

## TWO THOUSAND SEVENTEEN REPRINT BOOK



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Entrepreneurship

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Christine M. Hollinden '87

Aggie 100  
Honoree  
2006, 2007,  
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The Aggie 100 program was created by Mays Business School's McFerrin Center for 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.

### Our Mission

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

### Our Vision

To develop and encourage entrepreneurs.

**Imagine. Learn. Act.**

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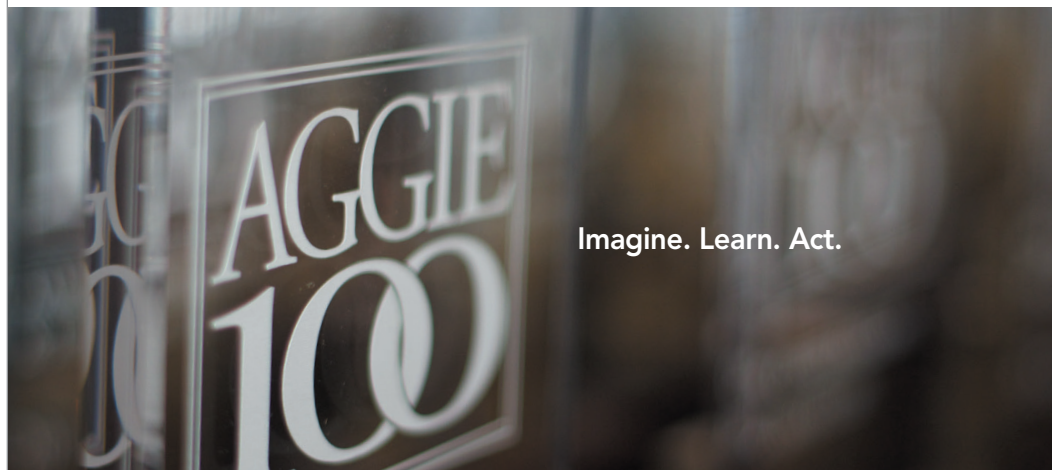
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## A TRADITION OF Champions

On **October 27, 2017**, the McFerrin Center for Entrepreneurship recognized the 100 fastest growing Aggie-owned or -led businesses with the 13th annual Aggie 100 Program.

The 2017 Honorees were invited to the Hall of Champions at Kyle Field for an evening filled with celebration, comradery and most importantly the Spirit of Aggieland. By using the education they received at Texas A&M and combining it with passion, hard work and a bit of luck these Aggie entrepreneurs have established themselves as leaders in their fields.

### Class of 2017

From Alberta, Canada to Savannah, Tennessee the 2017 Top Ten Aggie 100 Honorees represented a combined growth rate of 1,228.985% across 9 industries. Lonquist Field Service (Canada), ULC, was ranked as the #1 company for 2017 with an impressive growth rate of 223.28%.

Throughout the evening, attendees enjoyed the Singing Cadets performance of the Aggie War Hymn, a showcase of student entrepreneurial activities, along with comments from Mays Business School's Dean, Dr. Eli Jones '82, and A&M Foundation President, Tyson Voelkel '96. After the awards dinner concluded, honorees were invited to the Aggie 100 After Party sponsored by Higginbotham at The Stella Hotel. Honorees and their guests enjoyed a night of live music, casino

tables, a photo booth, and hors d'oeuvres. Startup Aggieland provided 3D printers on-site, which worked through the night printing miniature Aggie 100 logos. The fun-filled and memorable soirée allowed honorees to network and continue to celebrate their hard earned success.

Since its launch in 2005, the Aggie 100 Program has recognized 934 individual companies, hailing from 25 states and 8 countries. The program has honored companies founded as early as 1916, and Aggie leaders hailing from classes ranging from 1951 to 2013. Over the past 13 years, these companies have generated a combined total revenue of \$50,401,996,644.54. In 2017, 47 new companies made the 2017 Aggie 100 list for the first time.

"The 13th Annual Aggie 100 is an impressive representation of Aggie entrepreneurial excellence. The companies reflect 1,352 years of entrepreneurship bringing the best to their respective industries and keeping Aggie standards alive and well," said Richard H. Lester, executive director of the McFerrin Center for Entrepreneurship.

Congratulations to the 2017 Aggie 100 class!



# *At Texas A&M, we redefine the term* **ENTREPRENEUR**

Chris Bybee '17 favors a challenge. The young entrepreneur has been involved in three startups, including a tech venture, a mobile snow cone stand and a custom apparel t-shirt company. He looks up to people like you—the Aggie 100. To him, you represent what it means to be an entrepreneur: someone who loves learning new things; who has ideas to improve the status quo; who believes in themselves; and who wants to create something valuable.

*Thanks to a \$10 million gift from the late Arthur "Artie" McFerrin Jr. '65 and his wife Dorothy, more aspiring entrepreneurs like Chris will get their chance to change the world at Texas A&M. The Texas A&M Foundation congratulates all 2017 and past Aggie 100 honorees on your business achievements. Thanks for inspiring a new generation.*



**LEAD**  
*by* **EXAMPLE**

[txamfoundation.com](http://txamfoundation.com)





# THE 2017 AGGIE 100



**Mays Business School's McFerrin Center for Entrepreneurship** celebrated the 13th class of the Aggie 100 in October, recognizing the success of the fastest-growing Aggie-owned or Aggie-led businesses.

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 three-year period, and the 100 fastest-growing applicants are named to the year's Aggie 100.

To qualify for the 2017 list, a company had to be Aggie-owned or Aggie-led, at least 5 years old and with revenues of at least \$250,000 in 2014. The companies must also operate in a manner consistent with the Aggie Code of Honor.

Houston again dominated the Aggie 100 this year, with 27 Houston-area companies, followed by Bryan-College Station and Dallas with 10 each.

The Aggie 100 also presents an annual Summit Award to the Aggie company with the highest

three-year average revenue (that company does not necessarily appear on the Aggie 100 list, which recognizes revenue growth). The 2017 Summit Award was presented to Travis Stice '84, CEO of Diamondback Energy of Midland.

The McFerrin Center for Entrepreneurship was previously the Center for New Ventures and Entrepreneurship, but was renamed last year after legendary Aggie entrepreneur Arthur "Artie" McFerrin Jr. '65. McFerrin, who passed away in August after a long battle with leukemia, consistently supported Texas A&M's academic and athletic programs with major gifts and is also the namesake of the McFerrin Department of Chemical Engineering, the McFerrin Athletic Center and the Cox-McFerrin Basketball Center.



# Canada's Lonquist Field Service Tops Aggie 100

**Just under a decade ago**, the booming oil and gas industry in Canada provided an opportunity for Richard R. "Dick" Lonquist '87 to expand his company, Lonquist & Co., north of the border.

**B**ased out of Austin, Lonquist actually was urged by Canadian clients to open a new division in Calgary. "We had always done a fair amount of business up there," Lonquist said, "but a lot of our clients kept telling us, 'Well, if you really want to service our account out of your Houston or Austin office, we're not too interested in that. Why don't you call us when you have a 403 area code?' which is the area code for Calgary. And sure enough, we did."

Opened by R. Coleman Hale, grandson of Lloyd Hale '57, a Junction Boy and former colleague of Lonquist's, the new division became Lonquist Field Service – Canada and is now the company's fastest growing division.

Lonquist Field Service – Canada is in the specialty oilfield service division and is now the largest underground storage engineering firm in Canada. Once the office opened, Lonquist said, it all seemed to fall into place: "We just knocked it out of the park. We've had such success up there that our number one competitor closed down shop because we took so much work away from them." As for the future of Lonquist Field Service – Canada, Lonquist says they're going to continue to grow.

Lonquist credits his business successes to his mentors and former bosses, Jim Nelson '49 and Ken Huddleston '50. But perhaps his most influential role model was a former professor and boss, Billy Pete Huddleston '56. Lonquist says it was their mentorship that helped him develop his skills as a leader. He also credits his time spent in Squadron 10 of the Corps of Cadets and as a Ross Volunteer.

Lonquist said the Canadian oil business has a lot more Aggies in it than people might expect. "I have a lot of Aggie buddies up there," he said, adding that Canadians will see an Aggie Ring and automatically know what it represents: "Even in another country, they know exactly who we are and what our reputation is."

Within Lonquist Field Service other Aggies serve in leadership roles. Roy Duff '85 is the company's CEO; Rob Crews '90, a Corps buddy of Lonquist's, is a partner at the firm and serves as a vice president; and Ben Bergman '91 is treasurer. And more Aggies can be found among the staff

of the Canadian subsidiary. "I think Canada was ready for some fightin' Texas Aggies to get up there and open up shop," he said.

Lonquist is proud of his Aggie family, noting that his family is one of the very few third-generation families of Aggie petroleum engineers. His father, William C. "Bill" Lonquist Jr. '48, is the oldest living former Aggie yell leader, and his daughter, Paige A. Lonquist '18, is a senior in the petroleum engineering department. His family is also in its fourth generation in the Texas oil business.

Lonquist & Co., LLC, the parent company of Lonquist Field Service – Canada, was founded in 2005 and is headquartered in Austin. Since then, Lonquist & Co. has established numerous divisions similar to the Canadian subsidiary. This is the fourth time that Lonquist & Co. and its subsidiaries have been recognized among the Aggie 100. To Lonquist, recognition in the Aggie 100 is very personal.

"The firm has won other awards within the oil and gas industry and within our professional society, but frankly none of those are sitting on my credenza in the office," he said. He calls the Aggie 100 awards that his company has received "the highest honor" and says, "For me, those are the flagship awards that the firm has won."

Lonquist serves on the advisory boards to the Petroleum Engineering Department and the Petroleum Ventures Program. The Petroleum Ventures Program is a newly established joint venture between the Mays Business School and the Petroleum Engineering Department. The certificate program, established by Jay Graham '92 and Anthony Bahr '91 and fostered by Deans Kathy Banks of the College of Engineering and Eli Jones at Mays, allows students to gain experience on both the technical and business sides of the energy industry. Petroleum engineering students who are admitted to the program take 15 hours of courses at Mays and the business students in the program take 15 hours of petroleum engineering courses. Lonquist describes it as a great head-start program: "If you're a business major but you know you want to go into the energy business, you have a huge tool kit."

The program is the first of its kind, and Lonquist says that many of the other engineering departments are now trying to establish something similar.

"I'm proud to be part of all that," he said.



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**Travis Stice '84**Diamondback  
Energy

**While all Aggie 100 Honorees** are recognized for their impressive annual growth rates, it stands to reason that maintaining such rates of growth as a company ages and expands can be a true challenge. Therefore, in 2012 the McFerrin Center for Entrepreneurship introduced the Summit Award to the Aggie 100 program.

**T**he Summit Award seeks to highlight the success of an Aggie-owned or led business with the greatest average revenue over the same three-year period. While their sustained growth rate may not make them eligible for the Aggie 100 list the success of the company should certainly still be recognized as a truly impressive achievement.

**The company values of Diamondback go hand in hand with the Texas A&M core values - Leadership, Integrity and Excellence - in addition to valuing People and Teamwork.**

The 2017 Aggie 100 Summit Award was presented to Diamondback Energy of Midland, Texas. With an average revenue of over 489 million dollars they are certainly deserving of this honor. This year's Summit Award recipient launched in 2007 after the acquisition of about 4,000 acres of land in the Permian Basin. Over the past decade the company has grown to be the leading "Pure-

Play Operator" in the region with over 191,000 acres across the basin. In October 2012, the company completed an initial public offering of common stock priced at \$17.50.

Headquartered in Midland, Texas Diamondback Energy concentrates on the "acquisition, development, exploration and exploitation of unconventional, onshore oil and natural gas reserves" in West Texas. The company's activities are primarily focused within the Wolfcamp, Spraberry, Clearfork, Bone Spring and Cline formations.

At the helm of the company's growth is Travis Stice, an Aggie CEO who admits that he's an extremely competitive individual who always fights fair, but always expects to win. He encourages other business leaders to "surround themselves with talented individuals" and to "build on your strengths, but to overcome your weaknesses." Widely recognized as a thought leader and influencer across the oil & gas industry, our 2017 Summit Awardee has relied on his 32 years of industry experience – and his Aggie roots – to turn his company into a Best-in-Class example for West Texas oil & natural gas production.

The company values of Diamondback go hand in hand with the Texas A&M core values - Leadership, Integrity and Excellence - in addition to valuing People and Teamwork. Stice challenges his team to reach their full potential and knows that a company's success is built on its commitment to teamwork. He has instilled in the company the same core values that he learned as an undergraduate Petroleum Engineering student and he's serious about imparting in his employees the idea that "if their dreams don't scare them a little, then they're probably just not dreaming big enough."

*Congratulations again to Diamondback Energy!*

## **DIAMONDBACK** Energy

**Travis Stice**

**Location:** Midland, TX  
**Industry:** Oil & Gas  
**Year Founded:** 2007  
**Average Revenue:** \$489 Million

one



## Lonquist Field Service (Canada), ULC

*Richard R. Lonquist, P.E. '87  
(Leader, Owner, Founder)*

*Roy W. Duff '85  
(Leader, Owner)*

*Robert S. Crews '90  
(Leader, Owner, Founder)*

**Location:** Calgary, Alberta, Canada

**Industry:** Oil & Gas

**Growth Rate:** 223.287%

**Year Founded:** 2009

**Aggie Employees:** 5

With offices throughout the US and Canada, Lonquist Field Service provides "effective and efficient petroleum engineering and field services around the world. Their team boasts a multitude of experts in fields ranging from petrophysics to engineers and geologists. You can trust that Lonquist will get the job done right.

two



## HomeLight

*Andrew Uher '02  
(Founder)*

**Location:** San Francisco, California

**Industry:** Real Estate

**Growth Rate:** 156.988%

**Year Founded:** 2012

**Aggie Employees:** 1

It's hard enough to find your dream home, but the task becomes monumentally more difficult if you're not working with your dream realtor. HomeLight helps connect you with your perfect real estate agent so you can come one step closer to finding your forever home.

**People are everything. Surrounding yourself with the right people can make the difference between success and failure. Great teams can do almost anything. Dysfunctional teams won't get off the starting block, no matter how strong the product is.**

Andrew Uher '02, HomeLight



# TWO THOUSAND SEVENTEEN

three



## PTI Sports & Recreation Construction

*Jordan Robertson '07*  
(Leader)

*Joanis Riebl '10*  
(Leader)

**Location:** Goodrich, Texas

**Industry:** Construction

**Growth Rate:** 143.557%

**Year Founded:** 2001

**Aggie Employees:** 2

A strong focus on quality, safety and community has allowed PTI Sports & Recreation Construction to enjoy 14 years of business. They are passionate about providing communities and families with a fun and safe place to play.

four



## Hydro-Con, LLC

*Colton Snapp '06*  
(Leader, Owner, Founder)

*Dylan Snapp '03*  
(Owner, Founder)

**Location:** Lorena, Texas

**Industry:** Construction

**Growth Rate:** 116.594%

**Year Founded:** 2011

**Aggie Employees:** 2

Safety first: the Hydro-Con way. Hydro-Con provides a wide array of services such as daylighting and concrete construction, all while prioritizing quality and safety above all. Their focus on lifelong relationships rather than customers allows them to “lay foundations for the future” and sets them apart from other contractors.

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five



## Project 7, Inc.

Tyler Merrick '00  
(Leader, Owner, Founder)

**Location:** San Clemente, California  
**Industry:** Food & Beverage  
**Growth Rate:** 114.669%  
**Year Founded:** 2008  
**Aggie Employees:** 1

Can a pack of chewing gum change the world? That's the driving conviction behind Project 7. This company believes that little purchases can add up to big change. Their products are made in America, give back to 7 areas of need and are delicious if we do say so ourselves.

six



## Praxis Companies LLC , American Bath Group

Lowell (Rick) Stonecipher Jr. '90  
(Leader, Owner, Founder)

**Location:** Savannah, Tennessee  
**Industry:** Manufacturing  
**Growth Rate:** 114.332%  
**Year Founded:** 1993  
**Aggie Employees:** 3+

Praxis Companies LLC, American Bath Group is proud to say their products are "made in America". Their commitment to quality, excellence and innovation has allowed them to develop a dynamic brand that ensures the well-being of their customers and company.

nine



## Capitol Home Health

Jerry Shults '81 (Leader, Owner, Founder)

**Location:** Austin, Texas  
**Industry:** Health  
**Growth Rate:** 81.767%  
**Year Founded:** 2010  
**Aggie Employees:** 5

You can feel safe when you work with Capitol Home Health to provide care for your loved ones. With an ACHC accreditation and a patient planned heal rate of 96% it's no surprise that Capitol Home Health has continued to see significant growth since opening in 1998 and is a part of the 2017 Aggie 100 top 10.



seven



## OutboundEngine

*Brannndon Stewart '98*  
(Leader, Founder)

**Location:** Austin, Texas  
**Industry:** Software  
**Growth Rate:** 101.371%  
**Year Founded:** 2010  
**Aggie Employees:** 20

To say OutboundEngine is passionate about supporting local business is an understatement. As marketing automation experts Outbound Engine is focused on ensuring local businesses receive quality support no matter what. Because when local businesses win, we all do.

eight



## Becker Wright Consultants

*Jennifer Wright '98*  
(Owner, Founder)

**Location:** Lakeway, Texas  
**Industry:** Human Resources  
**Growth Rate:** 94.918%  
**Year Founded:** 2003  
**Aggie Employees:** 9

Becker Wright Consultants has been providing outstanding recruiting services for more than a decade. They pride themselves on their ability to fulfill the needs of every client and their "small, but feisty" attitude. They enjoy the challenge of finding the perfect recruit for their client, which has led to their rapid growth and numerous award recognitions.

ten



## Evatt Six Corp

*Bill Evatt '93 (Leader, Owner, Founder)*  
*Kimberly Evatt '93 (Leader, Founder)*

**Location:** Temple, Texas  
**Industry:** Advertising & Marketing  
**Growth Rate:** 81.502%  
**Year Founded:** 2011  
**Aggie Employees:** 4

Evatt Six Corp provides executive management and technical solutions to the aerospace, solar, industrial, construction, automation, and recreation markets. After being founded in 2011 this family-oriented company has grown to include specialties such as sales channel development, product design and commercialization, and executive consulting.

| RANK | %<br>GROWTH<br>RATE | COMPANY NAME   | INDUSTRY                     | FOUNDED | LEADERSHIP  | TITLE   | LOCATION                    |
|------|---------------------|--|------------------------------|---------|---|---|-----------------------------|
| 1    | 223.287             | Lonquist Field Service (Canada), ULC                       | Oil & Gas                    | 2009    | Richard R. Lonquist, P.E. '87<br>Roy W. Duff '85<br>Robert S. Crews '90 | Chairman, Owner, Founder<br>CEO<br>Vice President, Owner, Founder             | Calgary                     |
| 2    | 156.988             | HomeLight  | Real Estate                  | 2012    | Andrew Uher '02   | CEO, Founder  | San Francisco, California   |
| 3    | 143.557             | PTI Sports & Recreation Construction                       | Construction                 | 2001    | Jordan Robertson '07<br>Joanis Riebl '10                                | Managing Director<br>Managing Director  | Goodrich, Texas             |
| 4    | 116.594             | Hydro-Con, LLC   | Construction                 | 2011    | Colton Snapp '06<br>Dylan Snapp '03                                     | President, Owner, Founder<br>Vice President, Owner, Founder                   | Lorena, Texas               |
| 5    | 114.669             | Project 7  | Food & Beverage              | 2008    | Tyler Merrick '00   | President   Social Capitalist, Owner, Founder                                 | San Clemente, California    |
| 6    | 114.332             | American Bath Group / Praxis Companies LLC                 | Manufacturing                | 1993    | Lowell (Rick) Stonecipher Jr. '90                                       | CEO, Owner, Founder   | Savannah, Tennessee         |
| 7    | 101.371             | OutboundEngine   | Software                     | 2010    | Brannndon Stewart '98   | CEO, Founder  | Austin, Texas               |
| 8    | 94.918              | Becker Wright Consultants                                  | Human Resources              | 2003    | Jennifer Wright '98   | Owner, Founder  | Lakeway, Texas              |
| 9    | 81.767              | Capitol Home Health  | Health                       | 2010    | Jerry Shults '81  | CEO, Owner, Founder   | Austin, Texas               |
| 10   | 81.502              | Evatt Six Corp   | Advertising & Marketing      | 2011    | Bill Evatt '93<br>Kimberly Evatt '93                                    | President, Owner, Founder<br>Vice President, Founder                          | Temple, Texas               |
| 11   | 80.882              | Padilla & Rodriguez, LLP                                   | Law                          | 2008    | James Rodriguez '89   | Partner, Owner  | Houston, Texas              |
| 12   | 78.894              | Trinity Hughes Construction                                | Construction                 | 2002    | Dave Lilley '95<br>Rodney Martin '00                                    | CEO, Owner, Founder<br>COO, Owner   | Wichita Falls, Texas        |
| 13   | 78.753              | Modern Message   | Software                     | 2011    | Michael Ivey '04  | President, Co-Founder   | Dallas, Texas               |
| 14   | 77.953              | The Wood Group of Fairway Independent Mortgage Corporation | Financial Services           | 2010    | Matt Wood '99<br>Marc Wood '08  | Managing Partner, Owner, Founder<br>Managing Partner, Owner                   | Belton, Texas               |
| 15   | 70.204              | Elite Fulfillment Solutions                                | Logistics & Transportation   | 2011    | Jeff Sampson '93  | VP Client Services, Owner, Founder  | Dallas, Texas               |
| 16   | 68.805              | Innovation Event Management                                | Business Products & Services | 2001    | Rachel Pepper '00<br>John-Morris Edwards '03<br>Murray Edwards '73      | CEO, Owner, Founder<br>President, Owner<br>Partner, Owner, Founder            | Austin, Texas               |
| 17   | 66.747              | DIFFCO   | Construction                 | 2004    | Matt Diffendal '01<br>Tina Diffendal '01                                | President, Owner, Founder<br>CFO, Owner                                       | Cypress , Texas             |
| 18   | 60.646              | FrogSlayer, LLC  | Software                     | 2005    | Ross Morel '10  | CEO & President, Owner, Founder   | Bryan, Texas                |
| 19   | 60.044              | Bison Coolers, LLC   | Consumer Products & Services | 2011    | Jeremy Denson '06   | President, Co-Owner   | North Richland Hills, Texas |
| 20   | 58.985              | Patriot Pool and Spa                                       | Consumer Products & Services | 2006    | Hal Denbar '05<br>Laura Denbar '06                                      | President, Owner, Founder<br>Vice President, Owner, Founder                   | Austin, Texas               |
| 21   | 58.908              | Katalyst Industries  | Manufacturing                | 2010    | Timothy White '98   | President, Owner  | Houston, Texas              |
| 22   | 57.883              | EcoZapp  | Consumer Products & Services | 2011    | Joshua Zapalac '12<br>Allison Zapalac '12                               | Leader,Owner,Founder<br>Owner   | College Station, Texas      |
| 23   | 57.436              | Eventellect  | Entertainment                | 2003    | Ignacio Cubero '06  | President, Founder  | Houston, Texas              |
| 24   | 54.291              | parmadesign  | Architecture                 | 2004    | Kevin Parma '91   | President, Owner, Founder   | Dallas, Texas               |
| 25   | 53.982              | L Squared Engineering, LLC                                 | Engineering                  | 2011    | Levi Love, PE '01   | Engineer, Owner, Founder  | Montgomery, Texas           |
| 26   | 53.346              | Encore Mechanical, LLC                                     | Construction                 | 2006    | John Reynal '92<br>Beverly Schleiffer Reynal '93                        | President, Owner, Founder<br>VP, Owner  | Southlake, Texas            |
| 27   | 52.705              | Credichapin  | Commercial Services          | 2007    | Alvaro Stein '82  | CEO, Owner, Founder   | Guatemala                   |
| 28   | 52.243              | Accent Wire  | Manufacturing                | 2006    | William Sims '89  | Managing Director, Owner, Founder   | Bradford, UK                |
| 29   | 51.810              | TruEnergy  | Energy                       | 2009    | Danny Jester '93  | President/CEO, Founder  | Dallas, Texas               |
| 30   | 49.939              | CRU, Ltd.  | Construction                 | 2003    | Robert Martinez '88   | President, Owner, Founder   | Austin, Texas               |
| 31   | 49.615              | m-erg  | Business Products & Services | 2003    | Martha Parker '95   | President, Owner, Founder   | Houston, Texas              |
| 32   | 49.540              | The Gober Group  | Law                          | 2011    | Chris Gober '01   | Managing Partner, Owner, Founder  | Austin, Texas               |
| 33   | 48.828              | Legisym, LLC.  | Software                     | 2009    | Daniel (Dan) Volney '75   | Chairman, Owner, Founder  | Temple, Texas               |
| 34   | 47.952              | LiquidAgents Healthcare, LLC                               | Health                       | 2003    | Jenny Hanlon '89  | CFO, Owner, Founder   | Plano, Texas                |
| 35   | 45.756              | Broadleaf Commerce   | Software                     | 2009    | Brian Polster '92   | CEO & President, Owner, Founder   | Plano, Texas                |
| 36   | 45.347              | Excel Roofing & Construction                               | Construction                 | 2003    | Bradley Corbin '05<br>Chelsea Corbin '07                                | President, Owner, Founder<br>Owner  | Fort Worth, Texas           |
| 37   | 44.835              | Flocknote  | Software                     | 2009    | Matthew Warner '02  | CEO, Owner, Founder   | Montgomery, Texas           |
| 38   | 42.844              | Graham Golf, LLC   | Construction                 | 2008    | Mariner Price '01   | Owner, Founder  | Houston, Texas              |
| 39   | 41.975              | Elevate Brand Marketing                                    | Advertising & Marketing      | 2009    | Jeff Sampson '93  | President, Owner, Founder   | Dallas, Texas               |
| 40   | 41.176              | 5  | Energy                       | 2011    | Jeff Schiefelbein '00<br>Josh Coleman '82                               | Chief Culture Officer, Owner, Founder<br>COO, Owner, Founder                  | Irving, Texas               |
| 41   | 41.156              | Vincent Landscapes, Inc.                                   | Construction                 | 1982    | Kellan Vincent '07  | VP and Project Lead, Owner  | Austin, Texas               |
| 42   | 40.441              | Arch-Con Construction                                      | Construction                 | 2000    | Michael Scheurich '92   | CEO & President, Owner, Founder   | Houston, Texas              |
| 43   | 40.251              | Sunrise Landscapes   | Consumer Products & Services | 2008    | David Hebert '09  | Owner, Founder  | College Station, Texas      |
| 44   | 40.025              | Schickedanz Insurance Agency, Inc.                         | Insurance                    | 2004    | Jason Schickedanz '98<br>Amber Schickedanz '00                          | Leader, Owner, Founder<br>Owner, Founder                                      | Perryton, Texas             |
| 45   | 38.419              | Animal Wellness Hospital, PLLC                             | Health                       | 2007    | Dana Boehm '00, '03, '04  | Doctor, Owner, Founder  | Taylor, Texas               |
| 46   | 38.173              | C1 Insurance Group   | Insurance                    | 2011    | Stephen Franke '08<br>Justin Trail '94                                  | Vice President, Founder<br>Board Member, Owner                                | Dallas, Texas               |
| 47   | 38.031              | Sabre Commercial, Inc.                                     | Construction                 | 2008    | Chris Austin '91<br>John Cyrier '95<br>Mark McDonald '03                | Board Member, Founder, Partner<br>President, Owner, Founder<br>Partner, Owner | Austin, Texas               |
| 48   | 36.626              | Country Creek Animal Hospital                              | Business Products & Services | 2011    | Daryl Mensik '05<br>Lollie Mensik '06                                   | Veterinarian, Owner<br>Veterinarian, Owner                                    | McKinney, Texas             |
| 49   | 36.523              | Belle Firma  | Architecture                 | 2011    | Kori Haug '98   | President, Owner, Founder   | Dallas, Texas               |
| 50   | 35.750              | Peinado Construction                                       | Construction                 | 2004    | Frank "Teddy" Peinado '88   | President, Owner, Founder   | Frisco, Texas               |



| RANK | %<br>GROWTH<br>RATE | COMPANY NAME                              | INDUSTRY                     | FOUNDED | LEADERSHIP             | TITLE   | LOCATION                          |
|------|---------------------|---|------------------------------|---------|------------------------|---|-----------------------------------|
| 51   | 35.696              | The PROS Company                          | Oil & Gas                    | 2009    | Lee Levisay '78        | VP of Sales and Marketing, Owner, Founder               | Lubbock, Texas                    |
| 52   | 35.579              | Kidd Roofing                              | Construction                 | 1982    | Corey Wilson '93       | President, Owner  | Austin, Texas                     |
| 53   | 35.354              | Lanphier LLP                              | Financial Services           | 2009    | Brittany Lanphier '07  | Managing Partner, Owner, Founder                        | Denver, Colorado                  |
| 54   | 35.257              | Cato Industrial Group LLC                 | Engineering                  | 2011    | David Kalinec '95      | COO, Owner  | Houston, Texas                    |
| 55   | 35.012              | JK Bernhard Construction Co. LLC          | Construction                 | 2006    | Kevin Bernhard '00     | President, Owner, Founder                               | Kerrville, Texas                  |
| 56   | 34.433              | Cedar Beetle LLC                          | Construction                 | 2007    | Trey Bader '04         | President, Owner  | Hondo, Texas                      |
|      |                     |   |                              |         | Katy Bader '03         | Vice President, Owner                                   |                                   |
| 57   | 34.310              | MYCON General Contractors                 | Construction                 | 1987    | Charles Myers '83      | CEO, Owner, Founder                                     | Dallas, Texas                     |
| 58   | 33.557              | Computers, Electronics, Office Etc. (CEO) | IT Services                  | 2009    | John Stanfield '03     | Partner, Owner  | College Station, Texas            |
| 59   | 33.437              | G2 Contractors, LLC                       | Construction                 | 2009    | Jamison McGlasson '98  | Owner / Project Executive, Founder                      | Durango, Colorado                 |
| 60   | 32.730              | JP Services                               | Oil & Gas                    | 2011    | Justin Peter '05       | CEO, Owner, Founder                                     | Houston, Texas                    |
| 61   | 32.200              | Texas Turf Management                     | Commercial Services          | 2000    | Nolan Butterfras '04   | President, Owner, Founder                               | Hockley, Texas                    |
| 62   | 31.961              | VLK Architects, Inc.                      | Architecture                 | 1984    | Leesa Vardeman '81     | Partner, Owner  | Forth Worth, Texas                |
| 63   | 31.793              | Paulson Designs                           | Consumer Products & Services | 2011    | Caleb Paulson '12      | Owner, Founder  | Missouri City, Texas              |
|      |                     |   |                              |         | Rene Garza '11         | Owner, Founder  |                                   |
| 64   | 31.670              | Steele & Freeman, Inc.                    | Construction                 | 1979    | Michael Freeman '91    | Owner   | Fort Worth, Texas                 |
| 65   | 31.408              | Guardian Services                         | Commercial Services          | 1975    | Brett Muller '02       | CEO & President, Owner                                  | Dallas, Texas                     |
| 66   | 31.404              | ATX Glazing                               | Construction                 | 2011    | Douglas Frey '77       | Coach, Owner, Founder                                   | Round Rock, Texas                 |
| 67   | 31.152              | Reichardt Construction, LLC               | Construction                 | 2002    | Ryan Reichardt '04     | President, Owner, Founder                               | Cat Spring, Texas                 |
| 68   | 30.982              | Tropacaval Media                          | Advertising & Marketing      | 2005    | Ben Keating '94        | Leader, Owner, Founder                                  | Victoria, Texas                   |
| 69   | 30.743              | Washington County Landscapes              | Construction                 | 2010    | Lucas Stroech '00      | Owner   | Brenham, Texas                    |
|      |                     |   |                              |         | Chris Ann Stroech '00  | Owner   |                                   |
| 70   | 30.588              | Shift Administrators, LLC                 | Software                     | 2007    | Blake Birkenfeld '06   | Founding Partner and CTO                                | Columbia, South Carolina          |
| 71   | 30.208              | Stanford Construction Services LLC        | Construction                 | 2009    | Clint Stanford '04     | President, Owner  | Sealy, Texas                      |
| 72   | 30.099              | Altus Infusion, LP                        | Health                       | 2009    | Taseer Badar '95       | CEO, Managing Partner, Owner                            | Pearland, Texas                   |
| 73   | 29.853              | Top-Notch Renovations                     | Construction                 | 2007    | Lana Petty '93         | Managing Partner, Founder                               | Austin, Texas                     |
| 74   | 29.823              | Embree Group of Companies                 | Real Estate                  | 1979    | Philip Annis '83       | President   | Georgetown , Texas                |
|      |                     |   |                              |         | Frank Krenek '80       | President   |                                   |
| 75   | 29.496              | Service Nation, Inc.                      | Business Products & Services | 2002    | Matt Michel '83        | Chairman, CEO, & President                              | Flower Mound, Texas               |
| 76   | 29.430              | Sterling Structures, Inc.                 | Construction                 | 1997    | Jay Carlton '81        | CEO, Founder  | Houston, Texas                    |
| 77   | 28.761              | Avondale Wealth Management                | Financial Services           | 2010    | Sam McGee '98          | Principal, Owner, Co-Founder                            | Houston, Texas                    |
|      |                     |   |                              |         | Luke Ocker '05         | COO, Chief Compliance Officer                           |                                   |
| 78   | 28.756              | Trilliant Surgical, Ltd.                  | Health                       | 2007    | Jon Olson '00          | President, Owner, Founder                               | Houston, Texas                    |
|      |                     |   |                              |         | Chad Steitle '98       | Managing Partner, Owner, Founder                        |                                   |
| 79   | 28.056              | Swann Animal Clinic                       | Health                       | 1972    | Seth Solomon '08       | President, Owner  | Amarillo, Texas                   |
|      |                     |   |                              |         | Lindsay P. Solomon '06 | Owner   |                                   |
| 80   | 27.877              | Wet Sounds                                | Manufacturing                | 2004    | Timothy White '98      | President, Owner, Founder                               | Houston, Texas                    |
| 81   | 27.840              | The Sourcing Solution                     | Manufacturing                | 2010    | Jeff Sampson '93       | VP Client Services, Owner, Founder                      | Dallas, Texas                     |
| 82   | 27.743              | Grand Parkway Capital, LLC                | Financial Services           | 2008    | Darla D'Amato '84      | CEO, Owner  | Katy, Texas                       |
|      |                     |   |                              |         | Mark Tidwell '91       | President, Owner  |                                   |
| 83   | 27.740              | PinnacleART                               | Engineering                  | 2006    | Ryan Sitton '97        | Owner, Founder  | Pasadena, Texas                   |
|      |                     |   |                              |         | Jennifer Sitton '97    | Owner, Founder  |                                   |
| 84   | 27.732              | Magruder Homes                            | Construction                 | 2007    | John Magruder '04      | President, Owner, Founder                               | College Station, Texas            |
|      |                     |   |                              |         | Tyan Magruder '04      | Vice President, Owner, Founder                          |                                   |
| 85   | 27.692              | Pitman Custom Homes, LP                   | Construction                 | 2011    | Jimmy Pitman '01       | President, Owner, Founder                               | College Station, Texas            |
|      |                     |   |                              |         | Courtney Pitman '01    | Owner, Founder  |                                   |
| 86   | 27.246              | Weaver & Jacobs Constructors, Inc.        | Construction                 | 2002    | Michael Weaver '82     | President, Owner  | Cuero, Texas                      |
|      |                     |   |                              |         | Brant Jacobs '00       | Secretary/Treasurer, Owner                              |                                   |
| 87   | 27.217              | Brazos Valley Bombers                     | Entertainment                | 2006    | Uri Geva '98           | Owner, Founder  | Bryan, Texas                      |
| 88   | 27.216              | Aluminum Techniques, Inc.                 | Construction                 | 1985    | Daniel van Deursen '07 | Vice President/COO, Owner                               | Stafford, Texas                   |
| 89   | 26.882              | Electric Power Engineers, Inc             | Engineering                  | 1968    | Hala Ballouz '89       | President, Owner  | Austin, Texas                     |
|      |                     |   |                              |         | Hugo Mena '05          | Manging Partner, Vice President of Business Development |                                   |
|      |                     |   |                              |         | Billy Yancey '10       | Manging Partner, Vice President of Product Management   |                                   |
| 90   | 26.740              | Einstein Moving Company, LLC              | Logistics & Transportation   | 2012    | Paul Morin '10         | Owner, Founder  | Austin, Texas                     |
|      |                     |   |                              |         | Cameron Brown '10      | Owner, Founder  |                                   |
| 91   | 25.853              | Carter & Hatcher Consulting, LLC          | Financial Services           | 2008    | Shelley Hatcher '97    | Managing Director, Owner                                | Houston, Texas                    |
| 92   | 25.776              | consultIP                                 | Telecommunications           | 2009    | Ian Palmer '05         | Partner, Owner, Founder                                 | Houston, Texas                    |
| 93   | 25.774              | Neighborhood Storage, Ltd.                | Real Estate                  | 2010    | Patrick Collier '87    | General Partner, Founder                                | Houston, Texas                    |
| 94   | 24.875              | Cattlesoft, Inc.                          | Agriculture                  | 1999    | Terrell Miller '99     | President, Owner, Co-Founder                            | College Station, Texas            |
|      |                     |   |                              |         | Penny Miller '99       | Vice President, Owner, Co-Founder                       |                                   |
| 95   | 24.404              | eCatholic                                 | Software                     | 2005    | Josh Simmons '00       | CEO, Owner, Founder                                     | College Station, Texas            |
| 96   | 24.318              | Fan Interactive Marketing                 | Advertising & Marketing      | 2008    | Eyal Mintz '00         | CEO, Owner, Founder                                     | Rolling Hills Estates, California |
| 97   | 24.119              | Asurint                                   | Business Products & Services | 2004    | Gregg Gay '92          | CEO, Owner, Founder                                     | Cleveland, Ohio                   |
|      |                     |   |                              |         | Connie Clore '92       | Chief Strategy Officer (CSO), Owner, Founder            |                                   |
| 98   | 23.512              | Refund Retriever, LLC                     | Logistics & Transportation   | 2006    | Brandon Byers '01      | Partner, Founder  | Houston, Texas                    |
|      |                     |   |                              |         | Brian Gibbs '01        | President, Owner, Founder                               |                                   |
| 99   | 22.087              | Old Union Financial LLC                   | Financial Services           | 2010    | Donald Valentine '69   | Managing Member, Owner                                  | Houston, Texas                    |
| 100  | 21.800              | CSJ Technology Group                      | IT Services                  | 2007    | Clint Jones '03        | President, Owner, Founder                               | Bryan, Texas                      |

IN HIS HONOR...

# McFerrin Renaming Story



**The entrepreneurial spirit** of longtime Texas A&M University benefactor Arthur “Artie” McFerrin, Jr. will continue to inspire future generations of Aggies through the renaming of Mays Business School’s Center for New Ventures and Entrepreneurship (CNVE) in his honor.

McFerrin, who passed away August 8, 2017, after a long battle with leukemia, consistently supported Texas A&M’s academic and athletic programs with major gifts. The 1965 graduate of Texas A&M is the namesake of the McFerrin Department of Chemical Engineering, the McFerrin Athletic Center (the indoor football complex and track stadium) and the Cox-McFerrin Basketball Center.

“Widely known as one of the most generous, humble and understated leaders in business, Artie gave more in his life than he ever took,” said Texas A&M Foundation President Tyson Voelkel. “He set a standard few others will ever achieve as a man of character and conviction focused on the future. It is fitting that the newly renamed ‘McFerrin Center for Entrepreneurship’ will bear the name of someone so focused on giving others opportunities.”

The McFerrin family presence has long been felt across the Texas A&M campus. Now, through a \$10 million gift made by the late Artie McFerrin and his wife Dorothy, the Center for New Ventures and Entrepreneurship in Mays Business School will

be renamed in his honor. The gift will greatly boost entrepreneurial programming and opportunities at Texas A&M.

The CNVE’s renaming was made possible through a \$10 million gift from McFerrin and his wife, Dorothy. These funds will advance the center’s work as an international leader in entrepreneurial education. “We are truly grateful to the McFerrin family,” said Eli Jones, dean of Mays Business School. “Artie’s spirit lives on through the thousands of lives he has influenced and will continue to influence. His heart for Texas A&M and entrepreneurship beats in the hearts of those Aggies who choose to be courageous enough to create solutions to the world’s biggest problems—those who are indeed fearless.”

Funds will further help the center more effectively prepare aspiring entrepreneurs to succeed in a turbulent global economy. “Our goal is to create a state-of-the-art center that equips young people for starting and growing their ventures,” said Richard Lester, the center’s executive director. “With this support, we can expand our reach and impact while

linking existing programs for a cohesive experience. More than grooming specific skills, we hope to train students to develop an entrepreneurial mindset: to believe they can achieve and not give up when the going gets tough."

Founded in 1999, the center offers 27 entrepreneurship programs each year, which serve more than 3,000 current students and more than 1,000 former students annually. The center engages the entire student body, assisting Aggie entrepreneurs from all academic majors, as well as those at Texas A&M System schools. The goal is to double the number of student entrepreneurs served within the next five years.

The center houses programs including the Aggie 100 Awards, Startup Aggieland, 3-Day Startup, the MBA Venture Challenge, the Raymond Ideas Challenge and the Reynolds and Reynolds Entrepreneurship Bootcamp for Veterans. Recent programmatic additions include the creation of the MaroonX Accelerator, the opening of the UPC Retail Incubator and Blackstone LaunchPad, and the organization of the first Texas A&M University High School Entrepreneurship Camp.

These types of activities helped Mays Business School receive numerous honors, including Princeton Review's ranking as 20th for Undergraduate Entrepreneurship and 21st for Graduate Entrepreneurship. Affordable Schools also named the school the 47th Most Entrepreneurial School in America.

McFerrin, who earned his bachelor's and master's degrees from Texas A&M, spent his career in the chemical industry. He created KMCO LLC, a chemical processing and manufacturing company, over an 11-week period despite a major lack of funds. He also established the high-volume distillation company KMTEx in 1990, purchased South Coast Terminals in 1995 and became a partner in several other chemical processing plants in the U.S. and Asia.

The Humble resident appreciated the value of an entrepreneurial spirit. "Entrepreneurism allows you to take full control of your own life," he said in an interview before his passing. "It allowed me opportunities beyond my expectations."

The businessman and philanthropist leaves an important legacy that includes a passion for innovation, an appreciation for small businesses and a commitment to Texas A&M's excellence. "We want Texas A&M to have the greatest entrepreneurial program in the world," McFerrin added. "Texas is full of entrepreneurial-minded students, and we want them to look to Texas A&M for guidance in developing their talents and ideas."

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Ben Keating, Class of '94

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From the October 2017 meeting, hosted at Disaster City.

**One of the most popular programs** on television is ABC's Emmy Award-winning Shark Tank. While the show's theatrics are probably more important to ratings than the content itself, there is no denying the allure of watching entrepreneurs pitch their early-stage ventures to investors seeking quality returns. Regardless of whether you are a fan of the show, it might interest you to know there is a local opportunity for you to gain real-life exposure to the angel investment world.

The Aggie Angel Network (AAN) is a private, non-profit corporation that serves to match early-stage ventures seeking investment with accredited private investors seeking exciting new opportunities in which to invest. The AAN is not an investment fund and makes no investment decisions or recommendations as to private investor decisions. Instead, AAN connects investors with opportunities prescreened for a strong and defined Return on Investment potential.

While the organization is operated by McFerrin Center for Entrepreneurship and supported by a number of Texas A&M System members and industry sponsors, AAN aligns investors and companies from both throughout and outside the Aggie Network, seeking opportunities to leverage our connections in the research and commercialization space in and around the university. Moreover, AAN engages faculty and current and former students in all its activities

Since its launch in 2010,  
AAN has invested  
over \$10 million across  
36 early-stage companies

to help stimulate and support the Aggie entrepreneurial ecosystem.

AAN hosts 6 investor meetings each year, typically held in unique and interesting campus venues that offer AAN Members opportunities to explore Texas A&M's research enterprise and impact. These meetings each feature 4-6 companies invited by AAN to pitch their concepts and define an investment opportunity in which AAN Members may participate. Immediately following these meetings, Members are invited



From the November 2017 meeting, hosted at the Presidential Lounge of Kyle Field.



to meet privately with the candidate companies to discuss potential investments. Since its launch in 2010, AAN has invested over \$10 million across 36 early-stage companies.

AAN Members must qualify as an accredited investor under SEC Rule 501, and acknowledge an understanding of the high risks involved in early-stage private investment transactions. Members provide an annual membership fee entitling attendance at all AAN meetings and invitations to privately participate in all potential investment opportunities available through AAN.

Candidate companies are typically early-stage ventures in any industry that have already developed a basic concept and business strategy, but are seeking funding (typically < \$1 million) with which to execute. An emphasis is placed on technology-based businesses with potential for rapid growth and a defined exit strategy for AAN investors. Candidates are invited to apply for screening by AAN members for consideration to pitch for the full membership. Applicant companies provide fees to support AAN operations, and will receive individual feedback and coaching prior to the group presentation.

If you are an entrepreneur seeking angel-stage investment, or an investor seeking angel-stage opportunities, we invite you to learn more about the Aggie Angel Network and its unique connections to Aggie (and other) investors and companies. Visit our website for additional information, or contact Blake Petty, AAN's Executive Director, for an invitation to our next meeting: [www.aggieangelnetwork.com](http://www.aggieangelnetwork.com).

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**AGGIE 100**

We focused on building an intentional culture where employees were recognized as fully-formed adults and given the freedom to learn, to grow, to fail and to thrive. By focusing on people as our one-thing, everything else fell into place.

*Jeff Schiefelbein '00, Josh Coleman '82, 5*

We champion and embrace entrepreneurship and the family company. Our company makes our employees feel like part of the family and we give them life-changing opportunities that are not available at other companies.

*William Sims '89, Accent Wire*

Place people in positions that they'll enjoy and they'll produce the best results. Have a comprehensive understanding of what your company does but let the experts you hired handle the daily operations.

*Daniel van Deursen '07, Aluminum Techniques, Inc.*

When it comes to success there are no shortcuts; building fundamental knowledge accompanied with continuous learning and adaptation are essential ingredients to a successful career.

*Lowell (Rick) Stonecipher Jr. '90  
American Bath Group / Praxis Companies LLC*

Plan for where you want to go with your business in the future, not where you currently are.

*Michael Scheurich '92, Arch-Con Construction*

**Give respect and recognition,  
get results!**

**Douglas Frey '77, ATX Glazing**

We launched prior to the 08 recession, had little cash and a short run way. In the A&M Alumni spirit of honesty, we disclosed our situation to our employees. Pay was cut but our team stayed positive and dedicated to help the company succeed.

*Gregg Gay '92, Connie Clore '92, Asurint*

It is near impossible to do anything of excellence on your own. We have learned that your business is only as good as your team chemistry and work ethic. Keeping God in your business is also a vital reminder that you are not doing it on your own.

*Sam McGee '98, Luke Ocker '05, Avondale Wealth Management*

Customer service isn't just for my clients it is also for my employees. When I provide training, feedback and clear expectations, they have a sense of ownership in our projects that reflects the passion and dedication I have for Belle Firma.

*Kori Haug '98, Belle Firma*

Don't ever stop learning! Books, conferences, business coaches, mentors; and don't forget why you started it all – your passion.

*Uri Geva '98, Brazos Valley Bombers*

Always do the right thing. Building your company's reputation is the most important job you have.

*Brian Polster '92, Broadleaf Commerce*

Hard work and integrity wins, always.

*Stephen Franke '08, Justin Trail '94, Chris Austin '91  
C1 Insurance Group*

Human capital is the one factor that will separate you from the rest of your industry: find good people, continuously train them, and then reward them with every imaginable perk your company can reasonably afford. Understand this and you can't fail!

*Jerry Shults '81, Capitol Home Health*

Choosing the right partners and strategic relationships are the keys to a successful business.

*David Kalinec '95, Cato Industrial Group LLC*

Sometimes there is a door of opportunity to walk through, other times you have to build the door. Regardless, you have to continue to be persistent after walking through the door.

*Terrell Miller '99, Penny Miller '99, Cattlesoft, Inc.*

As an Aggie, I learned you get out of things what you put into them. The harder you study, the better the grade. The better service I provided as a waiter, the happier the customer. I believe the same applies to being an entrepreneur.

*John Stanfield '03, Computers, Electronics, Office Etc. (CEO)*

Business sense is good but it will never trump common sense. Never forget the Golden Rule either.

*Daryl Mensik '05, Lollie Mensik '06  
Country Creek Animal Hospital*

Take advantage of your youth (time and energy). Work the extra hours, take on more responsibility, whatever it takes to learn more. Do not wait for a boss to give you a task or customer to come to you, go the them and get it. Make yourself an asset.

*Robert Martinez '88, CRU, Ltd.*

If your dreams don't scare you a little, they're probably not big enough. Also, while you must acknowledge the probabilities, don't forget to embrace the possibilities...

*Travis Stice '84, Diamondback Energy*

Nothing sells like Integrity, Honesty & Performance on your promises.

*Matt Diffendal '01, Tina Diffendal '01, DIFFCO*

Passion, service, and teamwork are the 3 essential ingredients to success. Be passionate about what you do, provide exceptional service to your customers, and build an amazing team around you.

*Josh Simmons '00, eCatholic*

If you want to provide the best customer service, you need the best employees. If you want to have the best employees, you need to make them your number one priority.

*Paul Morin '10, Cameron Brown '10  
Einstein Moving Company, LLC*



**Treat every customer as if they are your only customer. Customer service is key.**

**Eyal Mintz '00, Fan Interactive Marketing**

Take on challenge and opportunity head on to introduce growth. Sometimes, intuition may be the only tool you have to gauge the risk. Don't underestimate your intuition and gut feeling- they are the product of your mind working behind the scenes.

*Hala Ballouz '89, Hugo Mena '05, Billy Yancey '10  
Electric Power Engineers, Inc*

A client asked us to shrink-wrap 155,000 pens but we didn't own a shrink tunnel. We said yes then bought the machine and learned to use it. We weren't about to say no and give our competition a way to solve our client's problem.

*Jeff Sampson '93, Elevate Brand Marketing*

Business is like a multi-dimensional chess match. It requires the ability to look at a broad range of issues simultaneously, gain multiple perspectives, be committed and fully engaged while practicing patience, before making a decision.

*Philip Annis '83, Frank Krennek '80  
Embree Group of Companies*

Many decisions can be made by varying levels of objective analysis. However some of my most important decisions have had to be based on my instincts; thank heavens for the preparation and experience that honed my "instincts."

*John Reynal '92, Beverly Schleiffer Reynal '93  
Encore Mechanical, LLC*

It is important to maintain balance and perspective with business, family and success.

*Bill Evatt '93, Kimberly Evatt '93, Evatt Six Corp*

Operating with honesty and integrity will pay off. Even when it feels like you are at the brink of failure don't lose sight of values. Integrity is not for sale. No amount of money is ever worth compromising personal and professional values.

*Bradley Corbin '05, Chelsea Corbin '07  
Excel Roofing & Construction*

Start simple (minimum viable product), bootstrap it, and go sell it. Prove it works small then worry about the next step. Don't hide behind preparation, timing, scaling, funding, investors, or catching a break (all forms of procrastination). Start.

*Matthew Warner '02, Flocknote*

Building a new business is a journey where you can never predict what will happen next, no matter how much you prepare. It's best to be agile in your execution and steadfast in your purpose. Knowing why you're in business can carry you a long way.

*Ross Morel '10, FrogSlayer, LLC*

Following your passion is the most important lesson; do your best to take the skills and abilities you have and apply them to something you love to do.

*Jamison McGlasson '98, G2 Contractors, LLC*

Grow your profit, not your paycheck.

*Mariner Price '01, Graham Golf, LLC*

We have failed many times. We have learned that relationships are the foundation to success and opportunities exist in thinking outside of the paradigms that restrict others.

*Darla D'Amato '84, Mark Tidwell '91  
Grand Parkway Capital, LLC*

Understand and embrace your vision and mission. Ask yourself each day if your actions and efforts are in support of and are consistent with your mission and values. Don't get bogged down in the minutiae of day to day operations.

*Brett Muller '02, Guardian Services*

People are everything. Surrounding yourself with the right people can make the difference between success and failure. Great teams can do almost anything. Dysfunctional teams won't get off the starting block, no matter how strong the product is.

*Andrew Uher '02, HomeLight*

Building a company requires patience and persistence. Initially, it was difficult to persuade even the smallest companies to use our services. Now, we consistently work for some of the largest oil and gas and construction companies in the world.

*Colton Snapp '06, Dylan Snapp '03, Hydro-Con, LLC*

Stress is inevitable. Learning the ropes from the ground floor is vital. You need thick skin, honest employees, dependable partners, real-time decision making skills, harsh judgement and a keen sense of when to walk away from a deal versus persevere.

*Rachel Pepper '00, John-Morris Edwards '03, Murray Edwards '73, Innovation Event Management*

Persevere- You have to have unwavering tenacity, even when it seems that everything is stacked against you. It's that sheer will and determination to push through that pays off.

*Kevin Bernhard '00, JK Bernhard Construction Co. LLC*

**Experiment, fail, learn, repeat.  
Every day.**

**Michael Ivey '04 , Modern Message**

People. Core values must be aligned for each person inside the company. They will be making decisions for you and the entire company. If the core values are misaligned, those decisions may result in an uncharacteristic result.

*Justin Peter '05, JP Services*

There are no short cuts in business. Hard work and patience pays off.

*Timothy White '98, Katalyst Industries*

Surround yourself with a great team.

*Corey Wilson '93, Kidd Roofing*

To grow your reputation, you need to establish consistently valuable results to your clients. For L Squared Engineering, this means consistently going the extra mile and treating our clients' investments as if they are our own.

*Levi Love, PE '01, L Squared Engineering, LLC*

A business can only grow as fast as its leader is willing to grow personally. Push yourself and grow intentionally, so that you never reach your "lid" and are unable to continue carrying your company forward.

*Brittany Lanphier '07, Lanphier LLP*

Listen carefully to your current and potential customers. Customers are the source of new ideas that help your business grow and succeed. Do not think that you have all the answers.

*Daniel (Dan) Volney '75, Legisym, LLC.*

I have always enjoyed working with people who challenge things and are a strong counter to your opinion. Surround yourself with those people. That discussion brings out the best decisions.

*Jenny Hanlon '89, LiquidAgents Healthcare, LLC*

In '07, we were 25 year old newlyweds starting a home building company during a significant recession. We worked hard, kept our goals in front of us and built an experienced team. We are proud to celebrate 10 years of Magruder Homes.

*Tyan Magruder '04, John Magruder '04, Magruder Homes*

I let my personality shine through. I am "all Martha"! However, the growth of M-erg was limited until I learned to expand the personality of my company beyond just my own. I built M-erg on me, but growth depends on others.

*Martha Parker '95, M-erg*

**Seek answers to questions that you are unsure of. Lean on industry experts, professors, other entrepreneurs, etc. in order to better understand your own business.**

*Jennifer Wright '98, Becker Wright Consultants*

I didn't choose the construction industry, it chose me. When handed what on the surface is not part of your plan do your best to overcome obstacles. Be persistent, trust your instincts. Your confidence in your ability to survive and succeed will grow.

*Charles Myers '83, MYCON General Contractors*

For every minute spent dreaming about your business idea or product, spend twenty minutes talking to potential customers validating they care about your idea and would actually pay for the product.

*Brannndon Stewart '98, OutboundEngine*

It's not how you say hello but how you say goodbye. Having important, meaningful client relationships will build your business better than any billboard ever will.

*James Rodriguez '89, Padilla & Rodriguez, LLP*

Focus on the long view. Envision decisions you make and how it will affect your venture over time. Short term resolutions, especially those tempered with current emotion, may not look wise in the future.

*Kevin Parma '91, parmadesign*

Finding the right key people for your company's growth is the most challenging part of business, but it will also be the most rewarding.

*Hal Denbar '05, Laura Denbar '06, Patriot Pool and Spa*

**Believe in yourself, never doubt your decisions.**

**Brandon Byers '01, Brian Gibbs '01  
Refund Retriever, LLC**

Don't be afraid to fail. As a student born company, we had very little business experience and knowledge going in to our venture. So, many of our early successes derived from simply doing the wrong thing, over and over again.

*Caleb Paulson '12, Rene Garza '11, Paulson Designs*

Find a niche. Many people will try to start a business competing or offering something just a bit better than what is out there. Instead, find a real need and go fill it with something that differentiates your product or service.

*Ryan Sitton '97, Jennifer Sitton '97, PinnacleART*

We believe that building a custom home should be a fun and exciting experience for a family to share. We spend a lot of time with each of our customers to get details exact, with a goal to create a final product that exceeds their expectations.

*Jimmy Pitman '01, Courtney Pitman '01  
Pitman Custom Homes, LP*

Try your best to seek out counsel of those that have gone before you to give you perspective on the idea and journey ahead. Then adjust if need be and get on the trail. Keep your head down and don't fall in the trap of comparison to others.

*Tyler Merrick '00, Project 7*

A bullish outlook overcomes obstacles. Our family-run company has struggled with debt, cancer diagnoses, and a liver transplant in its 17 years; however, we've flourished due to our faith and belief in one another. A positive outlook changes everything.

*Jordan Robertson '07, Joanis Riebl '10  
PTI Sports & Recreation Construction*

Building a company is the easy part, maintaining long term success is the hard part.

*Ryan Reichardt '04, Reichardt Construction, LLC*

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 Cyrier '95, Mark McDonald '03, Sabre Commercial, Inc.*

**Never underestimate the power of great people working within a well organized system.**

**Seth Solomon '08, Lindsay P. Solomon '06  
Swann Animal Clinic**

Put yourself in your potential client's shoes - how can you provide value to them; then work hard to deliver - you are no longer in a 8-5 job - 5 days a week...

*Jason Schickedanz '98, Amber Schickedanz '00  
Schickedanz Insurance Agency, Inc.*

Good may be the enemy of great, but great is the enemy of getting started. When it's good enough, go. Good enough is good enough to get started. Make improvements and changes as you go.

*Matt Michel '83, Service Nation, Inc.*

One of the most important lessons I've learned is that building a successful business hinges on hiring great people. My business partner always says, "It's all about the people", and that has definitely held true for us over the years.

*Blake Birkenfeld '06, Shift Administrators, LLC*

I am still amazed at the impact of the Aggie Network. Countless times in initial meetings the first words are "What class are you?" when the Aggie ring is spotted. This icebreaker sets the tone for a positive meeting and instant relationship.

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

Surround yourself with a trustworthy and loyal team.

*Jay Carlton '81, Sterling Structures, Inc.*

I have learned all positions within my branch of the industry from the ground up. I literally can mow, plant, maintain grounds, perform accounting, management, growth, service and customer relations. I still get out and learn something everyday.

*Nolan Butterfras '04, Texas Turf Management*

If you want to be good, you'll have a high probability of achieving that goal if you simply follow the beaten path that has been laid by others. But if you want to be great, you must seize opportunities to jump off that path and blaze your own trail.

*Chris Gober '01, The Gober Group*

A company is only as good as the people it keeps. I could have never done this alone.

*Lee Levisay '78, The PROS Company*

I learned to love "Management By Walking Around." As an owner I'm constantly on the floor/in the trenches which facilitates more discussions, better training, a more creative workplace, better employee morale and quicker decision making.

*Jeff Sampson '93, The Sourcing Solution*

A common belief is that owning your own business is great because you are your own boss. While this is true to an extent, ultimately the company is your boss and all of that responsibility falls on your shoulders.

*Ignacio Cubero '06, The Ticket Experience, LLC*

Find really good people. We have enjoyed success due to the talents and abilities of some exceptional people. We are a service industry business, and our men and women care for each client as they would a member of their own family.

*Matt Wood '99, Marc Wood '08, The Wood Group of Fairway  
Independent Mortgage Corporation*

Be honest with yourself about your strengths and weaknesses and seek to partner with or hire others who have complimentary skills. Being self-employed is hard enough without trying to be what you're not.

*Lana Petty '93, Top-Notch Renovations*

Progress does not ever know what day or time it is. Progress comes according to its OWN schedule. So always be looking for it and always be ready.

*Dave Lilley '95, Rodney Martin '00, Trinity Hughes Construction*

The market is always changing no matter your business. Your ability to adapt at a faster rate than the competition is your key to success. Stick to what you know and do it well. Invest in yourself, your knowledge, your experience, your edge.

*Ben Keating '94, Tropacaval Media*

At one point in my entrepreneurial journey, I sold door knobs and toilets from a friend's (and fellow Aggie) house he was demolishing for extra cash. Do not be afraid to do whatever it takes. You will appreciate the success so much more.

*Danny Jester '93, TruEnergy*

The most important lesson I have learned while growing our business is to not be afraid of failure. Sometimes it takes the act of trying something new and failing at it to highlight the real opportunities.

*Kellan Vincent '07, Vincent Landscapes, Inc.*

Grit, determination to excel at any task, a willingness to lead others in the pursuit of excellence and a passion to solve problems brought me to ownership. Architecture has been a very rewarding profession and I am very proud of our organization.

*Leesa Vardeman '81, VLK Architects, Inc.*

In the early stages of your business, if you don't do it, it doesn't get done. In the latter stages of your business, you CAN'T do it so you better hire somebody to get it done.

*Michael Weaver '82, Brant Jacobs '00  
Weaver & Jacobs Constructors, Inc.*

Innovate. And Keep Innovating, never let off the gas. Innovation has been key to our success. We have had multiple first products and new categories that have put us into the "leader of the pack" position.

*Timothy White '98, Wet Sounds*

**If it is your dream, follow it! There will never be the "perfect" time to get started. You will never save enough or learn enough. Sometimes, you just have to jump and swim!**

**Lucas Stroech '00, Chris Ann Stroech '00  
Washington County Landscapes**





# Opportunities made here.

**6 weeks, 5 students, 1 opportunity of a lifetime.** During the summer of 2017 a group of students from Texas A&M University traveled to Cape Town, South Africa for the Entrepreneurship Empowerment in South Africa (EESA) program.

During their time in Cape Town, students served as consultants for disadvantaged business owners in local townships. At the end of the program the student consulting teams provided their clients with a set of tools to help their businesses flourish. To say these students are tested is an understatement, but it is during this challenging period that they discover what it really means to be an entrepreneur.

When asked what he would tell other students considering EESA, Ryan Zepeda '19 said "if there is any part of you considering the trip, GO! It was hands-down the best summer of my life for a number of reasons. The work we were doing, though intense, stressful and exhausting, was the most rewarding thing I've ever done. I was able to deploy my business knowledge in a pointed and tactical way to uplift the missions of entrepreneurs in the historically disadvantaged townships while at the same time learning from them about their histories, culture, worries and aspirations."

While the students certainly faced challenges during their time in South

Africa, they each look back on their experience with a new found joy and happy memories. Zepeda reminisced about how "the bonds you build between the other students, both American and South African, are incredible - though we all came from different backgrounds, by the end of the trip, our shared experiences had fostered long-lasting friendships. Finally, the city of Cape Town is a true gem filled with natural beauty and a storied past".

But EESA is not just about providing invaluable experiences to students. It's about providing a local business owner with the opportunity and tools necessary for success as an entrepreneur. "More than anything, EESA strengthened my belief in the power of a handful of dedicated entrepreneurs striving to uplift the community around them. I was able to see the empowering effects of business ownership and the way in which it transformed average citizens from passive bystanders to active interventionists in their neighborhoods. The program also taught me there is not a one-size-fits-all model for business - many of the models and processes we learn in the classroom work in theory,

but practical application often requires a certain level of finesse, flexibility, and intuition. There is not a substitute for good data, and in an ideal world, all decisions should be supported by some fact set," said Zepeda.

The Aggie 100 Classes of 2005 and 2006 identified a need for entrepreneurial student scholarships at Texas A&M 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 \$160,000 to these endeavors. EESA is one of several programs supported by the Aggie 100 Entrepreneurial Scholarship Fund. The fund provides scholarships for EESA participants, and allows for students like Ryan Zepeda to grow as business leaders and provide services to budding entrepreneurs in Cape Town.

If you would like to contribute to the Scholar's Fund, please contact Blake Petty at [blakepetty@tamu.edu](mailto:blakepetty@tamu.edu).

A SPECIAL

# THANKS

The staff of the McFerrin Center for 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.

**W**e would like to thank two long-term supporters in particular: PKF Texas and Hollinden. PKF 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 that 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, and AgniTEK 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 gala. Student organizations, such as the Maroon Coats and the Texas A&M Singing Cadets ensured that everyone was warmly welcomed back to Aggieland. 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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## Center Volunteers

Finally, the Center must recognize its core team of volunteers. We could not accomplish its mission without the unending support of the individuals serving on its Advisory Council. The ideas, time, and financial support provided by these volunteers truly enables us to continue making a difference for Texas A&M University.



**Christine M. Hollinden '87**  
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