

Entrepreneur®

solutions for growing businesses

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ENTREPRENEUR &
PRICEWATERHOUSECOOPERS'

12th Annual



Ranking: #51 – VCOM Solutions Inc.

SAN RAMON, CA

www.vcomsolutions.com

Telecommunications

Gary Storm, Sameer Hilal,

Joe Condy



VCOM
SOLUTIONS

Began: September 2001 w/0 employees; now 26 employees

Initial investment: \$200K from friends/family

2005 sales: \$13.3M

Success secret: "There is only one boss: the customer. And he can fire everybody in the company, from the chairman on down, simply by spending his money somewhere else."

—Sam Walton

HOTTER THAN HOT

ENTREPRENEUR AND PRICEWATERHOUSECOOPERS'

12TH ANNUAL HOT 100 COMPANIES ARE LEADING THE PACK

IN FAST GROWTH, BIG SALES AND SMART BUSINESS.

Keeping employees happy is high on the list of priorities for many American businesses, and the finalists in our 12th Annual Hot 100 listing are no exception. According to our annual listing of America's fastest-growing new entrepreneurial companies, a full 43 businesses offer flextime (up from 34 companies last year), and 33 offer opportunities for telecommuting, compared to just 28 last year. Whether improvements in technology or a greater emphasis on work-life balance are the cause, fast growth for many businesses is largely due to having the best staff on hand to manage it all.

Just ask Gary Holdren, 56, founder and CEO of Huron Consulting Group, ranked No. 1 on our Hot 100 list for the second year in a row. This financial and operational consulting company is set to grow from nearly 800 employees last year to almost 1,000 by the end of 2006—and it's Holdren's belief that these employees make the quick growth possible. "We have to have unbelievable people in our infrastructure, in our corporate office. I have to have an HR department that keeps on top of salaries; we have to have a recruiting department; we have to have the best benefits," says Holdren. "Don't try to do anything on the skinny. Surround yourself with the best people, build great infrastructures, and just go as fast as you can." Huron is certainly growing fast: Projected 2006 sales range from \$247 million to \$252 million, up from 2005's \$207.2 million.

Huron is not alone—total combined sales of this year's Hot 100 companies is an impressive \$1.7 billion. Business services companies continued their solid showing, and staffing firms did exceptionally well, jumping from four companies last year to 10 this year. Healthcare and pharmaceutical-industry businesses also continued to be strong categories.

Technology businesses grew at a steady pace—22, up from 20 last year—with technology defense companies entering the milieu. E-commerce businesses also came on strong, with six spots in this year's Hot 100. Companies in industries across the board are raising the bar to reach new levels of success. Read on to learn the quick-growth secrets of a few of these Hot 100 all-stars.

—Nichole L. Torres

By the Numbers

the big picture: Here's a quick snapshot of this year's Hot 100 entrepreneurs.

Average age		41
GENDER		
Male	201	
Female	28	
HOMEBASED		
Started at home	31	
Still at home	0	

on the rise: The grand totals for our Hot 100 are . . .

Total sales for 2005	\$1.7 billion
Total number of employees	6,920

off to a good start: A look at how the Hot 100 companies financed their startups

Savings and personal funds	69
Private investors	21
Friends and family	21
Lines of credit	18
Bank loans	12
Credit cards	10

perk up: Employee benefits such as flextime and telecommuting are on the rise.

	2006	2005	2004
Health insurance	96	97	91
401(k) plans	79	76	59
Car allowances/company cars	45	43	45
Flextime	43	34	34
Stock options	29	28	16
Telecommuting	33	28	24
Tuition reimbursement	27	28	26
Job sharing	8	8	6

this is the place: Top 3 Hot 100 company locations

California	21
Florida	7
New York	7

SOURCE: *Entrepreneur's* Hot 100 2006, 2005, 2004