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TOM KIELEY

SourceDay CEO

*BS, Engineering Industrial
Distribution, Class of '04*

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innovation that pushes you to grow fast and exceed expectations. Your success not only reflects well on Texas A&M, but also sets a shining standard for current and future Aggie entrepreneurs.

The Texas A&M Foundation congratulates all 2019 and past Aggie 100 honorees on your business achievements. Your work carries the pride of Aggieland every day.



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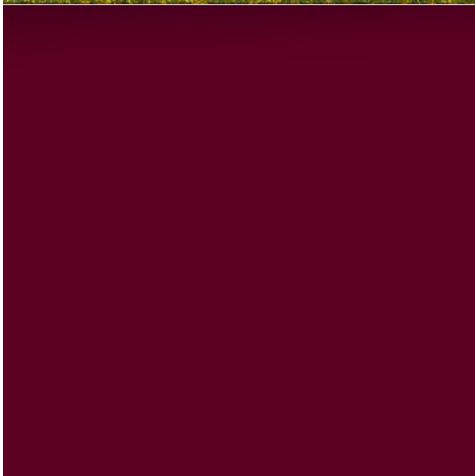
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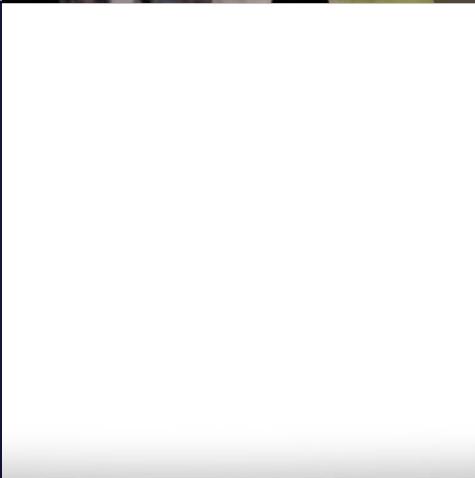
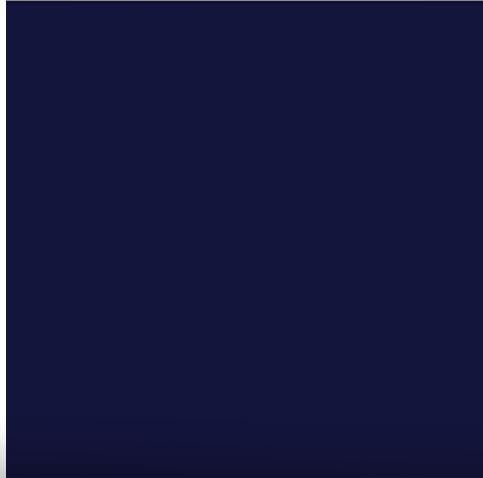
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MORE WISDOM FROM OUR HONOREES

More advice, Aggie memories, and other words of wisdom from the 2020 Aggie 100.



**ENTREPRENEURS
 IDEAS
 STARTUPS
 OPPORTUNITIES
 CONNECTIONS
 LEADERS**

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McFerrin Center for Entrepreneurship

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ABOUT AGGIE 100

16 years of celebrating Aggie entrepreneurs

In 2005 the McFerrin Center for Entrepreneurship launched a completely new type of alumni awards celebration, one that celebrated the entrepreneurial fortitude of Texas A&M's Former Students. Each year since then, Aggie 100 has honored the 100 fastest growing Aggie-owned or Aggie-led businesses in the world. In addition, Aggie 100 provides a forum to pass lessons to the next generation of Aggie entrepreneurs by inviting current students to, quite literally, take a seat at the table and learn from each year's Honorees.

Over the past 16 years, Aggie 100 has grown tremendously and is now the most competitive award of its kind. The program has honored 1,046 individual companies, hailing from 25 states and 8 countries. Honored companies were founded as early as 1916, with Aggie leaders from Texas A&M Classes ranging from 1951-2016. Since the inception of Aggie 100, honored companies

have generated an impressive combined, cumulative revenue of \$69,318,087,751.85.

Because of its success Aggie 100 is now being emulated by a number of other top universities including Louisiana State University ("Tiger 100"), the University of Florida ("Gator 100"), the University of Georgia ("Bulldog 100"), Florida State University ("Seminole 100"), the University of Houston ("Cougar 100"), and others.

Nominations are accepted for the Aggie 100 year round. Any company can be self- or otherwise nominated. Applications open each year from mid-May to mid-June and are provided to all nominated companies.

During this time, all companies that wish to apply are asked to provide high-level information about their company and submit financials directly to our Aggie accounting group at PKF Texas. The PKF Texas "Aggie

Squad" reviews all applications and calculates each company's compound annual growth in sales or revenues (net of returns), over a three-year period (for 2020, this period is from 2017 to 2019). Companies are also required to meet several criteria related to the company's size and longevity. Once these criteria are reviewed, all qualifying applications are ranked by percentage as the 100 fastest growing companies.

All Honorees listed as leadership for the top 100 companies must meet stringent Aggie leadership criteria as well. To be listed as a leader of an Aggie 100 company, each leader must hold a position as THE chief executive, partial owner, founder or a combination of the three qualifications. There must be at least one Aggie that meets the leadership qualifications in order to make the list.

In addition, all selected companies must certify that they are operating in a manner consistent with the Aggie Code of Honor and in keeping with the values and image of Texas A&M University. Companies and leadership that meet all of these criteria are named to the Aggie 100 each year.

Due to the COVID-19 pandemic, Aggie 100 looks very different for 2020. In lieu of celebrating with over 800 honorees and guests at the Hall of Champions at Kyle Field, the McFerrin Center for Entrepreneurship is presenting a live-stream awards celebration production.

Regardless of the fact that Aggie 100 could not be held in person, the McFerrin Center for Entrepreneurship is determined to celebrate the exceptional success of this year's Aggie Honorees. By leveraging the education and

life-lessons 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.

Blake Petty '98, Executive Director of the McFerrin Center, commented "At a time like this, we are proud to pause and celebrate the entrepreneurial success of our 2020 Aggie 100 Honorees, whose Aggie Core Values are boldly reflected in the exceptional businesses they operate. The Aggie 100 brand represents the most elite group of successful Aggie entrepreneurs, whose endeavors have truly made our world a better place to live. Texas A&M recognizes both their individual efforts and their collective success, in the same way these Honorees acknowledge the important role our beloved university played in the development of their character."





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WISDOM FROM OUR HONOREES

The 2020 Aggie 100 Honorees share their experiences, words of wisdom, and treasured moments from their time at Texas A&M University.



DR. JOHN FAUGHT '04

"Do your due diligence, learn as much as you can, and seek advice from people you admire and look up to, but don't get analysis paralysis. At some point you have to take a leap of faith and then hard work and dedication will help you figure it out. Share your goals with those you trust and they will help you get there."

Chief Medical Officer | Firehouse Animal Health Center

CASSY JOY GARCIA '08

"[The] advice I'd give a young entrepreneur is exactly the same advice I was given by a dear family friend and mentor, Tom Sheahan: "If you have a hot idea, stay close to a heat source." - in other words, keep talking about it and bring others into the fold so they can fan the flame."

Owner, Founder | Fed + Fit



DR. DENNIS KING '88

"When I graduated from Texas A&M (PhD 1988) there was a foul up with my final paycheck as a graduate assistant. Too much money was taken out of my check. Thanks to the hard work of our admins in the Statistics Department, that money was returned to me about 8 months after graduation. I deposited that check to start the STATKING Clinical Services checking account in November 1989. The rest is history!!"

President, CEO | STATKING Clinical Services



BRITTANY JONES '06

"Business is really about relationships. It is important to have a great product and work ethic, but nothing is more valuable than building lasting and trusting relationships with your clients."

President | Premier Event Source, LLC



ROSS MOREL '10

"Entrepreneurship is a lifelong journey. Never stop learning and doing. Don't stop with your first idea even if it's a bust. Keep going and keep growing."

CEO | Frogslayer

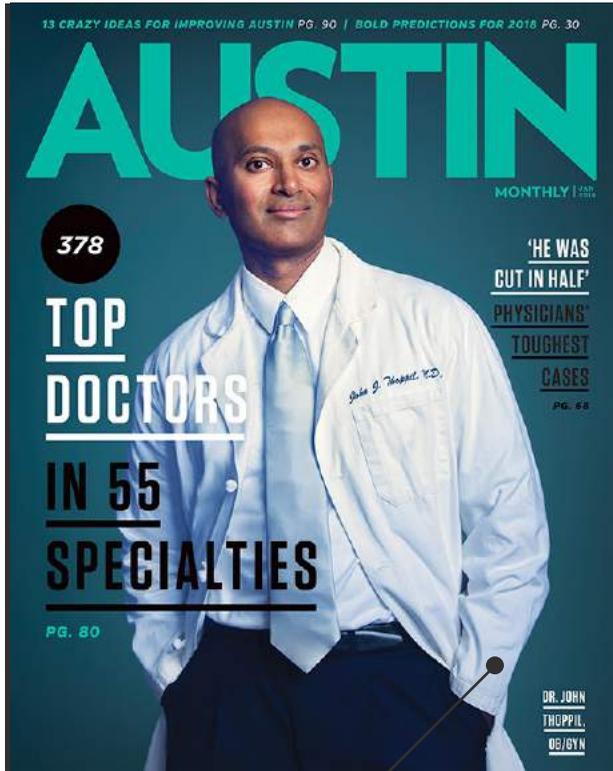


JEFF SAMPSON '93

"Have a clear understanding of your weaknesses and surround yourself and your company with people whose skills make you better."

CEO, Founder | Elite Fulfillment Solutions
Founder | Elevate Brand Marketing
Founder | The Sourcing Solution





DR. JOHN THOPPIL '97

"You will have to work harder than anyone you ever hire."

President | River Place Ob Gyn

DANIEL SIGNORELLI '92

"I founded The Signorelli Company 26 years ago when I was 24 years old. Out of my house, I used 10 credit cards as the equity to get started. Today we have 19 companies, 130 + employees, and our home building division, First America Homes is in the Aggie 100."

CEO | First America Homes, a Signorelli Company



ERIC HUDSON '04

"Be patient and stay positive. Great companies don't happen overnight. Figure out what is important to you and what you want your company to be known for then plan accordingly with that always in mind. Keep an attitude of constant improvement and always remember why you started. Your passion and commitment for your work will resonate in your business. Know your limits. No one can do everything all the time. Understand what you are good at and focus on those things, then surround yourself with others that counteract your weaknesses. Also, there is only 24 hours in a day no matter how you slice it, make sure you don't over commit."

Partner | Method Architecture

JARED POLLARD '07

"The Aggie Code of Honor has always been a core value for me personally and one of the things I made sure Wildernex culture was rooted in. It was partially the foundation of our slogan "Honest, Friendly, Professional Wildlife Control". These values are something I want rooted not only internally among our employees but extending to our customers as well. We want to deliver the most honest service that gives the customer exactly what they need at a fair price. We want to deliver a friendly, old school style of customer service that makes each and every customer feel valued. We want to deliver the most professional services in the wildlife control industry. Our expert team of educated wildlife biologists and our awesome office staff ensure we are doing a great job executing these key values along the way."

President | Wildernex LLC Wildlife Control



LUCY HINES '04

"The Aggie Spirit instilled in me the drive to be a positive influence to everyone I encounter. When running a small business, you encounter many people from staff to customers to vendors, and I'm grateful to have a foundation of hospitality and integrity from my time at Texas A&M."

Owner | Kolache Shoppe

EDDY BADRINA '98

"Know yourself. Capitalize on your strengths, and mitigate your weaknesses by hiring others around you that you can empower and to whom you can cede control. The better you know yourself, the quicker you realize that the company isn't about you. You may have cast the vision, but unless others grab it and execute on it, your company will never grow and thrive."

Co-Founder | BuzzShift





ROBERT MARTINEZ '97

"After my first year of college, I had made poor grades and was ready to quit. I remember being on the phone with my mom and telling her I was ready to just throw in the towel. In the background, I heard my dad say, "tell him he can't quit, he can't come home." That has stuck with me my entire life. My dad was not going to let me throw the towel in on my education, he was going to make sure that I saw it through and continued to build towards my future. He was making me do the hard thing, but only because he had zero doubt I was capable of seeing it through."

CEO, Founding Principal | Rockstar Capital



HALA BALLOUZ '89

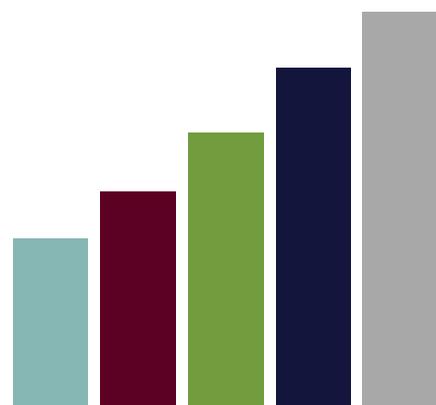
"Quality drives success, however successful growth can greatly benefit from reaching out to learn from the experience of others and a significant amount of research every step of the way."

President | Electric Power Engineers, Inc.

GAYLE HEATH '86

"Cash in-flow must be greater than cash out-flow at all times. Surround yourself with people that are smarter than you are and give them all the credit. Take responsibility when challenges occur and freely share successes with the people that made it possible."

CEO | Alliance Transportation Group, Inc.



HUGO MENA '05

"The seven years I spent during my MS and Ph.D. programs at Texas A&M were the most eventful years in shaping my future. The opportunities that Texas A&M presented to me both for academics and extra-curricular activities were phenomenal in preparing me to be an entrepreneur. Someone said that Texas A&M "is an incubator for leadership". True to that statement, when I think of leadership, I am always reminded of Texas A&M and the events that provided me the opportunity to see, learn and understand the art and science of being a true leader, which eventually helped me realize my entrepreneurial dreams."

Vice President of Business Development | Electric Power Engineers, Inc.



SCOTT NELSON '87

"As a leader there are risks that you have to be willing to take. When you have the right people in the right place you can give them responsibility and authority to do the job that you have hired and trained them to do. Once that is done get out of the way and let them run."

President, Owner | White Trash Services

SAM SEIDEL '02

"My, along with my 2 business partners', time as members of Company K-1 in the Corps of Cadets was probably the most influential in shaping us for the challenges of entrepreneurship and running a business. We learned the valuable lessons of teamwork, leadership and selfless service, and that we were capable of achieving much more than we thought we were capable of achieving especially when times were tough."

Partner | GSD Construction

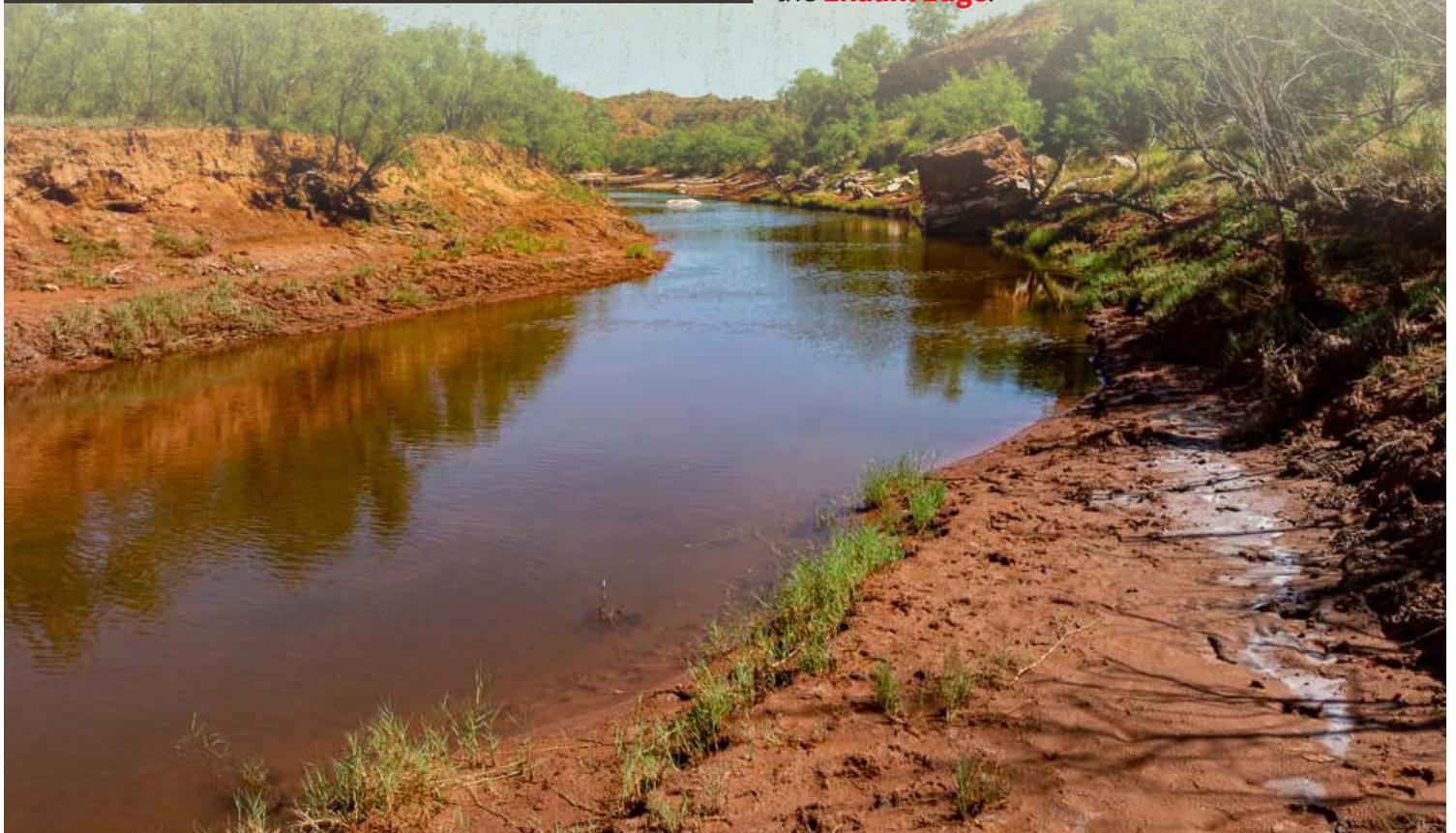


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THANK YOU

Shoutout to our fantastic team of Frogslayers for our 6th Aggie 100! I'm honored to work with such smart and dedicated people every day. Thank you for all you do to help our clients own the next horizon of digital innovation.

“ ROSS MOREL '10
Frogslayer CEO

Are you ready to build a better future? FREE assessment for all Aggie 100 honorees:
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MCFERRIN CENTER FOR ENTREPRENEURSHIP

Since 1999, the McFerrin Center for Entrepreneurship, previously known as the Center for New Ventures and Entrepreneurship, has served as the hub for entrepreneurship at Texas A&M University. Working with current students, former students, and also Texas A&M staff and faculty, we aim to enhance an individual's understanding of entrepreneurship through a

combination of curriculum and experiential opportunities. With the support of our volunteer mentor network, corporate supporters, faculty, and staff, the McFerrin Center enables the start-up and growth of countless businesses and provides competitive opportunities, professional development, and financial support to aspiring entrepreneurs in the Aggie community.

At the McFerrin Center, we define entrepreneurship as an attitude that acts upon opportunity. In this spirit we strive to deliver programs and events that are inspiring, engaging, motivating, and life changing. This philosophy has resulted in the McFerrin Center offering over 30 unique programs that positively impact the lives of thousands of students, veterans, and other professionals seeking



Dorothy and Artie McFerrin '65

In 2017 the McFerrin Family Foundation provided a generous endowment to rename the Center for New Ventures and Entrepreneurship to the McFerrin Center for Entrepreneurship.

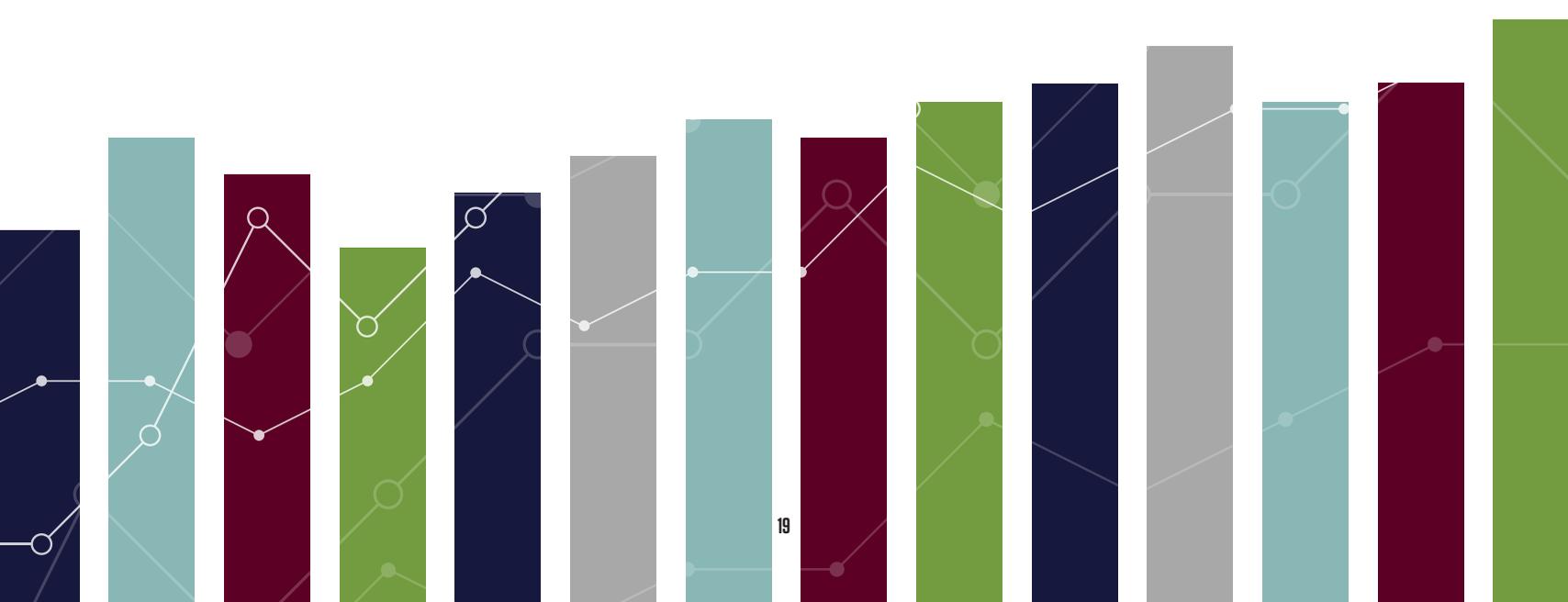
We are what we think, therefore think **excellence.**" -Artie McFerrin '65

to blaze their own trail as an entrepreneur. "The McFerrin Center for Entrepreneurship proudly embodies the legacy through which our Aggie 100 Honorees can contribute to developing the next great generation of Aggie entrepreneurs!" commented Blake Petty '98, Executive Director of the McFerrin Center for Entrepreneurship. While there is no shortage of ways in which individuals can engage with the McFerrin Center, we are not slowing down in our mission to support and grow the Aggie entrepreneurial ecosystem.

Despite the many challenges we have all faced in 2020, this past year has presented the McFerrin Center with unique opportunities – opportunities to grow as a team and re-imagine the future of entrepreneurship at Texas A&M. With new executive leadership, additional full-time staff, and strong student support, the McFerrin Center is actively undergoing its biggest

transformation yet and will soon be launching an entirely new suite of entrepreneurial offerings. These new initiatives and programs will enable our team to continue doing what we love while broadening our reach and ability to engage Aggie entrepreneurs, across generations and around the world.

Now more than ever, we are excited for the future of Aggie entrepreneurship and what is in store for the McFerrin Center. We invite anyone who believes the same to get involved and help advocate for the power that is being an Aggie and an entrepreneur. To learn more about how to get involved and stay up to date with the McFerrin Center, join our mailing list at tx.ag/McFerrinMailings.





Stephanie Young
CEO

THE FUTURE OF VETERINARY CARE

Stephanie Young '21 and Brianna Armstrong '20 may seem like “ordinary students” but they’re on a mission to change the world of veterinary medicine.

In 2017 Stephanie Young competed at her High School science fair with SKYPaws, a “spaghetti monster of wires” that would allow veterinarians to wirelessly monitor their patients post-operatively. Now, SKYPaws is led by Stephanie Young and her co-founder Brianna Armstrong. “When we started this we weren’t sure if it was something people really wanted. With each competition that we won it was another step of validation” stated Armstrong, “What is exciting, has built our confidence, and is still humbling is that the people we pitch to in the veterinary space really see this as a thing that needs to happen” she concluded. “And even people who aren’t in the vet

space” added Young. “We need to make this change and shape our standard of care in this direction,” said Armstrong.

Animal patients will chew through wires attached to them, which requires veterinarians and their staff to visually monitor patients in order to assess their recovery and health. If there is a problem with a patient, such as a sudden drop in blood pressure due to internal bleeding, they often aren’t aware of the issue until it’s too late. SKYPaws accurately monitors veterinary patient vitals such as heart rate and blood pressure without the need for wires. Their device saves lives and provides the

means for unprecedented levels of patient care within veterinary medicine.

It should be noted that in addition to launching a tech startup, Young and Armstrong both have part-time jobs and are full-time students at Texas A&M University. Young is a junior Animal Sciences major and Armstrong is a fourth-year veterinary medicine student. When asked how they manage such hectic lives, Armstrong resolutely stated: “We have each other.”

Young and Armstrong met in the Fall of 2018 after being introduced by a faculty member within the College of Veterinary Medicine. The two have developed a level of trust that allows them to lean on one another when life is particularly daunting. "If I were gone, I could fully trust her with the company. She can handle this and much more. Our co-founder relationship is very much like a marriage. If you don't have the communication and trust and overall shared values that you're both set on then it's not going to happen." commented Armstrong. "We met to become founders, but we've grown to become friends before founders," said Young.

Being entrepreneurs has also taught Armstrong and Young how to prioritize the myriad of responsibilities in their lives. "It all boils down to time management," said Armstrong. "My schedule is planned to the minute every day" Young stated, "Now when I study I have to be productive because it's the only time I have to study. And, honestly, it's made my test grades a little higher." Both founders also commented that they schedule down-time to avoid burnout and to still enjoy life as students. Young commented, "I have my entire life to be an adult. I've learned a lot about don't wish your life away too quickly."

Armstrong and Young's experience as founders have challenged them to grow as entrepreneurs, but also as professionals and individuals. SKYPaws has made Armstrong more prepared for her career as a veterinarian and has even elevated her experience at school. "I wouldn't have gotten the same thing out of veterinary school here without having taken these opportunities. It's shaped how I view the profession," she commented. Because of the positive impact that entrepreneurship has had on her life, Armstrong firmly believes more veterinary students should be involved in the world of innovation and entrepreneurship.

Young and Armstrong took 1st place at the 2019 Raymond Ideas Challenge.





"[When you're a student] you're learning medicine, learning how to be a doctor, and learning how to think critically. But you aren't getting any exposure to what is happening in this industry that you're going to be a part of." From legislature to novel pharmaceuticals, Armstrong explains how during vet school you're isolated from the working field and solely focused on school. "If I hadn't gone to the Veterinary Innovation Summit and the Veterinary Entrepreneurship Academy I would not have this new-found appreciation for the industry. I now understand how a veterinary hospital is run and the business behind it," said Armstrong. Because vet school is so rigorous many students don't have the time to attend

conferences and trade shows where one would typically learn more about industry trends. And so, Armstrong created the executive position of Innovation Ambassador within the Veterinary Businesses Management Association at Texas A&M. The Innovation Ambassador explores and learns about new trends and technology in veterinary medicine and shares them with other students. "There is an issue within the profession with inflexibility. My hope is that with some of these new efforts students will see that there's more to the DVM than they ever could have imagined. The only way we're going to change the profession's thought process as a whole is to impact the upcoming veterinarians. Texas A&M is one of the few schools that

is implementing programs that allow for this growth mindset." said Armstrong.

Being an entrepreneur has taught Young to never doubt her skills or allow others to tell her she can't achieve something. "Entrepreneurship is a lot of learning on the fly and then doing it. If you fail, fine! Do it again." said Young. In order to succeed at competitions such as the Veterinary Innovation Competition, Raymond Ideas Challenge, and Aggie PITCH, Young had to streamline SKYPaw's circuitry and programming to create a minimal viable product. As an animal science major, she had a limited background in programming and had no access to soldering equipment. So, Young

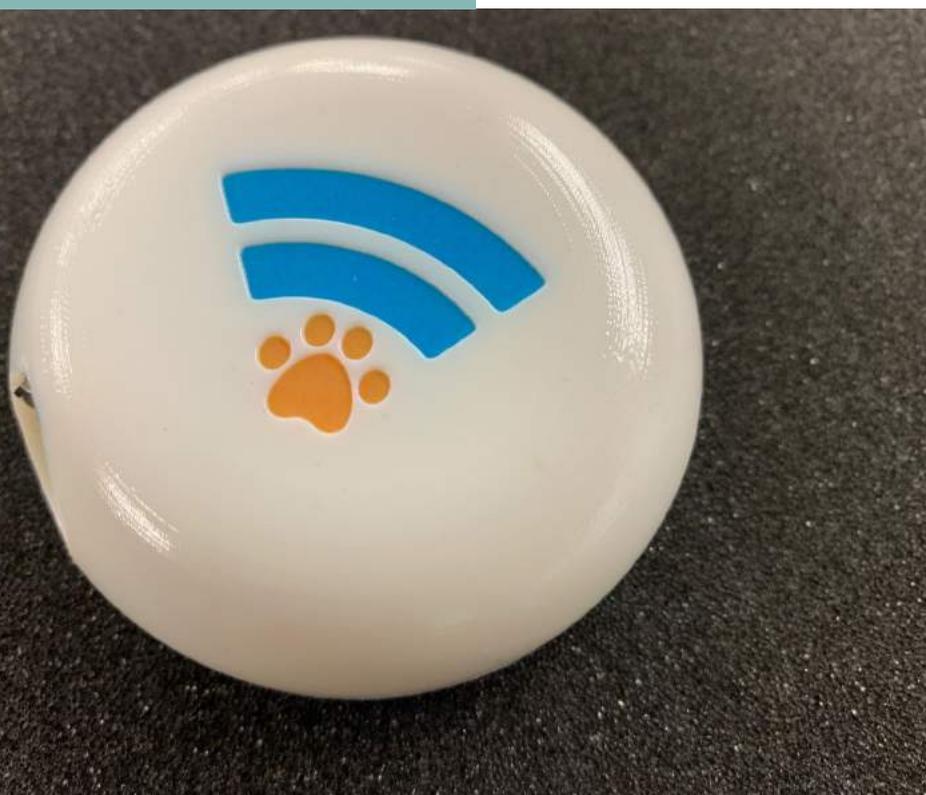
did what any clever student would do. She changed her minor to computer science for a semester. She used her access to the Fischer Engineering Design Center and her programming classes to help fill the gaps in her skill set. Her new knowledge even helped her develop facial recognition software during an internship with Mars. "I'm the type of person who if you tell me I can't do something, or won't do something, I 100% will." said Young, "I had people tell me you can't fix this code because you're not an engineering major. But I did and I can fix it."

Recent data shows that in Q1 of 2019 15% of United States venture capital investments went to companies with at least one female founder with only 2% invested in startups with all-female founders. In addition to being female founders, Young and Armstrong are young students. Because of this, they've faced a lot of push-back in the investment and entrepreneurial world. "There's

nothing that anybody ever does where someone doesn't doubt them. It's just something where you say I'm still going to do my best to make this happen. I don't feel it from the veterinary side as much as the investment and business side" said Armstrong. "If I were [older] and a male and doing this it would be a completely different story" commented Young. Even when the two are faced with challenges they persevere and do their best to learn from their experiences. Young attended the first-ever Mars Leap Ventures Academy in 2019, exclusively for women founders. After pitching SKYPaws to a panel of mock investors she was picked apart with personal questions about her age and experience. "I came out of there and I was angry. I started talking with several of the other ladies and they told me that a lot of these investors aren't saying this just to tick you off. They want you to step back and reframe what they said, and they want you to prove them wrong so that you can

move on to the next step." stated Young. Rather than view her age as a handicap, she uses the flexibility of a student schedule to capitalize on as many opportunities available to SKYPaws as possible. She pours her youthful energy into her company and the payoff is evident. In less than two years the duo has won over \$30,000 in competition prize money, participated in the Leap Ventures Academy, are members of the current LaunchPad Lift cohort, and just signed with a manufacturing firm in Houston, TX to begin production of the alpha and beta series of SKYPaws devices. The team has also attended multiple entrepreneurship academies and have been keynote speakers at veterinary conferences.

Their experiences as young female founders have caused Armstrong and Young to be even more dedicated to SKYPaw's success. They hope that their efforts will help the next generation of young, female



Currently In Use

SkyPAWS has manufactured and sent their first group of alpha products to veterinarians across Texas. This alpha group will test quality, functionality, and provide feedback before large scale manufacturing begins.

“There’s nothing that anybody ever does where someone doesn’t doubt them. It’s just something where you say I’m still going to do my best to make this happen.”

founders find their confidence to follow their passion. “We’re creating a device that’s going to impact the industry in a positive way.” said Armstrong, “If we do this all the way and are successful, people will know us. They’ll know these two women created this disruption in the veterinary space. And we’re doing it at such a young age. They’ll think if these two ordinary people did it I can do it too.”

Throughout our interview, Young and Armstrong repeatedly said “if SKYPaws is successful” rather than “when SKYPaws is successful”. When asked, why their answers only further illustrated the maturity and sense of responsibility that Young and Armstrong bring to their venture. “There’s always a thought in the back of my head that 3 out of 4 startups fail. And it’s again, from a place of feeling humble. I’m so grateful for everything that we’ve learned thus far and how much opportunity has come from this and how far we’ve actually gone. It’s just been incredible experience after incredible experience. Now that we’re getting into the investor phase, I’m even more conscious of the fact that we could take money from people. And still not make it. That is really difficult for me. We could do everything right, take this as far as we can get it, but at the

same time that’s someone else’s money that’s in our hands. We could do everything right and still not make it. It’s a reality check for myself.” said Armstrong. Young is also humbled by the immense opportunities they have been given. She refuses to allow their current success to inflate her ego. “Every startup wants to be the one that makes it. There is that chance we could be one of the 3 out of 4. But we’re going to take [SKYPaws] as far as we can. We’re going to do our best to bring our gifts and attention to this company and try our hardest. A lot of my “if” comes from not being too cocky.” stated Young, “There’s a difference between speaking something into existence and manifesting it. Just like there’s a difference between being positive and being cocky and thinking you deserve it. All of this stuff, I still feel undeserving and humbled to be a part of it.” With such inspiring and dedicated founders at the helm of SKYPaws, it’s hard not to believe that they will beat the odds.



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| 3 | 25 | 79 |
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| 132 | 298 |
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We're back!

The FDA|QRC Team would like to congratulate company President Christopher Rush for a job well done.

2020 marks three consecutive years that Christopher and FDA|QRC have been recognized as an Aggie 100 honoree.



CLASS OF 2011

*Dawn Randall Michelle H. Conalya Karen Frick
late We are so proud to be a part of your team! Sarah
Kara Janet Camelia Magdalena Justin
Tammy Michelle C. Easter*

WISDOM FROM OUR HONOREES

More advice, Aggie memories, and other words of wisdom from the 2020 Aggie 100.



JAKE DONALDSON '04

"Our first brewery project in Houston was with this small startup. They didn't have much money and so thinking the project would be fun, we did it for a beer swap. Five years later and they came back to us and asked us to design their new 3-story ground up location, as one of the largest breweries in Houston. This taught us a valuable lesson, our business like many others, is about relationships."

Managing Partner | Method Architecture

J. MICHAEL HEATH '86

"The biggest lie I ever told was to Gayle right before we started the company, *Baby, I'll be able to be home more.* Now I actually thought I was telling the truth, but I was truly naïve about what it took for us to be successful. Starting a business is not an 8-5 job. It's a life choice that affects you and your family. You have to have your family's support to be able to push through the hard times (like emptying your savings account to make payroll)."

President | Alliance Transportation Group, Inc.



KATIE BURCH '05

"I can say that EVERY time there was a difficult decision and we chose to take the high road, we have been so glad we did. Take that high road every time you can, and keep working...you will see how it fits into your story later on."

Principal Architect | PlanNorth Architectural Co.



MICHAEL PICKERING '09

"Hustle. The reality is that no business is an overnight success. Therefore, creating a sustaining business is going to take lots of patience and hard work. The best way to prepare for your future business is to work really hard at what you are currently doing."

Owner | Maneuvering the Middle LLC



TERRA CRISSMAN '06

"It is important to rely on your team as well as be someone your team can depend on."

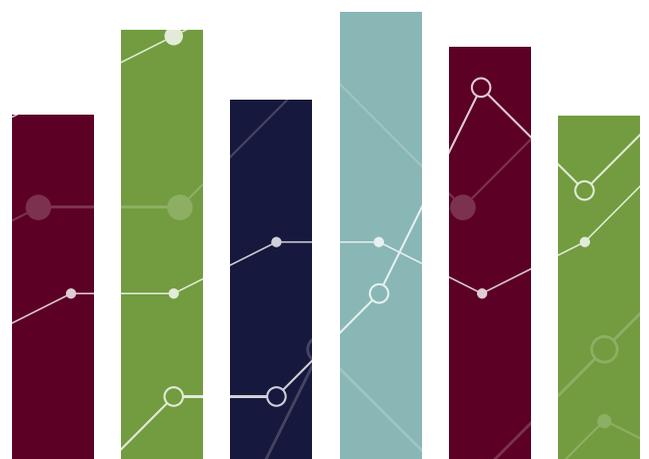
CFO, VP, Founder, Owner
Crown to Ground Supply, Inc.



DR. JOHN CANGELOSI '00

"Don't take no for an answer. Take negativity in stride and lean on your instincts and past successful experiences to power you through the growing pains of building your business from the ground up."

Founder | Sagis, PLLC





SCOTT STORY '01

“Life is what you make of it. You can literally do anything you dream of, as long as you work hard, and refuse to fail.”

President | Drake Environmental, LLC

DR. SRINI NERALLA '94

“Always think of a value proposition you or your venture would offer your potential clients. Then strategically plan your work and work your plan in a phased and methodical manner. It is important to understand that taking baby steps in achieving your goal(s) is quite alright. Hard work, dedication, and perseverance are critical to success and so is surrounding yourself with good people.”

CEO | SIA Solutions LLC



NANCY RIDLEN '00

“The advice I would give is to make sure you really know your business partner. It is like a marriage. You are sharing money, your “work baby”, and your time. It is important to be aligned with someone you trust, can challenge you, and complements you. It is important to have honest conversations, and work together to find resolution. I have been super blessed with an amazing business partner, and am thankful we do not see eye to eye on things...because some really cool things have happened when we came out the other side of it.”

CEO | W3 Sales

JOE ASIALA '77

“Do it...with your eyes wide open. Generating great ideas is easy; everyone has one. Developing those ideas from concept to a viable commercial business is an arduous journey that is not for the faint of heart. The successes of Elon Musk, Jeff Bezos, Steve Jobs, Mark Zuckerberg, etc. are easy to look at and say their sacrifices along their journey to success were worth it. On the other hand, realize that there are millions of other entrepreneurs who have sacrificed everything that resulted in a failed business. Texas A&M has world class entrepreneur programs that will prepare you well for the journey and more importantly for success. Don't fear failure but rather learn, adjust and pursue your dreams.”

CEO | SwiftWall



JOHN EKDAHL '95

“I never intended to sell real estate. With my finance degree, I planned to be an agricultural lender for a mortgage company but it didn't pan out. I ended up getting my real estate license to pay the bills. It led to much more than that though and I have never looked back.”

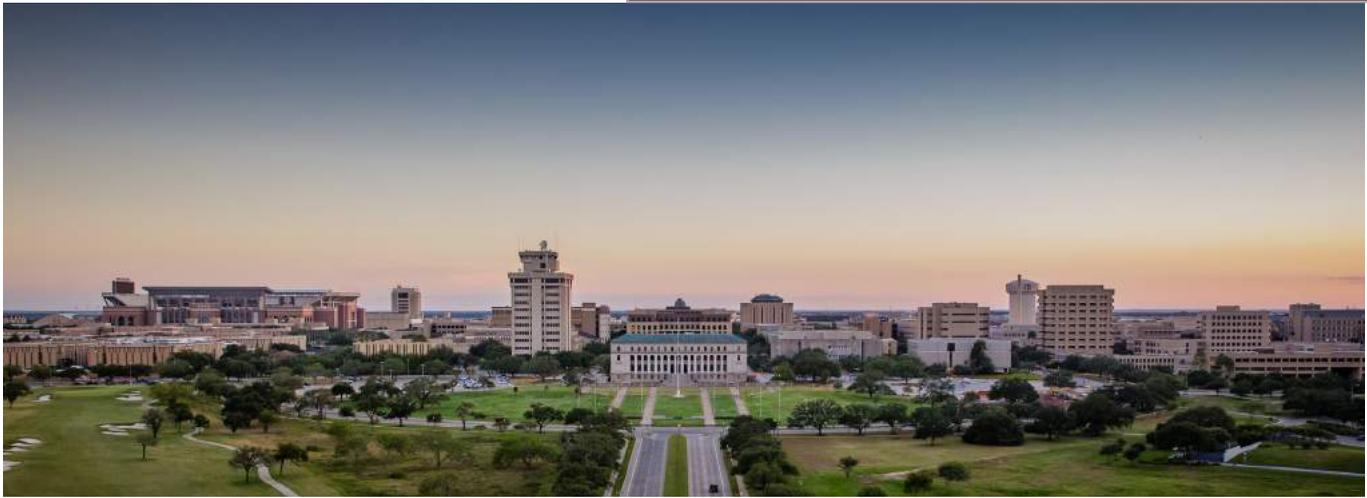
Owner, Broker | Ekdahl Nelson Real Estate

BRAD MORRIS '04

“The Aggie Core Values, along with those instilled in me during my time in the Marine Corps, helped me prepare for leading a company by establishing within myself the standards for excellence, solid and respectful leadership, as well as being committed to the mission.”

President, Owner | G. Morris Homes





PHILIP KELLY '93

"Pursue a business that you are passionate about and have fun with it. It is ok to start by spending some time working for companies that you admire so you can experience how things work in your profession. Use that experience to help build your own vision for your own company. Be ready for things to go wrong and be challenging but keep going because each day is another opportunity. It is also helpful to find a veteran mentor who is in your business and ask them if you can meet regularly while you launch your start up for coaching."

Founder, Partner | Northgate Construction



NOELLE PICKERING '06

"One of the most important lessons that I have learned is that solving a problem for our audience and doing so with excellence is the best way to build a company and a following. We strive to make math education more hands-on and engaging for students, which in turn solves a problem for teachers. Teachers get to be the hero of the story because students are learning and having fun while doing it!"

Founder, Owner | Maneuvering the Middle LLC

DR. JED ROGERS '94

"The best lesson I ever learned was to question the "why" of the status quo in veterinary medicine. Regularly asking that question has led to ongoing innovation around how we provide care."

CEO | Firehouse Animal Health Center



WILLIAM RHODES '07

"I feel truly honored to have had the opportunity to apply for this award. When I graduated from Texas A&M, I had a Mechanical Engineering degree, but no job and no prospects. I moved back in with my father and felt like a complete failure. It was a very frustrating but grounding experience. That experience reminded me that just because you have a degree doesn't mean you are guaranteed anything in life. You have to put in the work and develop it into a passion in your life. To go from that experience to now being able to be listed as an Aggie 100 company is something that 23 year old me would have never imagined. Never give up on yourself and never stop trying to improve."

Principal | APTUS Engineering



JOHN KEVIN BERNHARD '00

"Make sure that you have the grit, resilience, and determination to continue moving forward even when everything is pushing back against you."

Owner | JK Bernhard Construction Co. LLC
Owner | Steel Frame Solutions & Drywall, LLC

DOUGLAS HALL '88

"I consider team building to be the most positive lesson learned while building our company. As I have gotten older, having happy/healthy employees that enjoy their work has become the biggest thrill of all. As employers, we are competing with our competitors for a limited number of qualified employees. Genuinely caring for the livelihoods of our employees and their families will always set us apart."

Founder, Partner | Northgate Construction



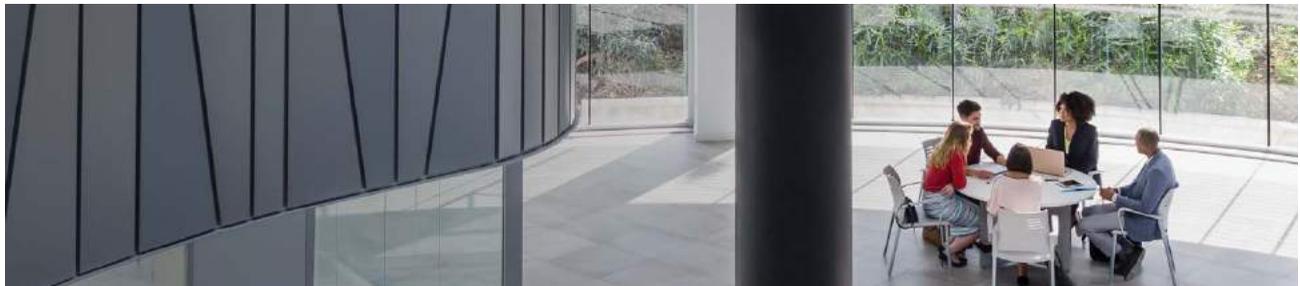
CONGRATULATIONS AGGIE 100

Belinda and I are honored to support our fellow Aggies

As private wealth advisors, we provide guidance across many aspects of your wealth, today and for future generations. Our team focuses on business owners and provide comprehensive capabilities spanning several broad disciplines:

- **Credit & Banking:** Using credit & cash strategically to manage both sides of your personal & business balance sheets
- **Transition Planning:** Helping you navigate growth, exit planning and everything in between.
- **Wealth Structuring:** Combining your financial objectives with your personal, family and philanthropic goals
- **Investment Management:** Applying our best thinking about today's markets to your individual objectives

WE DRAW ON OUR EXPERIENCE SERVING BUSINESS OWNERS



MANAGE DAY-TO-DAY

- Manage your banking and cash management needs without disrupting your investment approach
- Provide for employees (pay, benefits and expenses)

TRANSFER OR SELL

- Develop a transition plan
- Sell or transfer a business

DRAW VALUE

- Manage internal and external excess cash
- Use tax-efficient strategies

PROTECT AND SERVE

- Manage interest rate, foreign exchange and commodity risk
- Get insurance to reimburse for losses, damages and injuries

HELP GROW

- Acquire companies, issue IPO, manage private placement, public debt and equity offering
- Increase financing and working capital
- Develop a business continuity plan

GLENN E. MEALEY '84

(713) 703-8756

Belinda Phelps '79

(713) 703-0734

2020 Aggie 100 Honoree



FOUNDED BY CORY WHITAKER '01 WITH A MISSION OF PRODUCING INVESTMENT EXCELLENCE AND CLIENT CONFIDENCE.

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MEET THE AGGIE 100





Josh Coleman '82
Jeff Schiefelbein '00

5 is a North American energy advisory firm providing strategic energy advice to thousands of commercial, industrial, and government sector clients throughout the US and Mexico to reduce and control expenses related to electricity and natural gas. 5 provides services ranging from procurement and regulatory intervention to renewable power and distributed generation.



Layne Smith '81

3-C Valve & Equipment, LP is a manufacturer's representative and distributor of valves and instrumentation for the upstream and midstream Oil & Gas industry. With headquarters located in Houston and warehouses in Corpus Christi and Gonzalez, TX, 3-C Valve responds quickly to our customer's requirements and provides "off the shelf" solutions and same day deliveries.



Ryan Zimmer '06

A-1 Rocket provides on site service rentals and energy and industrial services. Site service rentals include portable restrooms, temporary fencing, roll-off dumpsters and storage container rentals. Energy and industrial services include vacuum and winch trucks, hydro excavators, line jetting, fin fan cleaning, compressor maintenance and equipment rentals.



Todd Traylor '91

AGS is a leading supplier of land survey equipment proudly doing business since 1991 and is a Trimble reseller and provider, specializing in GPS rentals and pre-owned sales. We offer a comprehensive list of competitive products and services for the pipeline, construction, mapping, engineering and surveying industries.



Britt Jones '08

Aggieland Construction is a General Contractor who specializes in commercial construction; focusing on state, federal and local government entities along with the private sector. Our mission is to make a positive difference each day in other's lives, working with the upmost integrity to provide the absolute best product and service in the industry.



Rayne Knight '90

We are a reliable, reputable roofing and waterproofing company that has been in the Brazos Valley for 24 years providing high quality and trusted roofing solutions and services to their clients and friends. One of our largest customers is Texas A&M and we love that!

Matt Rosen '97



Allata is a strategy, architecture, and enterprise-level application development company that enhances business opportunities, creates efficiencies, and automates processes via custom solutions. Allata's on-site senior leadership and centralized development team provides clients with a unique level of transparency and efficiency of communication.



Gayle Heath '86
J. Michael Heath '86
Clinton Jumper '99
Trey Gamble '83

Alliance Transportation Group, Inc. is a full-service engineering and planning consulting services firm, founded on strong beliefs of serving the community, developing sustainable relationships, and sharing success. We deliver our services on-time and with consistent high value and attention.

Charles Covey '06



Alphapex was born from years of commercial construction experience. Waterproofing and Division 7 was one of the subcontractor scopes that was a continual challenge. With a lack of competition in the DFW area, Alphapex was created as a forward thinking waterproofing company and took the market by storm.

Jake Horn '98



Altruus is a strategy and technology solutions provider serving businesses across the United States. We provide strategic support and advisory for companies seeking growth and scalability with our innovative technology, valuable insight, and results focused approach.

William Rhodes '07



Founded in 2014 in Austin, APTUS Engineering is a mechanical, electrical and plumbing (MEP) consulting engineering firm that has built a reputation for high-performance, service-driven culture by cultivating many long-standing relationships that attest to our dedication of shaping services to meet our client needs.

Steve Barry '94



AQWA sells and services advanced decentralized wastewater treatment equipment throughout Virginia, North Carolina, and South Carolina.

Michael G. Scheurich '92



Arch-Con Corporation is a general contractor with experts in office, industrial, retail, hospitality, corporate interiors, healthcare, multifamily and community commercial construction. Arch-Con's award-winning team simplifies the process for their clients using the latest, cost-efficient technologies to stay on the cutting edge of the industry.



Anthony Bahr '91 Jeffrey Bahr '95

Argen is a testing laboratory providing testing, characterization, and analysis of materials and products. We are scientists and engineers with expertise in chemistry, mechanical engineering, polymer science and engineering, backed by state-of-the-art facilities and instrumentation designed to apply a rigorous and scientific approach to materials related challenges.



Jeff Socha '03

Ark Financial's mission is to glorify God by aligning wealth with purpose. From our proprietary four phase approach to financial planning for individuals and businesses, to our Registered Investment Advisory, we strive to be the most tax efficient financial firm. Our combined experience, rigorous due-diligence, and spanning services allow us to create a composite financial plan for our clients.



Frank Spencer III '01

Aztec Contractors, Inc. is a general contractor providing general construction and construction management services for commercial, federal, local government and private agencies. Our services range from general construction, multi-family construction, civil engineering/surveying services to tenant improvements, facility maintenance, land/road rehabilitation and more.



Gregory Baird '02
John Gilroy '07

Baird Gilroy & Dixon, LLC is a full-service Electrical Engineering Firm specializing in Water and Wastewater projects for public and private Water Systems, Utility Districts, Regional Water Authorities, and small to large Municipalities across Texas.



Cory Whitaker '01

Bowie is an investment management firm for the ultra-high net worth, family offices and institutions. We operate with a collaborative approach, investing alongside and aligning our interests with our partners. We invest with a business mentality, using innovative frameworks to identify and own equity in enduring companies.

Frank Boyd III '89



Boyd Connected Services makes high-tech homes accessible, affordable, and understandable thanks to our professional team. We specialize in professional structured cable installation.

Mark Bradley '83



Bradley Construction Management provides on-site owner's representation, construction consulting and construction management services to the renewable-energy, industrial and commercial markets. The company has managed or consulted on the construction of more than 7,500 megawatts of renewable-energy projects and more than 4.6 million square feet of projects nationwide.

Jim Bouse '04
Lauren Bouse '07



BRAZOS WIFI

Started out of the need for faster internet, we have grown to serve thousands of households in the Brazos Valley.

Eddy Badrina '98



BuzzShift is a digital ad agency and business consultancy that works with brands and other agencies to develop and manage successful strategies for online growth. We use every tool in our digital arsenal to empower our clients to listen to their customers, drive leads, increase revenue opportunities, and monitor results with insightful and intelligent reporting models.

Blake Harris '12



Case Energy Partners and affiliates (Case) is a leading purchaser of oil and gas mineral rights and royalty interests throughout the United States. Case specializes in providing a simple and quick way for individuals, trusts, partnerships, and companies to quickly liquidate their oil and gas holdings for maximum value.

Ken Meline '82
John Kimla '07



Command Commissioning is an independent, 3rd party commissioning agency comprised of highly experienced professionals, PhD's, and technicians dedicated to sustainable building operations. We provide advanced innovation, increased efficiencies, and sustainable improvements to the built environment.

Robert Davis '90



Recognizing the fundamental conflict between what organizations needed to address their security challenges and what the industry was telling them they needed, security executive Rob Davis founded CRITICALSTART in 2012 with a simple mission: to protect customers from cybersecurity attacks while reducing their risk.



Daniel Crissman '03
Terra Crissman '06

Crown to Ground Supply, Inc. is a global supplier serving the energy and marine industries. We proudly supply products to oil & gas companies, rig manufacturers, drilling contractors, refineries, E&P operations, and Power Plants.

Thomas Crume '96



Manufacturer's representative dealing in oil and gas valves, quick open pipe closures, pressure regulators, and other production and processing equipment.

Herb Cross '74



CWA CONSTRUCTION, INC.
DESIGN-BUILD CONSTRUCTION MANAGEMENT GENERAL CONTRACTING
WACO, TEXAS • (254) 772-9977

CWA is an engineer led general construction firm that provides design and build services for sustainable commercial, educational, cultural, healthcare, religious, retail, and industrial facilities. CWA is committed to ensuring environmental responsibility, jobsite safety, legal and ethical business practices, and quality construction on every project.

Scott Story '01



DRAKE
ENVIRONMENTAL

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Joshua Zapalac '12 Allison Zapalac '12

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ECPSOLUTIONS.COM
(713) 222-9191

Lane Batson '07

ECP Solutions is a full service equipment rental, sales and calibration company for electrical test and maintenance equipment. We are a full service solution from new product sales to service and maintenance for all electrical systems.



Cameron Brown '10
Paul Morin '10

Einstein Moving is reinventing the moving industry by combining technology and good old fashioned customer service to make moving your home, office, or storage easier and less stressful than ever. We provide peace of mind throughout the move with constant communication, an all-inclusive hourly rate, and the ability to “meet your movers” before your move.



Farm & Ranch, Commercial, and Residential Real Estate

John Ekdahl '95

Ek Dahl Nelson Real Estate is a full-service real estate brokerage firm specializing in farm and ranch, recreational, residential, and commercial properties. We thrive on providing the extra service that others will not.

Hala Ballouz '89
Hugo Mena '05
Billy Yancey '10

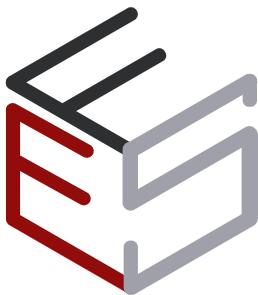


Electric Power Engineers (EPE) is a leading power engineering consulting firm and offers unparalleled expertise in power system planning, design, and grid integration in the United States and international markets. Our experience and services cover the entire spectrum of generation, transmission, and distribution.



Jeff Sampson '93

Elevate Brand Marketing is a full-service marketing company that creates meaningful connections with consumers through results-oriented promotions, branded merchandise, custom packaging, kitting, fulfillment and distribution. It takes creativity, innovation, experience and a dedication to asking hard business questions to help clients move their business forward.



**ELITE FULFILLMENT
SOLUTIONS**

Jeff Sampson '93

Elite Fulfillment Solutions is a full service warehouse and fulfillment center with 85,000 square feet of free-standing, racked and secure storage centrally located in Dallas, Texas. Our state-of-the-art software integrates directly with any of today's eCommerce or EDI platforms allowing us to efficiently pick, pack and ship while our clients focus on marketing, development and sales of their products.



EMBREE
ASSET

Philip Annis '83
Frank Krenek '80

National single-tenant build-to-suit developer providing in-house commercial real estate services and development, legal, design, and construction management services specializing in turnkey project services.



John Reynal '92

Encore Mechanical, LLC specializes in installing and servicing Variable Refrigerant Flow (VRF) HVAC systems. VRF systems are all electric heat pumps that provide super efficiencies, excellent longevity, extremely quiet, and its most appreciated benefit is great design flexibility that requires much less space in buildings thereby returning more net rentable square feet for the owner.



ESCONDIDO
RESOURCES

William Deupree '83
Andrew Ellis '94

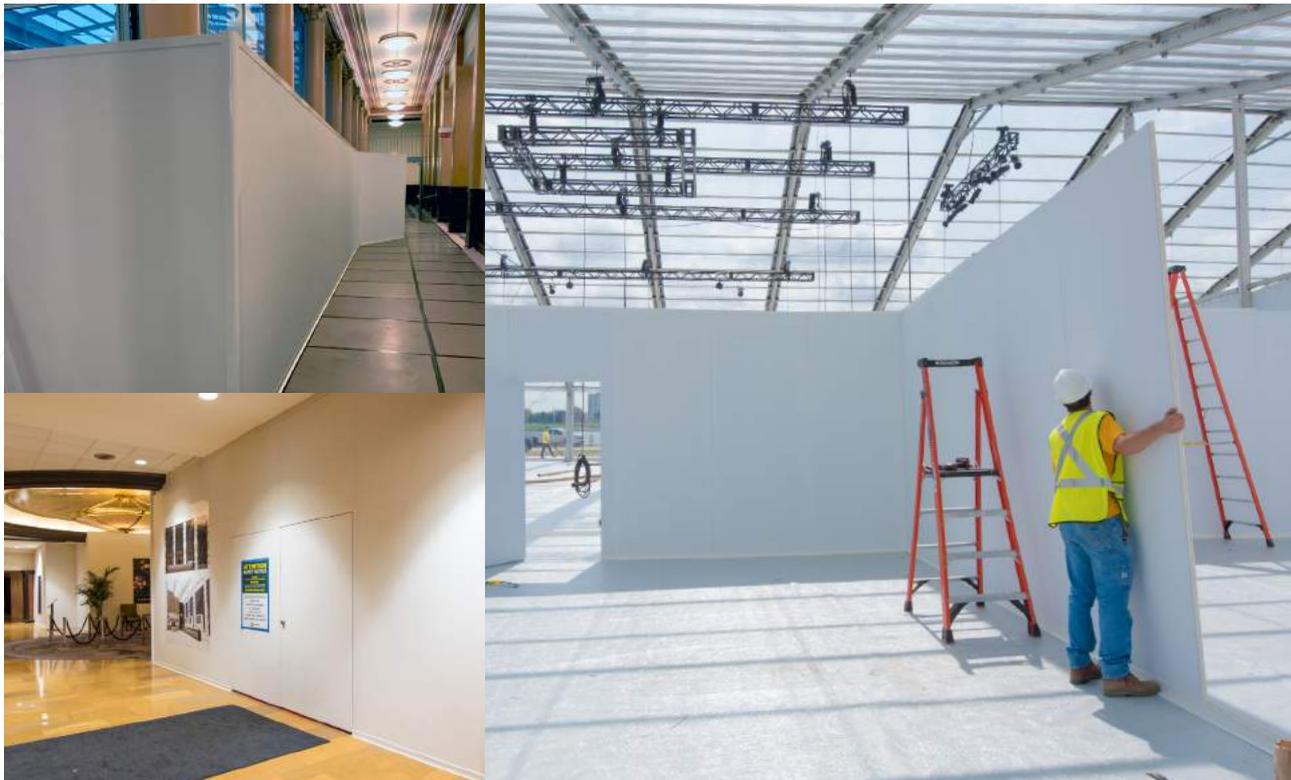
Escondido Resources is a private independent oil and gas company focused on developing unconventional gas reserves from the Eagle Ford Shale in South Texas.



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Congratulations
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- Energy
- Environmental
- Emerging Technology Applications

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Christopher Rush '01



**FDA Quality + Regulatory
Consultants, LLC**

A fresh perspective. Trusted compliance solutions.

FDA Quality and Regulatory Consultants LLC offers specialized Quality and Regulatory Consulting for Pharmaceutical, Medical Device and Biotech companies. Due to our Food and Drug Administration experiences, we provide customized, value-added solutions, processes and enhanced quality standards to optimize business efficiencies and minimize regulatory risk.

Cassy Joy Garcia '08

Fed + Fit

Here at Fed and Fit, we're on a mission to simplify wellness through quick and tasty recipes, unbiased, easy-to-understand nutrition and fitness advice, and simple swaps for safer home and beauty.

Dr. Jed Rogers '94

Dr. John Faught '04



firehouse
ANIMAL HEALTH CENTER

Our goal is to provide comprehensive care, unparalleled service, and a collaborative experience to the people of Central Texas. With this objective, Firehouse has been a pioneer in Central Texas veterinary care and we have cultivated an experience that truly feels like a neighborhood firehouse - safe, reliable, friendly, and passionate about the needs of it's community.



A SIGNORELLI COMPANY

Daniel Signorelli '92
Dave Barnhart '00

First America Homes, a Signorelli Company, is a privately held homebuilder, headquartered in The Woodlands, Texas. Our focus on service, quality and integrity, have made FAH one of the fastest growing builders in Texas.



Matthew Warner '02

Flocknote is a smarter way to text message and email your church or ministry.



Ross Morel '10

Clients partner with Frogslayer on transformative software products and high stakes digital innovation, where aggressive technological innovation meets real business results.



Brad Morris '04

As Central Texas' premier custom home builder, G. Morris Homes specializes in building homes with innovative design and distinctive quality. We believe that truly superior custom homes are built by people of integrity, whose core values direct both the building process and the relationship. This includes attention to detail, clear and timely communication, and doing things right.



Sam Seidel '02

GSD is a tight knit team focused on providing quality construction on a variety of commercial project types; ranging from large scale office or industrial interiors, to medium, ground-up developments. GSD Construction has proudly served the greater Houston area for over 12 years.



Jure Slavic '05

We buy oysters from a combination of our own company-owned oyster boats, independent commercial oyster fishermen and other oyster dealers along the gulf coast. The oysters are then shucked and the meat is washed and packaged into containers for wholesale distribution. Oysters in the shell are sold in bulk to other oyster processing companies.



Dan Haile '96

Real estate company active in residential, commercial, and agricultural real estate development.



Scott Bagley '97
Matt Howe '11
Bart Howe '07

HealthMark Group is a leading provider of software and technology-enabled health information management solutions. By leveraging technology to reimagine the business of healthcare, HealthMark transforms administrative processes into seamless digital solutions.



James Linden '76

Hillwood Construction Services is a leader in constructing high-quality properties across the United States. We build creative and flexible solutions for our customers, providing comprehensive building expertise for a broad spectrum of product types, including industrial, e-commerce, office, manufacturing, aviation and retail with unparalleled speed-to-market.



Derrick Ratliff '07
Austin Ratliff '15

We specialize in creating truly custom bolt action rifles. Our rifles are built one at a time and tell each customer's unique and personal story. Not only do we guarantee .5MOR or better accuracy, but we also guarantee that your rifle will be an original.



John Kevin Bernhard '00

Providing new commercial construction needs to the hill country and surrounding areas.



Lucy Hines '04
Randy Hines '00

Making authentic kolaches and klobasniky from scratch for over 50 years!



Tom Sexton '06

Equipment and Construction Service, we primarily work with utility and oil companies to maintain or build right of ways. Additionally we work to restore power or clean up after a storm or natural disaster.



*Calvin Ladner '80

LJA is an employee-owned, full-service, comprehensive, multi-disciplinary consulting firm. With multiple offices across Texas and Florida, LJA offers one-source, one-stop reliability for all of our clients when and where they need us. Our team includes experienced civil, transportation, midstream, rail, flood and drainage, and coastal engineers, hydrologists and other specialists.



Mike Baker '80

*Calvin Ladner '80

LJA Infrastructure, Inc. is a freight rail dedicated construction firm that specializes in track services for private clients and railroads. The firm provides railroad track installation, track removal, capacity improvements, bridge construction, signal, drainage solutions, and operations management services. We deliver total rail construction and design solutions.

**awarded posthumously*

Jason Stuart '98



Lonestar Program Controls is a consulting firm specializing in transportation and vertical construction projects. Our qualified team represents more than 125 career years in professional planning, development, implementation and maintenance of highway, tollway and vertical construction projects.

Mike Watts '98



Founded by Aggie 100 alum Mike Watts, LoveHandle is a family-owned product development, manufacturing, and marketing company specializing in 100% Made-in-USA smartphone accessories. LoveHandle custom-printed phone grips are a favorite branding tool of marketers, while the retail division offers trendy designs and universal mounts online and in major retailers.

Noelle Pickering '06 Michael Pickering '09

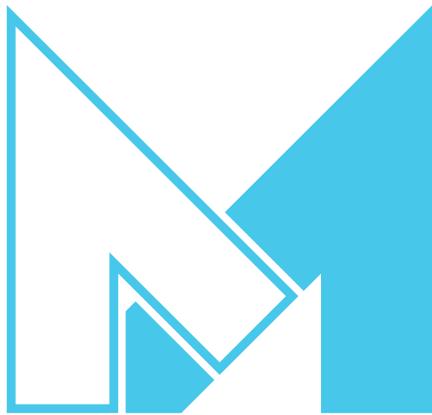


Maneuvering the Middle creates student-centered resources and curriculum for teachers and students. By focusing on student-centered resources that are aligned and rigorous, we are able to take one thing off teacher's to-do list, allowing them to do what they do best; teach.

Dr. Mauricio Dardano '98
Justin Puckett '05



Carrollton, Texas-based MB2 Dental is a first-of-its-kind dental partnership organization founded and led by dentists, with a mission to empower dentists to preserve their profession. Since its founding, MB2 has partnered with hundreds of dentists to help them stay in the driver's seat as they maximize their talents, connect as part of a community and build exceptional wealth.



METHOD
architecture

Jake Donaldson '04
Keith Holley '03
Eric Hudson '04

Method Architecture is a uniquely ego-free architecture firm, committed to a systematic creative process that focuses on clients and their needs first and foremost. Operating with the flexibility of a small firm, but with a big reach, Method is a full-service firm specializing in tenant finish and ground-up projects encompassing breweries, industrial, retail, office, public and more.

Justin Trail '93
Christopher Austin '91
Stephen Franke '08



Everyone who moves needs to set up utilities at their home and with thousands of service providers across the country, there was no single source simplifying the process of comparing and setting up utilities. Our goal is to save people time and money in the process of setting up utilities by giving people access to information and technology.

NORTHGATE CONSTRUCTION

Douglas Hall '88
Philip Kelly '93

Northgate provides pre-construction, construction, project management, general contracting, development, and design build services. We specialize in commercial finish out, remodel, ground up, flex industrial, medical, and retail/restaurant.



Matthew Faulkner '02
Brian Gibbs '03

At PACT, we believe good design goes hand-in-hand with craftsmanship and a beautiful building is a simple one that serves its purpose well. We design spaces to help our clients live, work, learn, and connect with others more fully and productively.



Ken Burch '07
Katie Burch '05

PlanNorth Architectural Co. is a boutique architectural firm specializing in building design and renovation. The team of architects and designers specialize in innovative workspace, education, athletic and non-profit design solutions.

Michael Jereb '10
Malcolm Marshall '09



POOL-ology is a full service swimming pool company offering new pool construction, renovations, weekly pool maintenance and repairs.

Brett Witte '99



Premier Coil Solutions engineers, manufactures and services highly engineered skid, truck and trailer mounted power-operated coil tubing equipment to service companies that perform various applications throughout the different shale plays all over the world. We have 75+ patents worldwide that separates us from our competition.

Brittany Jones '06



We specialize in producing thematic creations in unlikely spaces. Our events focus on building industry relationships and global brand awareness.



Kevin Bernhard
 Fighting Texas
 Aggie Class of 2000

"Congratulations to
 all of the Aggie 100
 Honorees!"

JK BERNHARD
CONSTRUCTION CO.



2020

2017

2016

2015

2014



JKBernhard.com



YouTube

FAMILY LEGACY OF FAITH, EXCELLENCE & INNOVATION COMES FULL CIRCLE FOR BRETT WITTE THROUGH THE AGGIE NETWORK

Premier Coil SOLUTIONS



"My family legacy was built by Godly people who stood on faith in every endeavor. Shortly after graduating from Texas A&M, my grandfather landed at D-day, facing an unfathomable challenge. My 8th generation great grandfather, William Rabb, persevered through many challenges and innovated a way to transport tremendously heavy equipment to a remote site to supply a community's needs. In addition to the influence of my ancestral family, my Aggie Family has instilled in me commitment to tradition, integrity, and service. This multi-faceted family legacy drives me as my team and I work toward developing heavy haul transportation solutions that break the boundaries of technology and distance to help our clients perform their work cleaner, safer, faster, and more efficiently."

- Brett Witte '99 Founder & CEO, Premier Coil Solutions

A true family legacy is formed by sequences of actions that are repeated and lived out through generations. It is shaped by deep-seated values and passions and builds a heritage by pointing to what is truly important. Knowing our history grounds and empowers us by reminding us we are part of something greater than ourselves. Nowhere is dedication to this type of legacy more evident than in the Aggie Family. The foundation is laid the first moment we set foot on campus and continues throughout our lives through traditions, friendship, service, and honor.

Brett Witte '99, knows the meaning of the Aggie legacy and network. Inspired by his grandfather, Seth Davenport '38, Brett attended A&M and pursued a degree in Industrial Distribution from the College of Engineering. Building on the principles of faith, determination, and innovation passed down through his family, Brett Witte, founder and CEO of Premier Coil Solutions, built a manufacturing company that played an integral role in making US shale play possible. With his company's 75+ patents and innovative solutions, he is not only building on the legacy of his ancestors, but also shaping the future for his family, his team, and the oil and gas industry.

THE CORNERSTONE

In 1819, Witte's direct ancestor, William Rabb accompanied Moses Austin and his son, Stephen, from Fayette County, Pennsylvania to the Presidio San Antonio de Bexar in Spanish Texas to present a plan to colonize Texas. In 1821, they were awarded a land grant and permission to settle the first 300 families—known as The Old Three Hundred—in Texas. The Old Three Hundred was a select group of colonists who had industrious experience and principled culture that differentiated them from other colonists of the time. As part of this group, Rabb, a longstanding acquaintance of the Austins, reached an agreement to engineer and build a gristmill to supply the settlers in exchange for one of the first land grants. Rabb chose a spot on the Colorado River in present-day Fayette County.

The Rabbs brought in many of the materials from New Orleans, but their biggest challenge in this endeavor was the heavy haul load transportation of the large cylindrical grinding mill stones. The mill stones, each weighing around a ton, were imported from Scotland and off-loaded in Matagorda at the mouth of the Colorado River. Rabb then

had to transport the two enormous stones 100 miles to the location where the mill work was to be completed. His innovative solution was to engineer an axle, attach the mill stones on the ends to serve as wheels, and use oxen to pull the resulting vehicle overland to the job site. This idea, innovative and forward-thinking in its time, allowed Rabb, with determination, to complete the engineering and assembly of the gristmill in 1831, supplying the community that would eventually help establish the Republic of Texas.



Brett Witte '99 pictured with his grandfather Seth Davenport '38

A FAMILIAR CHALLENGE IN A FAMILIAR PLACE

Almost 200 years later, Witte leads his company to overcome similar transportation challenges by engineering and manufacturing the most mobile and highest carrying capacity coiled tubing equipment in the world. PCS' world class manufacturing facility is located right outside of Houston, within the original Old Three Hundred settlement.

Embracing the same God-centered principles his ancestors relied upon eight generations ago, Witte recognized that coil tubing service and production companies needed a supplier/manufacturer with better leadership, a stronger team, higher quality equipment, a focus on innovation, and reliable on-time delivery. While chairing the Houston Muster and Aggie Coach's Night, Brett invited the pastor at Houston's First Baptist Church, Gregg Matte '92, to give the invocation at both events. While attending a fundraiser with Gregg, Brett met his first investor, and long-term mentor Jerry Cox, Class of '72. Jerry not only believed in Brett's business plan but also encouraged Brett to lead through faith. Through Jerry, Brett met his second investor, Ray Rothrock, Class of '77. Brett and his team built an engineering and manufacturing company of operational and quality excellence along

with a culture that is built to last. PCS now has over 75 patents that officially position the company as the leading manufacturer of coiled tubing equipment and pumpers in the US market. PCS recently released its newest generation coiled tubing unit, the Trailblazer™, designed to carry over 30,000 feet of 2-7/8" (or equivalent of up to 180,000 pounds) of coiled tubing. The new Trailblazer™ comes with game-changing, patented technology that allows service companies to access longer well laterals safer, cleaner, faster, and more efficiently, giving these companies an advantage in horizontal well applications.

FORWARD THINKING, FORWARD MOVEMENT

PCS has recently expanded into the Middle East to support customers facing similar heavy haul load transportation challenges. Witte's company is now manufacturing the highest capacity trailer mounted CTU in the world which will reside on a new island in the Arabian Gulf called The Manifa Project.

PCS' versatile designs for high specification coil equipment utilize some of the most advanced technology, allowing customers a variety of configurations to adapt to the demanding requirements of today's various oil fields and shale play with regard to highway laws and restrictions. With units designed to operate globally, the equipment meets the demands of the toughest and harshest environments in the world.



The Witte Family

Texas A&M has played a significant role in Brett's life as it instilled core values and offered him a path to the rest of his career. Brett is married to Lindsey Smith Witte '01, and they have three children, Cade, Jake and Campbell who all hope to carry on the family legacy and become Aggies themselves.

John Mark Prewitt '09



Prewitt CPA PLLC is a CPA practice with a focus on tax planning, tax consulting and tax preparation for business owners and their companies. Prewitt CPA is part of the Cohesion family of companies. Together, the Cohesion Companies offer a one stop resource for our clients for all things tax, consulting, outsourced accounting and wealth management.

Jessica Belcher '03



Best known for its first-class service, top-notch construction and impeccable home design, Republic Custom Builders has become a premier home builder. We are committed to providing quality homes and adhering to the highest standard of integrity in all our practices all while working in a collaborative partnership with our clients.

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Reese Grebe '07

RG Land Services provides all phases of land work required for oil and gas exploration, wind and solar exploration, subsurface title examination for real estate acquisitions and right-of-way operations.

Rob Van Til '91
Joe Swinbank '74



River Aggregates, LLC (www.riveraggregates.com) was founded in 2011 and is a sand and gravel mining company operating two facilities on the northside of Houston in the communities of Conroe and Rye.

Dr. John Thoppil '97



We are a boutique women's health practice in Austin, Texas.

Robert Martinez '97



Rockstar Capital is an investment and multi-family property management firm specializing in the acquisition and management of value-add opportunities across Texas. Currently, its portfolio consists of 3,762 units across 21 communities.



Dr. John Cangelosi '00

Sagis is a physician-lead sub-specialty pathology group supported by a CAP-accredited histology lab located in the heart of Houston, Texas. Led by a team of board-certified pathologists, our lab is at the forefront of diagnostic science that offers the highest quality services to physicians, physician groups, ambulatory surgery centers and hospitals.



Gerald Schwarz '82 Tod Hanson '88

The firm is well known for its broad scope of projects and abilities, its exceptional architectural design and unmatched customer service. Our team of Registered Architects, Registered Interior Designers, Architectural Interns, and Space Planners collectively hold active licenses in the States of Texas, Oklahoma, and New Mexico.



Dr. Srini Neralla '94

SIA Solutions LLC (SIA) is a professional services engineering and consulting firm specializing in program and project-specific solutions in environmental consulting, engineering, remediation, radiological services, infrastructure asset management, P3 and P4 partnerships, energy, water resources and emerging technology applications.

Christian Brown '98



Slate Construction is your Houston based choice for personalized commercial construction services. Our principals have 40 + years experience in the Houston commercial construction market, building a variety of projects from high-end residential, healthcare, office, educational, religious and industrial.

Tom Kieley '04



SourceDay provides a digital interface between a manufacturer's ERP system and hundreds of suppliers, automatically updating changes to delivery dates, pricing, and quantities throughout the order lifecycle and across the supply chain. This improves our customers' understanding of the many changes that occur throughout the lifecycle of an order.

Dan Tinker '96



SRS Distribution Inc. is a family of industry-leading, independent roofing distributors with a common goal: to focus all of our efforts on serving the professional roofing contractor. SRS is a private company sponsored by Leonard Green & Partners and Berkshire Partners and led by a management team of industry veterans who understand the needs of the professional contractor.



Case Craycraft '12
Jay Maxwell '13

Standard Freight specializes in providing logistical solutions for flatbed, over-dimensional, and heavy haul freight. We understand that expediency, knowledge of equipment, and timely communication is the name of the game. Our team takes great pride in providing an unmatched level of service and expertise to meet the needs of each and every customer.



Dr. Dennis King '88

STATKING Clinical Services provides clinical trial services, trial management, protocol development, biostatistics, clinical data management, clinical study monitoring, medical writing, medical monitoring, and safety reporting for the regulatory approval of novel drug and medical device products. We've provided services on over 500 clinical trials for various drug and device products.



John Kevin Bernhard '00

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SwiftWall® Solutions provides a simple, fast, clean and green modular wall system designed primarily for temporary use. SwiftWall® provides all major components including doors, windows, and corners for a complete integrated solution.

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Dr. James Brooks '75

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TDI-Brooks is the recognized leader in seabed geochemical exploration and heat flow measurement. We are a scientific field data acquisition and laboratory services company specializing in multi-disciplinary oceanographic projects covering; environmental baseline surveys, geochemical "seep hunting" exploration and heat flow surveys for oil and gas, offshore survey projects.



Mandy Cavanaugh '90

We are a global third-party logistics company providing temporary workforce housing solutions to government, energy, and other sectors requiring turnkey lodging in houses, apartments, hotels, or modular camps.



Mike Meinscher '89

TEC Sales is dedicated to growing our client's strategic market segments and providing technical expertise for the products we represent. Connecting quality electrical manufacturers with the field with faith and integrity. TEC Sales is committed to becoming a Trusted Advisor for our manufacturers and customers within the industrial electrical industry.



Dustin Hubbard '97

Texana Builders is a commercial general contracting company founded on Integrity, Quality and Accountability. We believe that it's our duty to participate in the betterment of our communities. Every day we endeavor to build long term client relationships and strive to serve as the construction services provider of choice in all our markets.



Dan Haile '96

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Matthew Cecere '00

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Jeff Sampson '93

The Sourcing Solution is a premier provider of custom manufacturing for promotional products distributors, OEM manufacturers and online retailers. We provide decades of experience partnering with trusted international factories to source or produce unique products and use our logistics expertise to import to the US in a cost-effective manner.



Matt Wood '99
Marc Wood '08

The Wood Group of Fairway Independent Mortgage Corporation is the mortgage lender Texans trust. We are a team of over 180 mortgage advisors and support specialists in 17 offices statewide. Each year, we help more than 3,000 Texas families become homeowners.



M. Damian Cook '83

TriCor is a leading global provider of DRAM memory modules, solid state drives, and flash-based memory products. Our products are compliant with all industry standards, and we employ the most thorough test and qualification programs in the industry. Committed to customer satisfaction, we are equipped to support even the most rigorous customer requirements.



Phil Neelley '96
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Trident is a fabrication company that provides a single source engineering, design, and fabrication of ASME Code process equipment, B31.3 piping skids and environmental solutions for energy industry customers. We provide high quality engineered skidded packages, vessels, piping, and structural skids to the production and midstream sectors on time with the customer service you deserve.



Nancy Ridlen '00
Emily Tumis '06

The hospitality and food industry has not seen a lot of change, W3 Sales has set the standard for what representation should look like. The company's creative approach to sales and marketing has opened the doors for incredible business opportunities and to grow product offerings.



WHITE TRASH SERVICES

Scott Nelson '87

White Trash Services provides solid waste removal for residential, commercial and industrial customers in the Crescent Bend area of South Texas. We offer weekly service for residential and commercial customers and rolloff service for industrial locations, home clean outs and just about any project or event.



Jared Pollard '07

Wildernex Wildlife Control is a nuisance wildlife control company that trap/captures wildlife and provides long term control for your home, business, or property. We have a team of educated wildlife biologists that can quickly and correctly diagnose your problem and they work directly with you through the entire process to resolve your problem.

Kyle Leissner '10



Based in the Bryan/College Station area, WireStar Networks has been meeting the telecommunication needs of clients throughout the state of Texas for over ten years and counting. From fixed wireless to fiber and everything in between, WireStar has the technology solutions that deliver the quality, speed, and superior data connectivity that the 12th Man deserves.



Mike Yantis, Jr. '02

Yantis Company provides civil construction services for public entities and private developers in the San Antonio and Austin metropolitan areas. The company has grown with nearly 500 employees and \$125 million in revenue.





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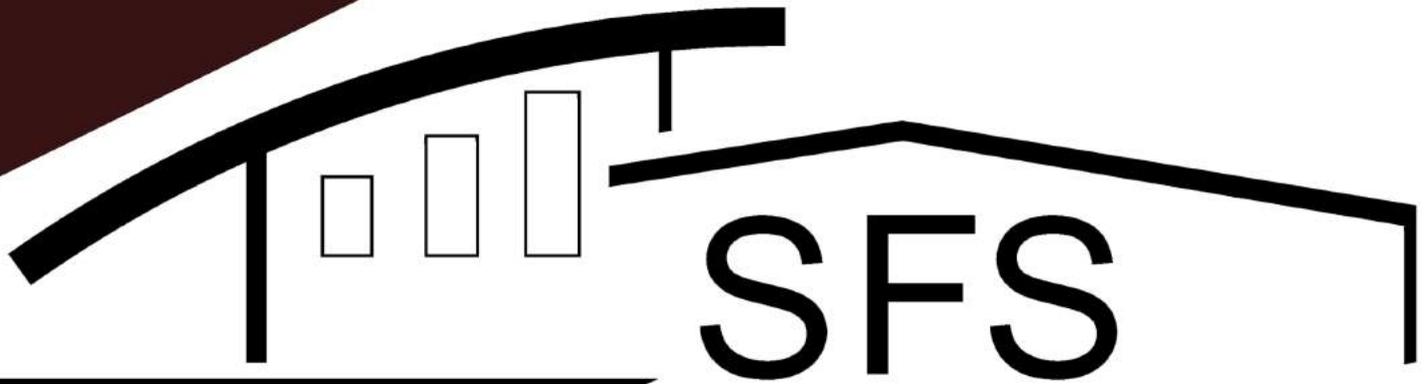
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TAKE CONTROL OF YOUR GAME

**Ian Cash '17 participated in the McFerrin Center Startup Incubator as a student
3 years later CTRL is making strides in disrupting the sports technology industry.**

In a humble office park above a swanky pet store in Grapevine, Texas you'll find the empty offices of CTRL Technologies. The desks are deserted, the 3D printers are still, and the space is eerily quiet without the constant, background hum of electronics. Taking up a large footprint in

the office is a fully-operational golf simulation bay. Normally it's teeming with activity, a place where CTRL product developers go to instantly test hardware and software updates to ensure the product is free of bugs. Now it sits blank and lifeless. CTRL, like many businesses around the world, has

closed its office doors to ensure the health and safety of its staff during the COVID-19 pandemic. But just because the lights aren't on doesn't mean the work stops.



CTRL leverages novel hardware and intelligent software technologies to accurately analyze a player's swing and provide a hyper-personalized training program.

As of October 2020, CTRL is only a few weeks away from launching its product via a highly anticipated IndieGoGo crowdsource campaign. Time is not a luxury they can afford as the team prepares for a milestone that has been 3 years in the making. The founder of CTRL, Ian Cash '17, is a contemplative leader with a seemingly unflappable positivity. "I never thought it would be this much work" he says with a chuckle. "When you're trying to do all of this development, and run a business, and you have 7 people to your name. That's a lot of stuff to keep up with."

CTRL is poised to be a major breakthrough in sports technology. Their flagship product is a first-of-its-kind bio kinetic sleeve that comfortably fits on a golfer's arm. In 30 strokes or less the sleeve learns a player's unique swing and then provides a hyper personalized coaching experience through the use of data

science and artificial intelligence (AI). CTRL's technology allows players to practice their game as if they were being trained by a professional coach, for a fraction of the cost. Making the game of golf more accessible to players alienated by a sport traditionally seen as cost-prohibitive. "We're here to grow the game of golf," said Cash.

But, what is it about the game of golf that has intoxicated Cash to the point of starting a sports technology company? According to him, it's all about the thrill of the perfect swing. "It may not have happened to you yet but it will. You're going to get that one perfect swing. That one swing that's so good that you didn't even realize you made contact. It'll feel like butter it's so smooth. When you can do that it's one of the most amazing [feelings] on the planet." Cash emphasized that every player should be seen as a unique individual, decrying the

outdated practices of one-size-fits-all training programs that are common even among professional athletes and trainers. "There's no cookie-cutter mold for humans," said Cash. A player's swing is as unique as their fingerprint and when you train with hyper-personalization in mind that perfect swing goes from a rare anomaly to a normal part of the playing experience. "That's why we're so focused on consistency. We want you to have that feeling every single time. That's 100% the reason I do this."

The sensors in CTRL's sleeve quickly evaluate the club face, club path, and tempo of a player's swing in order to provide real-time insights and training recommendations. All of this consumer data could easily be sold in order to boost profit margins. However, Cash says that will never be an option for the company. "We're never going to sell any of [your data]. From

day 1 that has been important to us." CTRL is committed to radical transparency with customers and uses strict privacy practices in order to protect consumer data. "It comes from the whole team. We really don't like it when people use our data without our knowledge," said Cash, "Facebook taught everyone that's not the way it should go."

Cash also fervently believes that CTRL should be a self-reliant company in terms of developing its technology. Many startups will outsource product development to third-party companies, but Cash said that at CTRL "we chose to do it all." From hardware to data science and even app development, CTRL has a team of 7 employees so that all development is completely

in-house. "I'm really happy we chose to do that and I think it sets us apart from our competition." Cash has big plans for CTRL and hopes that one day the company can bring radical transparency and hyper-personalization to a number of other sports. "Golf is our first step. But as we've been building we've been focused on human motion. Down the line, we'd like to move elsewhere whether that's volleyball, cricket, swimming, or physical therapy."

Cash says that being the CEO of a startup is overwhelming, yet incredibly satisfying. "Every single day you get to learn and do a lot more than you ever thought you would." Cash is an avid learner, absorbing and synthesizing every book, podcast, and webinar he can get his hands

on. "That was a core thing when we built our team. Are you focused on learning? Because there's no chance that we're working on a problem that you've seen before."

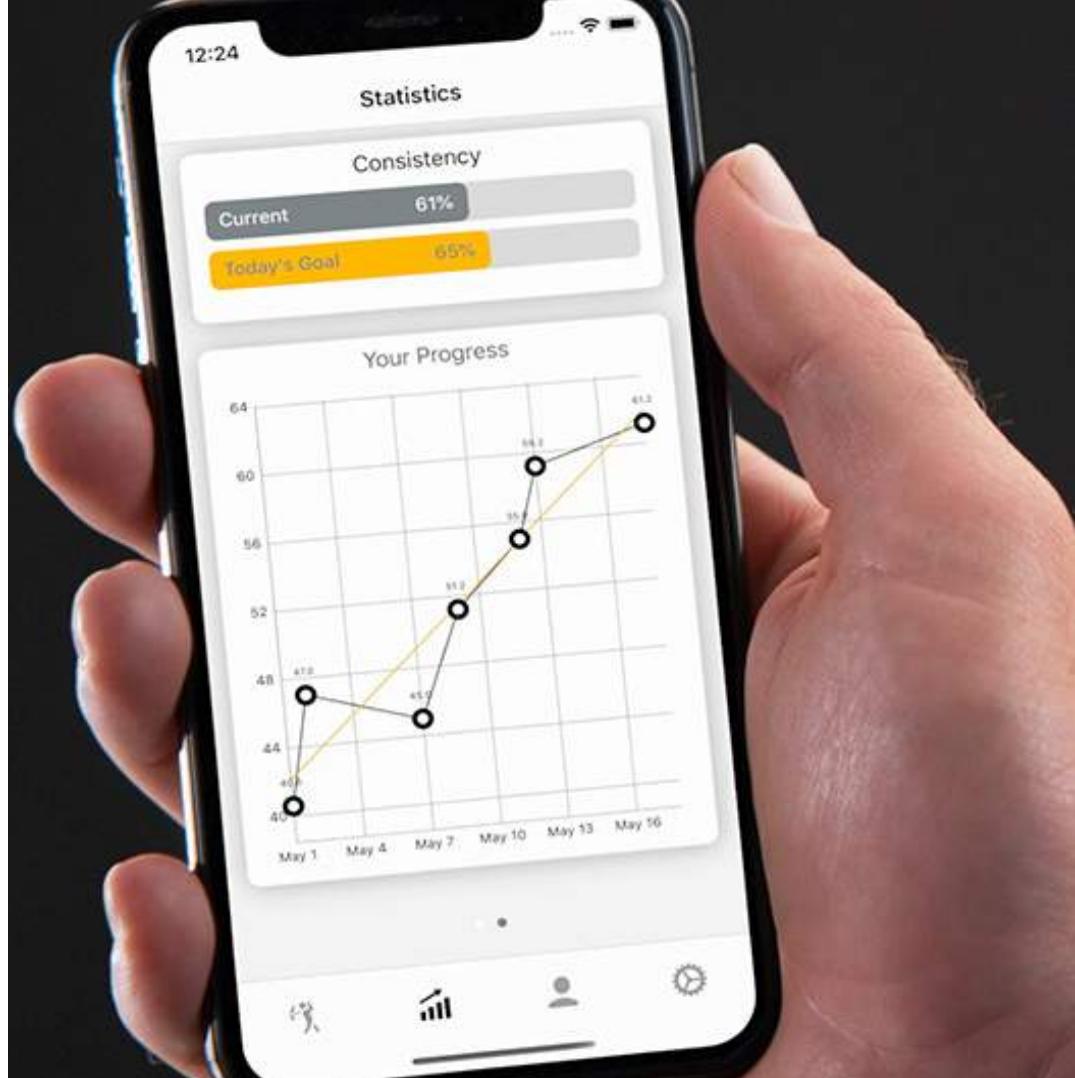
Cash has used his passion for learning to develop a fail-fast company culture built on a foundation of pre-forgiveness. "We know we're all going to make mistakes. There's no way around that." said Cash, "the fastest way for us to learn and grow is to go out there and not be afraid to make mistakes. That's core value #1 that really inspires everyone. For us, it's never a scolding. We made a bad call, how can we improve and move forward? You don't find a lot of places out there that encourage that."



It's surprising to find such a young leader who empowers his employees to take ownership of the company's success. Even some seasoned entrepreneurs struggle to relinquish control. But Cash repeatedly acknowledges that without his team there would be no company. "There's no room for selfishness when everyone is making sacrifices for the common good. Everyone has really made sacrifices to be here and even more sacrifices to make sure no one left. My team has to feel like they can make choices and if they make the wrong one it's okay."

Cash's passion for hyper-personalization is evident in the way he leads the company. One of the biggest lessons he's learned as CEO is that everyone needs to be treated as an individual. "You need to find what makes someone tick. You need to understand why they do what they do and what's on their mind. You need to truly understand them as a person. Learning your team and making sure you take the time to do so, it'll make you so much more effective in the workplace."

Don't let Cash's encouraging demeanor fool you. His journey as an entrepreneur hasn't been all smooth sailing. CTRL has experienced many setbacks, pivoted more times than Cash can count, and is set to launch publicly during a global pandemic that has crushed the United States economy. But Cash won't let these difficulties cloud his vision. "You get hit left and right and it feels like it never stops. But you don't quit. You keep going and you're going to get through." A fitting message from an entrepreneur whose company is taking on industry titans such as Nike, Callaway, and Garmin. When all is said and done Cash is pursuing his dream in an industry that he loves and he tries to keep that in mind when things get



difficult. "We're working in golf. It's the most fun you could have!"

From his leadership style as CEO to CTRL's hyper-personalized technology, Ian Cash '17 has built a company devoted to the individual. "We all have unique stories. This is going to sound cliché, but it's really what I believe. Everyone is an individual with different backgrounds and thoughts and I think that should be celebrated. I think there is value in, quite literally, every person out there." Cash is building a company that puts people before profits. A natural occurrence when a CEO wears an Aggie ring.



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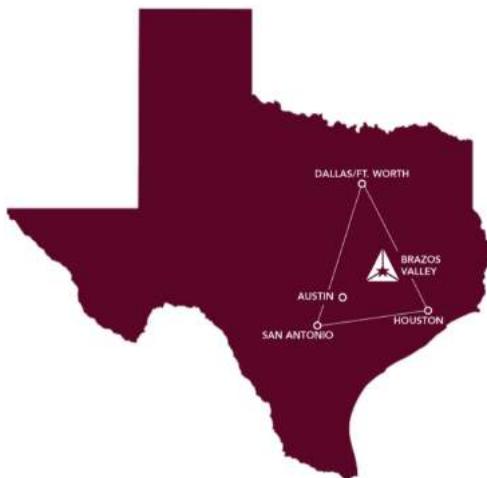
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Congrats on another year of making lives better!



A HEARTFELT THANK YOU

The staff of the McFerrin Center for Entrepreneurship is honored to have the privilege to celebrate successful Aggie entrepreneurs. Aggie 100 would not be a 16 year tradition without the many people and organizations that continue to support Aggie 100 year after year.

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CPAS AND PROFESSIONAL ADVISORS

We would like to thank PKF Texas for the integral support that they provide Aggie 100 every year. PKF is a global network of accountancy firms and the official accounting firm of Aggie 100. Each year their Texas firm reviews and verifies hundreds of Aggie 100 applicants. Their outstanding team ensures that each Aggie 100 honoree fulfills the requirements of the award. Without PKF Texas, Aggie 100 simply would not be possible.

TEXAS A&M FOUNDATION



The Texas A&M Foundation has been a generous Aggie 100 sponsor since 2005. As the primary academic fundraising institution for Texas A&M, they inspire philanthropy to support the University. The Foundation works with former students, corporations and other supporters to match their charitable interests with the university's priorities. Both Aggie 100 and the McFerrin Center are possible because of the Foundation's efforts and we are grateful for their continuous support.

BRAZOS VALLEY ECONOMIC DEVELOPMENT CORPORATION



BRAZOS VALLEY ECONOMIC DEVELOPMENT CORPORATION

The Brazos Valley Economic Development Corporation continues to be a valued corporate sponsor for Aggie 100. Each year their sponsorship underwrites the cost of the Aggie 100 welcome reception. The mission of the public-private organization is to pursue the economic growth of Brazos County without regard to municipal boundary.

RING VENTURES



We are happy to welcome our newest program sponsor and newest investment opportunity for our Aggie 100 Honorees! Ring Ventures is a smart, simple way for Aggies to add venture capital to their investment portfolios, and invest alongside fellow Aggies in startups that may someday find a way onto the Aggie 100 list themselves!

It goes without saying that 2020 has been a challenging year for everyone. Our McFerrin Center team has gone above and beyond to maintain and modify our top-quality programs. We successfully reformatted our in-person programs, some of which have been around since the late 90', but we never thought we would have to change our beloved Aggie 100. Our entire team was devastated to have to cancel our Hall of Champions celebration with the Class of 2020.

Because I can't stand on stage and offer all the well-deserved accolades to my team, I need to take this opportunity to thank them here. Reworking one of our signature programs is no easy feat, and it would not have been possible without their dedication, talents and extraordinary flexibility.

Stephanie Burns '14 – Our Aggie 100 communications guru. She put every page of this publication together, created every piece of social and media outreach, all while continuing to manage all of the marketing and communications for our Center.

Tyler Jo Reason '15 – Our newest team member joined us in early September and immediately jumped into all things Aggie 100, supporting in every aspect and assembling those fabulous swag boxes you all received.

Our outstanding student workers – Anthony Carroll '23, Emily Henson '21 and Amelia Stavinoha '22 – They do so much for us and for our programs, and I highly recommend them if you are looking for a new Aggie employee (but not BEFORE they graduate)!

I hope you feel celebrated and honored today. Please know that we are so very honored to work with such amazing Aggies and your Aggie companies.

Stay safe & Gig'em,

Shanna Spencer '03 | Assistant Director and Aggie 100 Program Director



The accountants for the Aggie 100 are Texas A&M University educated and dedicated to serving **YOU**.



Let us introduce you to the PKF Texas Ag Squad:

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Megan Smikal, '14

Emily Smikal, CPA '08

Bryant Smith, CPA '14

Valerie Frey, CPA '09

Zachary Bumbaugh, CPA '15

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Our firm leadership, supporters of Texas A&M:

Del Walker, CPA – Texas A&M Accounting Advisory Council, McFerrin Center for Entrepreneurship Advisory Council

Sonia Freeman, CPA, CGMA – Aggie Mom

