



# THE LIST

TWO THOUSAND EIGHTEEN



McFerrin Center for Entrepreneurship



RANK	% GROWTH RATE	COMPANY NAME	INDUSTRY	FOUNDED	LEADERSHIP	TITLE	LOCATION
1	188.37%	LJA Infrastructure, Inc.	Rail Design and Construction Services	2004	Mike Baker '80 Calvin Ladner '80	President CEO	Houston, Texas
2	142.96%	Hancock Homes	Construction	2011	Jeffrey Scott Hancock '00	President, Owner	College Station, Texas
3	114.67%	Cox Commercial Construction, LLC	Commercial Construction	2008	Bo Cox '74 Doug Cox '01 Blake Cox '04 Darren Okruhlik '00	President, Founder Senior Vice President, Founder Senior Vice President, Founder, Owner Senior Vice President, Owner	Baytown, Texas
4	112.51%	Hydro-Con, LLC	Hydro-Excavation and Concrete Services	2011	Colton Snapp '06 Dylan Snapp '03	President, Founder, Owner Vice President, Founder, Owner	Lorena, Texas
5	107.24%	Stand2Learn	Educational Furniture	2012	Dr. Mark Benden '89 Michele Hasten Klumb '92 Mack Westbrook '02	CEO, Founder, Owner COO, Owner President, Owner	College Station, Texas
6	97.73%	McCaw Property Management, LLC	Real Estate	2013	Kyle McCaw '00	Broker, Owner	Keller, Texas
7	91.65%	JP Services	Oil and Gas Services	2011	Justin Peter '04 Chad Peter '08	CEO, Founder, Owner COO, Owner	Houston, Texas
8	85.01%	Batts Audio, Video & Lighting, Inc.	Commercial AV Integrator	1998	Mark Batts '95	CEO, Founder, Owner	Denison, Texas
9	81.69%	South Texas Building Partners	Construction	2011	Matthew Ezell '04	President, Founder	Corpus Christi, Texas
10	81.13%	Big Data Energy Services	Energy & Utilities	2012	Cade Burks '83	Chief Digital Officer, Founder	Houston, Texas
11	79.60%	Eventellect	Sports and Entertainment	2007	Ignacio Cubero III '06	President, Founder, Owner	Houston, Texas
12	77.45%	Innovation Event Management	Business Products and Services	2001	Rachel Pepper '00 John-Morris Edwards '03	CEO, Founder, Owner President, Owner	Austin, Texas
13	73.67%	Modern Message Inc	Technology	2012	Michael Ivey '04	President, Co-Founder	Dallas, Texas
14	66.15%	Sterling Structures, Inc.	Construction - Commercial General Contractor	1997	Jay Carlton '81	CEO, Founder, Owner	Houston, Texas
15	64.82%	The Wood Group of Fairway Independent Mortgage Corporation	Mortgage	2010	Matt Wood '99 Marc Wood '08	Managing Partner, Founder Managing Partner	Belton, Texas
16	62.93%	Price Wagener Services, LLC	Landscape Maintenance/Construction	2011	Mariner Price '01	CEO, Owner	Houston, Texas
17	60.87%	The PROS Company	Machining	2009	Lee Levisay '78	Vice President, Founder, Owner	Lubbock, Texas
18	59.29%	Zentra, LLC	Online Retail	2012	Gary Rose '85	CEO, Owner	Indian Trail, North Carolina
19	58.97%	SagisDx	Healthcare	2011	Dr. John Cangelosi '00	CEO, Founder, Owner	Houston, Texas
20	58.47%	Steele & Freeman, Inc.	Construction	1979	Michael Freeman '91 Scott Depauw '98	President, Owner Vice President of Operations, Owner	Fort Worth, Texas
21	58.33%	American Bath Group	Manufacturing	1993	Lowell "Rick" Stonecipher '90	CEO	Savannah, Tennessee
22	57.28%	LASAL, LLC	Energy	2012	Thomas Sexton '06	Managing Member, Founder, Owner	Water Valley, Texas
23	56.75%	OutboundEngine	Software	2012	Brannon Stewart '98	CEO, Founder	Austin, Texas
24	56.38%	Becker Wright Consultants	Human Resources	2003	Jennifer Wright '98	Founder, Owner	Austin, Texas
25	56.14%	Lew's Custom Cutting Boards and Closing Gifts	Promotional Products	2012	Kyle Lewallen '12	Lead Designer, Founder, Owner	Lula, Georgia
26	55.63%	CR Systems/Aggieland Roofing	Roofing	1996	Rayne Knight-Zingelmann '90	President, Founder, Owner	Bryan, Texas
27	55.60%	Evolve Technologies	Automation, AV, Shades and Lighting	2011	Joshua Allred '08 Bryce Richardson '11 Joshua Little '06	Owner Owner Founder, Owner	Dallas, Texas
28	54.61%	Brazos WiFi	Internet Service Provider	2011	Jim Bouse '04	President, Founder, Owner	College Station, Texas
29	54.18%	FrogSlayer LLC	Software	2005	Ross Morel '10	CEO & Managing Partner, Founder, Owner	College Station, Texas
30	51.48%	Kirby Plastic Surgery	Medical	2011	Randol Kirby '97 Emily Kirby '03	General Manager, Founder Owner	Fort Worth, Texas
31	50.26%	Westmoreland Builders LLC	Construction	2007	Greg Westmoreland '91	CEO, Founder, Owner	Southlake, Texas
32	48.55%	Strategic Construction, Ltd.	Construction	2001	Matt Beshara '99	President, Owner	Houston, Texas
33	48.18%	Trustantial	IT Services	2003	Jake Horn '98	Partner, Founder, Owner	Dallas, Texas
34	47.12%	MYCON General Contractors	Construction	1987	Charles Myers '85	CEO, Founder, Owner	Dallas, Texas
35	46.65%	Vivid Data Group, LLC	Equipment Distribution	2011	Glen Fullerton '92	Partner, Founder, Owner	Dallas, Texas
36	46.28%	ALPHA Facilities Solutions, LLC	Facility Asset Management (A/E/FM)	2007	John A. Garcia '80	Managing Director, Founder, Owner	San Antonio, Texas
37	46.19%	Flocknote	SaaS for Churches	2009	Matthew Warner '02	CEO, Founder, Owner	The Woodlands, Texas
38	45.70%	Summit On Site Solutions			Taseer Badar '95	Leader, Owner	Houston, Texas
39	44.96%	PC Drilling & Service, LLC	Oil & Gas	2010	Rae Powell '94	President, Founder	Midland, Texas
40	44.93%	Triple A Air Conditioning, Inc.	HVAC	1969	Dustin Neff '12	CEO, General Manager	Irving, Texas
41	44.45%	CIMA ENERGY, LP	Energy	1996	Thomas Edwards '87 Michael Rupe '93	President & COO, Founder EVP & CFO, Founder	Houston, Texas
42	43.70%	Z Constructors Nationwide, LLC	Construction	2008	Seth Williams '06	CEO, Founder, Owner	Dallas, Texas
43	42.95%	J-TECH DIGITAL, INC	ECommerce	2013	Dr. Jeff Wang '04	CEO, Founder, Owner	Sugar Land, Texas
44	42.48%	CREDIChAPIN	Financial Services	2007	Alvaro Stein '82	President, CEO, Founder, Owner	Guatemala
45	42.43%	Patriot Pool and Spa	Swimming Pool Service	2006	Hal Denbar '05 Laura Denbar '06	President, Founder Vice President, Founder	Austin, Texas
46	41.87%	Elite Fulfillment Solutions	Warehousing & Distribution	2011	Jeff Sampson '93	Vice President, Founder, Owner	Dallas, Texas
47	41.61%	Jim Boles Custom Homes, LLC	Residential Construction	2004	Jim Boles '97	Owner	San Antonio, Texas
48	40.97%	ATX Glazing, LLC	Commerical Construction	2011	Douglas Frey '77	Owner, Founder	Round Rock, Texas
49	39.85%	L Squared Engineering	Civil Engineering and Project Management	2011	Levi Love '01	President, Owner	Montgomery, Texas
50	39.75%	VLK Architects	Architecture	1984	Leesa Vardeman '81	Partner, Owner	Fort Worth, Texas

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51	39.19%	Critical Start	Cyber Security	2012	Robert Davis '90	CEO, Founder, Owner	Plano, Texas
52	38.60%	5	Energy Consulting	2011	Jeff Schiefelbein '00	Chief Culture Officer, Co-Founder, Owner	Irving, Texas
53	38.58%	Steel Frame Solutions & Drywall, LLC	Steel Manufacturing	2011	Josh Coleman '82 Kevin Bernhard '00	COO, Co-Founder, Owner President, Founder, Owner	Kerrville, Texas
54	38.16%	Service Nation Inc.	HVAC/Plumbing/Electrical	2002	Matt Michel '83 Kyle Scott '01	President, Founder, Owner Controller, Founder	Flower Mound, Texas
55	38.05%	Creekstone Outdoor Living	Construction & Retail	2009	Sam Hickey '02 Tara Hickey '02	President, Founder Vice President, Owner	Spring, Texas
56	37.98%	Apex Protection	Insurance	2012	Ben Keating '94	President, Founder, Owner	Victoria, Texas
57	37.88%	Environmentex, Inc	Engineering/Consulting	2008	Brian McCallister '91	President, Founder, Owner	Dallas, Texas
58	37.70%	Guardian Services	Commercial Services	1945	Brett Muller '02	CEO, Founder, Owner	Dallas, Texas
59	37.57%	Einstein Moving Company	Transportation (Household Goods Moving)	2012	Paul Morin '10 Cameron Brown '10	Owner Owner	Austin, Texas
60	37.44%	EcoZapp	Home Services	2011	Joshua Zapalac '12 Allison Zapalac '12	CEO, Founder, Owner Co-Owner	College Station, Texas
61	36.97%	Brandon H. Cutrer, LLC	Agriculture	2010	Rachel Cutrer '01	Partner, Founder, Owner	Wharton, Texas
62	36.81%	Lanphier LLP	Financial Services	2009	Brittany Lanphier '07	Managing Director, Founder, Owner	Denver, Colorado
63	36.54%	St. Peter Metal Works, LLC	Manufacturing/Oil & Gas/Contracting	2012	Thomas St. Peter '09	President, Founder, Owner	Whitney, Texas
64	36.48%	Accent-Western	Waste & Recycling	2006	Bill Sims '89	President & CEO, Founder	Tomball, Texas
65	35.79%	TM5 Properties	Real Estate	2010	Terrence Murphy '05	CEO, Founder, Owner	Bryan, Texas
66	35.16%	Capitol Home Health	Healthcare	2010	Jerry Shults '81	CEO, Founder, Owner	Austin, Texas
67	34.73%	Builders West, Inc.	Residential Construction	1982	Kurt Lobpries '77 Lizette Lobpries '77	President, Founder, Owner Vice President, Founder, Owner	Houston, Texas
68	34.71%	CRU, Ltd.	Construction	2003	Robert Martinez '88	President, Founder, Owner	Cedar Park, Texas
69	34.55%	Moody Engineering, Inc.	Civil Engineering	1995	Keith Moody '95 Dr. Eric Moody '97	Principal, Owner Principal, Founder, Owner	Austin, Texas
70	34.02%	Spicewood Funding Group	Specialty Financing	2011	Kyle Bebee '02 Justin Trail '93	Partner, Founder, Owner Partner, Founder, Owner	Dallas, Texas
71	33.84%	KWA Construction	Construction	2004	Keller Webster '69 Brian Webster '03	Chairman, Founder President	Addison, Texas
72	33.66%	Valcor Commercial Real Estate	Commercial Real Estate	2010	Jonathan Collins '06	Partner, Co-Founder, Owner	San Antonio, Texas
73	33.38%	Wilder Belshaw Architects Inc.	Architecture	2004	Don Wilder '85	Founding Principal, Owner	Addison, Texas
74	33.36%	Asurint	Background Screening	2004	Gregg Gay '92 Connie Clore '90	CEO, Co-Founder, Owner CSO, Co-Founder, Owner	Cleveland, Ohio
75	33.02%	Sabre Commercial, Inc.	Commercial Construction	2008	John Cyrier '95	Managing Director, Founder, Owner	Austin, Texas
76	32.94%	FDA Quality and Regulatory Consultants	Consulting	2009	Christopher Rush '01	President, Founder, Owner	Cedar Park, Texas
77	32.12%	Caddis	Real Estate	2008	Jason L. Signor '99	CEO & Partner	Dallas, Texas
78	31.88%	Animal Wellness Hospital, PLLC	Health	2007	Dana Boehm '04	Doctor, Owner, Founder	Taylor, Texas
79	30.94%	Electric Power Engineers, Inc	Engineering Design & Consulting	1968	Hala Ballouz '89 Hugo Mena '05 Billy Yancey '10	President, Owner Vice President, Managing Partner Vice President, Managing Partner	Austin, Texas
80	30.47%	Aluminum Techniques, Inc.	Construction	1985	Daniel van Deursen '07	Vice President & COO, Founder	Stafford, Texas
81	29.17%	parmadesign	Architecture	2004	Kevin Parma '91	President, Founder, Owner	Dallas, Texas
82	29.03%	Tru Trading LLC	Agriculture Commodities and Real Estate	2011	Brock Thompson '96	Partner, Founder, Owner	Amarillo, Texas
83	28.94%	Peinado Construction	General Construction	2004	Frank "Teddy" Peinado '88	President & CEO, Founder, Owner	Frisco, Texas
84	28.91%	Dunham Engineering, Inc.	Structural & Corrosion Engineering	1992	Travis Tatum, P.E. '01	President & CEO, Owner	College Station, Texas
85	28.57%	Country Creek Animal Hospital	Veterinary Care	2011	Dr. Daryl Mensik '05 Dr. Lollie Mensik '06	Partner, Founder, Owner Partner, Founder, Owner	Allen, Texas
86	28.01%	TruEnergy	Energy	2009	Danny Jester '93	CEO & President, Founder, Owner	Dallas, Texas
87	27.90%	Avondale Wealth Management	Financial Services	2010	Samuel McGee '98	Principal, Co-Founder, Owner	Austin, Texas
88	27.63%	Nova Engineering, Inc.	Construction	2006	Joel Garcia '98	Principal, Founder, Owner	The Colony, Texas
89	27.31%	CEO Technologies	Technology	2009	John Stanfield '03	Owner	College Station, Texas
90	27.16%	LCM INDUSTRIES INC.		2006	Tommy Crume '96	President, Founder, Owner	Odessa, Texas
91	26.94%	Escondido Resources II, LLC	Oil & Gas	2007	William Dupree '83 Andrew Ellis '94	President & CEO, Founder, Owner EVP & COO, Founder, Owner	Katy, Texas
92	26.92%	Vincent Landscapes, Inc.	Landscape, Construction	1982	Kellan Vincent '07	Vice President, Owner	Austin, Texas
93	26.89%	AEI Engineering LLC	Civil Engineering	1983	Nancy Blackwell '95 Michael Kurzy '88 Tom Matkin '86	Principal & Regional Director, Owner President, Owner Vice President, Owner	Houston, Texas
94	26.35%	Premier Event Source	Event Planning	2006	Brittany Jones '06	President, Founder, Owner	Manor, Texas
95	26.33%	Broadleaf Commerce	Computer Software	2012	Brian Polster '92	CEO	Plano, Texas
96	26.21%	Top-Notch Renovations	Construction	2007	Lana Petty '93	General Manager, Founder, Owner	Austin, Texas
97	25.83%	LiquidAgents Healthcare, LLC	Healthcare Staffing	2003	Jenny Hanlon '89	CFO, Founder, Owner	Plano, Texas
98	25.44%	eCatholic	Software	2005	Josh Simmons '00	CEO, Founder, Owner	College Station, Texas
99	24.93%	Outlaw Powder Coating	Industrial	2008	Ethan Spradlin '16	CEO, Owner	Burleson, Texas
100	24.88%	Arch-Con Construction	Construction	2000	Michael G. Scheurich '92	CEO, Founder, Owner	Houston, Texas

# 2018 Summit Award

## American Bath Group

"I was an old man by the age of 8, and I was serious about the pure-bred cattle industry at the age of 12." Rick Stonecipher and Texas A&M University both share strong roots in agriculture.



**B**orn and raised on a beef master cattle ranch, Stonecipher was exposed to the thrill of entrepreneurship at a young age. His father was an orthopedic surgeon and the farm was a side business and passion project. Stonecipher and his brother Scott began working on the ranch as young boys, and he contributes a lot of his success to the foundational teachings that the farm provided. "You can't get away from the basics; hard work and determination. It's how we were raised."

We talked a lot about fundamentals during our conversation in late October, about their importance and their universality. Stonecipher described a scene from the famous 1984 film *The Karate Kid*, in which Mr. Miyagi teaches young Daniel LaRusso the seemingly pointless skill of how to properly wax a car and repeats "wax on, wax off" at his frustrated pupil. He said this scene perfectly illustrates the importance of building a strong foundation for life and your company. "You have to use the fundamentals to build your foundation. It's not fun but it's important," said Stonecipher. This passion for building upon a strong foundation is a life lesson that he's used to turn a dying company into the first ever business to be recognized as a Summit award winner and Aggie 100 honoree within the same year. An accomplishment that is no small feat. It's difficult for companies to continue to see accelerated growth once they reach a certain level of revenue, but under the guidance of Rick Stonecipher American Bath Group has no indication of slowing down.

Rick Stonecipher graduated from Texas A&M in 1990 with a degree in Animal Science. After graduation he returned home to the family ranch where he raised and bred high-quality purebred beefmaster cattle. At the time, American Bath Group wasn't doing very well and his father's fel-

low investors had dropped out, leaving him with what was left of the company. So Stonecipher and his brother stepped in as CEO and COO. One might think this is a bold leap from agriculture to manufacturing, but when you've built a strong foundation and understand the fundamentals of business Stonecipher said that's all you need. "Raising cattle gave me a raw base. I had to do everything from the agronomy side to the marketing side. It's a long term business strategy." Stonecipher took the lessons he learned from cattle and used them to reinvigorate American Bath Group. "I don't like OK" Stonecipher commented, so he focused on developing a company that was centered on quality and their customers. American Bath Group believes that every person who comes in contact with their company should have an exceptional customer experience. Whether that's a contractor's accounting department paying an invoice or the homeowner who will be enjoying their quality products. "We have an entire team dedicated to customer experience. They work with every group in the company to make sure it's done right. It's not just a slogan for us."

This passion for their customer allowed American Bath Group to emerge from the 2007 housing crisis unscathed. "It was hard on everyone, but we kept our heads down and kept pushing" said Stonecipher. When the economy recovered after the crisis Stonecipher wanted American Bath Group to begin giving back to the community. After experiencing success during such a difficult time he felt that "as a company we have a fiduciary responsibility to do the right thing" and established American Bath Group Gives. Currently they support several non-profit organizations such as Shriners Hospital for Children, World Wildlife Foundation, and Wounded Warrior Project. Stonecipher mentioned how surprising it was when this new endeavor took off within the company and became

a "unifying cultural value," no small feat for a company that boasts 3,600 employees across 20 states and areas of Canada.

It's clear that Rick Stonecipher is one of those exemplary Aggies who takes the core values and implements them into his daily life; Excellence, Integrity, Selfless Service, Loyalty, Leadership, Respect. These are all words you can use to describe American Bath Group and Stonecipher. When asked about the impact that Texas A&M had on his life, he gave an answer we hear time again from our Aggie 100 honorees, "A&M's culture and people continue to have a positive influence on me and others. They help in your growth and development more so than what you learn in class."

By building a strong foundation based on fundamental principles Rick Stonecipher has built a company that will last, regardless of economic downturns or changes within the industry. His passion to never settle for "OK" and ability to seamlessly integrate the A&M core values into his company and life practices have allowed American Bath Group to become the first ever Aggie-owned or led business to make the Aggie 100 list and receive the Summit award. Wax on, wax off.



**Honoree:** Rick Stonecipher '90  
CEO

**Location:** Savannah, Tennessee

**Industry:** Manufacturing

**Founded:** 1993

**Average Revenue:** \$481,879,740