grow into a company that leads the industry in oil-field operations, technology and management. McGowen believes that as an innovative leader of the industry, NRI, Inc. can create a competitive advantage and value in overlooked entry points. He searches for opportunity and a chance for growth in even the unlikely places and trains his team to do the same. McGowen advises entrepreneurs to plan carefully but always follow their passions.

04

Arch-Con Corporation**Michael G. Scheurich '92***President & CEO, Founder, Owner*Location: *Houston, TX*Industry: *Construction*Growth Rate: *141.905%*Founded: *2000***Arch-Con is determined**

to combine contemporary design and architecture with commercial construction. Founder Michael Scheurich '02 earned a degree in Construction Science from Texas A&M and has used the

skills he learned to build a career that boasts over 20 years of experience. He oversees all corporate activity of Arch-Con in order to ensure that all aspects of the company maintain a high level of quality. In the face of rising construction costs and the economic down-turn, Scheurich's leadership has ensured the continued growth of Arch-Con. Scheurich strongly believes in the power of the Aggie Network and encourages other Aggies to use the opportunities it presents to them. "The Association of Former Students is a powerful network that has served me well throughout my business career. The network has ushered relationships for me to support, expand and broaden my business both internally and externally. I cherish the friendships from my time in Aggieland and it is so exciting to see those same individuals achieve success in the business environment...the number of success stories is innumerable."

05

NetNearU**Cody Catalena '97***President & CEO*Location: *Bryan, TX*Industry: *IT Services*Growth Rate: *135.193%*Founded: *1997*

NetNearU has been providing flexible and comprehensive WiFi solutions for carriers, enterprises and government partners since 1997. NetNearU made its debut on the Aggie 100 in 2013 and jumped an impressive 41 spots in just one year to reach its current place in the Top 10. After graduating from Texas A&M in 1997, Catalena joined the team at NetNearU and over the years has played an essential role in the growth and development of NetNearU. Catalena has participated as a moderator, speaker and panelist at multiple industry shows and conferences, sharing his knowledge and experience with others in order to improve the network industry. The wide range of high-profile partners that NetNearU serves acknowledges the hard-work and experience of Catalena and his team. Catalena

recognizes Texas A&M as a major influence on his career as an entrepreneur. "The culture and values prevalent at Texas A&M laid a strong foundation for my life as an entrepreneur. The hard work, integrity, and problem-solving skills ingrained at A&M are the cornerstone of any successful venture. These values along with the people provide a model of how to be successful in the real world."

06

Team Trident LLC

Rod Long '88, *President, Owner, Founder*

Rick Restivo '91, *Vice President, Owner, Founder*

Location: *Houston, TX*

Industry: *Energy*

Growth Rate: *125.602%*

Founded: *2006*



Rod Long '88 and Rick Restivo '91 have built Team Trident to provide the “people” aspect of the off-shore drilling industry. They hold their team to a level of professionalism and service that guarantees a strong and effective relationship with their clients. To them, reputation is everything. It’s what allows your business to stand out from the rest and what guarantees return customers. Long and Restivo have built Team Trident upon values such as responsibility, honoring all commitments and treating others with dignity and respect. It’s no surprise that Team Trident’s values align so closely with the Aggie core values. Long is a firm believer in the traditions and ideals that are instilled in students during their time at Texas A&M. “A&M’s traditions are rich and have, at its core, values that are timeless. Service to others before self, the integrity to do the right thing even when no one is watching, and being prepared and available for action as the 12th Man if needed are cornerstones of this great University. Long-term, fulfilling relationships and life-long success are built on these values.”



“Serve your clients and employees with integrity, humility and respect, and strive to align your actions with God’s word. Clients will trust you and willingly give you their business. Employees will rally to your cause and make you shine.”

Rod Long '88, Rick Restivo '91

07

MISSION Athletecare

Chris Valletta '00, *VP Sales & Business Development, Co-Founder*

Location: *New York City, NY*

Industry: *Consumer Products & Services*

Growth Rate: *120.300%*

Founded: *2008*



Chris Valletta '00 quickly saw how the core values of Texas A&M can be implemented in all aspects of life. “As a former student and member of the Texas A&M football team, I had the privilege of learning the intricacies of a multi-faceted team dynamic from Coach R.C. Slocum. Under Coach Slocum’s tutelage, I was fortunate to win championships, but also I learned the single most important attribute to success - one that has translated to every facet of my personal and professional career: Integrity. Coach Slocum’s maniacal focus on building leaders of integrity has stayed with me to this day. I have built my professional career on the foundational principles I learned as an athlete, which is why I always hire integrity before talent. This philosophy has been the primary reason for our success.” MISSION Athletecare was founded by athletes, for athletes, and Valletta has used the lessons he learned during his time at Texas A&M to build a company that is a leader in athlete care and disruptive sport technologies, while also impacting the lives of young athletes.

• • •

“A team that wins is much different than a winning team. A successful business team is comprised of individuals that understand the critical importance of preparing and executing together – in perfect synergy – in order to achieve massive success.”

Chris Valletta '00

08

Lyness Construction LP

Tim Lyness '88, *President, Owner*

Mike Lyness '95, *Operations Manager, Owner*

Location: *Cleburne, TX*

Industry: *Construction*

Growth Rate: *116.717%*

Founded: *1989*



25 years of industry experience and the fundamental entrepreneurial spirit within the Lyness family have played a major role in the success of Lyness Construction LP. The company initially started in

1989 as a concrete subcontractor and has since grown into a company with experience in commercial, industrial and private enterprises. Lyness hasn't been without trials, such as 9/11 and the recent economic downturn, but the dedication of both Tim '88 and Mike '95 has led to the achievement of their company and has ensured the continuous growth of Lyness Construction. Lyness' dedication to safety and communication between their team sets them apart in the industry. Tim and Mike founded a company upon family and high-standards, and continue to reap the benefits of doing business the right way.

09

Cortiers Real Estate

James Murr '01, *CEO, Founder*

Layne Murr '05, *Founder*

Location: *College Station, TX*

Industry: *Real Estate*

Growth Rate: *109.375%*

Founded: *2008*

As the largest locally owned real-estate company in Bryan/College Station, Cortiers Real Estate uses its expertise in the local market to help guide their clients to the perfect property. James '01 and Layne '05 Murr founded Cortiers in 2008 in order to provide a brokerage that offered legendary customer service, marketing and professionalism. By building their business upon this foundation they made their debut appearance on the Aggie 100 list in the Top 10. It's clear that James and Layne draw upon the values and work-ethics that they gained during their time at Texas A&M. They have created a company that puts people before profit, service above self and integrity above business.



10

D. Jones Clothiers

Drew Jones '05
CEO, Founder

Location: *Dallas, TX*

Industry: *Retail*

Growth Rate: *105.25%*

Founded: *2008*



After graduating from Texas A&M with a degree in Finance, Drew Jones '06 set his sights on exploring the world. His first experience with custom suits ignited his entrepreneurial passion and led to the establishment of D. Jones Clothiers. "As an Aggie, my career has been impacted greatly from being a part of a talented network that reaches all corners of the globe. No other university provides such a loyal and supportive group of alumni, and I am forever grateful to be a part of the Texas A&M family." Jones built his company upon a goal all Aggies aim towards, "doing better." Jones is dedicated to creating a better suit, a better fabric, and a better experience for every client.

Jones urges his team to focus on quality and detail, allowing the subtle, yet exceptional, superiorities of their products to make a lasting impression on the industry. This focus on precision caused Jones to create and patent his own unique measuring process, allowing each client the perfect fit. Excellence and integrity are at the heart of all Aggies, Drew Jones, and D. Jones Clothiers.

	RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	LEADERSHIP	TITLE	LOCATION
www.Aggie100.com 1410 Years. 1000 Honored.	1	371.964	Texas Precious Metals	Financial Services	2005	Jason Kaspar '05	CEO	Shiner, TX
	2	248.556	Southern Green Builders	Construction	2009	Sam Seidel '02 Drew Ondrey '02 Aaron Davis '02	Partner, Owner Partner, Owner Partner, Owner	Houston, TX
	3	168.046	NRI, Inc.	Energy	1992	Harold E. McGowen, III '82	President & CEO, Founder	Tyler, TX
	4	141.905	Arch-Con Construction	Construction	2000	Michael G. Scheurich '92	President & CEO, Owner, Founder	Houston, TX
	5	135.193	NetNearU	IT Services	1997	Cody Catalena '97	President & CEO	Bryan, TX
	6	125.602	Team Trident	Energy	2006	Rod Long '88 Rick Restivo '91	President, Owner, Founder Vice President, Owner, Founder	Houston, TX
	7	120.3	MISSION Athletecare	Consumer Products & Services	2008	Chris Valletta '00	VP Sales & Business Development, Co-Founder	New York City, NY
	8	116.717	Lyness Construction LP	Construction	1989	Tim Lyness '88 Mike Lyness '95	President, Owner Operations Manager, Owner	Cleburne, TX
	9	109.375	Cortiers Real Estate	Real Estate	2008	James Murr '01 Layne Murr '05	CEO, Founder Founder	College Station, TX
	10	105.25	D. Jones Clothiers	Retail	2008	Drew Jones '05	CEO, Founder	Dallas, TX
	11	91.648	Southern Jewlz, Inc.	Retail	2007	Randa Yezak '09	Owner, Founder	College Station, TX
	12	78.62	The Ticket Experience	Advertising & Marketing	2004	Ignacio Cubero, III '06	President, Owner	Houston, TX
	13	78.585	Premier Partners	Construction	2005	Jason Crabtree '97	Principal, Owner, Founder	Austin, TX
	14	78.223	Nutrabolt Life Sciences	Manufacturing	2002	Doss Cunningham '04	CEO, Owner	Bryan, TX
	15	77.761	Pinnacle Asset Integrity Services	Engineering	2006	Ryan Sitton '97	President & CEO, Owner, Founder	Pasadena, TX
	16	75.816	Watermark & Company	Construction	2004	Michael J. Paclik, Jr. '98	Owner, Founder	Austin, TX
	17	70.63	Embree Group of Companies	Real Estate	1979	Philip Annis '83 Frank Krenek '80	President President	Georgetown, TX
	18	67.306	Cox Commercial Construction, LLC	Construction	2008	Bo Cox '74 Douglas Cox '01 Blake Cox '04	President, Owner Senior Vice President, Owner Senior Vice President, Owner	Baytown, TX
	19	66.644	A-1 Rocket Industries, Inc.	Environmental Services	1989	J. Ryan Zimmer '06	President	Amarillo, TX
	20	66.286	E.E. Reed Construction, L.P.	Construction	1976	Mark Reed '97	President	Sugar Land, TX
	21	65.068	Creekstone Custom Living and Outdoors	Construction	2009	Sam Hickey '02 Tara Hickey '02	President, Owner Vice President, Owner	Spring, TX
	22	64.648	Kennedy Fabricating	Manufacturing	1991	Kevin Kennedy '01 Jeremy Want '03	President CEO	Splendora, TX
	23	63.856	Ward, Getz & Associates, LLP	Engineering	2007	Ryan Getz '01 Steven Ward '01 Stephanie Anderson '05	Partner, Owner Partner, Owner Partner, Owner	Houston, TX
	24	63.61	Rock Hill Capital	Financial Services	2007	Randall B. Hale '85 James P. Wilson, Jr. '81	Managing Director, Owner, Founder Managing Director, Owner	Houston, TX
	25	62.671	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
	26	62.421	Jim Boles Custom Homes	Construction	2004	Jim Boles '97	Owner	San Antonio, TX
	27	62.217	WildHorse Resources, LLC	Oil & Gas	2007	Jay Graham '92 Anthony Bahr '91	President, Founder CEO, Founder	Houston, TX
	28	61.578	LCM Industries, Inc.	Oil & Gas	2006	Tommy Crume '96	President, Owner, Founder	Odessa, TX
	29	60.671	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
	30	58.392	KFW Surveying	Engineering	2008	Blaine Lopez '96 George Weron '97 Craig Fletcher '97	Principal, Founder Principal, Founder Principal, Founder	San Antonio, TX
	31	57.692	Three Square Design Group	Architecture	2008	Rayburn J. Donaldson '04	Principal, Owner, Founder	Houston, TX
	32	56.479	Forney Construction	Construction	2008	Tom Forney '79 Holly Forney '79	CEO, Owner, Founder Director of First Impressions, Owner, Founder	Houston, TX
	33	55.513	Mazurek, Alford & Holliday PC	Law	2008	Thomas "Chance" Mazurek, IV '03 Benjamin B. Holliday '03	Director, Founder Director, Founder	San Antonio, TX
	34	54.757	Comflow Mechanical Services	Construction	2005	Jon Wiesmann '00	President, Owner	Houston, TX
	35	54.639	J3 Company LLC	Construction	2006	Henry Paris Jons, III '00	President, Owner	Comfort, TX
	36	54.387	MOSAK Advertising & Insights	Advertising & Marketing	2000	Monique Threadgill '90	President, Owner, Founder	Austin, TX
	37	53.761	One Source Networks	Telecommunications	2006	Ernest Cunningham '94	CEO, Founder	Austin, TX
	38	53.737	Pertyton Aviation, Inc.	Commercial Services	1977	Jason C. Schickedanz '98 Amber L. Schickedanz '00	Owner Owner	Pertyton, TX
	39	52.249	Lowery Property Advisors	Real Estate	2008	Mark Lowery '01	Owner	Irving, TX
	40	51.812	Kidd Roofing	Construction	1982	Corey Wilson '93	President, Owner	Austin, TX
	41	50.959	KFW Engineers	Engineering	2006	George Weron '97 Craig Fletcher '97	Principal, Founder Principal, Founder	San Antonio, TX
	42	50.579	Sabre Commercial, Inc.	Construction	2008	John P. Cyrier '95	President, Owner, Founder	Austin, TX
	43	49.903	HMT Engineering & Surveying	Engineering	2009	Thor Thornhill '01 Stephen W. Hanz, PE '90	President & CEO, Owner, Founder VP, Principle Engineer, Owner	New Braunfels, TX
	44	48.244	Wet Sounds	Manufacturing	2004	Timothy White '98	President, Owner, Founder	Houston, TX
	45	47.917	Kurk Homes	Construction	1989	Christopher M. McGinley '02	President, Owner	Magnolia, TX
	46	47.164	3-C Valve & Equipment, LP	Oil & Gas	2006	Layne J. Smith '81	President, Owner, Founder	Corpus Christi, TX
	47	47.039	Trilliant Surgical, Ltd.	Health	2007	Jon Olson '00 Chad Steitle '98	President, Owner, Founder Managing Partner, Owner, Founder	Houston, TX
	48	46.896	MP2 Energy	Energy	2009	Jeff Starcher '85 Mark Siismets '87 Terry Dodson '87	CEO, Owner, Founder COO, Owner Senior Vice President, Owner	The Woodlands, TX
	49	46.607	OTA Compression, LLC	Oil & Gas	2002	Grant Swartzwelder '85	President, Owner, Founder	Irving, TX

	RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	LEADERSHIP	TITLE	LOCATION
	50	46.531	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
	51	46.475	Cypress Advisory Services Ltd., LLP	Financial Services	2003	Kurt Box '99	Principal, Founder	Houston, TX
	52	45.681	EBUSINESS STRATEGIES, LLC	Real Estate	2001	Phil Wales '75	President & CEO, Owner, Founder	Houston, TX
	53	44.949	McCord Engineering, Inc.	Engineering	1985	Jimmy D. McCord '69	President, Owner, Founder	College Station, TX
	54	44.786	Wired Networks	Telecommunications	2008	Jeremy Kerth '96	President & CEO, Owner, Founder	Kerrville, TX
	55	44.78	ESS Group	Business Products & Services	2002	Jeff Ross '90	President, Owner	Brenham, TX
	56	44.151	Kirksey Architecture	Architecture	1971	Wes Good, AIA '88	Managing Principal	Houston, TX
	57	43.539	Ascension Commercial Real Estate	Real Estate	2008	Jim Wood '82	President, Owner, Founder	Houston, TX
	58	42.891	Able Industrial, LLC	Energy	2009	Trey Able '98	President & CEO, Owner, Founder	Houston, TX
	59	42.864	Schwarz Hanson Architects	Architecture	1995	Gerald H. Schwarz, AIA '82 Tod D. Hanson, AIA '89	President, Owner Vice President, Owner	Fort Worth, TX
	60	42.505	RDRTec	Engineering	2006	Sidney W. Theis '74	President & CEO, Owner, Founder	Dallas, TX
	61	42.356	Shower Doors of Houston	Consumer Products & Services	2007	Chris Sezonov '95	Owner, Founder	Houston, TX
	62	41.777	Vivicare Health Partners, Inc.	Health	2008	Dave Reed '02 Lisa Nelson '02 Brett Brier '00 Cole Ballweg '00	Owner Owner Owner Owner	Arlington, TX
	63	41.526	LJA Engineering, Inc.	Engineering	1972	Calvin T. Ladner, PE '80	President	Houston, TX
	64	41.219	Escondido Resources II, LLC	Oil & Gas	2007	William E. Deupree '83	President & CEO, Owner, Founder	Houston, TX
	65	40.883	Stream Realty Partners, L.P.	Real Estate	2006	Kyle Valentine '00 Preston Young '02	Regional Managing Partner, Owner Regional Managing Partner, Owner	Houston, TX
	66	40.861	GEODynamics	Oil & Gas	2002	David S. Wesson '82	CEO, Owner, Founder	Millsap, TX
	67	40.749	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
	68	40.403	Clutch Group	Business Products & Services	2005	Abhi Shah '00	CEO & Founder	Washington, DC
	69	40.112	Texas Pride Fuels, Ltd.	Energy	2004	Dan Haile '96	Executive Vice President, Founder	Springtown, TX
	70	39.912	Gladstone, Inc.	IT Services	1996	Michael Hnatt '91	President, Owner, Founder	College Station, TX
	71	38.57	CNX Distribution	Logistics & Transportation	2006	Jay McHugh '83	President, Owner, Founder	Hurst, TX
	72	38.393	Empowered Solutions, Inc.	IT Services	2005	Richard L. Harbin '92	President, Owner, Founder	Plano, TX
	73	37.801	Utegration, Inc.	Utilities	2008	Bin Yu '97	President, Owner	Houston, TX
	74	37.425	Trinity Merchant Group	Financial Services	2007	Nathan Randel '05 Clay Farrell '05	Managing Partner, Owner, Founder Managing Partner, Owner, Founder	Arlington, TX
	75	37.414	Century 21 HS & Associates	Real Estate	2006	Troy Hellmann '98 Scott Stribling '98	Owner, Founder Owner, Founder	Georgetown, TX
	76	36.92	Stanford Construction Services LLC	Construction	2009	Clint Stanford '04	President, Owner	Sealy, TX
	77	36.585	Neal Richards Group, LLC	Real Estate	2008	Derrick Evers '99 Nick Summerville '00 Brian Jarrett '99	CEO, Managing Partner, Founder COO, Partner Director	Dallas, TX
	78	36.492	Service Nation, Inc.	Business Products & Services	2002	Matt Michel '83	Chairman, President & CEO	Flower Mound, TX
	79	36.43	Southeast Texas Health System	Health	1994	Shannon Sowder Calhoun '80	CEO, Executive Director	Goliad, TX
	80	36.305	Pentecom, LLC	Business Products & Services	1997	Kimberly Willmott '86	Executive VP, Owner, Founder	Palestine, TX
	81	36.115	Asurint	Business Products & Services	2006	Gregg Gay '92 Connie Clore '92	President, Owner, Founder COO, Owner, Founder	Cleveland, OH
	82	36.046	CJG Engineers	Engineering	1981	Ross H. Eubanks '98 Hunter T. Kornegay '92	Principal, Owner Principal, Owner	Houston, TX
	83	34.298	HTS Texas	Construction	2000	Christopher "Mike" Donovan '96	President, Owner	Houston, TX
	84	34.296	The Pool Guy	Retail	2006	Sean Hawthorne '93	President, Owner, Founder	College Station, TX
	85	34.203	Sam's Safety Equipment	Retail	1956	Kevin Doffing '04	President & CEO, Owner	Houston, TX
	86	33.612	JK Bernhard Construction Co	Construction	2006	Kevin Bernhard '00	President, Owner, Founder	Kerrville, TX
	87	33.399	Lansdowne-Moody Co.	Retail	1936	Ed Harris, Jr. '61 Hunter Harris '92 Holly Harris '91 Chad Harris '95 Rodney Harris '97	President, Owner Vice President, Owner Partner, Owner Partner, Owner Partner, Owner	Houston, TX
	88	33.184	Papescares, LLC	Construction	2004	Ryan Pape '02	Owner, Founder	Burton, TX
	89	33	Lonquist & Co. LLC	Oil & Gas	2001	Richard R. Lonquist '87 Robert S. Crews '90	President, Owner, Founder Vice President, Owner, Founder	Austin, TX
	90	32.299	Cross Resource Group	Human Resources	2006	Lana Hamilton '91 Jimmy Hamilton '90	President, Owner CEO	McKinney, TX
	91	32.059	Genesys Works	Education	2002	Rafael Alvarez '90	CEO, Founder	Houston, TX
	92	32.015	Sendero Helicopters, LLC	Agriculture	2001	Christopher Atkinson '96	Owner	Bandera, TX
	93	31.995	Fan Interactive Marketing	Advertising & Marketing	2008	Eyal Mintz '00	CEO, Owner, Founder	Hermosa Beach, CA
	94	31.747	AmeriTech Staffing, Inc.	Human Resources	2001	Jerome Urbanosky '75	President, Owner, Founder	Houston, TX
	95	31.697	Rocker 7 Farms, Inc.	Agriculture	2007	Katie (Boyer) Leister '07	Owner	Buckeye, AZ
	96	31.297	Latshaw Drilling & Exploration Company	Energy	1981	Trent B. Latshaw '75	President, Owner	Tulsa, OK
	97	31.003	Veterinary Medical Providers, PC	Health	1972	Seth Solomon '08 Lindsay Solomon '06	Owner Owner	Amarillo, TX
	98	30.995	ZT Group Business Center One Pearland, LP	Real Estate	2007	Taseer A. Badar '95	CEO, Owner, Founder	Pearland, TX
	99	30.939	JB Knowledge Technologies, Inc.	Software	2001	James M. Benham '01	President & CEO, Owner	Bryan, TX
	100	30.79	Raider Pumping Services LP	Energy	2008	Chad Chambers '03	Managing Partner	College Station, TX

Nuggets of Wisdom

Good things come to those who wait. Greater things come to those who get off their ass and do whatever it takes to make it happen.

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

Work Hard. Be Honest. Love what you do.

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

Stay true to who you are as a person and a company. Starting a company will keep you up at night and wake you up early in the morning... neither of those are necessarily a bad thing.

Trey Able '98
Able Industrial, LLC

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.

A setback in your business is a great opportunity to implement change. Don't miss it.

Michael G. Scheurich '92
Arch-Con Construction

Always improve and care.

Jim Wood '82
Ascension Commercial Real Estate

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

It sounds simple, but it's hard for a lot of people: Be a good guy.

Troy Hellmann '98, Scott Stribling '98
Century 21 HS & Associates

Persistence and determination...

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

Make your employees and client relationships your priority. Build a company culture that empowers individuals, holds people accountable, and enables continuous improvement.

Ross H. Eubanks '98, Hunter T. Kornegay '92
CJG Engineers

It's easy to find yourself being pulled in different directions. Ultimately, you have to stay focused and learn to say no at times. And hire a good lawyer and accountant.

Jay McHugh '83
CNX Distribution

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

Jon Wiesmann '00
Comflow Mechanical Services

Always keep your priorities in line with what you want your life to reflect. Serve people and look for ways to create win-win opportunities for your clients, employees, or outside relationships.

James Murr '01, Layne Murr '05
Cortiers Real Estate

Surround yourself with like-minded team members that share similar ideas in business and family values. Team members that are always willing to learn more and work hard to advance the goals of the company. It's God, Family, Business. HIRE AGGIES!!

Bo Cox '74, Douglas Cox '01, Blake Cox '04
Cox Commercial Construction, LLC

At times, we encounter situations that, on the surface, appear negative. Creative thinking and an optimistic attitude will allow you to turn any situation into an opportunity to go beyond what was originally expected. Do not sell yourself short.

Sam Hickey '02, Tara Hickey '02
Creekstone Custom Living and Outdoors

Surround yourself with other Godly, professional business partners.
Plus, be actively involved with your community.

Jimmy Hamilton '90, Lana Hamilton '91
Cross Resource Group

Never take your eyes off the fact that if you want to maximize the value of your business in the future, you must work today to make yourself as expendable as possible.

Kurt Box '99
Cypress Advisory Services Ltd., LLP

It's not about how many times you fall, but how many times you get back up.

Drew Jones '05
D. Jones Clothiers

Client service, no matter the business, is paramount. Without the client, our business doesn't exist.

Mark Reed '97
E.E. Reed Construction, L.P.

Never underestimate the power nor the responsibility that goes with your Aggie Ring!

Phil Wales '75
EBUSINESS STRATEGIES, LLC

Whatever paths you choose, whatever decisions you make, go all in! Be committed. You can always recalibrate later if necessary.

Philip Annis '83
Embree Group of Companies

In life, thus business, you will be challenged to make tough decisions that affect others. My advice is to always consider: "You can't go wrong doing what is right."

Frank Krenek '80
Embree Group of Companies

Anything worth having is going to be a struggle. Commitment doesn't come easy, but when you are fighting for something you believe in...the struggle is worth it.

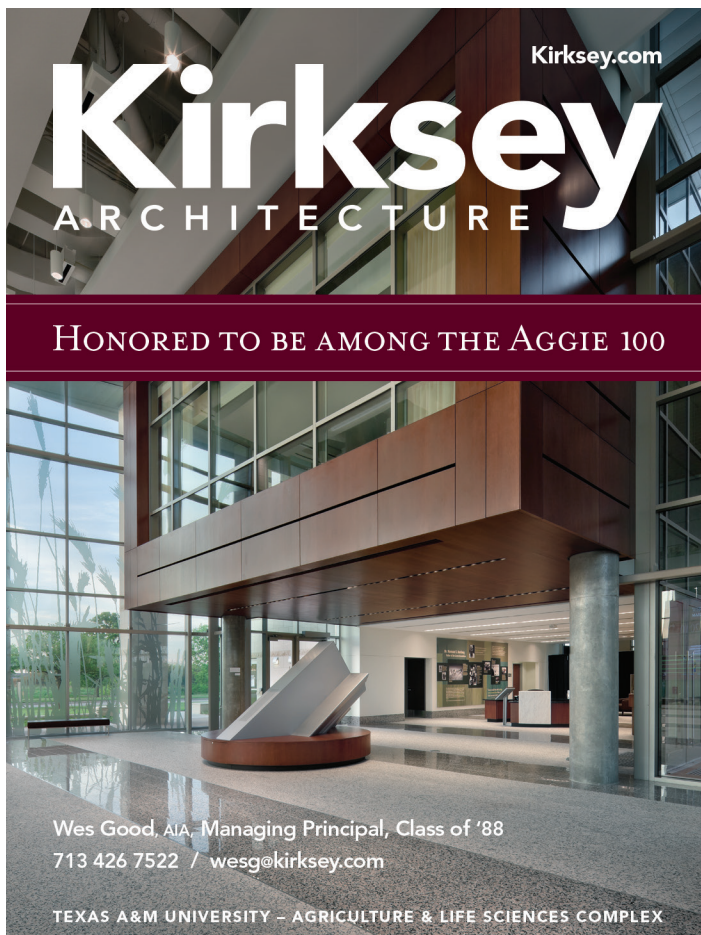
Richard L. Harbin '92
Empowered Solutions, Inc.

In business and in life, always take the high road. Do the right things for the right reasons.

William E. Deupree '83
Escondido Resources II, LLC

Have a plan and work it, be flexible, react quickly, and don't ever give up! Always treat your customers and employees as you want to be treated.

Jeff Ross '90
ESS Group



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Kirksey

ARCHITECTURE

HONORED TO BE AMONG THE AGGIE 100

Wes Good, AIA, Managing Principal, Class of '88
713 426 7522 / wesg@kirksey.com

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What do business owners get when they **alleviate the distractions** of human resources, benefits and payroll?

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R E S O U R C E S

Don't be afraid to try something new.

Eyal Mintz '00

Fan Interactive Marketing

"Serve God, others, then self. If we serve in this order, we will receive more than our share." As a part of Forney Construction's Core Values, this statement guides our decision making, both at work and in our daily lives.

Tom Forney '79, Holly Forney '79

Forney Construction

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

Find your Passion where you can make a good living and you never have to work a day in your life.

David S. Wesson '82

GEODynamics

Choose your spouse wisely. It is the second most important decision you will ever make, after your choice to acknowledge and obey the One who created you.

Michael Hnatt '91

Gladstone, Inc.

Priorities are what you do. Everything else is just talk.

Thor Thornhill '01, Stephen Hanz '90

HMT Engineering & Surveying

Strong self-initiative, follow up, genuine care about others, and persistence have been the keys to my success.

Christopher "Mike" Donovan '96

HTS Texas

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 Jones, III '00

J3 Company LLC

Remember that everything in life and business is a trade off. Make the best decision you can, take care of your clients and employees and lead them all by example.

James M. Benham '01

JB Knowledge Technologies, Inc.

If you are passionate and make solid, planned decisions about your field, success will follow.

Jim Boles '97

Jim Boles Custom Homes

Be willing to branch out of your comfort zone to expand your company's profile. Diversification will help carry your business through the hard times and thrive in the good times. Find opportunities where others don't.

Kevin Bernhard '00
JK Bernhard Construction Co

In order to lead a successful business, focus on serving those whose success you manage.

Kevin Kennedy '01, Jeremy Want '03
Kennedy Fabricating

Learn from the past but always keep moving forward.

Corey Wilson '93
Kidd Roofing

Always surround yourself with people who are smarter than you.

Wes Good, AIA '88
Kirksey Architecture

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

Christopher M. McGinley '02
Kirk Homes

Persistence, determination, and tenacity will win out over intelligence every time.

Trent B. Latshaw '75
Latshaw Drilling & Exploration Company

In the business world, integrity and a good reputation are the most important assets that any company can possess. Beyond that, find something you enjoy doing with people you enjoy working with that provides value to the community.

Calvin T. Ladner, PE '80
LJA Engineering, Inc.

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

Be flexible in your daily routine. Do not be so rigid, that if a challenge comes into play, it ruins your day. Be flexible enough to shift plans, if the day leads in a different direction. There are many pathways to the right objective.

Tim Lyness '88, Mike Lyness '95
Lyness Construction LP

Always be willing to outwork your competition and always pay close attention to your cash flow. The customer is king.

Thomas "Chance" Mazurek, IV '03, Benjamin B. Holliday '03
Mazurek, Alford & Holliday PC

A&M provided me with a great education and a strong work ethic. In addition to those qualities, I have found honesty, integrity, and treating others fairly and with respect, are key components to attaining success in every aspect of life and business.

Jimmy D. McCord '69
McCord Engineering, Inc.

A team that wins is much different than a winning team. A successful business team is comprised of individuals that understand the critical importance of preparing and executing together – in perfect synergy – in order to achieve massive success.

Chris Valletta '00
MISSION Athletecare

To reach your fullest potential, you have to keep moving forward, embrace change, be willing to take risks, have passion for what you do, and live your life with honesty and integrity.

Monique Threadgill '90
MOSAK Advertising & Insights

If you think you are worth \$100, do the deal for \$97 and get it on the books. Originating the next deal for \$98 will be infinitely easier and will happen much more quickly.

Jeff Starcher '85, Mark Siismets '87, Terry Dodson '87
MP2 Energy

Make the best plan you can, but be prepared to progressively elaborate that plan as conditions change. Constantly capture lessons learned and in doing so build an organization that makes itself better with each endeavor.

Harold E. McGowen, III '82
NRI, Inc.

"A leader is one who knows the way, goes the way, and shows the way"
– John Maxwell

Derrick Evers '99
Neal Richards Group, LLC

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

Cody Catalena '97
NetNearU

Have courage; don't let the fear of the unknown consume you. You can plan all you want, BUT there will be challenges each and every day. It boils down to execution, and staying true to your morals and integrity.

Ernest Cunningham '94
One Source Networks

Strive for a stable and supportive family life. It helps to have a great spouse.

Grant Swartzwelder '85
OTA Compression, LLC

Achieving success means nothing if you do not balance your life. Pray, work hard, set goals, and pursue your dreams...Never sacrifice making memories with your family to achieve ultimate success.

Ryan Pape '02
Papescapes, LLC

Treat your employees like they are part of the team and provide your customer with what they need at the right price.

Kimberly Willmott '86
Pentecom, LLC

Gig 'em!

Jason C. Schickedanz '98, Amber L. Schickedanz '00
Perryton Aviation, Inc.

It is said that whatever you focus on, is what you will affect. Whatever you do...try to change the world.

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

Always remain true to your core values. Be passionate about the industry you work in. Surround yourself with good, hard working people and don't be scared of failure.

Chad Chambers '03
Raider Pumping Services LP

Work Hard. Play Hard.

Sidney W. Theis '74
RDRTec

Never let the pursuit of short-term income outweigh the pursuit of your long-term passion and resulting wealth.

Katie (Boyer) Leister '07
Rocker 7 Farms, Inc.

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.

Invest your energy in developing your employees and your time with your customers. Those are the best long term investments you can make for your business.

Kevin Doffing '04
Sam's Safety Equipment

There are a multitude of talented firms and organizations – distinguish yourself by providing great work WITH incredible, unmatched service.

Gerald H. Schwarz, AIA '82, Tod D. Hanson, AIA '89
Schwarz Hanson Architects

Working with wildlife and the great outdoors is my passion. Staying driven, working hard, and putting in the extra sweat effort will pay off in the long-run. Gig 'Em!

Christopher Atkinson '96
Sendero Helicopters, LLC

It's not enough to build a better mousetrap. You've got to market it. You can have the world's greatest product, but without marketing you're winking in the dark. You know what you're doing, but no one else will.

Matt Michel '83
Service Nation, Inc.

Believe in yourself, work hard for what you want and take a risk. Without risk, there is no reward.

Chris Sezonov '95
Shower Doors of Houston

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

Shannon Sowder Calhoun '80
Southeast Texas Health System

Have a clear understanding of what business you are REALLY in, and never forget that no invention, innovation or product matters more than hard work.

Sam Seidel '02, Drew Ondrey '02, Aaron Davis '02
Southern Green Builders

Be a role model, a leader and an icon of success and hard work. Think outside the box, capitalize on every opportunity, push every single boundary and know that there is no limit to what you can do or who you can be.

Randa Yezak '09
Southern Jewlz, Inc.

"Nothing ventured, nothing gained." – Geoffrey Chaucer

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.

Never be scared to take the first step towards entrepreneurship. The secret to success is working harder and better than the next guy!

Clint Stanford '04
Stanford Construction Services LLC

The harder you work the luckier you get.

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

Serve your clients and employees with integrity, humility and respect, and strive to align your actions with God's word. Clients will trust you and willingly give you their business. Employees will rally to your cause and make you shine.

Rod Long '88, Rick Restivo '91
Team Trident

Focus on downside. Most entrepreneurs get caught up in the upside. For long term wealth accumulation, the extent of your losers over time is more significant than your winners. If you lose 50% on an investment, you then have to make 100% to get back to even.

Jason Kaspar '05
Texas Precious Metals

Seek good advice and counsel. It can be useful. However, do not ignore your own gut feeling. In the end, you have to make it work.

Dan Haile '96
Texas Pride Fuels, Ltd.

Be the best at what you do.

Rayburn J. Donaldson '04
Three Square Design Group

To be successful in the current business climate, companies need to be flexible and willing to adapt to changes in markets and operating environments. Therefore, business leaders need to be open minded and willing to change course regardless of how many obstacles are in the way of doing so.

Ignacio Cubero, III '06
The Ticket Experience

Be prepared to act on opportunity.

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

Transform your business and earn your client's trust by being a part of their success. Keep your passion and be positive. Passion is not an idea that you can change from time to time, passion comes from lessons learned in the past, and from not giving up. Keep trying, remain consistent, and have patience.

Bin Yu '97
Utegration, Inc.



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Never take a client for granted.

Donald J. Cunningham '62, Donald J. Cunningham, II '93
J. Scott Cunningham '00
Veritas Building Consultants LLC

"Opportunity is missed by most people because it is dressed in overalls and looks like work." – Thomas Edison.

Seth Solomon '08, Lindsay Solomon '06
Veterinary Medical Providers, PC

Always work backwards from people.

Dave Reed '02, Lisa Nelson '02, Brett Brier '00, Cole Ballweg '00
Vivicare Health Partners, Inc.

Your reputation is everything (especially in today's sharing culture); it will either drive or kill your business. Do great work and treat your clients and employees with kindness and respect, and the odds of success will be greatly in your favor.

Ryan Getz '01, Steven Ward '01, Stephanie Anderson '05
Ward, Getz & Associates, LLP

Planning and having a laser focus on your goals is a vital component for running a successful business.

Michael J. Paclik, Jr. '98
Watermark & Company

My main piece of advice for other Aggie Entrepreneurs is, "Have Patience." I am sure you have all heard the saying "patience is a virtue." It's especially true when starting a business. Reinvest in your business. Do not be so quick to take your earnings and spend them. Be patient, reinvest in your business, and grow your business. In the future you will reap much greater rewards.

Timothy White '98
Wet Sounds

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

Be Responsive!

Jeremy Kerth '96
Wired Networks

It's all about relationships. Knowing your partners.

Taseer A. Badar '95
ZT Group Business Center One Pearland, LP

Who are the 2014 Aggie 100?

Companies on the List Four or More Years	Earliest Founding Date	Top Growth Rate
7	1936	371.964%
...
New Companies on the List	Newest Founding Date Year	Class with Most Representation
39	2009	2000
...
States Represented	Oldest Class Year	Total Revenues for Nominees
7	1961	\$2.7 Billion
...	...	
Aggies Employed by the 2014 Aggie 100 Companies	Youngest Class Year	
8,300+	2009	





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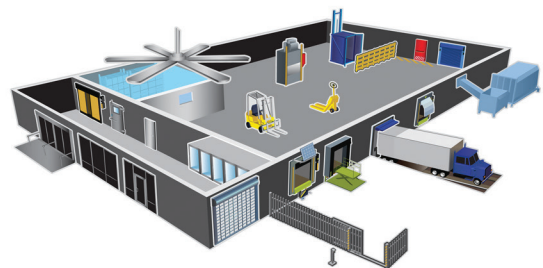
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Encouragement.

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The Center for New Ventures and Entrepreneurship (CNVE), 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, CNVE has enhanced student education through campus speakers, competitions and programs, work experiences, and financial support. CNVE 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. With the support of our many volunteers, corporate supporters, faculty, and staff, CNVE has been able to deliver programs that add tangible value to our students' education, faculty research, teaching, and the operations of many businesses. The following summarizes CNVE's key initiatives:

3 Day Startup – Brought to the Texas A&M campus for the first time in 2012, 3 Day Startup (3DS) brings together over 50 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.

Since its launch in 1999, CNVE has enhanced student education through campus speakers, competitions and programs, new venture launch, and financial support.

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 entrepreneurial programs. Annually, each class of honorees provides new funding to keep this important initiative ongoing.

Aggie Entrepreneurship Saturday – Aggie Entrepreneurship Saturday is a partnership between The Association of Former Students, Mays Business School's Center for New Ventures and Entrepreneurship and Startup Aggieland. Aggie Entrepreneurship Saturday connects entrepreneurial-minded Aggies with successful Aggie entrepreneurs to share knowledge, collaborate, build connections and create mentorship opportunities. The goal is to develop entrepreneurs by leveraging the Aggie Network and featuring some of Texas A&M's most successful entrepreneurs as topical speakers and panelists.

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.

Entrepreneurship Bootcamp for Veterans with Disabilities – In 2008, 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.

Entrepreneurship Society – As the front door to entrepreneurship at Texas A&M, the Entrepreneurship Society aims to enable students to develop their entrepreneurial mindset and skills that may lead to new businesses, new partnerships, or intrapreneurship within corporations. This student organization provides members with value through networking, collaboration, and education. Their weekly meetings regularly feature guest speakers who are prominent leaders in the business world. They also serve students by providing an encouraging entrepreneurial community for students by students.

Raymond Ideas Challenge – Every spring, CNVE 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 13 years in 2014. 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 not only gain valuable insight and feedback on their proposed ideas, but the winning ideas receive prize money to help kick-start their ventures.

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 20-minute “due diligence” presentation to judges from the business and academic community. MBA students are evaluated on both their presentation and analytical skills and the top teams are awarded prize money.

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 demonstrated an interest in entrepreneurship. For the 2013-2014 academic year, four scholarships were awarded for a total of \$20,000.

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.

The Center is supported by corporate and individual members and sponsors who believe in the value of an entrepreneurial education program.





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.

Startup Aggieland SeedFund – The Startup Aggieland SeedFund is offered to recognized clients of Startup Aggieland (“Treps”), and is designed to be both an educational experience and practical resource for advancing ventures to the next level of commercial development. The SeedFund is organized similar to a pitch competition and gives Treps multiple opportunities to practice their presentation skills. Students are also involved in the review process further exposing them to the practical application of the tools they gain while at Texas A&M.

Interested in Helping Out?

The key to CNVE’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:

Dr. Richard (Dick) Lester ’03

Executive Director

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Blake Petty ’98

Director

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Shanna Spencer ’03

Program Coordinator

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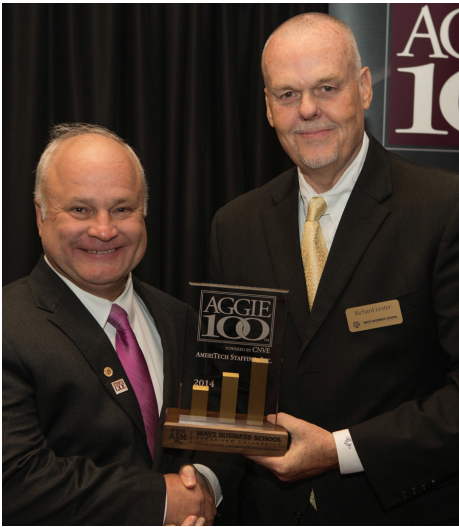
As we move deeper into the 21st century, the world's population faces mounting challenges: Rising energy demands; growing risks to human and animal health; environmental issues; threats to democracy; economic disruption; and a shortage of innovators in science, technology, engineering and mathematics. Faculty and student researchers across Texas A&M University are tackling these challenges head-on, delivering the big solutions that will impact you and your family for generations to come. Be part of the solution by supporting their work through a gift to the Texas A&M Foundation.

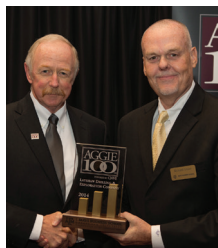
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Aggie 100 awards luncheon





Founded: 1916
Honoree: 2005



of them to seek a future in entrepreneurship. “Our students gain an inside look into entrepreneurship that can’t be taught in a classroom,” explains Richard Lester, executive director at CNVE.

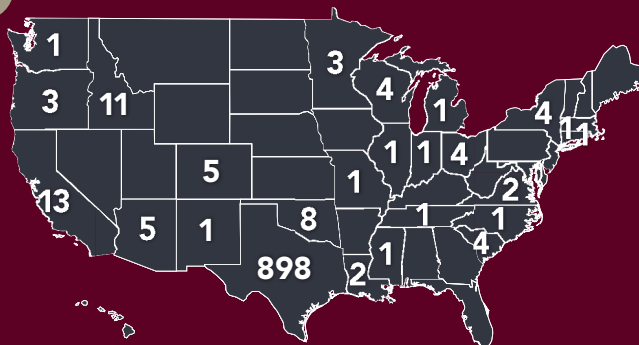
The Aggie 100 recognizes not only the honorees’ passion for entrepreneurship, but also their hard work and drive. The business owners who have been honored are having an impact on more than just the entrepreneurial community. Nearly every industry has been represented over the past 10 years and these companies provide the goods and services that impact people in all aspects of their lives. Richard Scruggs, former director of CNVE and member of the team that established the program, said he especially appreciates the Aggie 100 because it “highlights this impact and makes you realize just how wide-reaching the Aggie touch is.”

The Aggie 100 is more than an award, just like being an Aggie is more than simply attending Texas A&M. The honorees are changing the world, impacting future business owners and making a difference in the lives of others. They are taking the Aggie values of excellence, integrity, leadership, loyalty, respect and selfless service and implementing them in their careers. Blake Petty, current director at CNVE, stated that the “Aggie 100 embodies Texas A&M’s comprehensive excellence in developing innovators, builders and leaders in all industries.”

The men and women who are honored truly deserve their place on the Aggie 100 list and are wonderful representatives of our great institution.

03

Honorees By Location



Canada: 3
Chile: 2
France: 3

Mexico: 8
Thailand: 3
United Kingdom: 3

Venezuela: 1

KCAC
KENDALL COUNTY ABSTRACT COMPANY

Founded: 1916
Honoree: 2005

ER
RICHER
ericher.com

Founded: 1917
Honoree: 2013

Encouraging Entrepreneurs, Improving Lives

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.

The Scholars Fund continues to be supported by Aggie 100 honorees from every year and provides scholarships to students studying entrepreneurship and support for faculty members who are researching entrepreneurial topics. To date, former honorees have contributed just over \$190,000 to these endeavors. This year Christine Hollinden surprised CNVE Executive Director Richard Lester by presenting him with a check for \$25,000 during the Aggie 100 luncheon. Unbeknownst to him, the advisory council and several Aggie 100 Honorees came together in a matter of days to provide an outstanding level of support for entrepreneurship students at Texas A&M. Such a generous gift will go a long way in sponsoring future Aggie business owners and will help CNVE accomplish its mission of being the entrepreneurial hub at A&M.

Not only does this fund further entrepreneurial education at Texas A&M,



Clarissa Cosca '15

but it also aids in sending students on a once in a lifetime study abroad experience called Entrepreneurship Empowerment in South Africa (EESA). 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 student consulting teams with local small business owners. At this year's Aggie 100 Clarissa Cosca '15, spoke about the tremendous effect EESA had on her. "Words fail to express how much this experience has meant to me. I fell in love with the people, the work, and the country of South Africa. Before college, going to Africa was just a near impossible aspiration." Many of the students expressed what a life changing experience it was to be a part of EESA. Working for disadvantaged entrepreneurs and maneuvering through the real-world challenges of business ownership showed them just what it means to be an entrepreneur. Sam Holton '15 said that

the biggest lesson he took from EESA was – thinking unreasonably. "When there are obstacles, lack of resources, or impossibilities; think unreasonably." Sam commented on how exciting it was to be able to take classroom concepts and adapt them in order to implement their principles in a real-world situation.


Thanks to the Aggie 100 Entrepreneurial Scholars Fund, Clarissa, Sam, and many other students have been able to explore the struggles and joys of entrepreneurship while being immersed in an enriching



study abroad program. We would like to thank all of the Aggie 100 honorees that have generously contributed to this program over the past nine years. The Class of 2014 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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Executive Director CNVE
rlester@mays.tamu.edu
979.862.7091

A Special Thanks

The staff of the Center for New Ventures and Entrepreneurship (CNVE) 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. PKF Texas is the official accounting firm of the Aggie 100 which 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 marketing materials 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 Maroon Coats, who ensured that everyone was warmly welcomed back to Aggieland. Subsequently, many student organizations and faculty 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. 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 enables CNVE to continue making a difference for Texas A&M University.

...

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.



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Christine M. Hollinden '87
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2014 Aggie100 #3

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- Engineering
- Management



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Valerie Frey, CPA '09
Jennifer Reider '10

Kelly Guise, CPA '11
Travis Carrington, CPA '12
Matt Powalski, CPA '12

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Del Walker, CPA – Texas A&M Accounting Advisory Council,
Center for New Ventures & Entrepreneurship Advisory Board

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