



BUSINESS PERFORMANCE
AWARDS

2022



2022
BRYAN ROTARY 10
BUSINESS PERFORMANCE AWARDS

*A Summary of Brazos County's
Fastest-Growing Private Companies*

Rotary



**Club of Bryan
Chartered 1921**



Small Businesses on the Move

The Bryan Rotary Club, in cooperation with the Bryan-College Station Chamber of Commerce, designed the Bryan Rotary 10 Business Performance Awards as a community economic development program. The program annually recognizes and honors small businesses in Brazos County for their achievements and the significant impact they have on the local economy.

The program reflects the respect Rotarians have for all useful occupations and for the value of productive work. Introduced in 1994 as the Newman 10 Awards, the awards program is now identified as the Bryan Rotary 10 Business Performance Awards Program.

Since 2016, Anco Insurance has been the primary financial underwriter.

Anyone may nominate a business. After a business is nominated and has submitted an application signed by a CPA, an economist at the Mays Business School at Texas A&M University calculates the sales growth for each of the qualifying applications and ranks the top 10 businesses based on the percentage increase of gross sales. Only the percentage of sales growth is published.

A qualified applicant must be an independent, privately-held corporation, proprietorship or partnership that has been in business at least 5 years. The business headquarters must be located in Brazos County, have had sales of more than \$50,000 but less than \$25 million in fiscal 2021, and show a five-year sales history with an increase from 2019 – 2021. Franchises are not eligible.

The prestigious Bryan Rotary 10 Awards are presented to the top 10 fastest-growing small businesses at a special Awards Luncheon. Awards showcasing all winning businesses are displayed year-round at the Bryan-College Station Chamber of Commerce.

Also presented at the Awards Luncheon is the Bryan Rotary/Anco Insurance Award for Lifetime Business Achievement. Introduced in 1998, the Anco Award is given to a mature business that has a sustained history of success and respect in its industry and has significantly contributed to the quality of life in the community through the years. Anco Insurance is the underwriter for this award.

The Brazos Valley Economic Development Corporation also presents their Launch Award, recognizing a new business to the area making a significant impact to the community and their leadership.

Welcome to the 29th annual Bryan Rotary 10 Business Performance Awards!

"A business house should be as public-spirited as a citizen ... business is not a beast of prey, but the handmaid of civilization and progress."

Glenn C. Mead • Rotary International President, 1912-1913

DUDLEY was founded in 2017 with the intention of creating an engineering firm that could deliver proactive, high-quality designs. President Anna Dudley, PE, says, “The intent was to differentiate the firm by maintaining our values throughout growth, creating an engineering group known nationwide, recognized as a firm built around many talented people.”

Drew Dudley, PE, says his client base and employee team outgrew the office in Montgomery quickly, so he returned to the Brazos Valley, growing his team to five engineers. Anna joined the firm with the focus of streamlining business operations in anticipation of continued growth. The leadership team expanded services to include geotechnical and environmental in 2021.. “In 2022, we’ve set our sights on expanding into other markets,” Anna explains. “We’ll have additional locations in Houston and Austin and continue to be rooted in the Brazos Valley with our new headquarters near Harvey Road and Highway 30.”

Principal(s)

*Anna Dudley, PE
Drew Dudley, PE, SE
Rick Robertson, PE
Travis Connaway, PE
G. Taylor Stinson, PE*

Product • Service

Professional Engineering

Date Founded

2017

Sales Growth

2019 – 2021 | 271.37%

Location

*6102 Imperial Loop Drive,
College Station, TX 77845
Phone: 979.777.0720
www.dudleyeng.com*

DUDLEY engineers are registered and have been the engineers-of-record on buildings in 37 states. Local highlights their engineers have been involved in include Travis Bryan Fields, College Station Fire Station No. 6, Ellis Field at Texas A&M, Big Shots Aggieland, Texas A&M Equine Center, Brazos Valley Expo Center, and RELLIS Innovation Proving Grounds.

DUDLEY’s core values envelope their approach to every corner of their operations:

PASSIONATE about their craft; PRO-TEAM, collaborating to find the best solutions; EXCEPTIONAL COMMUNICATORS, responsive and proactive; and CONSTRUCTION-WISE, creating clear constructible drawings and maintaining positive contractor relationships

Anna says the key to their success has been finding, trusting and keeping the right people. “We study the book ‘Ideal Team Player’ with our employees and truly believe in the ‘Hungry, Humble, Smart’ model. We constantly look for ways to stimulate their growth and give them opportunities to make sure they stay invested.”

Her tip to business owners: “I have learned that it is often necessary to slow down and be methodical. We have gone through so many transitions and hit so many milestones in the past year. I have to be realistic when I make promises so that we can meet the big picture strategic goals of our organization.” Drew agrees, “Learning how to say no has been a tough lesson learned. Whether it is a new opportunity or a new project, sometimes it is not the right fit and you need to pass.”

“We are truly honored to be recognized this year (as BR10) and thrilled to represent the community in this way!” Anna says. She is a member of the Economic Development Council and Invest Brazos Valley. Drew is a leader of the local American Society of Civil Engineers Branch and teaches in the Texas A&M Depts. of Construction Science and Architecture. He is an ally member of the American Institute of Architects Brazos Valley, was named TSPE Brazos Chapter Young Engineer of the Year in 2020, and has authored several textbooks.

Stafford Barrett Commercial Brokerage is a comprehensive Commercial Real Estate company based in College Station, Texas. Firm leaders are proud to have five CCIM (Certified Commercial Investment Member) designees and the region's only SIOR (Society of Office and Industrial Realtors) Office Specialist. "We are committed to growing as a company and as individuals. Our team members are constantly pursuing ways to be better at their craft," says founder Barry Moore.

The firm began with the idea that B-CS needed a full service commercial real estate firm built on local relationships. Success did not happen overnight. According to Seth, "The first couple of years were spent figuring out how to run the business." Several of the founders had experience with other firms and bonded over a mutual commitment to service and professionalism, and have led the group from a small startup to a prominent name in real estate.

Principal(s)

*Barry Moore, CCIM, SIOR
Seth McKinney, CCIM
Greg Jasper, CCIM
Jasen Coots
Matt Johnson*

"We have been fortunate to be located in the Brazos Valley," Barry says. "The growth of the area has driven much of our growth. The key to our success? Service, service, service. That belief has been validated by the significant growth of our team and our revenue."

Product • Service

Commercial Real Estate

Advice to other small business owners are to hire to your values, Barry says. "It is much easier to educate a 'doer' than it is to activate a 'thinker'." Barry advises to "stick to your values above everything else. Success seeks out people who are relentlessly committed to adding as much value to their customers and clients as is possible."

Date Founded

2015

Barry says that keeping up with the rapid growth in the area has been the firm's biggest challenge. "We've had to ramp up significantly as vacancies and demand have increased but our core focus remains the same." Because of this focus Stafford Barrett was fortunate this past year to be a part of the largest land transaction in the history of Brazos County (corner of William D. Fitch & SH 6S).

Sales Growth

2019– 2021 | 191.07%

Location

*4501 Mills Park Circle,
Suite 200, College Station,
TX 77845
Phone: 979.260.5000
www.staffordbarrett.com*

Barry says it is an honor and "extremely humbling to be recognized by your peers," especially to receive this recognition two years in a row. "We understand how difficult it can be to compound growth upon growth and are grateful to our incredible team and clients for allowing us to continue to serve in bigger ways." Stafford Barrett was recognized as BR10 as well as Aggie 100 in 2021.

The staff is super involved in the B-CS community, enjoys working together and spends lots of time having fun together outside of the office while they attend Rotary, Leadership Brazos and Chamber events, and serve on multiple boards. In addition to several grads of the CS Citizens University, Fire Academy and Police Academy, Brazos Sheriff Citizen Academy, two have served in the past as College Station City Council and P&Z Commission members.

Thomas and Brian worked together in the home building industry for many years and became friends. Each started his own independent custom home building business. “However, we saw a need for more affordable, quick-deliver homes,” Thomas explains, “so we collaborated and formed Blackrock Builders to help fill that space.” Blackrock provides home construction in both the government and private sectors in the College Station area, handling everything from simple home improvement projects to “full-on” construction. Clients range from first-timers to retirees looking to downsize, providing homes for every stage of life. The company’s tagline is “Building New Beginnings.”

Blackrock started its first year with just a handful of homes, but as word of mouth grew, so did business, currently producing about 100 homes per year. “With the quick escalation of home prices, coupled with the increased demand for rental properties in our community, we have been able to deliver the type of product that first time home buyers need and can afford,” Thomas says.

Blackrock’s business philosophy is to “make the process fun and simple, and be responsive to our clients,” Thomas says. “We build homes that pair well with every stage of life. Our main client base is first-time home buyers, so providing quality selection options in one concise packet makes the process smooth and enjoyable for all.”

Thomas says it’s an “honor and a privilege” to be recognized as one of 2022’s BR10, especially as the company topped the 2021 BR10 List! “It’s a testament to the quality community that we have here in B-CS, which is rapidly growing because folks want to live here. We are just excited to be able to help home buyers find their place, whether they are moving here to establish roots, or just moving across town for a fresh start.”

Their tips for business owners are “to know who you are and what you offer. Be really good at your specialty, and don’t try to do things outside your wheelhouse. For example, our goal is to deliver quality homes at an affordable price while keeping the process simple, fun, and predictable. We don’t build custom homes from the ground up where the selections and design process is unlimited and overwhelming.”

Blackrock’s biggest challenge has been logistics and delivery of materials, leading the owners to adapt to new ways of doing things to overcome delays. “Implementation of better internal systems has allowed our company to communicate more effectively and efficiently, which in turn ultimately makes for a smoother process for our client.” Thomas says.

Keys to Blackrock’s success is to deliver a quality product for an affordable price, and to connect with great people in the community; the company is a member of the Greater Brazos Valley Builders Association. Thomas says “Our realtors and broker have been vital to our success, representing the face of Blackrock Builders well, and doing a great job of marketing and taking care of our clients.”

Principal(s)

Thomas Pack

Brian McDonald

Product • Service

Residential Construction

Date Founded

2015

Sales Growth

2019– 2021 | 173.03%

Location

*PO Box 326, Wellborn, TX
77881*

Phone: 979.393.0173

www.blackrockbuilderstx.com

Deitz Consulting, LLC is “your” bookkeeping partner before, during, and after tax season, with extensive bookkeeping experience including payroll, expense and revenue analysis, A/R and A/P, QuickBooks training and review, and CPA liaison for a wide range of local businesses. The firm’s employees are top QuickBooks “Elite Pro Advisors” and are all QuickBooks certified.

The company’s philosophy is “We live for bookkeeping so that you can live your life!” While making the decision to outsource such a critical part their business is a big step for most business owners, “We help clients to continue growing instead of worrying about bookkeeping,” explains owner Phyllis Deitz.

Deitz Consulting started as a one-woman shop, with Phyllis working from home, seeking a way to help friends and family with their small business bookkeeping. As time passed, she says she realized that “Small businesses need help year-round, not just during tax season.” So, the company began to grow, with the need for offices and employees.

Principal(s)

Phyllis & Greg Deitz

Product • Service

*Bookkeeping, Payroll,
Business Consulting*

Date Founded

2009

Sales Growth

2019 – 2021 | 133.37%

Location

*4015 S. Texas Avenue, Bryan,
TX 77802*

Phone: 979.383.2985

www.deitzconsulting.com

Phyllis credits their success to investing in effective marketing, refining their niche of working with LOCAL small businesses with 25 or fewer employees, plus investing in quality customer service with trust, caring, and diligence. “The relationships we have with our clients have been important from Day One; we care about their every dollar,” she says. “We have been blessed from the beginning with so many word-of-mouth referrals which I think is a testimony to the quality of work we do and the quality of clients we have.”

Phyllis says that finding quality people to keep up with the growth is a challenge as the firm has grown from home to shared offices to their own building in 2021, and another move possible in the near future. “Delegation is hard,” she explains. “Owning your own business is not for the faint of heart. People and team management is the hardest part of the job.”

Her tips for small business owners? “Customer service is vital and dying art. You don’t have to be everything to everyone. Focus on what you do best. Also, surround yourself with like-minded business owners that can answer questions and support you when you need help,” she says, adding, “If any of are married business owners, boundaries and communication is 100% important when you are both working in the business!”

When asked about the best thing that happened to the company in the past year, Phyllis says, “A new office space for continued growth, new employees hired and winning this award! We are extremely thankful to be recognized. We would not be here today without the support of our families, our amazing employees, and our wonderful clients.”

Deitz Consulting LLC has participated in B-CS Chambers events and provides many non-profits in the area with bookkeeping services at discounted rates. They have connected with “1 Million Cups,” an event designed to educate and connect entrepreneurs. Phyllis serves as VP of Finance and members of the American Business Women’s Association, Leading Women’s Express Network.

Frogslayer is a results-only innovation firm that rapidly designs, builds, and scales consequential digital products for the next era of the digital age. Frogslayer powers the evolution of traditional companies to future-ready, software-driven businesses – when speed matters and failure is not an option. Frogslayer has helped its clients make buildings smarter, oil rigs safer, financial crime harder, transformation smoother, healthcare more accessible, legal work more collaborative, and more.

FrogSlayer Software was originally founded in 2005 by Ross Wright, recruiting Texas A&M's best computer science students to deliver projects for his oil and gas clients. In 2011, Ross Morel started Morelco Technologies in College Station, focusing on helping Texas A&M researchers commercialize research and technology. Morelco's team was made up of mostly Texas A&M students, giving them the opportunity to work on real-world projects. After partnering on various deals, the two firms merged in 2012 and rebranded under the name Frogslayer. In January 2013, Ross Morel took full ownership of the company.

Principal(s)

Ross Morel

Product • Service

*Custom Software
Development*

Date Founded

2005

Sales Growth

2019 – 2021 | 126.53%

Location

*909 Southwest Parkway
East, College Station, TX
77840
Phone: 979.900.3023
www.frogslayer.com*

Ross describes the firm's philosophy as "Delivering value beyond measure... we are all passionate about making things better and making better things. Nothing beats the sheer joy of innovation and the application of technology for the benefit of others. Our aim isn't to simply trade time for money. We want to change minds, touch hearts, and move markets."

Ross advises other business owners to listen to what's most important to your people and your clients. "Don't be distracted by your own ambitions and plans, always STAY FOCUSED," he warns. "Over-communicate during times of uncertainty. The work we do is complex and is a team sport. We consistently look out for one another through clear communication and the ability to get on board with decisions."

Ross believes the key to success is to take care of people – both customer and employee– not focusing on technology, but on relationships, understanding needs. Consistency and transparency, along with careful client and project selection allow Frogslayer to bring value and long-lasting, impactful relationships.

Although the "great employee attrition" has been a challenge, Ross says a renewed sense of focus on what they do best has been the best thing to happen to them over the last year. "Dedicating our time and energy to the things we know we can succeed at while talking about our focus is has quickly led to better team alignment, more energy on the right things, quicker and more efficient results, happier people," he explains. "I feel honored and humbled for Frogslayer to be recognized as one of the fastest-growing businesses in the Brazos Valley on multiple occasions," Ross says. "It's a testament to our team and the incredible work they do for our clients." Frogslayer does not pursue "growth for the sake of growth"; they know that growth will happen naturally with a focus on creating value and delivering on promises to both clients and employees.

The team at Frogslayer gives back to the community by being involved in charitable activities and in TAMU mentoring programs. The firm maintains a strong sense of responsibility to hire budding engineers from Texas A&M University and grow them through mentorship and apprenticeship. Frogslayer has been recognized multiple times as an Aggie 100 firm and as one of the Best Places to Work by its employees in Texas Monthly and Inc. magazines.

Founded in 2010 by James Benham, Sebastian Costa, Jim Benham and a small group of employees, SmartCompliance started as a spinoff of their main company, JBKnowledge, when they identified a problem in the insurance compliance sector. The business wasn't an immediate success, but they developed a successful software product for tracking, analyzing, collecting and issuing certificates of insurance. It wasn't until the company leaders pivoted from their original concept of employee compliance and moved into corporate insurance compliance that business took off, growing from 20+ clients in 2018 to over 175 clients in 2022. The goal for their clients is to keep teams focused on project delivery instead of constantly managing compliance documents. SmartCompliance software keeps all documents in one place and coordinates through the multiple tiers of subcontractors to make sure projects remain in compliance.

CEO James Benham says the business's key to success has been having values and sticking to them, following a well-defined business process, and building a place that teammates can call their work home for their career. "The company operates based upon six core values that we use from the interview process, throughout quarterly employee reviews, and in our everyday work," he explains.

Principal(s)

*James Benham
Sebastian Costa
Jim Benham*

Product • Service *Insurance
Compliance Software and
Services*

Date Founded
2010

Sales Growth
2019 – 2021 | 126.18%

Location
*110 N Bryan Ave, Bryan, TX
77803
Phone: 866.888.8538
www.smartcompliance.co*

1. Do the right thing, even when no one is looking.
2. Be self-motivated and resourceful.
3. Show respect to everyone and be an ambassador of the company 24/7.
4. Think Lean.
5. Have each other's backs.
6. Enjoy the ride and geek out ("we are a tech company after all").

James's advice for new and growing businesses is simple. "Build what you have to build, so you can build what you want to build; get out of debt and remember that Cash Is King," he says.

James believes it is important that businesses leaders lead by example and has been involved in the community through service on College Station City Council, Planning & Zoning Commission, teaching as an adjunct professor at Texas A&M, and now as a Governor-appointed Regent at Texas Southern University. James is heavily involved with various A&M programs; the business hires many Aggies for employment and brings students in for internships. He and his wife also attend Grace Bible Church.

When asked what it means to him to be a winner, James says, "It's exciting for our teammates as they've worked very hard to accomplish this again. Winning this award now eight times, six with JBKnowledge and twice with SmartCompliance, shows the resilience and dedication of our team to collective success. It is very hard to build a business with growth at a high level, and even harder to do it again, so it's very exciting."

Swan Stonarts is a leading monument wholesaler, proudly serving the memorialization industry with products and services for the past 25+ years. Product lines include impact or laser engraving on custom and traditional memorials, mausoleums, accessories such as vases and benches, plus cremation solutions. The company has created veteran memorials and civic statues and plaques across the country.

Jay explains why he started the company in 1994. "My father-in-law had a granite export business to Japan that I was very familiar with," he says, "and after moving to the US, I saw a large opportunity that was not being fulfilled with the level of quality granite that I knew. So, I started the business from a two-bedroom apartment right here in College Station." Jay found and established a relationship with a handful of very loyal customers in Texas who trusted him as their supplier. Word of mouth spread, and the company grew to 800+ customers across mainland U.S. and Hawaii with minimal marketing.

Principal(s)

Jayakumar Muthusami

Product • Service

Architectural Services

Date Founded

1994

Sales Growth

2019 – 2021 | 112.96%

Location

*Corporate Headquarters:
3100 Leonard Road,
Bryan, TX*

*Distribution Center:
203 N Thomas Street,
Elberton, Georgia*

*Phone: 979.694.8480
www.swanstonarts.com*

The Swan Stonarts difference starts with the stone, Jay says. "Our customers trust our memorials to serve as everlasting tributes because we guarantee our products. We internationally source the highest quality granite and marble, and we work with world class artisans to ensure exceptional stone and superior craftsmanship." Jay and his staff look at industry trends, foresee customers' needs and innovate. In an industry that's being disrupted by memorialization via cremation, Swan Stonarts is the highest patent-holding company in the memorial industry for cremation.

"Persistence," is Jay's advice to small business owners. "Don't get overwhelmed by hurdles and challenges; just keep moving forward and do your best. There's no substitute for hard work. I think there's always benefit in creating a niche for your business. The main key to our success is putting the customer first, along with working in the City of Bryan. I am thankful that the leaders are small business friendly," he adds.

The steep growth has made it difficult to scale the business, but growing pains is a good challenge to have, Jay says. "Seeing the business grow, and the number of employees we've brought on this past year- we've nearly doubled. I'm proud to have brought my kids into the business this past year as well." The company doubled down and focused on supply chain. "Due to the disruptions caused by COVID, we planned ahead and were able to serve the market better than our competitors. Last year to meet increased demand we opened a new distribution center in Georgia to better serve customers in various locations. Moving forward we're looking at different business ventures, new products and services to further expand.

"I feel humbled and challenged to maintain the velocity of our growth," Jay says about being recognized as a 2022 BR10 winner. "I feel strongly we will be able to continue achieving this with the caliber of our current employees who are pivotal to the success of the business.

Jay is an active member of the Bryan Rotary Club, contributing through various service activities both locally and internationally. "The Club granted funds to purchase 5000 mosquito nets to a village in India to prevent Japanese encephalitis, a disease spread by mosquitos," he says. "Also, I worked with the Hindu Society of Brazos Valley to provide 5000 KN-95 masks to first responders, doctors and nurses at the beginning of COVID."

Arrow S provides residential and commercial customized pest control in the Brazos Valley. Specialty services include termite and wood-destroying insect treatment and inspections, and dealing with rodents, wildlife and other pests. The company also provides solutions to deter birds from inhabiting structures. Trevor was already working in the industry, and when that company sold, the dream to build a family business was born. His wife Jenna, a 2011 A&M grad in biomedical science, says, “My family had their own business, and Trevor had the experience; he had his certified applicator’s license, so we so we decided to start a business together.”

“We started out with zero customers... it is hard, we went all in,” Trevor says. “There’s no vacation when you begin to work for yourself,” The growth came through putting effort and time into networking, building relationships and being involved in the community, as members of the Chamber and the Greater Brazos Valley Builders Association, and Junior Board members of Still Creek Ranch, and more. Jenna says, “We also donate services to local auctions. This keeps us in front of people, even with a lot of local competition. Donating money and time – and in the beginning all we could afford to give was time – it’s important in this community. But ultimately, we serve because it’s the right thing to do.”

Principal(s)

Trevor and Jenna Santana

Product • Service

Pest Control

Date Founded

2016

The company grew enough in the past year to hire three more technicians, and to provide better pay and work environment. Trevor explains, “You have to add people to add routes. We have room to grow, building 1.5 routes per year. So, it doesn’t look like we will be slowing down any time soon.”

Sales Growth

2019 – 2021 | 105.12%

Jenna says they treat both customers and employees like part of the family. “Our customers are very important to us; we know most by name and want to keep it that way,” she says. “We’re a husband and wife team and have another married couple on staff. As we add new employees it is extremely important to maintain our family feel. We get along well and do things together outside of work... attending events, company parties, just having fun as a team.”

Location

*PO Box 3188, Bryan, TX
77805*

Phone: 979.314.9386

www.arrowspestcontrol.com

Their tips for business owners? “You can never do it all and make everyone happy,” says Jenna. “It’s important to take care of your employees as well as you take care of your customers. We’ve been blessed so far in finding good people. You have your expectations, but you have to figure out their strengths and experience levels.” Trevor adds, “You’ll never hire yourself again!”

For married couples working together, Jenna suggests focusing on family. “We have a 6-year-old super involved in golf, t-ball, soccer... it helps us to turn work off. We also take vacations away, now that we can afford it!” she says. Trevor agrees, “At some point after work you realize there’s nothing we can do about it except worry, so let’s just do something else!”

The Arrow S owners are thrilled to make the BR10 list. Jenna says, “It feels very validating to see how our hard work has paid off.” The company has also been selected Eagle Readers’ Choice for pest control four years in a row. In showing appreciation for those that deserve it the most, Trevor and Jenna offer 10% off any pest control service for military personnel, public school staff and public safety first responders.

CR Systems is a total building envelope specialist, from a roof leak to a total re-roof, to new construction or waterproofing. The company was founded after Rayne Knight's discovery of Polyurethane Foam, which she hoped would take off as a huge part of the roofing industry. "I decided to start a business applying this product due to the energy efficiency of this product and the love of it!" Rayne says. "I originally tried to get my father to start a roofing company and after many failed attempts he told me to do it myself!"

In late 2017, Aggieland Roofing was born to service the homes of friends and commercial customers. One year into this the Brazos Valley was hit with a hailstorm and the rest is history, Aggieland Roofing exploded.

"We started small," Rayne explains, "primarily using subcontractors and working on smaller projects. After Raul joined the team, I was encouraged by his ability to find us talented workers. Now we can take on most any size project. We are able to have our own trainings and are now an 'Ambassador Elite' contractor, making us one of the top ten Polyurethane Foam contractors in the US, and the only one in Texas."

Principal(s)

*Rayne Knight
Raul Arellano*

Product • Service

*Roofing - Commercial and
Residential*

Date Founded

1996

Sales Growth

2019 – 2021 | 92.34%

Location

*12730 State Highway 6,
Bryan, TX 77807
Phone: 979.704.3266
www.roofergirl.com*

"Our team, hands down, is the key to our success... from our office staff to roof techs and everyone in production who gets the work done, even with insane temperatures," Rayne says. "Our business is run by the Aggie code of honor. We strive to help our clients in an industry that is sometimes very confusing and frustrating, leaving people very vulnerable." The company has a project coordinator, an insurance specialist who handles all of the insurance paper work, and a production manager to stay on site until projects are done.

Rayne tells small business owners, "You will make mistakes but when you do it, own it and fix it. Find what you do best and get help on the items you don't. I am a great roofer but hate the office work, so I hired that out and was able to focus on what I do best."

Staffing and material shortages have been their biggest challenge over the past year. "Not only are roofing materials so incredibly volatile in their pricing, but once ordered, the materials can take up to 8 months to be received, making planning one of our most difficult tasks!" she says. "We have had to spend much more time planning with the massive growth to insure we do not grow too fast. Growth is great as long as it is controlled and managed, which is sometimes a huge task! We also have implemented tasks that have nonverbal cues and utilized CRM/Production tools, which have made us more efficient."

Rayne says they are totally honored to be recognized as a 2022 BR10 winner, especially after being on the list in 2021. "We have kept our heads down and just worked," she says. "I have been blessed to have hired incredible talent and they make me look good." The company serves the community in various ways, including the Brazos Valley Rehab Center, United Way, the Junior League and CTE Board, allowing kids to spend time in their shop, and the BBB Board of the Chamber, enjoying watching kids flourish. "Our youth are our Future," Rayne says.

Ridgewood Custom Homes is Aggie owned and operated by Thomas Pack '04. Since 2013, hundreds of families throughout the Bryan/College Station area have turned to Ridgewood Custom Homes to build their dream home, from ranch style to French country to contemporary and modern; serving College Station, Bryan, Navasota and surrounding areas. "Your Dreams. Your Home. That's the philosophy we build by" is Ridgewood's tagline.

Ridgewood's mission statement is "To build quality homes and lasting relationships through attention to detail of not only the home, but of the customer's expectations; and to operate with integrity and a can-do attitude in order to create a positive experience for all." "We have available homes under construction, as well as lots available in beautiful neighborhoods throughout the Brazos Valley, ready to build one of our gorgeous plans on," Thomas says. "If you have a lot or land and want to build a custom home from scratch, we'll work with you to design exactly what you're looking for in your dream home."

Thomas says he worked as a field superintendent for a homebuilder and fell in love with the process. "Building a family's dream home is so rewarding," he says. "We started with building four homes in our first year in business, and are not building 30+ homes per year. We have worked hard to build a quality, recognizable brand."

His key to success is "simply the grace of God! Operate with a can-do attitude – we can never go wrong by doing the right thing." Thomas encourages other business owners to hire quality people, putting the importance on a candidate's moral character above their knowledge base. "You can teach someone how to do something but you can't teach anyone to be a good person," he says.

Ridgewood's challenges this past year have been the unpredictability of delivery and volatility of prices for labor and materials. New systems and procedures plus hiring new quality staff have helped to keep the ball rolling, and have led to growth in business volume at the same time. "These new systems make for a much smoother and pleasant experience for the customer, and allow for better workflow and job management," Thomas explains.

"It's an honor, a blessing and a privilege to have this success and recognition in this tight-knit community," Thomas says of being selected to the BR10. The company has been recognized as an "Aggie 100" list of fastest growing Aggie owned businesses worldwide in 2021, and was chosen as the Bryan Eagle "Readers' Choice" for Best Home Builder in 2019 and 2021. Ridgewood is a member of the Greater Brazos Valley Builders Association.

Principal(s)

Thomas Pack

Tara Pack

Product • Service

Custom Home Builder

Date Founded

2013

Sales Growth

2019 – 2021 | 76.71%

Location

1645 Greens Prairie Road, #501-B, College Station, TX 77845

Phone: 979.209.0012

www.ridgewoodcustomhomes.com

THE BRYAN ROTARY CLUB CONGRATULATES



2022 Top 10 Fastest-Growing Small Businesses in Brazos County

Dudley

Stafford Barrett Commercial Brokerage

Blackrock Builders, LP

Deitz Consulting, LLC

Frogslayer, LLC

SmartCompliance, Inc.

Swan Stonarts, LTD

Arrow S Pest Control

Aggieland Roofing / CR Systems, Inc.

Ridgewood Custom Homes, LLC

AND

*West, Webb, Allbritton, and Gentry -- Recipient of the
Anco Insurance Award for Lifetime Business Achievement*

*Alula Learning --Recipient of the Brazos Valley Economic
Development Corporation Launch Award*

BRYAN ROTARY 10 WINNERS

1994-2022

2022

Dudley
Stafford Barrett Commercial Brokerage
Blackrock Builders, LP
Deitz Consulting, LLC
Frogslayer, LLC
SmartCompliance, Inc.
Swan Stonarts, LTD
Arrow S Pest Control
Aggieland Roofing / CR Systems, Inc.
Ridgewood Custom Homes, LLC

2021

Blackrock Builders, LP
Frogslayer, LLC
CR Systems Inc.
Impact Group Marketing
SmartCompliance, Inc.
Stafford Barrett Commercial Brokerage
Singleton, Zimmer, Haliburton Architecture
Water To Wine Productions
FlagShip Custom Homes
George's Paint and Body, LLC

2019

Capital Construction Services
Frogslayer, LLC
Kellen Commercial Flooring, Inc.
Zapalac Enterprises, Inc.
Element Retirement & Investment Consultants
Customer Impact, LLC
Reece Homes, LLC
Keystone Millwork, Inc.
America's Choice Roofing
FlagShip Custom Homes

2018

Sunspace Texas Company, LLC
JackRabbit Manufacturing, LLC
Frogslayer, LLC
Element Retirement & Investment Consultants
Zapalac Enterprises, Inc.
TM5 Properties, LP
Village Foods Pharmacy
BVP Management, Inc.
CEO Technologies
Keystone Millwork, Inc.

2017

Rechargeable Battery Technology dba Exothermix A
Brush Above Services, LLC
The Barracks Construction Group, LLC Frogslayer, LLC
Zapalac Enterprises, LLC dba Ecozapp America's
Choice Roofing
Computers, Electronics, Office Etc.
Renner Chiropractic
Bombers Baseball, LP
Magruder Homes, LP

2016

Pitman Custom Homes, LP
J4 Engineering
The Barracks Construction Group, LLC
Kellen Commercial Interiors, Inc.
Magruder Homes, LP
FrogSlayer, LLC
Computers, Electronics, Office Etc.
Tracy Stewart, CPA, PLLC
America's Choice Roofing
Capital Construction Services

2015

Exosent Engineering, LLC
Schaefer Custom Homes
Cortiers Real Estate
Computers, Electronics, Office Etc.
Crawford Concrete Services, LLC
dba Texas Concrete Design
TechBundle, LP
Cedar Lane
Fitness Dynamics, Inc. dba Aerofit Health & Fitness
Centers
Hotel Solutions, Inc.
United Solutions

2014

Schaefer Custom Homes
Cortiers Real Estate
Hotel Solutions, Inc.
Crawford Concrete Services, LLC
dba Texas Concrete Design
BCR - Brazosland Classic Realty
Computers, Electronics, Office Etc.
JB Knowledge Technologies, Inc.
The Pool Guy
Massage Enterprises, LLC
dba A Healing Touch Massage & Spa
TechBundle, LP

BRYAN ROTARY 10 WINNERS

1994-2022

2013

Cortiers Real Estate
Otis Instruments, Inc.
BCR - Brazosland Classic Realty
JB Knowledge Technologies, Inc.
The Pool Guy
Aggieland Green, Ltd.
Hotel Solutions, Inc.
The Sleep Station
Swoboda Pest & Termite Control, Inc.
Aerofit Health and Fitness Centers

2012

Fries Financial Services
Brazosland Classic Realty
JB Knowledge Technologies, Inc.
Kellen Commercial Interiors, Inc.
The Pool Guy
Fifth "C" Fine Jewelry
Swoboda Pest & Termite Control, Inc.
Celebrity Spa & Salon
United Solutions, MSO
Keys & Walsh Construction

2011

Republic Landscapes
Brazos Technology
JB Knowledge Technologies, Inc.
Ellis Custom Homes
Fries Financial Services
Fifth "C" Fine Jewelry
La Voz Hispana
Zajonc Corporation
By Design Interiors
Ed Slovacek CPA PLLC

2010

Brazos Technology
The Ground Crew LLC
Brazos Valley Hearing Services
Chrome: A Salon Experience
Ed Slovacek CPA PLLC
JB Knowledge Technologies, Inc.
Fifth "C" Fine Jewelry
Expressions Dance and Music
Ashford Square Realty LLC
Venus Pest Company

2009

J.P. Miles Construction Corp.
Chrome: A Salon Experience
Blue Baker
AgniTEK LLC
French Door Spa, Inc.
MacResource Computers and Service
B&B Laboratories Inc.
TDI-Brooks International, Inc.
Quick Internet Software Solutions
Keystone Millwork Inc.

2008

Stearns Design Build
AgniTEK
Chrome: A Salon Experience
Fitness Together Personal Training Studio
Dailey Electric, Inc.
MacResource Computers and Service
Blue Baker
Venus Pest Company
Zajonc Corporation
Landscape Expressions

2007

UK Advertising, Inc. dba Infinity Pro Sports
MacResource Computers and Service
TDI-Brooks International, Inc.
BCA Electric, LLC
JB Knowledge Technologies, Inc.
Bryan Signs dba Sign Pro
Brazos Valley Office Solutions (BVOS)
Aggieland A/C & Heating
The Pharmacy Shop, Inc.
Redtail Equipment Rental, LLC

2006

Jefferson Christian Custom Homes
UK Advertising, Inc. dba Infinity Pro Sports
MacResource Computers and Service
Bryan Signs, Inc. dba Sign Pro
Wired Ranch Advertising, Inc.
Mitchell & Morgan, LLP
Keystone Millwork, Inc.
Redtail Equipment Rental
Brazos Valley Carpet Outlet
Aggieland A/C & Heating

BRYAN ROTARY 10 WINNERS

1994-2022

2005

UK Advertising, Inc. dba Infinity Pro Sports
MacResource Computers and Service
Redtail Equipment Rental
Brazos Valley Carpet Outlet
Wired Ranch Advertising, Inc.
David Gardner's Jewelers
The Land Design Group
Christopher's World Grille
Kling Engineering & Survey
Aggieland A/C & Heating

2004

AES Employer Services, Inc.
Stearns Construction, Inc.
UK Advertising, Inc. dba Infinity Pro Sports
Fries Financial Services
Redtail Equipment Rental
AgniTEK
Pride Cleaners
Gifts & Gab
A&K Custom Cabinets & Trim, Inc.
Capsher Technology, Inc.

2003

AES Employer Services, Inc.
Choice Home Health
Steamatic of the Brazos Valley
Pride Cleaners
JG Innovative Services
LaserSaver, Inc.
Kieschnick Construction
AgniTEK
Brazos Record Storage
Honig's Southwest Whistle Stop

2002

AgniTEK
Michael Kellett Photography
Steamatic of the Brazos Valley
Choice Home Care
Hurn Enterprises, Inc. dba The Kyle House
Brazos Record Storage
The Pharmacy Shop
Mobley Pool Company
AgriLogic, Inc.
Brazos Blind & Drapery

2001

C&J BBQ Market
MacResource Computers and Service
B&B Laboratories, Inc.
Best Interior Shutters & Blinds
TDI-Brooks International, Inc.
Brazos Blind & Drapery
LaserSaver, Inc.
Century 21 Beal
McDonald's Restaurants of B/CS
Café Capri

2000

Med-Ox Specialties, Inc.
Green & Associates
Climate Masters Heating & A/C
Texas Digital Systems, Inc.
Custom Interior Shutters
R.M. Dudley Construction Co., Inc.
Mobley Pool Company
LaserSaver, Inc.
Comet/Pride 1-Hour Cleaning
Witt's End

1999

Applied Computing Services, Inc.
McDougal & Company
Compuview Microsystems
Bryan Container Company
B&B Laboratories, Inc.
The Arkitex Studio, Inc.
TDI-Brooks International, Inc.
Med-Ox Specialties, Inc.
Entec Pest Management, Inc.
Green & Associates

1998

Entec Pest Management, Inc.
Compuview Microsystems
Old Bryan Marketplace
R.M. Dudley Construction Co., Inc.
Bryan Container, Inc.
Med-Ox Specialties, Inc.
Applied Computing Services, Inc.
LaserSaver, Inc.
2D Construction, Inc.
POPabilities/Baskets on the Brazos

BRYAN ROTARY 10 WINNERS

1994-2022

1997

Med-Ox Specialties, Inc.
MacResource Computers and Service
Texas Computers & Networking Service
Arbin Corporation
A-Plus Computer Services, Inc.
Richard Smith Company
R.M. Dudley Construction Co., Inc.
Standard Automatic Fire Enterprises
LaserSaver, Inc.
Lynn Tech, Inc.

1996

Arbin Corporation
Standard Automatic Fire Enterprises
Texas Digital Systems, Inc.
Brazos Valley Animal Medical Center
C&D Copier Products, Inc.
R.M. Dudley Construction Co., Inc.
Neutral Posture Ergonomics, Inc.
Lynn Tech, Inc.
MicroAge Computer Center
Fan Brace, Inc.

1995

Qualice Computer Corporation
Knowledge Based Systems, Inc.
Neutral Posture Ergonomics, Inc.
Century 21 Beal, Inc.
Advanced Home Health Services
Wicks & Sticks
W.W. Nichols, Inc.
Keta's Hallmark Shops
MicroAge Computer Center
Texas Digital Systems, Inc.

1994

Qualice Computer Corporation
Neutral Posture Ergonomics, Inc.
Style Craft Builders
Metrica, Inc.
ITS Tours & Travel
University Title Company
Messina Hof Wine Cellars
Wicks 'N' Sticks
Computer Access
Talent Tree Personnel Services

West, Webb, Allbritton, and Gentry



Principal(s)

*Gaines West
Kelvin Adams
Steve Allbritton
Mike Gentry*

Date Founded
1982

Location

*1515 Emerald Plaza,
College Station TX
77845*

*Other offices located in
Waco, Temple, Austin
and Ft. Worth*

*Phone: (979) 694-7000
www.westwebblaw.com*

With over 440 combined years of experience, West, Webb, Allbritton, and Gentry is a multi-service law firm that has been able to serve clients expanding beyond the Brazos Valley reaching throughout Texas from the Red River to the Rio Grande.

Gaines West, Kelvin Adams, and John Webb started the firm in 1982. The firm quickly grew by adding partners Steve Allbritton and Mike Gentry, who further contributed to the firm's success. They have been positively impacting the Brazos Valley ever since.

West, Webb, Allbritton & Gentry's core values are devoted to excellence with an uncompromising relentless spirit; always respecting and valuing each other. The firm's lawyers and staff embody these values in their approach to their clients, their team, as well as their community. Employees are encouraged to live a balanced life, focusing energy not just on work but on families and community service activities that they feel passionate about.

Throughout the years, the firm's leaders have showcased their dedication to the Brazos Valley community. In 2020, West, Webb, Allbritton, & Gentry launched its own charitable organization, "First Win", which gives opportunities to WWAG employees, families, and others to serve the community. First Win's mission is to provide assistance to children with basic needs such as nutrition, education, mental and physical health. Since its inception, First Win has provided food, clothing, and shelter to homeless families who are working to get back on their feet; sponsored individuals through the OnRamp program; and supported Bryan ISD programs to provide food to students during spring break.

West, Webb, Allbritton, & Gentry will continue to impact the community through First Win and their support of various other organizations, such as:

- CSISD Foundation
- Leadership Brazos
- The Mercy Project
- OnRamp
- Community Foundation of the Brazos Valley
- Junior League
- Chamber of Commerce
- Brazos Valley EDC
- Brazos Valley Symphony Orchestra
- Crime Stoppers
- Various local food, clothing and Christmas toy drives

Without the support of co-founder John Webb, none of this would have not been possible. John's spirit motivated everyone who entered the doors of WWAG to be the best they could be. He truly believed in balancing work and family, and lead by example. He went to be with the Lord earlier this year and as a tribute of the hard work and dedication that he imparted, we would like to acknowledge all he has accomplished in making the company as successful as it is today.

"The Anco Lifetime Business Achievement Award has been given to a list of distinguished businesses in this community over the years, to be anywhere on that list is a great honor," partner Mike Gentry says.

Bryan Rotary Club/Anco Insurance Award for Lifetime Business Achievement

Past Winners

2022 West, Webb, Allbritton, and Gentry

2021 Sterling Auto Group

2019 Allen Honda

2018 Smith Dairy Queen

2017 Fries Financial Services

2016 Texas Commercial Waste

2015 Copy Corner

2014 Stylecraft Builders, Inc.

2013 Davis & Davis Lawyers, PC

2012 KBTX News 3

2011 The Insite Group, LP

2010 C.C. Creations LTD

2009 Bryan Broadcasting Corp.

2008 Tom Light Chevrolet Co., Inc.

2007 David Gardner's Jewelers

2006 Wells Fargo Bank

2005 Britt Rice Electric, LP

2004 Producers Cooperative Association

2003 Acme Glass

2003 Newman Printing Company (*Honorary*)

2002 University Title Company

2001 The Eagle

2000 St. Joseph Regional Health Center

1999 The Adam Corporation/Group

ALULA LEARNING

Winner of the 2022



BRAZOS VALLEY
ECONOMIC DEVELOPMENT
CORPORATION

LAUNCH AWARD

Principal(s)

Jeff McDougall

Date Founded

2018

Contact

alulalearning.com

ABOUT THE LAUNCH AWARD

The Launch Award honors an independent, privately-held corporation, proprietorship or partnership headquartered in Brazos County.

The award recognizes the company's scale of operations since startup toward second-stage growth. In existence less than five years, the company must have demonstrated distinguished industry achievement of technology products and service that validates its potential.

The company must have improved or transformed the region's marketplace in target industry sectors, including advanced manufacturing, agricultural sciences, biotech, engineering, R&D and professional services.

ALULA LEARNING

"The Brazos Valley, as we all know, is a very special place. My wife and I have raised five children and four businesses here. Thankfully, all the children have experienced a successful exit. I'm still working on two of the businesses."

-Jeff McDougall Founder/CEO, Alula Learning

Alula Learning is a software studio founded on the mission to provide dignity, self-esteem, and hope to the millions of Americans who struggle with the basic human necessity of reading.

It is estimated that one-in-five school-age children in the United States are dyslexic. However, most will never be identified as dyslexic or receive reading intervention. The impact of illiteracy is devastating to children, their parents, and ultimately, society. At present, 21 percent of U.S. adults are illiterate. Alula Learning believes this is unacceptable, but that there is an answer.

The Alula team has created and patented a scalable delivery method for reading intervention that incorporates the best practices of structured literacy education. The company has transformed a one-on-one educational curriculum into an immersive world where a student's attentiveness is driven by an interactive story and digital gameplay. Alula Learning is working to expand the nation's capacity to address the epidemic of illiteracy.

"The Brazos Valley provides companies with a prime location for innovation and commercialization. Specifically, our tech sector continues to grow with the amazing talent from companies like Alula Learning headed by Jeff McDougall and his team. Alula is making a global impact in eliminating illiteracy, and we are proud to present their impressive team with our Launch Award to further help their growth as they address this vital need for our children and future generations."

-Matt Prochaska, President/CEO, Brazos Valley EDC

What is Rotary?

Rotary is an international service organization whose membership is composed of business and professional men and women. Rotary's motto is "Service Above Self."

Over the past 100 years, the Bryan Rotary Club been involved with countless community activities, including but not limited to:

- Honoring the Top 10 fastest-growing small businesses in Brazos County since 1994 and recognized since 1998, the Anco Insurance Award for Lifetime Business Achievement.
- Provided funding and volunteers to Habit for Humanity.
- Provided funding and volunteers to install free libraries for neighborhoods in Bryan.
- Established the Field of Valor at Veteran's Park – a 1,000 Flag Salute to Service, honoring Veterans and First Responders.
- Hosted Bryan and College Station fifth-grade students for history-themed field trips during the Field of Valor week.
- Six (6) times per year distributed 250-300 flags in the community under the Flags Across Bryan program.
- Awarded grants to teachers in Bryan elementary schools, to BISD students, and to numerous Brazos County non-profit organizations/charities.
- Donated to the Fun for All Playground.
- Sponsored and volunteered for Blood Bank donation opportunities.
- Volunteered for Texas Trash-Off.
- Sponsored BISD students for Rotary Youth Leadership Awards Conference.
- Donated to the END POLIO NOW project through Rotary International Foundation.
- Hosted a number of Rotary Exchange high school student for a year in members' homes.

The Object of Rotary

The Object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

- FIRST. The development of acquaintance as an opportunity for service;
- SECOND. High ethical standards in business and professions; the recognition of the worthiness of all useful occupations; and the dignifying of each Rotarian's occupation as an opportunity to serve society;
- THIRD. The application of the ideal of service in each Rotarian's personal, business, and community life;
- FOURTH. The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service.

The Rotary 4-Way Test

Of the things we think, say, and do...

First—Is it the Truth?

Second—Is it Fair to All Concerned?

Third—Will it Build Goodwill and Better Friendships?

Fourth—Is it Beneficial to All Concerned?



SIGNIFICANT SUPPORT WAS RECEIVED FROM THESE COMMUNITY PARTNERS:



