

Entrepreneur®

MAY 2008

HOT

**AMERICA'S TOP FAST-GROWTH BUSINESSES
AND THE ENTREPRENEURS WHO BUILT THEM**

1000



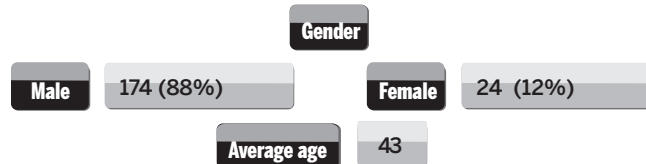
91. Tenkiller Property.com LLC

GEORGE HARRIS
Real estate brokerage
Vian, OK
tenkillerproperty.com

Tipping point: When my competition viewed my company as true competition and when my peers and competitors followed my marketing techniques to emulate our business philosophies

Hot 100 at a Glance

THE PEOPLE: Who are the people behind the companies in our Hot 100 for 2008? Here's a look.



THE NUMBERS: A roundup of the basic figures...

Total revenue for 2007 \$4.6 billion

Total employment on the first day of business 517

Total employment projected by 2009 15,232

THE FUNDING: Where'd they get the money to start?

Savings and personal funds 79

Friends and family 19

Bank loan 14

Lines of credit 23

Private investors 16

Credit cards 12

Venture capital 3

THE PERKS: Here's how our Hot 100 entrepreneurs share their success with their employees:

Health insurance 91

Retirement funds 73

Car allowance/company car 36

Flextime 40

Telecommuting 37

Tuition reimbursement 42

Stock options 15

THE STAYING POWER: By their second year in business...

76% had turned a profit

75% had earned their first million

Source: *Entrepreneur's* Hot 100 for 2008

Entrepreneurial companies have long been the engine driving our nation's economy—and when you consider the stellar successes displayed by the companies in our Annual Hot 100 list of the nation's top fast-growth businesses, it's not hard to see why. Despite a roller coaster economy and a global marketplace that grows more competitive by the day, all of our Hot 100 companies showed positive job growth.

This is our 14th Hot 100 listing, and in some years past, one industry (such as technology) easily dominated the group. It wasn't so this year. In fact, a quick look at these 100 companies reveals that they encompass an astonishing range of products and services—from hanger manufacturing and food sales to energy suppliers and defense contractors.

That same diversity is reflected in the individual entrepreneurs behind each company's success story. Whatever their backgrounds or industries, however, these fast-growth entrepreneurs share two common traits: the ambition to set far-reaching goals, and the drive to make those goals a reality.

Throughout our country's history, entrepreneurs have helped it thrive. With the global economy still uncertain, the innovative spirit of entrepreneurs like those in our Hot 100 listing is more crucial than ever in helping the United States remain competitive. If the strengths of our Hot 100 entrepreneurs are any indication, we have great faith in the future.

MAKING THE CUT

This is how it all begins: The Hot 100 rankings are compiled with the help of CentrisPoint, a research organization. *Entrepreneur* and CentrisPoint started with CentrisPoint's database of nearly 21 million U.S. businesses and considered only those businesses that met the following criteria:

■ Must have been founded no earlier than 1999 and no later than 2003

■ Company sales in 2003 must be \$100,000 or greater; 2007 sales must not exceed \$1 billion

■ Must have positive job growth between 2003 and 2007

■ Must have a minimum level of sales growth or a sales growth quantifier of 1 or higher between 2003 and 2007; the growth quantifier is a measurement that combines percentage and absolute growth.

Only 64,000 businesses—or 0.3 percent of the nearly 21 million businesses—met the above criteria. *Entrepreneur* then contacted the businesses with the greatest growth to confirm eligibility. To be eligible, the founder must be actively involved in the company, the company cannot be a spinoff or a division of a larger company, and company sales for 2007 must be at least \$1 million. From this list, the Hot 100 was selected.

For information on applying for the 2009 Hot 100, go to entrepreneur.com/hot100.

Entrepreneur research conducted by Maria Anton Conley, Emily Weisburg and Tracy Stapp, with additional assistance from Kristen Henning, Jake Kilroy, Adam Salazar and Mallory Somerset

ABOUT CENTRISPOINT

CentrisPoint is a leading provider of economic and business data, research, and information. From its Washington, DC, headquarters, CentrisPoint serves businesses and governments worldwide, offering high-quality insights into the U.S. economy, the companies that compose it and the forces that shape it.