

AGGIE 100

TM

The 2019
List



McFerrin Center for Entrepreneurship

Rank	% Growth	Company Name	Industry	Founded	Leadership	Title	Location
1	284.88%	SIA Solutions, LLC	Environmental Services	2012	Srini Neralla '94	CEO, Owner	Houston, Texas
2	190.07%	Raider Pumping Services, LP	Energy	2008	Chad Chambers '03	Managing Partner	College Station, Texas
3	143.56%	LJA Infrastructure	Engineering	2004	Mike Baker '80	President	Houston, Texas
4	117.46%	Odin Heavy Industries, LLC	Energy	2013	Robert Sheets '09	Vice President, Founder, Owner	Bryan, Texas
5	115.19%	Ark Financial	Financial Services	2010	Jeff Socha '03	Managing Partner, Founder, Owner	Austin, Texas
6	109.59%	Premier Coil Solutions, Inc.	Manufacturing	2011	Brett Witte '99	CEO, Founder	Waller, Texas
7	104.90%	Escondido Resources	Energy	2007	William Deupree '83 Andrew Ellis '94	CEO, President, Owner Executive Vice President, COO, Founder	Katy, Texas
8	103.19%	Diamondback Energy, Inc.	Energy	2011	Travis Stice '84	CEO, Director, Founder	Midland, Texas
9	96.32%	Steel Frame Solutions & Drywall, LLC	Manufacturing	2011	Kevin Bernhard '00	President, Founder, Owner	Kerrville, Texas
10	91.38%	LASAL, LLC	Energy	2012	Tom Sexton '06	Co-Owner	Water Valley, Texas
11	89.92%	Philip Reed Energy Group, LP	Energy	2014	Matthew Mozisek '00	Partner, Founder, Owner	Shiner, Texas
12	89.89%	Crown to Ground Supply, Inc.	Energy	2013	Dan Crissman '03 Terra Crissman '06	CEO, President, Founder, Owner CFO, Vice President, Founder, Owner	Magnolia, Texas
13	88.87%	Wildemex, LLC: Wildlife Control	Wildlife Control	2012	Jared Pollard '07	President, Founder, Owner	Magnolia, Texas
14	88.84%	Slate Construction, LLC	Construction	2010	Christian Brown '98	President, Owner	Houston, Texas
15	88.39%	Hancock Custom Homes, LLC	Real Estate	2011	Jeffrey Scott Hancock '00	President, Owner	College Station, Texas
16	84.70%	AmTex Machine Products, Inc.	Manufacturing	1989	Richard Rau '71	CEO, Owner	Houston, Texas
17	82.63%	Heartis	Senior Living	2012	Jason Signor '99	CEO, Founder	Dallas, Texas
18	77.03%	The PROS Company	Energy	2009	Lee Levisay '78	Vice President, Owner	Oklahoma City, Oklahoma
19	73.86%	Maneuvering the Middle	Education	2013	Noelle Pickering '06 Michael Pickering '09	Founder, Co-Owner Co-Owner	Austin, Texas
20	73.75%	Texas Pride Fuels	Energy	2004	Dan Haile '96	Executive Vice President, Founder, Owner	Springtown, Texas
21	71.92%	Eventellect, LLC	Sports and Entertainment	2009	Ignacio Cubero '06	Leader, Co-Founder	Houston, Texas
22	71.85%	Able Industrial	Energy	2009	Trey Able '98	CEO, President, Owner	Houston, Texas
23	71.71%	3-C Valve & Equipment, LP	Energy	2006	Layne Smith '81	President, Founder, Owner	Houston, Texas
24	69.49%	River Place Ob Gyn	Pharmaceuticals/Health Care	2013	John Thoppil '97	President, Founder, Owner	Austin, Texas
25	68.72%	Aztec Contractors, Inc.	Construction	1989	Frank Spencer III '00	President, Founder, Owner	El Paso, Texas
26	68.26%	Advanced Geodetic Surveys - AGS	Energy	1991	Todd Traylor '91	President	Damon, Texas
27	68.06%	Wright Choice, Inc.	Energy	2010	Jeff Wright '02	CEO	Evans, Colorado
28	67.18%	Horizon Firearms	Consumer Products	2012	Derrick Ratliff '07	President, Founder	College Station, Texas
29	64.50%	Engineering Concepts & Design, LP	Engineering	2000	Todd Wintters '94	Owner	Wylie, Texas
30	62.71%	Environmentex, Inc.	Engineering	2008	Brian McCallister '91	President, Founder, Owner	Dallas, Texas
31	62.19%	FrogSlayer, LLC	Software	2005	Ross Morel '10	CEO, Founder, Owner	College Station, Texas
32	61.63%	Kesos Tacos	Food/Beverage	2013	Jhonatan Aldama '13	CEO, Founder	Austin, Texas
33	61.07%	CIMA ENERGY, LP	Energy	1996	Thomas K. Edwards '87 Michael D. Rupe '93	President, COO, Founder Executive Vice President, CFO, Founder	Houston, Texas
34	58.52%	Kelly CPA	Financial Services	2011	Marie Kelly '83	Founder, Owner	Dallas, Texas
35	58.14%	St. Peter Metal Works, LLC	Manufacturing	2012	Thomas St. Peter '09	President, Founder, Owner	Whitney, Texas
36	56.75%	JP Services	Energy	2011	Justin Peter '05 Chad Peter '08	CEO, Founder Director, Owner	Houston, Texas
37	55.71%	Sparx Engineering	Engineering	2009	Paul Hoopingarner '99	Founder, Owner	Marvel, Texas
38	55.51%	ALPHA Facilities Solutions, LLC	Engineering	2007	John Garcia '80	Founder	San Antonio, Texas
39	55.26%	Flocknote	Computer Hardware/Software	2009	Matthew Warner '02	CEO, Founder, Owner	Spring, Texas
40	55.25%	TEC Sales	Industrial Electrical Manufacturer's Representative	2010	Mike Meinscher '89	Team Leader, Founder	College Station, Texas
41	53.96%	CR Systems, Inc. / Aggieland Roofing	Roofing	1998	Rayne Knight-Zingelmann '90	President, Founder, Owner	Bryan, Texas
42	53.52%	Crume Sales	Oil and Gas	1976	Tommy Crume '96	President	Odessa, Texas
43	53.18%	EcoZapp	Home Services	2011	Joshua Zapalac '12 Allison Zapalac '12	Founder, Owner Owner, Managing Partner, Founder	College Station, Texas
44	50.03%	Trustantial	Business Products/Services	2003	Jake Horn '98	Partner, Owner	Dallas, Texas
45	49.39%	Zentra, LLC	Retail	2012	Gary Rose '85	CEO, Owner	Indian Trail, North Carolina
46	48.90%	Texana Builders	Real Estate	2007	Dustin Hubbard '97	CEO, Founder	Houston, Texas
47	48.50%	Method Architecture	Architecture	2008	Jake Donaldson '04	Managing Partner, Founder, Owner	Houston, Texas
48	48.07%	J-Tech Digital, Inc.	Electronics/High Tech	2012	Jeff Wang '04	CEO, Founder, Owner	Sugar Land, Texas
49	47.62%	LCM Industries	Energy	2006	Tommy Crume '96	President, Founder	Odessa, Texas
50	47.56%	The Sourcing Solution	Manufacturing	2010	Jeff Sampson '93	Founder, Owner	Dallas, Texas
51	47.10%	Batts Audio, Video & Lighting, Inc.	Arts/Entertainment	1997	Mark Batts '95	CEO, Founder, Owner	Denison, Texas
52	46.88%	Mailbu Homes	Real Estate	2013	Jo Beth Southard '97	Owner	Decatur, Texas
53	46.70%	Electric Power Engineers, Inc.	Engineering	1968	Hala Ballouz '89	President, Founder, Owner	Austin, Texas
54	45.77%	Einstein Moving Company	Transportation (Household Goods Moving)	2012	Cameron Brown '10 Paul Morin '10	Co-Owner, Founder Co-Owner, Founder	Austin, Texas

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55	45.06%	Modern Message	Real Estate	2012	Michael Ivey '04	COO, Co-Founder	Dallas, Texas
56	44.67%	Brazos WiFi	Communications/Media/Public Relations	2011	Jim Bouse '04 Lauren Bouse '07	President, Founder, Owner Administrator, Founder	College Station, Texas
57	44.13%	SagisDx	Pharmaceuticals/Health Care	2012	John Cangelosi '00	Chairman, Co-Founder	Houston, Texas
58	43.91%	HealthMark Group	Business Products/Services	2006	Bart Howe '07 Matt Howe '11 Scott Bagley '97	CEO President, CFO Founder, Director	Dallas, Texas
59	43.81%	First America Homes	Real Estate	2010	Dave Barnhart '00	Division President	The Woodlands, Texas
60	43.77%	Sunrise Landscapes	Business Products/Services	2008	David Hebert '09 Shelbie Hebert '10	Founder, Owner Partner	College Station, Texas
61	43.21%	MB2 Dental	Pharmaceuticals/Health Care	2010	Mauricio Dardano '02 Justin Puckett '05	Senior Managing Partner, Co-Founder President	Carrollton, Texas
62	42.83%	American Bath Group	Manufacturing	1993	Lowell Stonecipher '90	CEO, Founder, Owner	Savannah , Tennessee
63	41.88%	Creekstone Outdoor Living	Construction & Retail	2009	Sam Hickey '02 Tara Hickey '02	President, Owner Vice President, Owner	Spring, Texas
64	41.76%	Jenkins Design Build	Real Estate	1992	Shan Jenkins '88 Bethany Jenkins '88	President, Founder Vice President, Founder	Austin, Texas
65	40.49%	A-1 Rocket Industries	Environmental Services	1989	Ryan Zimmer '06	President, Owner	Amarillo, Texas
66	40.12%	The Ranger Group, LLC	Recruiting	2009	Matthew Cecere '00	Managing Partner, Founder, Owner	Frisco, Texas
67	39.77%	TriQuest Technologies, Inc.	Business Products/Services	1997	Gary Tonniges, Jr. '92 Cyndy Tonniges '91	CEO, Founder, Owner Membership, Marketing, & Accounting Leader, Owner	Fort Worth, Texas
68	39.74%	Innovation Event Management	Business Products/Services	2001	Rachel Pepper '00 John-Morris Edwards '03 Murray Edwards '73	CEO, Founder, Owner President, Owner Chairman, Owner	Austin, Texas
69	39.43%	Satori Marketing	Communications/Media/Public Relations	2007	Marche' Warfield '94	CEO, Founder, Owner	Houston, Texas
70	39.31%	Prewitt CPA, PLLC	Financial Services	2011	John Mark Prewitt '09	Managing Member, Founder, Owner	Dallas, Texas
71	39.03%	CTC Contractors	Real Estate	2010	Josh Crescenzi '04 Ashley Crescenzi '05	President, Founder, Owner Controller, Founder, Owner	Houston, Texas
72	37.89%	Elite Fulfillment Solutions	Business Products/Services	2011	Jeff Sampson '93	Founder, Owner	Dallas, Texas
73	37.78%	Fan Interactive Marketing	Business Products/Services	2008	Eyal Mintz '00	CEO, Founder	Rolling Hills Estates, California
74	37.63%	Gulf Coast Oysters, Inc.	Food/Beverage	2010	Jure Slavic '05	CEO, President, Founder, Owner	Dickinson, Texas
75	37.27%	The Wood Group of Fairway Independent Mortgage Corporation	Financial Services	2010	Matt Wood '99 Marc Wood '08	Managing Partner, Founder Managing Partner	Belton, Texas
76	36.62%	Harway Appliances	Consumer Products	2012	Michael Walker '97 Jeff Jenkins '89 Gabe Sutton '99	Managing Partner, Founder, Owner Owner, Managing Partner, Founder Owner, Managing Partner, Founder	Austin, Texas
77	36.17%	Lone-Star Roof Systems	Roofing	2005	Luke Bradcich '00 Kurt Bradcich '93	Founder, Owner Owner	College Station, Texas
78	36.09%	Sallyport Holdings, LLC	Financial Services	2012	Kyle Bethancourt '00	President, Founder	Houston, Texas
79	35.61%	Brandon H. Cutrer, LLC	Agriculture	2010	Rachel Cutrer '11	Founder, Owner	Wharton, Texas
80	35.44%	5	Energy	2011	Josh Coleman '82 Jeff Schiefelbein '00	COO, Founder, Owner Chief Culture Officer, Founder, Owner	Irving, Texas
81	34.44%	OTA Compression	Energy	2004	Grant Swartzwelder '85	President, Founder, Owner	Dallas, Texas
82	34.16%	InHouse Systems, Inc.	Electronics/High Tech	1991	Kody Shed '95	President, Owner	Temple, Texas
83	33.57%	Big Data Energy Services	Energy	2012	Cade Burks '83	Founder, Owner, Chief Digital Officer	Houston, Texas
84	33.34%	Swann Animal Clinic at Hillside	Pharmaceuticals/Health Care	2014	Seth Solomon '08	President, Founder, Owner	Amarillo, Texas
85	33.33%	Latshaw Drilling & Exploration Company	Energy	1981	Trent Latshaw '75	President, Founder, Owner	Tulsa, Oklahoma
86	33.10%	Doorstep Digital	Consumer Products	2001	Jack Perry '99	Founder, Owner	Houston, Texas
87	32.75%	Sneller Custom Homes & Remodeling	Real Estate	2011	Jenny Sneller '03 Matt Sneller '03	Owner Owner	Spring, Texas
88	32.70%	Sage Oil Vac, Inc.	Manufacturing	1995	Aaron Sage '97	CEO	Amarillo, Texas
89	32.62%	Alliance Transportation Group, Inc.	Engineering	1997	Gayle Heath '85 J. Michael Heath '85 Clinton Jumper '98	CEO, Founder, Owner President, Founder Vice President of Engineering	Austin, Texas
90	31.48%	Apex Protection	Insurance	2012	Ben Keating '94 Don Whitaker '96	President, Founder, Owner CFO, Founder, Owner	Victoria, Texas
91	31.30%	Caddis	Real Estate	2008	Jason Signor '99	CEO, Founder	Dallas, Texas
92	31.07%	Haile Properties, LP	Real Estate	2005	Dan Haile '96	Managing Member, Founder, Owner	Springtown, Texas
93	30.79%	Z Constructors Nationwide, LLC	Construction	2008	Seth Williams '06	CEO, Founder, Owner	Richardson, Texas
94	30.77%	STATKING Clinical Services	Pharmaceuticals/Health Care	1989	Dennis King '88	CEO, President, Founder, Owner	Fairfield, Ohio
95	30.72%	Alltek	Business Products/Services	2005	Mike Brookover '90	CEO, Founder, Owner	Spring, Texas
96	30.61%	Kennedy Fabricating	Manufacturing	1984	Kevin Kennedy '01 Jeremy Want '03	President CEO	Splendora, Texas
97	30.53%	CWA Construction	Construction	1998	Herb Cross '75	President, Founder	Waco, Texas
98	30.38%	Broadleaf Commerce	E-Commerce	2012	Brian Polster '92 Daniel Colgrove '91	CEO, Founder Vice President of Customer Service, Founder	Plano, Texas
99	29.66%	Command Commissioning, LLC	Engineering	2002	Ken Meline '82	President, Founder, Owner	Irving, Texas
100	29.27%	FDA Quality and Regulatory Consultants	Pharmaceuticals/Health Care	2009	Christopher Rush '01	President, Founder, Owner	Cedar Park, Texas

As the largest electrical contractor in the state of Texas, it's no surprise that Walker Engineering is the 2019 Aggie 100 Summit Award recipient. Brent Walker, President of Walker Engineering, said that receiving the award was incredibly meaningful, "it's something we're very humbled by but also very proud of. We're really excited." Walker Engineering's portfolio ranges from museums to hospitals to corporate campuses, and even includes Texas A&M University's beloved Kyle Field. But Walker Engineering is more than a company, it's a family. Founded in 1981 by Charlie Walker the company is now led by his son Scott Walker '00 and nephew Brent Walker '97. "We've learned a lot over time, about what not to do to avoid making mistakes and our goal is to be the best partner we can for our collaborators and customers." Brent attributes the continued growth and success of Walker Engineering to Charlie's mentorship which has shaped both him and Scott as leaders and entrepreneurs. "[Charlie] taught us about the necessity of keeping our employees happy and motivated. Having good, talented folks around him was how he built his business." Charlie also taught them to prioritize and respect their employees. "The best leaders have a natural social awareness and empathy of others", said Brent. "When you have thousands of employees who are coming to work each day they each have their own things going on in their life. That can make them great at their job one day and maybe they struggle the next because they have something that's taxing their well-being. Being conscientious of that is something we learned from Charlie and something we try to continue to emulate today."

Although Walker Engineering is a family business Scott and Brent had to first prove themselves as employees before they could pursue a leadership role within the company. "It didn't matter that my last name was Walker" said Brent, "without question we had to earn our stripes. No one would have respected us if we were given the keys to the kingdom without earning them." Both Brent and Scott have worked for Walker since they were teenagers. "We started working in the warehouse when we were in High School. We were working on jobsites when we were in college. We were in the field, learning how hard it is to be an electrician. Without question the empathy I have for those in our field and our employees is because I've done their job and I understand that it's hard and challenging. Having to do that earned us the respect of our employees and in turn gave us respect for our employees." In total Brent has been working for Walker Engineering for 28 years and now as president he has a deep understanding of the mechanics of the company.

Brent comes from a family of proud Aggies and estimated that there must be over 30 Walkers who have graduated from Texas A&M throughout the years. "I grew up in a maroon household and I knew the Aggie War Hymn before Jesus Loves Me" he joked. Although Brent learned many things during his time as student in the department of construction science, one key lesson he gained from Texas A&M was that "you're going to have to

work hard to be successful." In addition, Walker Engineering tries to incorporate a bit of Texas A&M's culture within their own. "There's a family environment at A&M and we very much try to incorporate that into our own company." Peer-to-peer support and mentorship is a pervasive cultural aspect at Walker Engineering. They aim to create an environment where people enjoy coming to work. "Even though we've grown so big we try to continue to keep that small town family feel just like Texas A&M."

More than anything Brent stressed the value that Walker Engineering places on their people. "We are nothing without our employees" he said. "Finding folks who want to come in and work hard and rewarding that is what we're all about. We're not micromanagers. We hire people to do a great job and have great ideas. We very much like to recruit, train, and promote from within our company." They're trying to change the culture of their jobsites

as well. Gone are the old guard ways of running a site like a military operation. "We've tried to really promote a different mindset. We want young people to come into the trade and feel like they have a chance to succeed. You can share your wisdom without screaming at some poor kid." When asked what advice he would give to a leader who wants to develop a strong company culture, Brent emphasized the importance of hiring the right people. "Identify talent that organically has that mentality. You get a better environment of collaboration and long-term tenure when you have a family culture. There are a lot of folks who are smart and good at their jobs that we don't hire because they don't fit our culture. A lot of folks job hop and we look for

that. We want someone to be here for the long-term."

Walker Engineering is also dedicated to making an impact outside of the industry. "In every community where we build we owe it to be generous with our success." Walker Engineering is a charitable giver to many non-profit organizations including Joey's Dream Builders, Make a Wish, and March of Dimes. "When we have big fundraisers we involve our employees whether that's through volunteering or helping to raise money." As a company they're aware of the power that they have to be a force for good. "We want to continue to be a great place to work, provide for thousands of peoples families, and continue to build cool buildings." ♦

“The best leaders have a natural social awareness and empathy...”



Brent
Walker



Scott
Walker