

500 PROFILES OF SUCCESS

Inc.

The Magazine for Growing Companies

America's FASTEST GROWING PRIVATE COMPANIES

SPECIAL
DOUBLE
ISSUE

How to GET EXPLOSIVE GROWTH

Inc. 500 CEOs on the six traps
you must avoid >> PAGE 52

How They Did It

- No.1** Once-poor Brooklyn kid lives the dream
Growth: 23,646% (!)
- No.8** Software geek turns software legend
Growth: 10,461%
- No.115** Arranged bride blossoms as top CEO
Growth: 2,671%

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COMPANY	RANK	THREE-YEAR GROWTH	2011 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
*YETI Coolers AUSTIN CEO: Roy Seiders, yeticoolers.com Makes coolers for outdoor enthusiasts.	458	829.4%	\$29.2 MILLION	54	2006

EDUCATION

Companies that provide instruction or coaching or sell educational materials, or whose primary market is schools or universities

Companies 12 | Total employment 2,159 | Total revenue \$166.8 million | Median revenue \$7.5 million | Median growth rate 1,700.8%

COMPANY	RANK	THREE-YEAR GROWTH	2011 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
Campus Book Rentals OGDEN, UTAH CEO: Alan Martin, campusbookrentals.com Rents textbooks to college students.	17	8,174.8%	\$23 MILLION	118	2007
*Armando Montelongo Companies SAN ANTONIO CEO: Armando Montelongo, armandomontelongo.com Sells seminars and books on renovating and reselling distressed properties.	90	3,214.5%	\$74.5 MILLION	203	2007
Center for Innovation, Excellence & Leadership CAMBRIDGE, MASS. CEO: Hitendra Patel, ixl-center.com Provides education programs to corporate executives and M.B.A. students worldwide.	145	2,229.5%	\$3.2 MILLION	12	2008
The Invisible Close LA JOLLA, CALIF. CEO: Lisa Sasevich, lisasasevich.com Offers live and online sales training, CDs, and individual coaching to entrepreneurs, speakers, and trainers.	169	2,009.4%	\$4.1 MILLION	2	2007
*Charfen Institute AUSTIN CEO: Alex Charfen, charfen.com Provides education, training, and coaching to small-business owners and real estate professionals.	188	1,857.2%	\$10.4 MILLION	64	2007
School Tech Supply WESTLAKE VILLAGE, CALIF. CEO: Marc Netka, schooltechsupply.com Provides refurbished computer equipment and fundraising services to school districts nationwide.	204	1,786.9%	\$9.1 MILLION	20	2001
Suzanne Evans Coaching MURRELLS INLET, S.C. CEO: Suzanne Evans, suzanneevans.org Offers seminars, online programs, and one-on-one coaching to women business owners.	225	1,614.6%	\$2.4 MILLION	6	2007
myFootpath CHICAGO CEO: J.T. Allen, myfootpath.com Publishes a website on which prospective college students can research degree programs.	234	1,527%	\$9.4 MILLION	105	2000
Mango Languages FARMINGTON HILLS, MICH. CEO: Jason Teshuba, mangolanguages.com Makes language-learning software.	275	1,310.1%	\$5.9 MILLION	51	2007
Wealthclasses WALNUT CREEK, CALIF. FOUNDER: George Antone, wealthclasses.com Offers courses and seminars about Internet marketing and real estate investing.	412	904.6%	\$2.8 MILLION	30	2007
**FortuneBuilders.com SAN DIEGO CEO: Than Merrill, fortunebuilders.com Conducts real estate seminars and offers online courses.	457	830.9%	\$19.9 MILLION	48	2005
Summit Learning Services PLANTATION, FLA. CEO: Jeanee Thompson, summitlearning.net Tutors children in grades K-12.	488	784.1%	\$2.1 MILLION	1,500	2007

No. 1 IN EDUCATION

"Students drop their textbooks back off at the bookstore like they're returning a movie."



—ALAN MARTIN
CEO of Campus Book Rentals, which rents textbooks to nearly a million college students.

No. 1 IN ENERGY

"We sell a product that homeowners can understand without having a Ph.D. in engineering."



—VADIM POLIKOV
CEO of Astrum Solar, which sells and leases rooftop solar systems.

ENERGY

Companies involved with the production, distribution, or conservation of energy, as well as businesses that provide specialized services to the energy industry

Companies 23 | Total employment 2,694 | Total revenue \$1.9 billion | Median revenue \$26.9 million | Median growth rate 1,723.9%

COMPANY	RANK	THREE-YEAR GROWTH	2011 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
Astrum Solar ANNAPOLIS JUNCTION, MD. CEO: Vadim Polikov, astrumsolar.com Sells and installs solar-energy systems to homeowners and small businesses.	2	23,577.3%	\$26.9 MILLION	150	2007
Xtreme Power KYLE, TEXAS CEO: Alan Gotcher, xtremepower.com Makes energy-storage and power-management systems for renewable-power producers and utilities.	15	8,422.8%	\$22.2 MILLION	229	2004

INC. 500 CEO SURVEY

What's the one thing in your office or on your desk that often catches people's attention?

"A great white shark tooth."

—PHILLIP WALKER, NETWORK SOLUTIONS PROVIDER

"What is an office and a desk? Seriously, my office is anywhere that I can get good Wi-Fi. I am not a desk-and-office person."

—DAN WEISS, VARROW

"A bobblehead of me."

—AHMED R. ALI, TISTA SCIENCE AND TECHNOLOGY

"Autographed boxing gloves from Joe Frazier."

—RICH JOHNSON, THE PREMIER GROUP

"My Lonesome Dove poster."

—GLENN GARLAND, CLEARESULT

"Pictures of Winston Churchill."

—WILLIAM KAPNER, RAINKING SOLUTIONS

"Oddly enough, a copy of last year's Inc. 500."

—RICHARD MATUSZKO, EXCET

ENERGY CONTINUED

COMPANY	RANK	THREE-YEAR GROWTH	2011 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
Clearview Electric DALLAS CEO: Frank McGovern, clearviewenergy.com Supplies electricity to residents and small businesses in 10 states.	39	5,552%	\$29.3 MILLION	17	2006
*OnForce Solar BRONX, N.Y. CEO: Charles Feit, onforcesolar.com Installs solar-energy systems for commercial, industrial, and residential customers in the Northeast.	43	5,058.5%	\$14.9 MILLION	22	2007
Solar Alliance of America SAN DIEGO CEO: Artie Rose, solarallianceofamerica.com Provides low-cost solar-energy systems to residential customers.	45	4,800%	\$9.8 MILLION	40	2007
Keen Technical Solutions TRAVERSE CITY, MICH. CEO: Steve Morse, keen-minds.com Provides energy-conservation consulting services to businesses.	60	4,100.7%	\$4.2 MILLION	10	2008
*FLS Energy ASHEVILLE, N.C. CEO: Michael Shore, flsenergy.com Engineers, installs, and finances utility-scale solar-energy systems.	109	2,726.7%	\$39.1 MILLION	70	2006
Black Elk Energy HOUSTON CEO: John Hoffman, blackelkenergy.com Operates 850 offshore oil wells in the Gulf of Mexico.	127	2,510.1%	\$339.9 MILLION	123	2007
AllEarth Renewables WILLISTON, VT. CEO: David Blittersdorf, allearthrenewables.com Designs and manufactures solar- and wind-energy systems.	148	2,216.9%	\$20 MILLION	24	2005
BrightSource Energy OAKLAND, CALIF. CEO: John Woolard, brightsourceenergy.com Designs solar-power systems for utilities and industrial companies.	158	2,146.5%	\$159.1 MILLION	413	2006
*Realgy WEST HARTFORD, CONN. CEO: Michael Vrtis, realgy.com Provides energy-consulting services.	181	1,919%	\$32.2 MILLION	12	1999
Vanguard Energy Partners BRANCHBURG, N.J. CEO: Nelson Ferreira, vanguardenergypartners.com Designs, builds, and maintains commercial solar-energy systems.	212	1,723.9%	\$111.2 MILLION	80	2008
*SunDurance Energy EDISON, N.J. CEO: Al Bucknam, sunduranceenergy.com Designs, develops, and operates solar-power systems for utility, commercial, and government clients.	216	1,681.4%	\$56.2 MILLION	34	2007
Clary Solar SAN DIEGO PRESIDENT: Sufian Munir, clarysolar.com Installs solar systems and offers financial consulting to clean-energy users.	295	1,255.5%	\$4.1 MILLION	16	2008
NRG Vision ATLANTA CEO: Josh Long, www.nrg-vision.com Provides consulting, design, and engineering services to clients seeking to cut energy costs and usage.	312	1,198.1%	\$2.9 MILLION	14	2007
Hawaii Energy Connection WAIPAHU, HAWAII MANAGING PARTNER: Chris DeBane, hawaiienergyconnection.com Provides solar-energy systems and services to commercial and residential customers.	349	1,065.5%	\$18.7 MILLION	34	2007
Propel Fuels REDWOOD CITY, CALIF. CEO: Matt Horton, propelfuels.com Operates a network of fueling stations that sell low-carbon alternative fuels in California and Washington.	352	1,059.8%	\$11.9 MILLION	27	2004
Macro Energy MONTGOMERYVILLE, PA. PRESIDENT: Scott MacDade, macro-energy.com Retrofits energy-efficient lighting systems for businesses.	380	984.5%	\$2.9 MILLION	5	2008
USP&E Global CELINA, TEXAS CEO: Will Gruver, uspowerco.com Sells, installs, and services diesel, natural-gas, and heavy-fuel-oil generators, gas turbine power plants, and data-center equipment.	421	883.7%	\$43.8 MILLION	132	2002
*Renewable Energy Group AMES, IOWA CEO: Daniel J. Oh, regi.com Converts natural fats, oils, and greases into advanced biofuels.	431	864.3%	\$824 MILLION	234	1996
**Standard Solar ROCKVILLE, MD. CEO: Tony Clifford, standardsolar.com Develops solar electric systems for residential, government, commercial, and small utility-scale customers.	439	850%	\$42.7 MILLION	80	2004

No. 1 IN ENGINEERING

"It doesn't matter if it's a \$5.5 billion enterprise on five continents or 25 people in a mill. You need the right people."



-DAN SMITH
CEO of Performance Indicator, whose technology is used in the transportation, energy, and consumer-products industries.

No. 1 IN ENVIRONMENTAL SERVICES

"Whenever you find an old industry that you can bring some modern marketing to, you usually do pretty well."



-ANDREW SORENSEN
CEO of GarbageMan, A Green Company, a franchiser of environmentally friendly garbage-collecting services.

No. 1 IN FINANCIAL SERVICES

"We are constantly going after emerging markets and technologies."



-OLEG FIRER
CEO of Unified Payments. For more on Firer and Unified Payments, the top company on the 2012 Inc. 500, please turn to page 78.

ENERGY CONTINUED

COMPANY	RANK	THREE-YEAR GROWTH	2011 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
**CLEAResult AUSTIN CEO: Glenn Garland, clearesult.com Designs and delivers energy-optimization services.	453	837.3%	\$70.3 MILLION	815	2003
Matrix Energy Services SACRAMENTO PRESIDENT: Lillie Mozaffari, matrixescorp.com Provides consulting and designs and implements energy-efficiency programs for utilities and government agencies.	464	822.1%	\$14.6 MILLION	113	2006

ENGINEERING

Companies engaged in civil engineering, chemical engineering, or mechanical engineering

Companies 2 | Total employment 54 | Total revenue \$5.7 million | Median revenue \$2.9 million | Median growth rate 1,325.7%

COMPANY	RANK	THREE-YEAR GROWTH	2011 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
Performance Indicator LOWELL, MASS. CEO: Dan Smith, performanceindicator.com Creates technology that modulates electromagnetic energy to increase the efficiency of energy, photoluminescent, and indicator applications.	231	1,555.4%	\$2.5 MILLION	28	2001
ChromoLogic PASADENA, CALIF. CEO: Naresh Menon, chromologic.com Develops optics technology with applications in product testing, rapid diagnosis of physical conditions, and other fields.	343	1,096%	\$3.2 MILLION	26	2007

ENVIRONMENTAL SERVICES

Companies whose primary focus is restoring or maintaining clean and safe environments

Companies 2 | Total employment 268 | Total revenue \$109.4 million | Median revenue \$54.7 million | Median growth rate 2,408.1%

COMPANY	RANK	THREE-YEAR GROWTH	2011 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
GarbageMan, A Green Company PLYMOUTH, MINN. CEO: Andrew Sorensen, garbagemanco.com Franchises environmentally conscious garbage and recycling services.	71	3,684.4%	\$4.5 MILLION	23	2007
*Wastren Advantage PIKETON, OHIO CEO: Steve Moore, wastrenadvantage.com Provides waste-management, environmental, and facility-management services to commercial and federal government clients.	335	1,131.7%	\$104.9 MILLION	245	1987

FINANCIAL SERVICES

Includes lenders, mortgage brokers, financial advisers, and companies whose products and services facilitate financial transactions

Companies 28 | Total employment 3,188 | Total revenue \$568.5 million | Median revenue \$12.3 million | Median growth rate 1,632.1%

COMPANY	RANK	THREE-YEAR GROWTH	2011 REVENUE	NUMBER OF EMPLOYEES	YEAR FOUNDED
Unified Payments NORTH MIAMI BEACH, FLA. CEO: Oleg Firer, unifiedpayments.com Provides payment-processing services to merchants across the U.S.	1	23,646.3%	\$59.5 MILLION	31	2007
Integrity Funding SARASOTA, FLA. CEO: Gregory Roper, integrityfunding.com Structures and markets financial instruments in the insurance and annuity industries.	4	12,443.3%	\$14.7 MILLION	22	2007
Capital Payments ATLANTA CEO: John Perry, capitalpayments.com Provides financial-transaction services to North American merchants.	6	11,675.7%	\$55.6 MILLION	35	2007
HighTower Advisors CHICAGO CEO: Elliot Weissbluth, hightoweradvisors.com Provides financial services to high-net-worth and institutional clients.	13	8,853.5%	\$43.9 MILLION	178	2008
Merchant Services MIAMI BEACH, FLA. CEO: Chapman Ducote, merchantservicesltd.com Provides credit card processing and other payment services.	18	7,852.3%	\$14.1 MILLION	30	2000
Complete Merchant Solutions PROVO, UTAH CEO: Jack Wilson, cmsonline.com Processes electronic payments and sells point-of-sale software, terminals, and machines, as well as e-commerce and wireless products and services.	19	7,530.6%	\$17.9 MILLION	30	2008