

SAN ANTONIO BUSINESS JOURNAL

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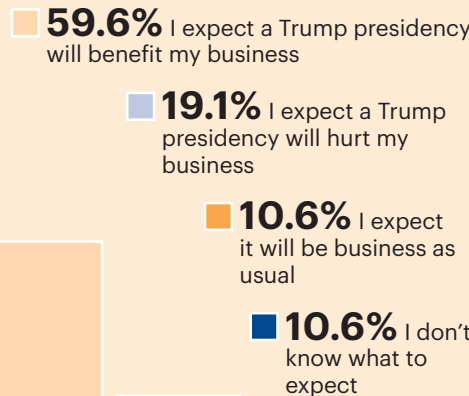
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NEXT POLL: SOLAR ENERGY POLICY IN A TRUMP ADMINISTRATION

San Antonio has become home to a rising solar energy industry. Many attribute its growth here and in the rest of the Lone Star State to the federal government's solar investment tax credit and other policies that foster renewable energy. Should the Trump administration continue policies that advance the solar energy industry? bizj.us/1oygo1

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EVENTS

The San Antonio Business Journal hosts networking, award and education events throughout the year. View the schedule and register for events at SanAntonioBusinessJournal.com/event.

▶ San Antonio's Tech Titans Awards: Dec. 7, 6-8 p.m., at Pearl Stable, 307 Pearl Parkway. Contact Arlinda Shephard at saevents@bizjournals.com.

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▶ ABOUT US



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On the cover: Clockwise from top left, David Villarreal, Kristen Cates, Pascal Allen and Lee Anderson Mottern. (Photos by Carlos Javier Sanchez | SABJ)

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Nomination Deadline: Expired
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Event Date: Dec. 7



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RECOGNIZING EXCELLENCE

Close 2016 by celebrating Tech Titans of San Antonio

The San Antonio Business Journal will hold our third annual Tech Titans Awards from 6 to 8 p.m. Dec. 7 at Pearl Stable.

We encourage you to attend and celebrate an industry that continues to become more important to the Alamo City's economy.

This year, we've done something a little different to add some excitement by announcing the finalists for each category, rather than the winners, in advance of the event. We'll also be giving out two Special Achievement Awards to Greg White and Glenn Dietrich, who have been pioneers in cybersecurity education at the University of Texas at San Antonio.

Here are the finalists:

Cybersecurity Award

- Digital Defense Inc.
- Silotech Group
- UTSA's Center for Infrastructure Assurance and Security

Tech Advocate — Individual

- Randy Goldsmith, CEO, Rapamycin Holdings Inc.
- John Lujan, Senior Vice President of Sales, Y&L Consulting Inc.
- Bret Piatt, CEO, Jungle Disk

Tech Advocate Award — Organization

- Codeup
- School's Out Hackathon

Tech Flash Rising Star

- Donovan Becker, Tech Manager, MilTribe
- Drue Placette, Chief Technology Officer, Quirk & Co.
- Adrian Wagoner, Community Growth Manager, AT&T
- Cole Wollak, Engineer, FlashScan3D

Tech Mentor Award

- Tom Cuthbert, CEO Coach and Chairman, Vistage International in San Antonio
- David Daeschler, CEO, SlideWave LLC
- Cory Hallam, Chief Commercialization Officer, UTSA

Top Tech Exec

- Matt Goulet, CEO, Globalscape Inc.
- Matt Harrison, CEO, WellAware Holdings
- Brad Parscale, President, Giles-Parscale Inc.
- Taylor Rhodes, CEO, Rackspace Hosting Inc.

Top Tech-preneur

- Sara Helmy, CEO, Tribu

- Franklin Lyons, Owner, MergeVR
- Matt Wilbanks, CEO, HelpSocial Inc.
- Shaun Williams, CEO, SocialPath Solutions

Tech-onomic Impact Award

- Grok Interactive
- Jungle Disk
- WP Engine

To attend, go to the event's webpage at bizj.us/1nqs24 or contact the Business Journal's event staff at 210-477-0855 or saevents@bizjournals.com.



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ECONOMIC DEVELOPMENT

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TRANSPORTATION

Mayor: Biz teamwork needed to attract more flights

Before San Antonio leaders head too far down the path toward a potential new airport, they need to address more immediate air-access issues as Mayor Ivy Taylor believes a lack of direct flights and overall inadequate air connectivity could cost the city more economic opportunities.

Improving air access to and from the nation's seventh-largest city will require more collaborative support from San Antonio's business leaders. That's the takeaway from my conversation with Taylor, who said such unified backing will be "critical" to the success of a larger game plan that includes the creation of a new city-county task force and the continued search for a new aviation director to oversee San Antonio International Airport.

"We need better service," Taylor said. "It's an issue that keeps coming up."

Jenna Saucedo-Herrera, president and CEO of the San Antonio Economic Development Foundation, said the San Antonio Chamber of Commerce has made improved air access a priority and has worked to create a heightened sense of urgency among business leaders.

"That said, the exponential growth we're experiencing combined with consumer convenience expectations will continue to exacerbate the issue," she said.

One way business leaders can have an immediate impact is to work more closely with City Hall on the recruitment of a new aviation director to replace Tom Jones, who plans to depart at the end of



Mayor Ivy Taylor said San Antonio business leaders will be critical to helping the city improve its air access.

CARLOS JAVIER SANCHEZ | SABJ

the month, Saucedo-Herrera said.

"I'd advocate for mobilizing a private-sector advisory council to establish parameters and support the aviation team," she said.

Last week, I reported exclusively that Taylor and Bexar County Judge Nelson Wolff have agreed to create a joint task force that will tackle San Antonio's airport issues.

"The idea is to look at everything ... to look at the existing airport and gather all

the information we can," Wolff said.

The task force should keep everything on the table, including the possibility of developing a new regional airport, he said.

The soon-to-be-leaving aviation director Jones said San Antonio must first find a way to better align the support of the business community if it hopes to sell more airline executives on the need for expanded service – especially more direct flights – at the Alamo City's cur-

rent airport.

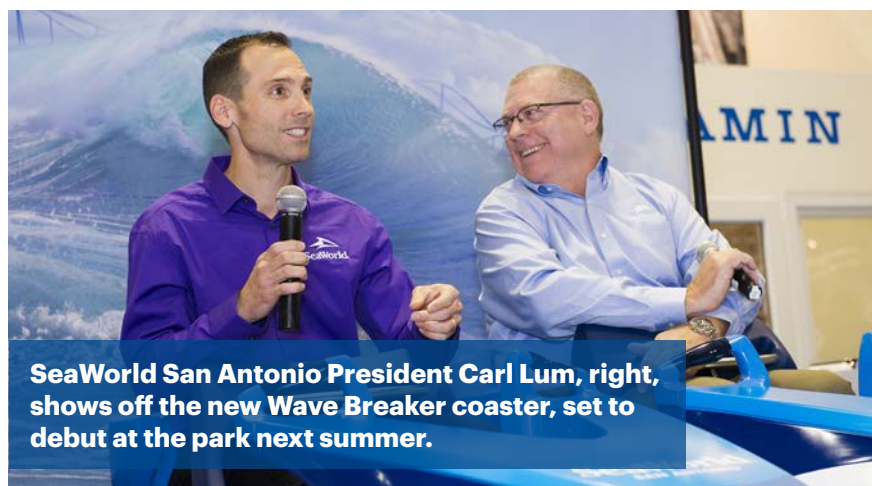
"We've had kind of an uncoordinated approach before," Jones said. "A focused business community support in concert with airport officials and city officials will have the biggest impact on an airline."

The city will need to do its part to help align that support, Taylor said.

"That's part of the reason why the selection of the next aviation department leader is going to be so important," she told me.

TOURISM

SEAWORLD SAN ANTONIO PREPARES TO ROLL OUT NEXT THRILL RIDE



SeaWorld San Antonio President Carl Lum, right, shows off the new Wave Breaker coaster, set to debut at the park next summer.

COURTESY OF SEAWORLD

Here are details (see box above and to right of photo) on SeaWorld San Antonio's planned new attraction called Wave Breaker: The Rescue Coaster ride, the first new coaster for

the Alamo City theme park in nine years.

Here's what SeaWorld San Antonio President Carl Lum told me about the new coaster and its expected impact

▶ NEWEST ATTRACTION

- ▶ **Attraction:** Wave Breaker - The Rescue Coaster
- ▶ **Debut date:** Summer 2017
- ▶ **Ride type:** Launch coaster
- ▶ **Location:** SeaWorld San Antonio
- ▶ **Features:** Will use electromagnetic propulsion to propel the coaster along its more than 2,600 feet of track
- ▶ **Maximum Speed:** 44 mph
- ▶ **Guest Capacity:** 886 riders per hour

on the theme park:

"People are going to come from all over to see it. It's not only going to help out SeaWorld. I think it's going to help out San Antonio as a destination."

▶ INSIDE THE NUMBERS

HOTEL MARKET COMPARISON

Here are the total year-to-date hotel revenues through Sept. 30 for the following Texas metro areas:

- ▶ Houston - \$1.69 billion
 - ▶ Austin - \$983.9 million
 - ▶ **SAN ANTONIO - \$934.0 MILLION**
- Source: Source Strategies Inc.

▶ TWEET OF THE WEEK

"Texas Comptroller Hon. @ Glenn_Hegar @PortSanAntonio speaks to the huge economic impact of TX trade: 27k jobs; \$5.2B. Job generating machine."

@DAVIDMARQUEZ, David Marquez, director, Bexar County Economic Development



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HOMESTYLE

Pearl-area developers' container-style experiment

The Pearl area has gotten a number of residential injections as developers jump to meet the rising demand for housing in the submarket. And to combat the rising land and construction costs, San Antonio-based Disruptive Construction is stepping out of the box, so to speak, and into a container.

Container-style homes, that is.

The development group broke ground recently on a four-townhome proof of concept that will serve as an experiment in the local real estate team's plan to continue infill development in the high-demand area.

Located at 825 E. Park Ave., Disruptive Construction – with the help of luxury broker, Crawford Luxury, a KW Portfolio Real Estate firm spearheaded by Kevin Crawford – the site is just across the river from Hotel Emma and the rest of the retail, office, multifamily and entertainment components at Pearl.

Container homes are essentially just that, homes constructed from shipping containers, and the style of architecture has risen in popularity because it is inexpensive, eco-friendly and compact.

But just because they're less expensive to build doesn't mean the price of the homes will come down. In fact, similar to other new residential developments delivered to the area, those prices will continue to hit new highs.

The starting price for one of the first container-style homes near the Pearl district? That will be \$799,000, please.

Crawford said the money saved in



A local development group is testing whether San Antonio homebuyers are ready to invest in container-style homes near Pearl.

COURTESY OF DISRUPTIVE CONSTRUCTION

development and construction expenses will be put toward super high-end interiors, and with his background in the luxury residential market, he'd be the one to know.

"We're using them for speed and cost, but we can beat the pants off everyone we can compete with in the traditional build model," he said of plans to do finish-outs similar to what has been seen in areas such as the Dominion. "There's a market for high-end product on a smaller lot, but it doesn't exist because all of the property owners [around Pearl] are asking for astronomical land prices. It doesn't make sense for the developer, so we're trying to find that win-win situation."

Crawford said the Park Avenue development will be the start of something the group could take and replicate on small infill properties throughout San Antonio. The local broker will be marketing the initial development, but will take a more active development and investment role in future ones.

He declined to comment on where the development group plans to build next, likely because it is in the negotiation process to acquire more land.

"Container homes are very hot right now, but it's because they look cool," Crawford said. "For a while, we've been researching the way we can best use them to provide a quality structure at an

affordable price, which would lend itself to offering housing in and around infill areas that wouldn't have been available otherwise, due to the price of standard development."

The units will each have three- to four-bedrooms with a two-car garage along with a rooftop living space. And, get ready for it, each one can be completed within 90 days.

Crawford said the group can "have these things designed and put together like Legos," which pretty much eliminates every factor that has been the largest, and most expensive, headache for local developers.

There are a handful of development trends born as a result of rising development costs and home prices, some of which have made their way to San Antonio. Tiny-home developer Rising Barn has picked up projects around town to help transform vacant or dilapidated sites into homes or structures averaging about 800 square feet.

And if container-style homes prove to be popular among buyers wanting to live in certain areas but unable to afford the price tag of a home, San Antonio could be seeing a lot more of them.

"It's always a little bit scary to be the new kid on the block, but I see a need for higher-end housing down by the Pearl," Crawford said. "We've got our business model, will put up four really high-quality townhomes, and have plans for a few more to go up around it. What we're delivering simply doesn't exist."

TRANSACTION OF THE WEEK

NEXT-DOOR LANDLORD SNAPS UP HAIL-DAMAGED FORMER TARGET SITE

What: Former Target location that was closed due to extensive storm damage

Where: Southeastern quadrant of the I-10 and DeZavala Road intersection

Buyer: Weingarten Realty

Seller: Target Corp.

How it went down: Extensive hail damage earlier this year shuttered one of Target's San Antonio locations, but for neighboring landlord Weingarten Realty, the sky opened up with a new opportunity.

The Houston-based commercial real estate firm bought the 8.57-acre site just south of its Fiesta Trails shopping center.

Minneapolis-based Target decided to close the location at I-10 and DeZavala Road — which spanned about 80,000 square feet — in the aftermath of severe storms this past April. The flooding and hail resulted in significant



FILE PHOTO

Commercial real estate giant Weingarten Realty has closed on the former Target site in Northwest San Antonio.

interior and exterior damage, which sealed the fate for the retailer's already underperforming location.

While the selling price for the now-vacated parcel was undisclosed, property records show the site has an appraisal value of \$8.57 million.

The land is right up against Weingarten's 488,000-square-foot power center, Fiesta Trails, which already includes a string of tenants such as H-E-B, Marshalls, Stein Mart, Petco and a few other retail names occupying land Weingarten itself doesn't own. The Gold's Gym at the center, for example, is leasing space owned by a San Rafael, California-based investment group.

A Weingarten representative confirmed the sale, and I'm working with the firm to get more details on what its plans are for the site.

Following the Target closure in June, the retailer had 13 locations in San Antonio remaining.

▶ PEOPLE ON THE MOVE

TOP-LEVEL DH REALTY EXEC JUMPS TO LOCAL CRE STARTUP



Bill Holder

An 18-year veteran in the local commercial real estate industry, Bill Holder, has joined the fledgling team at San Antonio-based firm Turcotte Real Estate Services. Holder — a former president and executive with DH Realty — recently made the transition,

bringing along a string of his clients as well as about \$20 million of property listings. Turcotte Real Estate was formed earlier this year by another longtime San Antonio commercial real estate executive, former REOC San Antonio Partner and Senior Vice President John Greg Turcotte. The firm's three-person team equates to about 75 years of total experience in the city's real estate market.



MANUFACTURING

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AIR CONDITIONING

Friedrich carves out new market with hotel chains

A hotel's air conditioning unit can often be a telltale sign of its quality and what it will charge per night.

Window units or bulky through-the-wall units usually mean a cheaper night's stay. On the other hand, a wall-mounted thermostat with air conditioning ducts above often indicates an expensive heating, ventilation and air conditioning system – the cost of which is passed on to guests.

But over the past two years, San Antonio-based manufacturer Friedrich Air Conditioning has been carving out a niche in the lodging, hospitality and multifamily sectors by designing hybrid products that eliminate bulky through-the-wall units and rooftop HVAC systems.

The company's new products enable a hotel to concentrate on a room's aesthetics and provide climate control without expensive plumbing, copper tubes, electric wires and ducts for HVAC systems, Friedrich Air Conditioning Vice President of Marketing and Product Management T.J. Wheeler said.



Friedrich Air Conditioning Vice President T.J. Wheeler said the company is releasing new products meant to replace bulky through-the-wall and window units in hotels.

CARLOS JAVIER SANCHEZ | SABJ

"We're taking that technology of that great big complex unit and squeezing down into this unit," Wheeler said. "Rather than have a big unit on the roof and a bunch of little duct work going in, this has one unit."

Friedrich launched the Vert-I-Pak in

2014. The single-unit air conditioner fits inside a closet where it draws and recirculates the air within a room. And in September, the company launched the variable refrigerant package, or VRP, heat pump system.

Marketed as a self-contained and

For a photo slideshow and video tour of Friedrich Air Conditioning's engineering lab in San Antonio, go to bizj.us/1oya7e.

independent system, the VRP is installed in the outer wall of a room, drawing fresh air from the outdoors. But unlike traditional through-the-wall units, it has a wall-mounted thermostat and blends into the interior and exterior of the room.

Friedrich's new air conditioners have already found themselves in different brands of the Marriott and Hilton hotel chains, where Wheeler said owners are reporting a return on investment of two or three years. He said a traditional through-the-wall hotel air conditioner costs \$1,500 compared to \$3,500 for a VRP, but he said the higher price for his company's energy-efficient units is offset by its savings and being able to get a higher price for a more attractive room.

"Think about a hotel where you only have 40 percent occupancy," Wheeler said. "You can turn these off completely."

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GUEST COLUMN

CONTRACTING OPPORTUNITIES

Passage of bonds in TX to provide nearly \$5B in funding

Millions of voters went to the polls on Nov. 8. After voting for state and national leaders, Texans cast affirmative votes for almost \$5 billion in bond packages. Specifically, voters approved more than \$4.8 billion in local bond elections – creating immediate contracting opportunities worth millions of dollars for companies of every size and type throughout the state.



Mary Scott Nabers

The new funding will cover contracting opportunities related to infrastructure, transportation, construction, architectural, engineering, technology, security, education, energy, lighting, public safety, law enforcement and more. Almost every region in Texas will feel the impact.

Cities and regional organizations have truly become the economic drivers in Texas. Residents realize that schools and other public facilities must be modernized and expanded because of the state's population growth. New jails, fire departments, health care clinics and affordable housing are also top priorities for many communities. Transportation is critically important to residents, and most municipalities are working hard to become "smart cities" that offer higher quality and more efficient services.

The largest bond vote was a \$720 million transportation issue in the city of Austin. That bond referendum includes \$101 million for regional road projects, \$482 million for implementation of seven corridor plans and \$137 million for other projects such as sidewalks, bicycle paths and urban trails.

Here are some examples of bond packages that passed in the San Antonio area:

- San Antonio Independent School District, \$450 million – Campus renovations dominate the use of proceeds from this successful bond vote. There will be extensive renovations at 13 schools, including seven high school, four middle school and two elementary school campuses. A variety of contracting opportunities for companies representing numerous industries will result. Work will include heating and air conditioning, plumbing, electrical and structural upgrades. Renovations to classroom spaces will also be incorporated. Other projects will address campus accessibility, improved front-entry security and exterior site work.

- Somerset Independent School District, \$10 million – Voters approved funding that will provide for a new transportation center. That move will free up space in the old transportation center for agriculture-related program growth. The cafeteria at Somerset Elementary School will be replaced, and baseball and soft-

ball fields will be relocated to facilitate future growth at the high school.

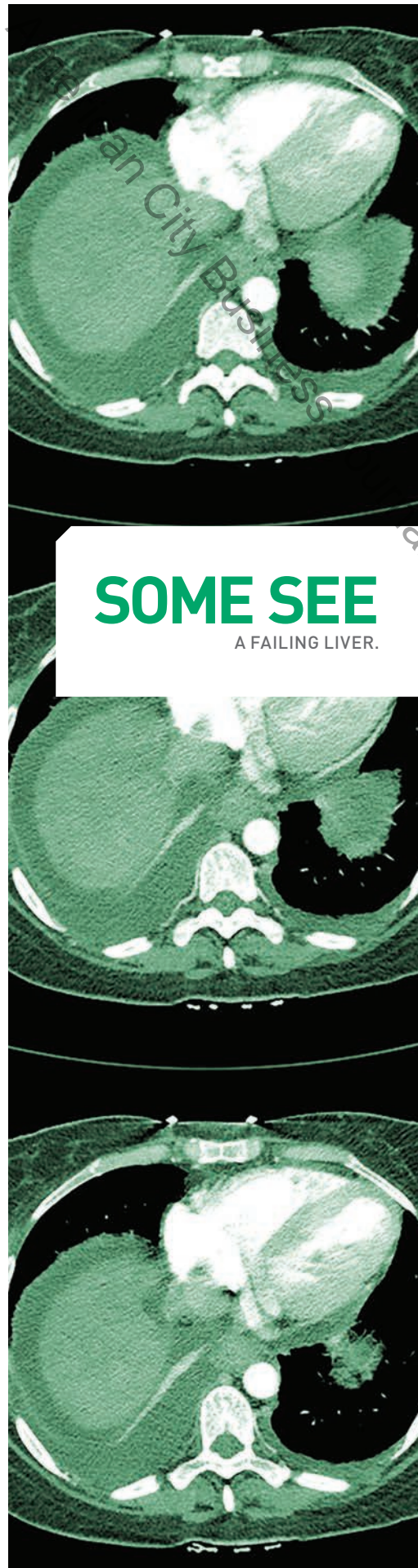
- Schertz-Cibolo-Universal City Independent School District, \$137 million – A \$38 million replacement and expansion of the Rose Garden Elementary campus will increase student capacity from almost 500 students to nearly 1,000. Another \$72 million will be used for renovations and expansions at Clem-

ents High School, and \$10 million will be allocated for heating, ventilation and air conditioning replacements at Wilder and Jordan intermediate schools and Watts Elementary School. The bond package also includes \$5 million for technology upgrades campuswide and \$2 million for additional buses.

Most public officials report that they intend to jump-start projects as quickly

as they can. While the bonds are being funded, many have plans to move forward with solicitation documents so that no time is lost.

Mary Scott Nabers is president and CEO of Strategic Partnerships Inc., a business development consulting company specializing in government contracting and procurement.



SOME SEE
A FAILING LIVER.

WE SEE
A LIFE ABOUT TO BLOOM.

At 30, Teresa was diagnosed with Primary Sclerosing Cholangitis (PSC) a condition that causes the ducts of the liver to close. At the time, she was told that within 15 years she would need a new liver. When that time came, her team at University Health System knew that she was a perfect candidate for a living donor transplant. After many friends and family offered to help, she found the perfect match to be a friend and coworker at the Sheriff's department. The surgery went perfectly. And after years of living with a failing liver, it took the amazing gift of a friend to give Teresa her life back.

See Teresa's story at
SeeHowWeSee.com

 **University Health System**

Thinking beyond ▶ convention.



TEXAS URBANISM

ALAMO CITY GROWTH

Researchers find San Antonio

The Texas Urbanism Research project looked at the state's four largest metros to ascertain how they're growing while others outside Texas are declining. Here's a look at what they found in San Antonio.

BY TONY QUESADA

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San Antonio's surge in economic status among U.S. metros is notable for being greatly driven by Latinos, while it may surprise many to know that the Alamo City has become a magnet for millennials.

Those are two of the major takeaways from "San Antonio: Growth and Success in the Mexican-American Capital," a white paper that is a product of a unique study called the Texas Urbanism Research project.

The San Antonio Business Journal's inaugural Alamo Area Growth Summit on Nov. 9 at Pearl Stable focused on the results of that research, which sought to quantify the extent to which this city is outperforming so many other major metros and to explain how it's done so.

Scott Beyer, the white paper's author and a noted writer for Forbes.com and other national publications who spent six weeks living in San Antonio, presented the findings of his research during the Growth Summit.

Also presenting some of the broader and statewide portions of the research findings was Joel Kotkin, who oversaw the Texas Urbanism Research project, which also explored the economic drivers in Austin, Dallas-Fort Worth and Houston, as well as the I-35 corridor between San Antonio and Austin. Kotkin is executive director of the Houston-based Center for Opportunity Urbanism and a writer on economic trends as well.

Since 2000, Beyer noted, this area has been among the leaders in net Hispanic population growth, adding over 400,000 residents. Over this time, San Antonio has ranked No. 6 in job growth rate and has been among the leaders in wage growth. When comparing Hispanic populations in the 53 largest metros,



San Antonio Chamber of Commerce Chairwoman Renée Flores, right, speaks during the panel discussion on the Texas Urbanism Research project's findings.



Author Joel Kotkin oversaw the Texas Urbanism Research project.

San Antonio has been one of four to see median household income gains since 2000 and has the 15th-highest median household income for Hispanics when adjusted for living costs. Also, San Antonio leads the nation in the percentage of homeownership among Latinos at over 50 percent.

Meanwhile, the city has seen 26 percent growth in middle-class jobs, defined as those that earn between 80 and 200 percent of the median, putting it second in Texas.

Perhaps the most surprising aspect

of San Antonio that Beyer found was its appeal to millennials.

"I don't think the people realize that San Antonio has had the millennial growth that it's had," he said. "That's important because millennials will make or break how a city goes. When you look at cities that are declining, you don't get the feeling of youth and newness that you get when you go to a place like San Antonio."

One of the biggest drivers of San Antonio's economic rise has been its affordability, particularly in housing, that

is attracting people who find that the American Dream is unattainable in many large East and West coast cities. While the ratio of median home price-to-median household income in cities like New York, Boston, Los Angeles, San Diego and San Francisco range from a little over 5-to-1 to more than 9-to-1, that ratio in San Antonio is less than 4-to-1.

The presentations by Kotkin and Beyer were preceded by a keynote address from former San Antonio Mayor Henry Cisneros on the emergence of the Texas Triangle, a term describing the mega

To download a copy of the complete report called "The Texas Way Of Urbanism," go to bizj.us/1oyhza.

is a pack leader



Keynote speaker Henry Cisneros.



Forbes columnist Scott Beyer speaks about his time in San Antonio.

PHOTOS BY CARLOS JAVIER SANCHEZ | SABJ

region bounded by San Antonio and Austin to the southwest, Dallas-Fort Worth to the north and Houston to the southeast.

The Growth Summit concluded with a panel discussion that explored the Texas Urbanism Research project's findings and what it means for the Alamo area going forward. The panel included Bexar County Judge Nelson Wolff, San Antonio Mayor Ivy Taylor, University of Texas at San Antonio College of Public Policy Dean Rogelio Saenz, San Antonio Economic Development Foundation CEO Jenna Saucedo-Herrera and San Anto-

nio Chamber of Commerce Chairwoman Renée Flores.

Wolff said that while outside confirmation about the city is timely and can be used as ammunition to pursue additional economic opportunities, local leaders must not become complacent.

"We are going in the right direction," he said. "But we've got to understand this will not just keep going by itself. It will take more investment in infrastructure and in the development of the right workforce. Those are not things we can slow down on."

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TEXAS URBANISM

COMPARING THE METRO AREAS OF OUR STATEWIDE STUDY

AUSTIN

POPULATION

1.9M

MEDIAN AGE

33.9

MEDIAN HOUSEHOLD INCOME

\$63,603

CITIZENSHIP

90%

COMMUTE TIME

24.7 MIN

MEDIAN PROPERTY VALUE

\$217,900

RENT VS. OWN

57.1%

INDUSTRIES BY SHARE

11.3% Retail trade

DALLAS

POPULATION

7M

MEDIAN AGE

34.5

MEDIAN HOUSEHOLD INCOME

\$59,530

CITIZENSHIP

88.3%

COMMUTE TIME

26.2 MIN

MEDIAN PROPERTY VALUE

\$160,600

RENT VS. OWN

59.2%

INDUSTRIES BY SHARE

11.4% Retail trade

HOUSTON

POPULATION

6.5M

MEDIAN AGE

34

MEDIAN HOUSEHOLD INCOME

\$60,072

CITIZENSHIP

85.3%

COMMUTE TIME

28.2 MIN

MEDIAN PROPERTY VALUE

\$153,200

RENT VS. OWN

59.1%

INDUSTRIES BY SHARE

11% Health care & Social Assistance

SAN ANTONIO

POPULATION

2.3M

MEDIAN AGE

34.4

MEDIAN HOUSEHOLD INCOME

\$52,689

CITIZENSHIP

93%

COMMUTE TIME

24.7 MIN

MEDIAN PROPERTY VALUE

\$160,600

RENT VS. OWN

59.2%

INDUSTRIES BY SHARE

13.3% Health care & Social Assistance

SAN MARCOS

POPULATION

0.5M

MEDIAN AGE

23.4

MEDIAN HOUSEHOLD INCOME

\$27,261

CITIZENSHIP

96.1%

COMMUTE TIME

20.3 MIN

MEDIAN PROPERTY VALUE

\$134,800

RENT VS. OWN

27.2%

INDUSTRIES BY SHARE

20.6% Retail trade

TEXAS URBANISM

SUMMARIZING OUR STATEWIDE STUDY

DALLAS



ISTOCK

- ▶ With a highly diverse economy, a rush of people and jobs, and a river of relocating corporations flowing in, Dallas-Fort Worth is riding high in the saddle of prosperity and growth.
- ▶ But the region lags behind many of its U.S. peers in education levels and, surprisingly, innovation and entrepreneurship, raising questions about how long DFW can continue its economic gallop and what infrastructure and workforce weaknesses threaten to slow the region down.
- ▶ Dallas is importing many of its most highly educated people now, said Joel Kotkin, executive director of the Houston-based Center for Opportunity Urbanism. "Ultimately, you're going to have to fix your own education system," he said. "I think it is a constraint for companies when they need to hit the ground running."

HOUSTON



ISTOCK

- ▶ One thing that's abundantly clear is that it doesn't matter where you come from — you'll have the opportunity to succeed in Houston. According to the United States Census Bureau, from 2014-2015, metro Houston attracted 159,083 total and 62,000 net domestic migrants, topping the Census list on new metro area residents. These newcomers represent those population groups most telling of a metro's future: millennials, immigrants and families.
- ▶ The city has learned from its mistakes of the 1980s, which saw a slump in oil prices much greater than that in 2015. Today, the office market is tighter, banking is better regulated and better capitalized, and few homes are built without a signed contract. Most importantly, the region is creating jobs that aren't in energy, including in health care, business and professional services.

AUSTIN



ISTOCK

- ▶ Austinites worry most about traffic choking economic prosperity, but affordability should be top threat, some experts say. The worsening affordability has hit homeowners and renters alike. Austin renters spend 31 percent of incomes on housing. Spending more than 30 percent is considered "unaffordable." Austin's home affordability crunch is one of the fastest-growing in the country.
- ▶ "We are on the cusp, as a region, of having an affordability crisis," said Ryan Streeter, executive director of the Center for Politics and Governance at the University of Texas. Streeter and economist Joel Kotkin point out that affordability is all relative. While Austin's cost of living is a turn-off for longtime Austinites and those moving from other Texas cities, the capital is still a steal compared to many coastal markets.

SAN MARCOS



ISTOCK

- ▶ San Marcos's segment of the I-35 corridor is already more than a bedroom and retail community, and economists said to understand the area's future, it's perhaps best to analyze the past.
- ▶ Just recently, Amazon.com Inc. decided to build an 855,000-square-foot fulfillment center in San Marcos that will eventually employ 1,000 people and Sysco Corp. opened a distribution facility in New Braunfels that employs 650 people.
- ▶ Texas State University in San Marcos, with nearly 40,000 students and a growing research profile, is anchoring an emerging high-tech base for the corridor.
- ▶ While the U.S. averages 13 percent of its employment in retail, Hays and Comal counties count 26 percent and 16 percent, respectively, inside the retail sector so the diversification is welcome.
- ▶ One of the best things the region has going for it is housing prices and availability — especially as they relate to Austin.



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REFINING

Industry eyes Trump's stance on renewable fuel standard

While the longstanding feud between San Antonio-based refining company Valero Energy Corp. and the U.S. Environmental Protection Agency over the administration of the nation's renewable fuel standard continues in a public comment period, the incoming Trump administration could be a wild card.

President-elect Donald Trump, who took to YouTube on Nov. 22 with a message from his "Transition 2017" account, said he will tackle trade and energy issues within the first 100 days of taking office. Trump put canceling American participation in the Trans-Pacific Partnership as the first item on his agenda followed by energy policy reforms.

"I will cancel job-killing restrictions on the production of American energy, including shale energy and clean coal, creating many millions of high-paying jobs," Trump said. "That's what we want. That's what we've been waiting for."

Although not specifying any particular sector, Trump went on to say that for every new government regulation created, two old ones would be eliminated. Trump's remarks came on the morn-



President-elect Donald Trump visited Laredo in July 2015.

CARLOS JAVIER SANCHEZ | SABJ

ing that the federal government opened a public comment period for changing the EPA's renewable fuel standard.

Valero (NYSE: VLO), other refining companies and the industry-funded organization American Fuel & Petrochemical Manufacturers have been fighting the EPA for years to move the point of obligation for blending ethanol and other renewable fuels into products

► PUBLIC PARTICIPATION

HOW TO COMMENT

The EPA is accepting public comment through Jan. 23, 2017, on whether to move the point of obligation for the renewable fuel standard.

All comments must be made on the regulations.gov website through Docket ID No. EPA-HQ-OAR-2016-0544.

The EPA provided background information on the issue in its Nov. 10 notice as well as a copy of its proposed order to deny the petitions from Valero Energy Corp. and its allies.

A direct link to the comment form can be found at bizj.us/1oygvb.

opaque RIN purchasing system is vulnerable to fraud, adds unfair costs to their products and does not help the environment. They want the point of obligation for blending ethanol into gasoline moved towards storage terminals known as "rack sellers," which prepare the gasoline and diesel sold at the pumps.

On the opposite side of the issue is the ethanol industry-supported Renewable Fuels Association, which supports the current RIN system and sued the EPA stating that the agency has not gone far enough to enforce the levels of renewable fuels that President Bush signed into law.

The EPA issued a notice earlier this month that it intends to deny petitions from Valero and 11 others to move the point of obligation, but on Nov. 22, the agency opened a 60-day public comment period on the issue.

AFPM President Chet Thompson, who calls the current system "RINsanity," said he was pleased the EPA's decision to seek public comment. Thompson said he interpreted the move as a sign that the agency saw merit in the organization's arguments.

such as gasoline and diesel.

Under the renewable fuel standard signed into law by President George W. Bush in 2005, Valero and other refining companies must buy renewable identification numbers, or RINs, to track the production and use of ethanol and other biofuels.

Valero expects to spend \$750 million to \$850 million buying RINs in 2016. The company and its allies argue that the

EXPANSION

TWO YEARS OF ACQUISITIONS EXPAND TESORO'S GEOGRAPHIC FOOTPRINT

Tesoro Corp. recently announced a \$6.4 billion deal to buy El Paso-based Western Refining. The deal, which adds three refineries and 545 convenience stores to Tesoro's portfolio, is one of five high-profile acquisitions worth billions of dollars that Tesoro (NYSE: TSO) has made over the past two years.



IMAGE COURTESY OF TESORO CORP.

A map of Tesoro Corp.'s assets.

For full details about the Western Refining acquisition, go to bizj.us/1oy9lv

CONSTRUCTION

ZACHRY GROUP LANDS GENERAL CONTRACTOR JOB FOR EXXON PLANT EXPANSION PROJECT



An aerial view of Exxon Mobil's facility in Beaumont

COURTESY OF EXXON MOBILE

San Antonio-based Zachry Group has been named the general contractor for Exxon Mobil Corp.'s major expansion project just east of Houston.

Earlier this month, Exxon Mobil (NYSE: XOM) announced that the oil giant will be adding a production unit to its existing polyethylene plant in Beaumont. Once complete, the new unit is expected boost production of the high-performance plastics ingredient by 650,000 tons per year.

Setting a 2019 deadline for completion, Exxon Mobil chose Zachry Group as the general contractor for the ambitious expansion project, which is expected to employ as many as 1,400 construction workers and create 40 permanent jobs.

With less than three years to complete the project, Zachry Group Senior Vice President of Commercial Management Scott Duffy said the

engineering, procurement and construction firm is up for the challenge.

"Zachry Group is excited to partner with the Exxon Mobil team to deliver this significant expansion of their polyethylene capability safely and efficiently," Duffy said in a statement.

Exxon Mobil's choice does not come as a surprise to outside observers. Specializing on the energy, manufacturing and industrial sectors, Zachry has been working on projects for Exxon Mobil in Beaumont for more than 10 years.

Both Jefferson County and the Beaumont Independent School District gave Exxon Mobil 10-year tax abatements for the polyethylene plant expansion project. Once complete, the expanded plant is expected to generate \$20 billion in economic activity in its first 13 years of operation.

Date announced	Company	Assets acquired
Nov. 9	Western Refining	Three refineries, 545 retail stores
Sept. 9	Virent	Biofuels technology
June 28	Dakota Prairie Refining	One refinery in North Dakota
Dec. 7, 2015	Great Northern Midstream	Crude oil pipeline and other assets in North Dakota
Nov. 23, 2015	Flint Hills Resources	Wholesale marketing and logistics assets in Alaska

Source: Filings with the U.S. Securities and Exchange Commission

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TECH STARTUP FUNDING

An exclusive look inside Geekdom Fund's portfolio

About two years ago, a local venture capital pool called Geekdom Fund was created in an effort to invest in technology companies. Since then, the organization has raised two funds – Geekdom Fund I LP and Geekdom Fund II LP with \$3.4 million and \$6.6 million, respectively.

The first fund has investments in nearly two dozen technology businesses spanning from San Antonio to Silicon Valley. Meanwhile, Geekdom Fund II LP is looking to raise an additional \$8.3 million in equity – for a round totaling \$15 million – to invest in technology startup companies, records show, though it was not immediately clear whether the fund is fully committed or not.

A peek at the investment portfolio of Geekdom Fund I shows mostly software technology startups – nearly all of which are graduates of Techstars, an accelerator program with campuses around the world.

Here is a snapshot of the San Antonio-based companies Geekdom Fund I invested in:

- SeatSmart, a web portal that sells tickets to events as a third-party broker, was co-founded by Brett and Jerome Cohen.

- True Ability, an information technology industry certification tool startup, was co-founded by former Rackspace Hosting Inc. employees Frederick Mender, Marcus Robertson and Dusty Jones. The startup is an alumni of Techstars.

- Parlevel Systems Inc. is a vending machine industry startup that builds hardware and software products, like a



True Ability is a local tech startup in the Geekdom Fund I portfolio.

FILE PHOTO

self-checkout system for fresh food markets. It was co-founded by Rafael Barroso, Alfonso Garcia and Luis Pablo Gonzalez. The startup is also an alumni of Techstars.

- HelpSocial Inc., a next generation customer service tool using social media, was co-founded by former Rackspace employees Matt Wilbanks and Robert Collazo – alumni of Techstars.

- Promoter.io, an email marketing and customer feedback technology startup, was founded by former Rackspace employees Chad Keck and Ricardo Reyna, also Techstars graduates.

- Merge Labs Inc., which makes a foam virtual reality headset for smartphones, was co-founded in 2013 by Andrew Trickett and Franklin Lyons.

- Virtkick, a cloud website and data-

base management tool, was co-founded by Polish entrepreneurs Mirek Wozniak and Damian Nowak who moved to San Antonio after finishing the Techstars program.

- MedSpoke, a tool that connects emergency room doctors with open shifts at hospitals, was co-founded by Jon Larson and Rick Morris.

Among those startups in the Alamo City, Geekdom Fund I invested roughly \$860,000 since 2014, with an average investment of \$100,000, according to information included in a presentation for investors obtained by the Business Journal.

Geekdom Fund's management declined comment on most of the San Antonio Business Journal's questions about the fund's rate of return for inves-

tors and portfolio companies.

But the information in the investor presentation shows that some of the Geekdom Fund's portfolio companies have flourished. Parlevel Systems, for example, has seen its valuation rise from \$2.6 million when Geekdom Fund invested in the startup to a recent valuation of about \$13 million, according to the presentation for investors.

The Geekdom Fund I portfolio also includes several startups in Austin, including BitFusion, Klever Logic Inc. and Patient IO, as well more than a half-dozen and outside Texas.

For Geekdom Fund II, the investors plan to invest \$25,000 to \$500,000 per startup, according to the presentation for investors.

Going forward, however, the Geekdom Fund will not have a Techstars Cloud program in San Antonio as a source to draw from for its portfolio as the national Techstars organization recently decided to cease operating its Alamo City incarnation.

Investing in Techstars companies can reduce risk, given the deep level of screening that goes into selecting each class. The acceptance rate for technology startups to a Techstars cohort, a three-month mentorship business accelerator, is less than 1 percent. For the former Techstars Cloud program in San Antonio, about 1,000 startups applied for about a dozen slots.

But there are stirrings of other business accelerators in San Antonio that might fill the gap.

TECH ENTREPRENEURSHIP

EX-RACKERS-TURNED-STARTUP LEADERS OFFER ADVICE ABOUT THE JUMP

A panel of former Rackspace Hosting Inc. employees gathered during San Antonio Entrepreneurship Week to discuss the leap from the corporate world to running a small startup. Most said that experience in a corporate environment was invaluable, especially for people selling software back to enterprise customers, because they have a sense of how long it takes to do business with a large company.

"We know that even when a deal is made, it could still take weeks to close because it has to go through the legal department," said Matt Wilbanks, CEO of HelpSocial Inc., a next-generation social media technology startup.

HelpSocial was spun out of Rackspace after it reached a fork in the road – the internal project behind the concept was going to be shut down instead of being sold as an ancillary service.



Bret Piatt

and has plans to reduce expenses, there are dozens of employees who might find the startup world more appealing – if they are willing to make the leap. Sometimes it can be hard to find qualified employees who have worked in a startup, not just the corporate world, and are comfortable with the risk of a business failing, Wilbanks said.

Others agreed.

"We said, 'If this thing shuts down, we are going to be back at this problem where we don't have anything to do our job,'" Wilbanks said.

Now that Rackspace is a private company

"As a startup we need somebody who can come in and manage themselves," said Chad Keck, CEO of Promoter.io, an email marketing and customer feedback company.

Sometimes technology startups have co-founders and a cohort of employees who are better skilled at the early-stage formation of the company while others are better at helping the business scale.

"If you are a startup and hired a bunch of people who want to spend their time optimizing when you should just be growing your business and getting customers – so you have to be careful about hiring the right people at the right time," said Bret Piatt, CEO of JungleDisk, a secure backup company for businesses.

"I put everything that I had into JungleDisk because I believe in the business," Piatt said.

► HEADLINES NOT TO MISS

TECHSTARS ACCELERATOR MOVED OUT — WHILE TWO MORE LAUNCH IN SAN ANTONIO
bizj.us/1oy7h0

TEXAS REGULATOR PUTS FOOT DOWN ON COMPUTER CODING BOOT CAMPS IN SA
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LIFTFUND WINS JUDGMENT FOR \$125K SBA-BACKED SMALL BUSINESS LOAN IN DEFAULT
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SA Tech Titans 2016 Finalists

TECH ADVOCATE - INDIVIDUAL

Randy Goldsmith, CEO, Rapamycin Holdings Inc.
John Lujan, Chief Operating Officer, Y&L Consulting Inc.
Bret Piatt, CEO, Jungle Disk

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School's Out Hackathon

TECH-ONOMIC IMPACT AWARD

Grok Interactive
Jungle Disk
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TOP TECH-PRENEUR

Sara Helmy, CEO, Tribu
Franklin Lyons, Owner, MergeVR
Matt Wilbanks, CEO, HelpSocial Inc.
Shaun Williams, CEO, SocialPath Solutions

TOP TECH EXEC

Matt Goulet, CEO, Globalscape Inc.
Matt Harrison, CEO, WellAware Holdings
Brad Parscale, President, Giles-Parscale Inc.
Taylor Rhodes, CEO, Rackspace Hosting Inc.

TECH MENTOR AWARD

Tom Cuthbert, CEO Coach and Chairman,
Vistage International in San Antonio
David Daeschler, CEO, SlideWave LLC
Cory Hallam, Chief Commercialization Officer,
University of Texas at San Antonio

CYBER SECURITY AWARD

Digital Defense Inc.
Silotech Group
UTSA's Center for Infrastructure
Assurance and Security

TECH FLASH RISING STAR

Donovan Becker, Tech Manager, MilTribe
Drue Placette, Chief Technology Officer, Quirk & Co.
Adrian Wagoner, Community Growth Manager, AT&T Connected Communities
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SPORTS VIEW

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SCOTT'S TAKE

Meet your 2016 Sports View Turkey Award winners

It's that time of year again when we give thanks for what we have and hopefully lend a helping hand to those less fortunate.

It's also time to recognize those people and organizations who have left an imprint on the sports world this year for the wrong reasons. So with zero pomp and circumstance, here are the winners of the 2016 SportsView Turkey Awards.

NFL

We begin with an award I'm sure several San Antonio leaders would love to hand-deliver to the recipient – Oakland Raiders owner Mark Davis. Of course, there is no tangible trophy as these are virtual awards. Nevertheless, Davis and company deserve one after stringing Alamo City officials along for more than two years before turning their attention to Las Vegas, a smaller market with a more vulnerable economy.

It's still not clear where the Raiders will land or whether the city that ulti-



MITCH GREEN | SAN FRANCISCO BUSINESS TIMES
A caricature of Oakland Raiders owner Mark Davis

mately gets the team – be it Oakland, Las Vegas or Los Angeles – is truly the winner, since folks in that town would have to put up with Davis in the long term.

Major League Soccer

It's reached the point of absurdity

as MLS officials continue to wait on Miami to get its act together and join the league. It's been nearly three years since the MLS awarded an expansion team to Miami and a group headed by former international soccer star David Beckham on the condition that it secure a new stadium.

There still is no stadium, but MLS hasn't pulled the plug. That's astonishing, given there are multiple cities, including San Antonio, that have more to offer the league than Miami, which already lost one MLS team years ago.

College football

This award goes to Conference USA Commissioner Judy MacLeod and her staff after they locked up what has to be one of the worst network television deals among all Football Bowl Subdivision conferences. Some media reports indicated in June that member universities, including UTSA, would see their share of TV revenue drop more than 80 percent

from the previous deal.

I don't mean to pile on. Former commissioner Britton Banowsky put MacLeod in a tough spot when he left the conference in July 2015, knowing these would be tough negotiations. But TV money is critical for collegiate football programs – especially now, with schools dealing with increasing expenses.

Media

Kudos to ESPN for having such difficulty this football season getting UTSA's name right. Nowhere was this more obvious than during the network's broadcast of the Roadrunners' nationally televised home game against Arizona State in September, when the cable sports network put a "Game Summary" graphic on the screen identifying UTSA quarterback Dalton Sturm as a member of MTSU – the abbreviation for fellow conference member Middle Tennessee State University. Here's your award, ESPN. Or is it EPNS?

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COVER STORY

HOW TECH TALENT IS LEAKING OUT OF SA

As more coding schools open, San Antonio may not have enough entry-level jobs to keep rising developers home

BY KRISTEN MOSBRUCKER
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Every few months, a new cohort of computer coding boot camp graduates and military retirees with technical expertise enter the San Antonio labor market.

But as they do so, it's unclear how much businesses in San Antonio are tapping into that flow of junior developers and technicians. There appears to be a mismatch between the level of skill and experience being sought in large numbers by employers versus what is coming out of the area's coding schools. And some graduates are leaving the market – taking their potential, albeit junior-level, tech talent with them.

In the past six months, three computer coding career schools have opened campuses in the Alamo City – joining Codeup LLC, which for a few years was the only vocational software developer school in this market. Today, with programs of varying lengths in San Antonio, costing \$12,000 to \$17,500 to attend full time for several months of training, there's a new group of junior developers about every three months. And in the coming years, there appears to be a growing wave of new tech talent.

Nevertheless, local employers told the federal government that while there are more than 300 open jobs for software

application developers in the local market, they couldn't find qualified U.S.-born talent in fiscal 2015 to fill them. Instead, such businesses requested thousands of visa waivers through the H-1B program for local jobs in STEM careers, according to data on file with the U.S. Department of Labor Employment and Training Administration. This year, there were 370 new requests submitted collectively by several companies for software application development jobs in San Antonio.

The number of H-1B visas granted nationwide each year is capped at 65,000.

Meanwhile, most of the coding boot camps are teaching adults – many of whom do not have computer science or even STEM degrees – programming languages. The rub is that it often takes several years working in the field for junior developers to become senior-level coders.

To bridge that gap, some companies pair junior developers with mentors, but doing so takes more investment – of time and resources.

Beyond that, only recently have several organizations committed to operating transition programs for veterans and their spouses with technical expertise seeking to enter the business world, despite the fact that San Antonio has the largest military installation in Texas.

What employers are seeking

Rackspace Hosting Inc., the largest tech-

nology company in this market, had 50 openings for software developers – mostly senior-level positions and some management roles – that the company sought to fill with foreign-born talent due to a shortage in the local talent pool. Salaries for level-three senior software developers at Rackspace ranged from \$100,000 to \$120,000, records show. Level-two developer positions offered \$90,000 per year.

Likewise, Y&L Consulting Inc., a San Antonio-based technology outsourcing company that often hires workers on behalf of its clients, requested visa waivers for more than 70 software developers for work in the Alamo City. The company sought dozens more business analysts and programmers who also work as analysts. The annual salaries offered for software developers ranged from \$67,000 to \$85,000, according to the labor certification applications filed by Y&L Consulting. Programmer salaries ranged from \$54,534 to \$60,000, records show.

Tata Consultancy Services Ltd., a major India-based company that sells business outsourcing and has a large presence in the San Antonio, requested hundreds of information technology industry workers in the past fiscal year. The salary for a user interface software developer ranged from \$64,501 to \$94,500 for work to be done inside USAA, for whom Tata Consultancy is a longtime vendor and requested dozens of waivers for developers this year.

COVER STORY

TAKING ISSUE WITH VISA WAIVERS

LEE ANDERSON
MOTTERN

GREW UP IN: EAST TENNESSEE

After serving in the U.S. Air Force, Lee Anderson Mottern returned to his hometown in Tennessee in the 1980s to find that jobs were scarce. So he returned to San Antonio to work in the Air Force as a civilian in the early days of technology advancement in the military.

"When I first started [in San Antonio] in 1982, we didn't have the internet and hardly any [personal] computers," Mottern said.

For three decades, Mottern worked as an intelligence and plans analyst while the Air Force delved into cyber operations and unnamed flying systems, like drones. He has a masters' degree in emergency management and did a thesis on the use of drones in emergency situations.

"Technology is one of those things that is constantly moving and is replacing people in jobs that were boring anyway," he said.

But while he's pragmatic about technology replacing people in some jobs, he's much less willing to accept hiring foreign workers for tech jobs via the H-1B visa waiver program, which he described as a way to legally outsource technology developers without leaving U.S. soil.

"You hear this drum beat that we don't have enough STEM people, we don't have enough smart kids. But it's not true," he said. "We do have smart people here, and they're getting certifications and degrees. But people need to be paid at least minimum wage. You can get away with somebody a lot cheaper than that from India."

Mottern is now retired and was going to move to Austin a few months ago. He's now considering consulting work that would make use of his technical expertise in computer systems or coding languages like C++.



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CERTIFICATES OFTEN NOT ENOUGH

DAVID VILLARREAL

HOMETOWN: SAN ANTONIO

For the past 15 years, David Villarreal worked for AT&T Inc. He was represented by a union, spent his days in the field as a technician and was always interested in technology. But exposure to back-end systems changed his world.

"When I saw the inside of [AT&T's] infrastructure, I was just blown away," Villarreal said about his training at AT&T.

The San Antonio native said he considered pursuing fiber-optic cable installation but wanted to pursue a more challenging career path.

He graduated this summer from Iron Yard, a computer coding boot camp with a specialization in python — a language often used in database management and the Internet of Things. Villarreal built an electronic remote smart home system using a raspberry pi computer controlled by an interface he built. But he found that having only certificates can be limiting in the job market, where many positions require a bachelor's degree.

Over the years, he's gone through certificate programs with San Antonio College through his former employer and Texas A&M in workforce training for industrial electronics and automobile mechanics. But he never completed a degree, and the programs didn't offer industrywide-recognized certifications despite demonstrating proficiency doing maintenance on hardware products. So getting back into the labor market has been a bumpy ride — especially with more experienced developers hopping from one company to another.

"There's a whole lot of people in the technology field [in San Antonio] who are just looking for better jobs," Villarreal said.

These days, he said, he needs various additional certifications to compete. And he's been working in jobs outside technology while he finds his footing in the labor market to support his family.

COVER STORY

WISHING HE COULD DO WHAT HE LOVES IN SAN ANTONIO

PASCAL ALLEN

GREW UP IN: UNIVERSAL CITY, TEXAS

Codeup graduate Pascal Allen, who has lived in the San Antonio area for 15 years, applied for jobs locally but didn't find a good match.

So the former audio visual technician and automotive mechanic turned software developer moved this summer to Austin, where he works for a factoring company that provides financing to businesses in Texas. He said 90 percent of his work involves developing software that's used internally. "It's a unique job that I love," he said.

But he wishes he could do that job in San Antonio, where he has family. The information technology community is very different in Austin, he's observed. Many networking events cost money to attend, and co-working space memberships average more than \$100 a month — twice the cost of an individual membership at Geekdom LC in San Antonio.

"If I could choose San Antonio over Austin, I would definitely choose San Antonio," said Allen, whose father is a senior developer who served in the U.S. Air Force.

As for whether he would consider pursuing a computer science degree, Allen said a four-year college wasn't affordable.

"It costs a lot of money, and I wasn't fortunate enough to have that opportunity," he said. "I'm afraid what might happen is that because coding has become so popular and software development in general, after a while it might just become too diluted."



CARLOS JAVIER SANCHEZ | SABJ

HARD TO FIND JOBS FOR JUNIOR DEVELOPERS

KRISTEN CATES

HOMETOWN: BALTIMORE

When Kristen Cates graduated from college in the early 2000s with an English degree, she entered what she described as a sluggish job market in the Northeast.

"There was a mini-recession, so I worked selling cars," Cates said.

After stumbling into proposal writing, Cates spent more than a decade working in project management, often supporting government contractors for federal deals worth millions. A relationship brought Cates to San Antonio, but when a former employer was forced to downsize in recent years, she had her pay and workload reduced. So she began searching for a new career that was challenging and required more creativity.

That search led Cates to Codeup, and she is now working part time as an independent contractor as the technical lead at a local information technology services company. And while she hopes to grow into a full-time role, she said it's difficult to get hired without significant experience beyond coding boot camp.

"If you're looking for a developer job, which I was, it's hard to find ones that are advertised for junior developers. They say, 'Well, we are going to call you a junior, but we want three years of experience,'" Cates said. "There's a disconnect between these boot camps that are going to start pushing out 60 to 80 grads every month and where are they going to go if [local businesses] never hire junior people."

Also, it seemed that few in the market were willing to accept graduates with degrees in subjects other than computer science. Cates' graduating cohort at Codeup was diverse, consisting of adults looking to continue their educations. And it bothers her that employers didn't appear to appreciate the intangible benefits they offer.



CARLOS JAVIER SANCHEZ | SABJ

T H E L I S T

Compiled by Kim Hernandez
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khernandez@bizjournals.com

HOSPITALS

RANKED BY TOTAL NUMBER OF LICENSED BEDS

Business name, Prior year's rank Website	Address Phone	Total no. of licensed beds	No. of medical/ surgery beds	No. of ICU/ CCU beds	No. of neonatal ICU beds	For- profit or nonprofit	Top local executive of system/ hospital
1 University Hospital ① UniversityHealthSystem.com	4502 Medical Dr. San Antonio, TX, 78229 210-358-4000	1,034	549	224	58	For-profit	George Hernandez Jr.
2 Methodist Hospital ② sahealth.com	7700 Floyd Curl Dr. San Antonio, TX, 78229 210-575-4000	917	578	91	78	For-profit	Jaime Wesolowski jaime.wesolowski@mhshealth.com
3 The Children's Hospital of San Antonio ③ chofsa.org	333 N. Santa Rosa St. San Antonio, TX, 78207 210-704-2011	652	313	79	45	Nonprofit	Elias Neujahr
4 Baptist Medical Center ④ baptisthealthsystem.com	111 Dallas St. San Antonio, TX, 78205 210-297-1020	623	459	64	8	For-profit	Graham Reeve gdreeve@baptisthealthsystem.com
5 North Central Baptist Hospital ⑤ northcentralbaptist.com	520 Madison Oak Dr. San Antonio, TX, 78258 210-297-1070	399	148	44	60	For-profit	Graham Reeve gdreeve@baptisthealthsystem.com
6 Methodist Specialty & Transplant Hospital¹ ⑥ sahealth.com	8026 Floyd Curl Dr. San Antonio, TX, 78229 210-575-8110	383	247	48	NA	For-profit	Jaime Wesolowski jaime.wesolowski@mhshealth.com
7 Northeast Baptist Hospital ⑦ baptisthealthsystem.com	8811 Village Dr. San Antonio, TX, 78217 210-297-1070	371	241	42	24	For-Profit	Graham Reeve gdreeve@baptisthealthsystem.com
8 Metropolitan Methodist Hospital¹ ⑧ sahealth.com	1310 McCullough Ave. San Antonio, TX, 78212 210-757-2200	354	216	64	16	For-profit	Jaime Wesolowski jaime.wesolowski@mhshealth.com
9 Southwest General Hospital ⑨ swgeneralhospital.com	7400 Barlite Blvd. San Antonio, TX, 78224 210-921-2000	327	163	18	34	For-profit	Craig Desmond
10 St. Lukes Baptist Hospital ⑩ baptisthealthsystem.com	7930 Floyd Curl Dr. San Antonio, TX, 78229 210-297-1070	282	173	30	18	For-profit	Graham Reeve gdreeve@baptisthealthsystem.com
11 Nix Health Care System ⑪ nixhealth.com	414 Navarro San Antonio, TX, 78205 210-271-1800	208	178	15	NA	For profit	Joseph Rafferty
12 Northeast Methodist Hospital¹ ⑫ sahealth.com	12412 Judson Rd. San Antonio, TX, 78233 210-757-7000	179	120	46	NA	For-Profit	Jaime Wesolowski jaime.wesolowski@mhshealth.com Mark Bernard
13 Christus Santa Rosa - Medical Center ⑬ christussantarosa.org/medicalcenter	2827 Babcock Rd. San Antonio, TX, 78229 210-705-6021	172	133	20	NA	Nonprofit	Ken Haynes
14 Christus Santa Rosa Hospital - Westover Hills ⑭ christussantarosa.org/WestoverHills	11212 State Hwy. 151 San Antonio, TX, 78251 210-703-8000	150	120	16	NA	Nonprofit	Ken Haynes
15 Methodist Stone Oak Hospital ⑮ StoneOakHealth.com	1139 E. Sonterra Blvd San Antonio, 78258 210-638-2000	140	75	34	9	For-profit	Jaime Wesolowski jaime.wesolowski@mhshealth.com
16 Christus Santa Rosa Hospital - New Braunfels ⑯ christussantarosa.org/NewBraunfels	600 N. Union Ave. New Braunfels, TX, 78130 830-606-9111	132	105	10	NA	Nonprofit	Ken Haynes
17 Resolute Health ⑰ resolutehealth.com	555 Creekside Xng. New Braunfels, TX, 78130 830-500-6000	128	78	16	16	For-profit	Matt Stone CEO
18 Guadalupe Regional Medical Center ⑱ grmedcenter.com	1215 E. Ct. St. Seguin, TX, 78155 830-379-2411	125	80	9	NA	Public	Robert Haynes rghaynes@grmedcenter.com
19 Methodist Texsan Hospital¹ ⑲ MethodistTexsan.com	6700 Ih-10 W. San Antonio, TX, 78201 210-736-8001	120	60	30	NA	For-profit	Jaime Wesolowski jaime.wesolowski@mhshealth.com
20 Mission Trail Baptist Hospital ⑳ missiontrailbaptist.com	3333 Research Plz. San Antonio, TX, 78235 210-297-3600	110	66	20	8	For-profit	Graham Reeve gdreeve@baptisthealthsystem.com
21 Healthsouth Rehabilitation Institute Of San Antonio ㉑ hrios.com	9119 Cinnamon Hill San Antonio, TX, 78240 210-691-0737	108	NA	NA	NA	For-profit	Scott Butcher scott.butcher@healthsouth.com
22 Nix Specialty Health Center ㉒ nixhealth.com	4330 Vance Jackson San Antonio, TX, 78216 210-341-2633	94	NA	NA	NA	For-profit	Joseph Rafferty
23 Nix Behavioral Health Center ㉓ nixhealth.com	1975 Babcock Rd San Antonio, TX, 78229 210-271-2188	73	NA	NA	NA	For-profit	Joseph Rafferty
24 South Texas Regional Medical Center ㉔ strmc.com	1905 Hwy. 97 E. Jourdanton, TX, 78026 830-769-3515	67	57	6	NA	For-profit	Jim Resendez
25 Warm Springs Rehabilitation Hospital of San Antonio ㉕ warmspringssanantoniorehab.com	5101 Medical Dr. San Antonio, TX, 78229 210-616-0100	65	NA	NA	NA	For-profit	Deborah Bornmann

¹ a campus of Methodist Hospital

NOTES: NA - not applicable, not available or not approved

Date published: November 25, 2016

CLOSER LOOK

13%

Beds that are ICU/CCU beds

MOST MEDICAL / SURGERY BEDS

Methodist Hospital	578
University Hospital	549
Baptist Medical Center	459
Children's Hospital of San Antonio	313
Methodist Specialty & Transplant Hospital	247

ABOUT THE LIST

Information was obtained from the Texas Department of State Health Services Regulatory Services website — Directories of General & Special Hospitals report.

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UPCOMING TOP 25 LISTS:

Contact Kim Hernandez at khernandez@bizjournals.com to receive instructions on how to participate in the survey

December 2

Cyber Security Firms, Software Developers

December 9

SBA Lenders — Number of loans, SBA Lenders — dollar amount,

Banks with Branches in SA

December 16

Commercial Property Management Firms, Office Property Management Firms, Industrial Property Management Firms, MBA Programs

December 23

Book Of Lists

December 30

Wealthiest ZIP Codes

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ENTERPRISING MEDICINE

Former SA hospital exec helping employers cut costs

Michael Zucker is no stranger to trail-blazing. Now the local health care executive is building a new San Antonio company called Ranger Health that's working to overhaul the way employers address health care costs.

In previous endeavors, as an executive with Baptist Health System, Zucker helped pave the way for bundled payments of hospital and physician fees with Medicare and was involved in developing the region's first accountable care organization.

Zucker, who last served as chief strategy officer for Tenet Healthcare – which acquired Baptist in 2013 as part of a much larger deal – partnered with veteran industry expert Dr. Cameron Powell to co-found Ranger Health. Together, they are seeking to level out what Zucker contends is a one-sided industry that has long favored larger health systems.

“Regardless of how big of an employer you are, you have very little buying power



“Regardless of how big of an employer you are, you have very little buying power for health care services. Large health care systems tend to have tremendous market pricing power.”

MICHAEL ZUCKER,
Co-founder of Ranger Health

er for health care services,” Zucker told me. “Large health care systems tend to have tremendous market pricing power.”

In response, Ranger Health has developed a model that gives its client com-

panies more buying power while incentivizing providers to lower costs and provide more expedited access to care.

“The idea behind Ranger Health was to aggregate the collective buying power of these companies in multiple regions to give them more scale – and to then use market forces to attain better pricing,” Zucker said. “The health systems responded with better pricing than what these employers are realizing through their health plan networks. So we have created these centers of excellence within their current health plans.”

The response from clients has been so strong that Ranger Health is now pursuing expansion to what Zucker will only characterize as another “major” Texas market early next year.

Ranger Health, which bills itself as a medical concierge and is not an insurer, has prenegotiated arrangements with health care facilities for common hospital admissions and certain outpatient procedures. It's even helping patients

identify top physicians and specialists in the region they can consider for those procedures.

The company has more than 50 regional businesses on its client list, which collectively employ more than 20,000 people. That list includes several familiar names, such as Mission Pharmacal and GPM Life Insurance Co. San Antonio-based construction equipment giant HOLT CAT plans to enter into a partnership with Ranger Health in 2017.

The secret to Ranger Health's early success lies in its implementation of a model that incentivizes employers and providers to work together to lower costs without disrupting existing health plan networks, Zucker said.

Although employees of Ranger Health's clients do not have to use the company's services, so far, more than one in five have engaged with Ranger Health, he said.

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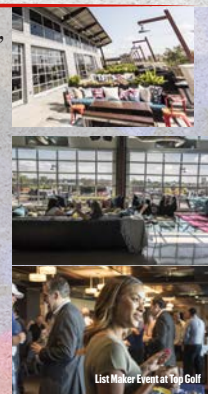
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- Money Management Firms - Assets
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- Office Leases
- Oil Companies
- Outpatient Surgery Centers
- Physicians Groups & IPAs
- Private Companies
- Private Sector Employers
- Public Relations Firms
- Residential Builders
- Residential Property Management Firms
- Retail Leases
- Social Media Marketing
- Tourist Attractions
- Women Owned Firms
- Women Owned Firms - by revenue



Rank	Company Name	Revenue	Employees
1	Alamo Healthcare System	\$1.2B	10,000
2	Alamo Health	\$1.1B	9,000
3	Alamo Medical Center	\$1.0B	8,000
4	Alamo Pharmacy	\$900M	7,000
5	Alamo Theatres	\$800M	6,000
6	Alamo World & Snake Farm	\$700M	5,000
7	Alamo Entertainment	\$600M	4,000

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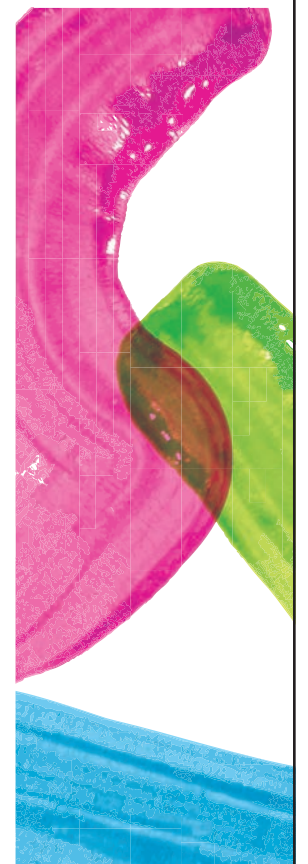
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T H E L I S T



San Antonio-area hospitals have seen tremendous growth over the last three decades.

FILE PHOTO

BY THE NUMBERS

A look at San Antonio's area hospitals over the years

BY KIM HERNANDEZ
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 210-470-0850, SABJresearchkim@Twitter

The San Antonio Business Journal can trace its annual Top 25 List of Hospitals to its first-ever Book Of Lists, published in 1987. Ranked by the number of

licensed beds, the first hospital to rank No. 1 was San Antonio State Hospital with 847 beds reported. Many of the hospitals that appeared on that original list are no longer on the 2016 list. Conversely, there are many new hospitals that are listed this year that were not mentioned back in 1987.

The hospital at the top of this year's list is University Hospital. With more than 1,034 beds, it is reported to be one of South Texas's premier Level I trauma centers. In 1987, the hospital was named Medical Center Hospital and reported a mere 630 beds.

Here is a "by the numbers" look at this year's list:

7,213

Total number of licensed beds reported by the 25 hospitals on this year's list.

1%

Increase in total licensed beds over last year

58%

Percentage of beds — of the total beds represented on list — that are medical/surgery beds

926

Number of intensive care unit and critical care unit beds reported for hospitals on the list

6%

Percentage of beds — of total beds represented on list — that are pediatric beds reported

374

Total number of neonatal/ICU beds reported

16%

Hospitals that are nonprofit

1930

Year that the oldest hospital on the list was established locally: Nix Hospital



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Healthcare students: Emily Wortham, Anthony Willett, Dalton Jennings, Rukhsar Banu and Vi Nguyen



SABJ SNAPSHOT

Inaugural Corporate Philanthropy & Nonprofit Awards draws huge crowd



Nearly 400 people filled Pearl Stable to capacity for the San Antonio Business Journal's inaugural Corporate Philanthropy & Nonprofit Awards on Nov. 17.

The Business Journal created this awards program in response to a need that was expressed to us to recognize individuals and organizations making a difference in our community.

San Antonio business community icon Harvey Najim, who founded the Harvey E. Najim Family Foundation in addition to Sirius Computer Solutions, suggested that the Business Journal produce such an event. Najim basically said that the nonprofits doing life-altering work in our community should be recognized, along with the people who make them successful and the corporate citizens who give of their time and treasure to support the many vital missions being carried out every day in San Antonio. And who better than the Business Journal to bring this together.

And judging from the response to the inaugural event, he was right.

The Business Journal handed out 10 awards, culminating in the Spirit of Giving Award, for which there were two recipients: Leslie Mouton for her volunteer work with WINGS and Barbara Simpson for her dedication as an employee at SAMministries. The Business Journal gave \$1,000 each to those two nonprofits in the Spirit of Giving Award winners' names and a \$250 gift card to each winner.

Photos by Carlos Javier Sanchez | SABJ



1] Spirit of Giving Award winner Leslie Mouton of WINGS receives her award and a check for the nonprofit from Business Journal Market President Jimmy Holmes, left, and Harvey Najim.



2] Staff members of Habitat for Humanity of San Antonio Inc. celebrate being a finalist in the Large Nonprofit Award category.



3] Spirit of Giving Award winner Barbara Simpson of SAMministries receives her award and a check for the nonprofit from Business Journal Market President Jimmy Holmes, left, and Harvey Najim.

For more photos from the inaugural SABJ Corporate Philanthropy & Nonprofit Awards, go to bizj.us/1oya8e. For a slideshow of the winners, go to bizj.us/1oy9ty.



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PAY REGULATIONS

New overtime rule has broader changes

Next week, thousands of employers in the San Antonio market and across the country will be subject to a new rule enforced by the U.S. Department of Labor that increases the salary requirement for employees to be exempt from overtime through the Fair Labor Standards Act.

The salary threshold had not been updated since 2004 when the minimum pay for exempt employees, such as white collar workers and managers, was set at \$23,660 per year or \$455 per week. It is a few dollars more than minimum wage, or \$7.25 per hour, but would exempt employees from being eligible for overtime pay – for more than 40 hours a week.

The new salary requirement under the overtime law, slated to go into effect on Dec. 1, will more than double the minimum salary to be exempt from overtime to \$47,476 if paid annually. The weekly pay increased to \$913 and is based on the 40th percentile for the lowest Census region, which is the South, during fourth quarter 2015. That region includes Texas, so the new threshold is an average based on some of the lowest wages in the country – while cost of living is lower too.

Nearly 38 percent of households in the San Antonio metro area earn \$20,000 to \$59,999 compared to 37 percent in Texas and 36 percent across the U.S., according to U.S. Census data.

SWBC, a San Antonio-based financial services company that sells insurance and business outsourcing, has a division for employer services that handles human resource matters.

Norman Paul, an attorney by trade and CEO of SWBC Professional Employer Services, said the company has been working with more than 200 client businesses to parse through payroll and make sure employees are properly classified.

“The burden is on the employer to prove that the employee meets all the requirements for a particular exemption,” Paul said in a recent interview.

In some cases, employees can be exempt from overtime rules by more than one job duty.

“You could have a programmer who supervises two people and making decisions about hiring and firing. And, therefore, they could be considered to be an executive,” Paul said.

New work culture

The changes may bring a rough transition in some workplaces, especially for those who check work email accounts while still at home or answer questions from a boss in the evening. It may be a work culture shift for some in the company.

▶ EXCEPTIONS

EXISTING EXEMPTIONS TO OVERTIME PAY UNDER THE FAIR LABOR STANDARDS ACT

- ▶ Small business with annual gross revenue of \$500,000 or less and do not make sales or purchase goods outside the state.
- ▶ Executive — employees with primary duties being to manage a company and supervise at least two full-time workers and authority to hire and fire other employees of the company who makes at least \$913 per week.
- ▶ Administrative — employees with primary duties extending to nonmanual labor related to office management who is paid at least \$913 per week.
- ▶ Professional — employees who went through advanced education, a creative professional or teacher that is paid at least \$913 per week.
- ▶ Highly compensated — employees who earn at least \$134,004 annual salary performing office duties either as an administrator or executive.
- ▶ Sales employees who receive commissions are exempt from overtime if more than half the employees earnings and the employee on average earns 1.5 times minimum wage for each hour worked.
- ▶ Computer-related occupations — only software developers, computer programmers or systems analysts that spend time building or designing computer systems.
- ▶ Sales employees — parts workers and mechanics employed by automobile dealerships are exempt from overtime pay.
- ▶ Commercial drivers, driver’s helpers, loaders and mechanics are exempt from overtime pay if employed by a motor carrier.

“Now you have these employees who have never clocked in. They answer their cellphone whenever they want to, responding to emails at 3 a.m. – and all of a sudden they are an hourly employee who has to clock in and out,” Paul said.

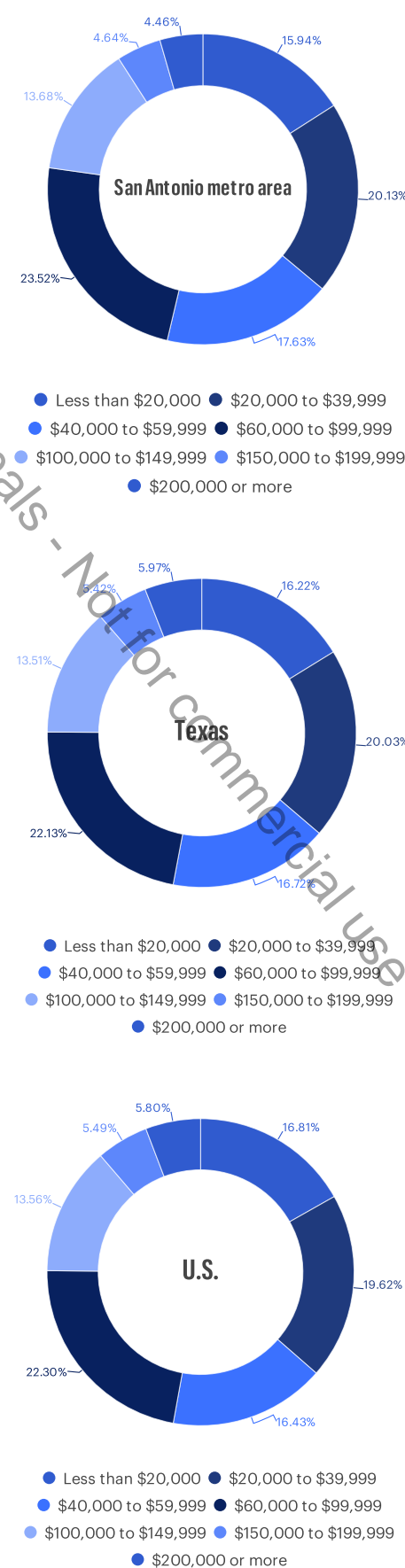
In response, some employers are opting to limit access to work email accounts outside of business hours by disabling the program.

The new minimum salary will automatically increase an undetermined amount that is based on the lowest Census region every three years. A previous version of the rule suggested a new minimum salary of more than \$50,000 because that’s the U.S. average overall, but that changed during the public comment period. On the other end of the spectrum, the federal government decided to increase highly paid manager’s minimum pay from \$100,000 to \$134,004.

▶ INCOME SNAPSHOT

2015 HOUSEHOLD INCOME IN SAN ANTONIO VS. TEXAS VS. U.S.

Nearly 38 percent of households in the San Antonio area earn \$20,000 to \$59,999 compared to 37 percent in Texas and 36 percent across the U.S.



Source: U.S. Census

LEGAL MATTERS

WHY SOFTWARE DEVELOPERS ARE EXEMPT FROM OVERTIME

In the late 1990s, technology industry trade groups lobbied to have some computer-related occupations exempt from overtime laws — particularly computer programmers.

But while that and other professions — including those involving people with advanced degrees — are exempt from overtime laws, software development didn’t apply since it doesn’t require the same level of certification as, for example, a surgeon or lawyer.

At the time, the minimum salary threshold for computer programmers to be exempt from overtime was 6.5 times the minimum wage of \$4.25. That hourly salary of \$27.63 hasn’t changed since then — and even now with the new ruling. Instead, the new weekly minimum salary requirement is \$913 for all workers — even though that equates to only 33 hours worked each week for programmers paid the minimum. That drops the minimum annual pay for developers to be exempt from overtime from \$57,500 to \$47,476.

The entry-level salary for software developers in the San Antonio metro area was \$66,810 in 2015, according to the Texas Workforce Commission. The median salary for the same role was \$92,638, and employers with experienced software developers reported \$117,720 to the state agency in 2015.

One major effect of the rule change is that it opens the door for temporary staffing agencies to place computer programmers inside companies as contractors and charge by the hour without being subject to overtime laws for those employees.

Not all employees who work with computers are exempt. Only computer systems analysts, programmers, software engineers or those coding or designing computer systems.

“The person who sits at the IT help desk to resolve issues on your computer does not qualify ... because they don’t meet the duties test,” said Judy Jetelina, a lawyer with Schmoey Reinhard LLP, an employment law firm in San Antonio.

It is possible that employers could cut back on base pay and replace it with nondiscretionary incentive pay, but that threshold is capped at 10 percent of an employees’ compensation package.

“For employers to avoid having a bit hit to their bottom line by having to raise salaries, a lot of them will reduce employee base wages then average overtime. That could equate to what [workers] were making before” the rule change, Jetelina said.

PEOPLE ON THE MOVE

▶ CONST.



Christine Morley
Christine Morley was promoted to controller and compliance manager from senior project administrator at Yates Construction.

▶ EDUC.



Bill Spindle
Bill Spindle was hired as vice president for business affairs and chief financial officer at Texas A&M University - San Antonio.

▶ ENGR.



John Ferencak
John Ferencak was hired as director of mechanical, electrical and plumbing engineering at Half Associates Inc.

▶ MEDIA & MARKETING



Eli Flores
Eli Flores was hired as senior art director at KGBTexas Communications.



Daniela Lopez
Daniela Lopez was hired as advertising account executive.



Edith Ramirez
Edith Ramirez was hired as director of finance.

▶ NONPROF.



Emily Miller
Emily Miller was promoted to lead case manager from case manager at SAMministries.

▶ ORGAN.



Carmen Lara
Carmen Lara was hired as chief of staff at the San Antonio Economic Development Foundation.

▶ RESIDENTIAL REAL ESTATE



Allegra Pitt
Allegra Pitt was hired as a Realtor at Corie Properties LLC.



Southy Cavender
Southy Cavender was hired as Realtor at Phyllis Browning Co.



Noemi Loza
Noemi Loza was hired as Realtor at Phyllis Browning Co.

▶ SCIENCE



Michael Brown
Michael Brown was promoted to institute engineer from staff engineer at Southwest Research Institute.



Jian Ling
Jian Ling was promoted to institute scientist from staff engineer.

▶ SOCIAL SER.



Shemeka Woodson
Shemeka Woodson was promoted to director of resident services from assistant director of resident services at Prospera Housing Community Services.

▶ HOW TO SUBMIT

Submit your People on the Move online at SanAntonioBusinessJournal.com/people
Information about any San Antonio-area-based businessperson who has been promoted, joined a new company or received an award. Include name, title, company, location and a photo of the person, with a company contact name, email address and phone number in case additional information is needed. Submissions are automatically compiled and posted online and, depending on space, on these print pages.
You must send a photo to be considered for print publication. The photos must be high-resolution, color JPEGs that are, at minimum, 200 dpi in size.

LEADS
Information to build your business

▶ Abstracts of Judgment

This listing includes abstracts of judgment of more than \$10,000 filed in the Bexar County Courthouse. This information is available on disk or via e-mail. Call 877-593-4157.
Continental Cash Advance LLC vs. Prime Time Towing LLC/Barbara Jean Perales (foreign-Harris County), 334 Trudell Drive, San Antonio 78213, \$6,832, plaintiff, Book/Page 18183/1272, 11/02/16.
Frost Bank vs. El Chris Tex Mex Grill LLC, 818 N.E. Loop 410, San Antonio 78209, \$5,431, plaintiff, Book/Page 18186/1802, 11/03/16.
Joslynn Ratcliffe vs. Benevolent Hospice LLC, 12740 Bandera Road Suite 110, Helotes 78023, \$192,240, plaintiff, Book/Page 18186/156, 11/03/16.
Commerce Station LP vs. Rosa Perez dba Ray's Sports Grill, 7219 Carriage Fern, San Antonio 78249, \$281,799, plaintiff, Book/Page 18186/1298, 11/03/16.
Wells Fargo Bank NA vs. Aero Sky LLC/Bernard R. Fourrier, 13007 Country Trail, San Antonio 78216, \$35,649, plaintiff, Book/Page 18186/1165, 11/03/16.
Allied Building Products vs. F.D. Drywall Inc. (foreign-Travis County), 1114 Grosvenor, San Antonio 78221, \$8,016, plaintiff, Book/Page 18187/2451, 11/04/16.

▶ ABOUT THIS SECTION

READER'S GUIDE
Leads is a collection of information gathered from San Antonio area courthouses, government offices and informational Web sites. We gather these public records so you can build your business. No matter what business you are in, you can gain a competitive edge by reading Leads. Find new and expanding businesses and new customers. Find out the area's commercial and residential hot spots. Find clues about the financial condition of your vendors, customers or competitors. Listings for each category may vary from week to week because of information availability and space constraints. (Note: *Indicates listings are not available for this week.)
EMAIL EDITION
To buy Leads information for San Antonio and more than 40 other markets, call 877-593-4157, or see bizjournals.com/leads. The information is available on disk or via e-mail and arrives earlier than the published version.

▶ AFFIDAVITS OF MECHANICS' LIENS

These cases represent mechanics liens involving businesses in Bexar County; includes parties involved,
L&M Steel Co. Inc. vs. American Concrete LLC, 3603 Lakefield St., San Antonio 78230, \$17,128, plaintiff, Book/Page 18191/778, 11/07/16.
LiftFund Inc. vs. Pena's Breaking Bread LLC dba Great Harvest Bread/Abel Pena/Monique Brim, 2267 N.W. Military Drive Suite 109B, San Antonio 78213, \$94,438, plaintiff, Book/Page 18191/1591, 11/07/16.
CCC Group Inc. vs. Skyonic Corp./Capitol Skymine LLC, 900 S. Capital of Texas Highway Suite 475, Austin 78746, \$2,404,745, plaintiff, Book/Page 18190/2454, 11/07/16.
Citizens State Bank vs. Stahl Partners LP/Lonnie Hines (foreign-Austin County), 1150 N. Loop 1604 W. Suite 108, San Antonio 78248, \$463,775, plaintiff, Book/Page 18190/1650, 11/07/16.
ING Holdings LLP vs. Salcerra Enterprises Inc., 2506 Old Gate, San Antonio 78248, \$50,932, plaintiff, Book/Page 18189/1910, 11/07/16.

▶ INDEX

Abstracts of judgment	27
Affidavits of mechanics liens	27
Bankruptcies	27
Building permits	27
Federal tax liens	28
New lawsuits	28
Real estate deeds of trust	29

▶ Bankruptcies

The following bankruptcies were recently filed in the U.S. Bankruptcy Court Western District of Texas, San Antonio Division.
CHAPTER 7
Great Southern Realty Co., 6356 County Road 4514, Devine 78016; Assets, \$25,643; Debts, \$0; Major Creditor, not shown; Attorney, David S. Gragg; case #16-52577, 11/07/16.
Shayne Foods Inc., 4225 Gatecrest, San Antonio 78217; Assets, \$0 to \$50,000; Debts, \$50,001 to \$100,000; Major Creditor, not shown; Attorney, Martin Seidler; case #16-52604, 11/10/16.

▶ Building Permits

building permits collected from the city of San Antonio Building Inspections Department. The following information is included: contractor/owner, job site address, description, estimated value. This information is available on disk or via e-mail. Call 877-593-4157.
CHAPTER 11
Cobb & Associates Corp., 5991 Spur 581, Pearsall 78061; Assets, \$0 to \$50,000; Debts, \$500,001 to \$1,000,000; Major Creditor, not shown; Attorney, H. Anthony Hervol; case #16-52575, 11/07/16.
Saldivar Home Health Inc., 9862 Lorene Suite 101, San Antonio 78216; Assets, \$0 to \$50,000; Debts, \$1,000,001 to \$10,000,000; Major Creditor, not shown; Attorney, Dean William Greer; case #16-52586, 11/08/16.
Bill Hall Jr. Trucking Ltd., 9630 Cagnon Road, San Antonio 78252; Assets, \$0 to \$50,000; Debts, \$1,000,001 to \$10,000,000; Major Creditor, not shown; Attorney, James S. Wilkins; case #16-52608, 11/10/16.

▶ Commercial

Alamo 1, commercial alteration at 637 N. Main Ave. Building C/D, (interior demo), \$160,000.
All Pro Construction, commercial alteration at 639 Lanark Drive, (re-roof), \$991,006.
American Roofing & Metal Co., commercial alteration at 129 E. Guenther St., (re-roof area k), \$342,756.
AMG Contractors LLC, commercial alteration at 332 W. Sunset Road, (re-roof), \$107,391.
Beldon Roofing Co., commercial alteration at 4300 Industry Park Drive, (re-roof), \$1,399,087.
Beldon Roofing Co., commercial alteration at 4300 Industry Park Drive, (re-roof), \$603,009.
BV Carrier, commercial construction at 16011 Applewhite Road, (trailer parking), \$528,000.
CIMA Contractors LLC, commercial alteration at 9900 San Pedro Ave., (re-roof), \$100,000.
Daniel G.E. Construction Inc., commercial alteration at 115 Angeles, (vacated business), \$140,000.
Elijah J. Garcia,

▶ Bankruptcies

The following bankruptcies were recently filed in the U.S. Bankruptcy Court Western District of Texas, San Antonio Division.
CHAPTER 7
Great Southern Realty Co., 6356 County Road

American Business Journals - Not for commercial use

LEADS

commercial construction at 5303 New Sulphur Springs, (barber shop), \$200,000.

Harvey-Cleary, commercial addition at 16116 University Oak, \$350,000.

Harvey-Cleary, commercial alteration at 16116 University Oak, (tenant improvement), \$230,000.

ICRIP-Escrow, commercial alteration at 1203 N. Walters Suite 102, (tenant improvement), \$627,000.

ICRIP-Escrow, commercial addition at 1914 N. I-H 35, \$1,500,000.

ICRIP-Escrow, commercial construction at 120 Ninth St., (220 unit a podium), \$4,200,000.

ICRIP-Escrow, commercial construction at 120 Ninth St. Building 4, (garage), \$1,560,000.

ICRIP-Escrow, commercial construction at 120 Ninth St. Building 2-S, \$8,300,000.

ICRIP-Escrow, commercial construction at 120 Ninth St. Building 3-N, \$10,000,000.

Kevin Salmon, commercial alteration at 938 Wurzbach Parkway Suite 108, (tenant improvement), \$130,000.

Lasco Services, commercial alteration at 10118 Huebner Road, (mechanical), \$300,000.

Rosendin Electric, commercial alteration at 3823 Wiseman Blvd., \$248,638.

Sea World of Texas, commercial alteration at 10500 Sea World Building 910, \$350,000.

Vaughn Construction, commercial alteration at 1515 N. Main Ave., \$300,000.

WJK Design LLC, commercial alteration at 407 Prinz Drive, (re-roof), \$200,000.

Zachry Construction, commercial construction at 5615 Landmark Parkway, (site work), \$1,292,365.

RESIDENTIAL

Armadillo Construction Co., single-family residence at 8242 Prickly Oak, \$161,645.

Castlerock Communities LP, single-family residence at 7218 Coolspring Drive, \$218,470.

Castlerock Communities LP, single-family residence at 7906 Headwaters Trail, \$186,620.

Continental Homes of TX LP, single-family residence at 7238 Pandora Way, \$168,000.

Continental Homes of TX LP, single-family residence at 7234 Pandora Way, \$168,000.

Continental Homes of TX LP, single-family residence at 7238 Pandora Way, \$198,940.

Continental Homes of TX LP, single-family residence at 7238 Pandora Way, \$198,940.

David Weekley Homes, multi-family residence at 7914 Roanoke Run Unit 24, \$280,000.

David Weekley Homes, multi-family residence at 7914 Roanoke Run Unit 23, \$280,000.

David Weekley Homes, multi-family residence at 7914 Roanoke Run Unit 25, \$280,000.

GCM Holding LLC, multi-family residence at 615

Fulton Ave. Building 3, \$157,500.

KB Home, single-family residence at 7311 Palomino Bay, \$146,220.

KB Home, multi-family residence at 302 Pleasanton Heights Unit 1, \$123,240.

KB Home, multi-family residence at 3130 Mission Gate Unit 1, \$159,720.

KB Home, multi-family residence at 10039 Boxer Creek Unit 4, \$106,500.

KB Home, multi-family residence at 7310 Palomino Bay Unit 2, \$133,020.

Marcela Arreola, single-family residence at 20403 Zeta View, \$200,000.

Matthew Gomez, single-family residence at 547 Leigh St., \$300,000.

McMillin Texas Homes LLC, single-family residence at 6418 Tallow Way, \$325,000.

Meritage Homes of Texas LLC, single-family residence at 6930 Hanover Stone, \$105,714.

Meritage Homes of Texas LLC, single-family residence at 6930 Hanover Stone, \$106,714.

Meritage Homes of Texas LLC, single-family residence at 6934 Fisherman Sky, \$105,714.

Newleaf Homes, single-family residence at 18906 Real Ridge, \$279,600.

NRN Homes LLC, multi-family residence at 1318 Garden Dusk, (duplex), \$194,870.

RSI Communities LLC, single-family residence at 10410 Legacy Hill, \$110,000.

Sama Developers LLC, single-family residence at 14111 Veneto Drive, \$406,140.

Sama Developers LLC, single-family residence at 14106 Veneto Drive, \$406,140.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 28, \$1,501,085.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 23, \$1,439,656.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 29, \$201,135.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 11, \$342,167.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 30, \$201,135.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 22, \$1,501,085.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 31, \$1,307,238.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 13, \$188,594.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 33, \$188,594.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 19, \$1,281,256.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 14, \$201,135.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 21, \$201,135.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 15, \$1,281,256.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 32, \$1,439,656.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 16, \$342,167.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 12, \$1,439,656.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 17, \$188,594.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 1, \$1,439,656.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 2, \$188,594.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 7, \$1,501,085.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 18, \$1,501,085.

White-Conlee Builders, multi-family residence addition at 7210 Potranco Road Building 35, (clubhouse/leasing office), \$750,000.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 3, \$342,167.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 19, \$1,281,256.

White-Conlee Builders, multi-family residence

at 7210 Potranco Road Building 4, \$1,281,256.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 20, \$188,594.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 34, \$1,281,256.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 5, \$201,135.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 10, \$201,135.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 24, \$188,594.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 6, \$188,594.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 25, \$188,594.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 26, \$1,307,238.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 8, \$1,501,085.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 27, \$201,135.

White-Conlee Builders, multi-family residence at 7210 Potranco Road Building 9, \$1,281,256.

Federal Tax Liens

These are recently filed by The Internal Revenue Service against assets of a business for unpaid income or payroll taxes. They are recorded with the Bexar County Clerk. Published are liens against businesses for \$5,000 or more. The data appears in the following order: taxpayer's name, address, amount of lien, type of lien (if available), book/page number and recording date. The information below is available on disk or via e-mail. Call 877-593-4157.

Southern Assured Home Health LLC, P.O. Box 822, Yorktown, Ariz. 85132, \$25,434, (941), Book/Page 18182/287, 11/02/16.

Isaac Mermella, 1209 Chalmers Ave., San Antonio 78211, \$54,286, (941), Book/Page 18182/294, 11/02/16.

Dr. Rene Altamirano and Associates, 910 S.E. Military Drive Suite 120, San Antonio 78214, \$73,215, (1120/940/941), Book/Page 18182/298, 11/02/16.

Igloo Trailer Center Inc., 17230 I-H 35 S., Atascosa 78002, \$7,926, (720), Book/Page 18182/309, 11/02/16.

LISA/Laser Images of San Antonio Inc., 12020 Warfield St., San Antonio 78216, \$9,891, (1120/6721/941), Book/Page 18182/310, 11/02/16.

Edward A. Williams Estate, 601 N. Center

St., San Antonio 78202, \$20,574, (1041/941), Book/Page 18182/312, 11/02/16.

Green With Envy LLC/Garrett P. Moench, 902 Grey Oak Drive, San Antonio 78213, \$20,240, (941), Book/Page 18182/317, 11/02/16.

Grace Ella Deviney/Flowers by Grace, 4503 West Ave., San Antonio 78213, \$37,657, (941), Book/Page 18182/318, 11/02/16.

New Lawsuits

These cases represent new litigation filed against businesses in Bexar County District Court; includes plaintiff, defendants, nature of action (if available), case number and date filed. The information below is available on disk or via e-mail. Call 877-593-4157.

Jorge Fuentes vs. 2427 Properties/Sasha Orellana/Phillip Zambrano et al., premises, case #2016 CI 19313, 11/04/16.

Gera Construction Services LLC vs. RJC Midwest LP, debt/contract, case #2016 CI 19319, 11/04/16.

PB Woodlake Plaza San Antonio Ltd. vs. Pro Staffing and Medical Management PLLC/Lip Laser of San Antonio, debt/contract, case #2016 CI 19326, 11/04/16.

Justin Keegan vs. The Argyle, contract, case #2016 CI 19346, 11/04/16.

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Michael A. Cahorshak/Christine Maciel Cahorshak vs. RWS Texas Leasing Co. LLC/Armando Z. Arevalo, motor vehicle accident, case #2016 CI 19349, 11/04/16.

Rick Adames vs. National Lloyds Insurance Co., debt/contract, case #2016 CI 19364, 11/07/16.

Elizabeth Guerra vs. National Lloyds Insurance Co., debt/contract, case #2016 CI 19365, 11/07/16.

Michael Lopez vs. Paradigm Energy Partners LLC/Paradigm Midstream LLC/Paradigm Energy Management Holdings LLC, debt/contract, case #2016 CI 19371, 11/07/16.

Ernesto Aguirre vs. Liberty Mutual, motor vehicle accident, case #2016 CI 19374, 11/07/16.

Ince Distributing Inc. vs. Smart Air Service Co. Inc./Michael E. Bryant, debt/contract, case #2016 CI 19394, 11/07/16.

David Tolliver vs. Eures Services Inc./Accenture LLP/Compass Group Inc., premises, case #2016 CI 19405, 11/07/16.

Elyssa Gonzalez vs. Northeastern University/Hua Dong, motor vehicle accident, case #2016 CI 19413, 11/07/16.

Gregory Seiler/Donna Seiler vs. JKW Partners LLC/Liquid Assets Custom Pools LLC/Liquid Assets Pools Inc. et al., debt/contract, case #2016 CI 19437, 11/08/16.

Nicole E. Flowers vs. Liberty County Mutual Insurance Co., debt/contract, case #2016 CI 19444, 11/08/16.

Mission Toxicology LLC vs. Taylum Medical LLC/Billy Taylor, debt/contract, case #2016 CI 19451, 11/08/16.

Stena Metal Inc. vs. Alliance Wire & Steel Inc., debt/contract, case #2016 CI 19456, 11/08/16.

Edward Kimani vs. City of San Antonio, motor vehicle accident, case #2016 CI 19463, 11/08/16.

Holt Texas Ltd./Holt Cat/Holt Rental Services vs. GVASA LLC 1/Guadalupe Vasquez, debt/contract, case #2016 CI 19489, 11/08/16.

Roger Crisp vs. Lowe's Companies Inc., injury or damage, case #2016 CI 19511, 11/09/16.

Aaron Hoover/Sarah Mockler vs. David Meyers/LDDI Construction LLC, debt/contract, case #2016 CI 19514, 11/09/16.

Justin Ingram vs. United Services Automobile Association/Garrison Casualty and Property Insurance, motor vehicle accident, case #2016 CI 19515, 11/09/16.

Pamela Suneson/Estate of Pablo Suneson Bautista et al. vs. HealthSouth Rehabilitation Institute of San Antonio/Inpatient Consultants of Texas PLLC, malpractice-medical, case #2016 CI 19519, 11/09/16.

Richard Salas/Debra Salas vs. Allstate Vehicle and Property Insurance Co., insurance, case #2016 CI 19521, 11/09/16.

Daniel R. Servantes/David Dominguez/Cristian Dominguez et al. vs. Atlas Towing and Storage LLC/Mission Rock Residential LLC/Salado Springs et al., injury or damage, case #2016 CI 19523,

11/09/16.

Denise Barnes vs. VP Racing Fuels Inc., case #2016 CI 19524, 11/09/16.

Don Douglas/Marisa Douglas vs. Safeco Insurance Co. of Indiana, insurance, case #2016 CI 19526, 11/09/16.

Gary Wilson vs. Austin Hwy. Properties LLC, debt/contract, case #2016 CI 19527, 11/09/16.

LHJC LLC vs. Scot Nei/Topswing Americas LLC/Robogolf Pro, debt/contract, case #2016 CI 19529, 11/09/16.

Guerra Truck Center vs. BR Cartage, debt/contract, case #2016 CI 19531, 11/09/16.

Roland Castro vs. City of San Antonio/Chief William McManus, contract, case #2016 CI 19539, 11/09/16.

Ivan Monterrosa/M.M. (minor)/William Brabson et al. vs. Heart of Texas Hot Air Balloon Rides, motor vehicle accident, case #2016 CI 19545, 11/09/16.

Alejandra Alvarado vs. Maxima Valdez/Douglas L. Hair/Oasis Mexican Cafe, injury or damage, case #2016 CI 19546, 11/09/16.

Pauline Rodriguez-Salinas/David Salinas Jr./Samantha Iris Davila et al. vs. Gaydos Vac Service LLC/Earnest Francis Jr., motor vehicle accident, case #2016 CI 19559, 11/09/16.

Annette Ramos/San Juana Guzman/Raymond Ramos vs. Guadalupe Solis/Triton Stone Group of Dallas LLC, motor vehicle accident, case #2016 CI 19560, 11/09/16.

Andrea Romano/Andrea Moreno vs. J-Mac Tool Inc./Edward Richard Sanchez/Forum US Inc. et al., motor vehicle accident, case #2016 CI 19589, 11/10/16.

CPD Associates LLC vs. Liberty Mutual Insurance Co., case #2016 CI 19602, 11/10/16.

George Lopez vs. City of San Antonio/City Public Service Board of San Antonio/CPS Energy et al., motor vehicle accident, case #2016 CI 19605, 11/10/16.

Frederick Gibson vs. Via Metropolitan Transit, motor vehicle accident, case #2016 CI 19606, 11/10/16.

Provision Group Inc. vs. Crown Toxicology Ltd./Tracy Smith, debt/contract, case #2016 CI 19620, 11/10/16.

American Express Bank FSB vs. Rebecca A. Kulesza/Bill Kulesza Homes Inc., debt/contract, case #2016 CI 19622, 11/10/16.

Joseph A. Cisneros Jr./Sylvia E. Magallon et al. vs. JPMorgan Chase NA et al., case #2016 CI 19625, 11/10/16.

Carla McGee vs. Progressive Casualty Insurance Co., motor vehicle accident, case #2016 CI 19639, 11/10/16.

Buttross Properties vs. Certain Underwriters at Lloyds London, debt/contract, case #2016 CI 19640, 11/10/16.

recorded with the Bexar County Clerk. They include commercial transfers and residential transfers over \$200,000. The following information is included: lender; borrower; legal description, property address, ZIP code, subdivision (if available); amount (if available); book/page number; and date recorded. This information is available on disk or via e-mail. Call 877-593-4157.

COMMERCIAL

Northstar Bank to Doltgen LLC, property at 3708 New Mathis Road, Elmendorf 78112, \$800,000, Book/Page 18164/1420, 10/25/16.

Texas Capital Bank NA to Stadler Enterprises LLC, property at 107 Wellesey Landing/206 Wellesey Wood, San Antonio 78231, \$405,000, Book/Page 18164/537, 10/25/16.

Randolph Brooks Federal Credit Union to Rajsha Real Estate Group Inc., 1220 Shannon Oaks Trail, Austin 78746, \$1,875,000, Book/Page 18166/2310, 10/26/16.

Berkadia Commercial Mortgage LLC to FPA4 Barcelo LLC, 2082 Michelson Drive Suite 400, Irvine, Calif. 92612, \$2,520,000, Book/Page 18167/1460, 10/26/16.

RG A Reinsurance Co. to Rose-Forum Associates LP, One Executive Blvd., Yonkers, N.Y. 10701, \$30,000,000, Book/Page 18167/2222, 10/26/16.

Dougherty Mortgage LLC to 4700 Stringfellow LLC, 9338 Perrin Beitel Road, San Antonio 78217, \$9,328,000, Book/Page 18167/2380, 10/26/16.

German American Capital Corp. to TAH 2016-1 Borrower LLC, 1508 Brookhollow Drive, Santa Ana, Calif. 92705, \$381,685,000, Book/Page 18167/808, 10/26/16.

PFP Holding Co. V LLC to PPSA LLC, property at 814-900 Arion Parkway, San Antonio 78216, \$26,585,000, Book/Page 18168/608, 10/26/16.

International Bank to Graystreet 201 Grayson LP, 4515 San Pedro Ave., San Antonio 78212, \$3,465,510, Book/Page 18170/1531, 10/27/16.

Northern Trust Co. to MPC Houston LLC/MPC Buffalo LLC/MPC Longview LLC et al., P.O. Box 560248, Dallas 75356, \$3,023,443, Book/Page 18171/1743, 10/28/16.

Ameritas Life Insurance Corp. to Presto-Nova II Ltd., property at 6634 Binz-Engleman Road, Converse 78109, \$1,875,000, Book/Page 18172/2225, 10/28/16.

Royal Event Center/Quick Pay Enterprises Inc. to Kradiya Properties LLC, property at 13250 Nacogdoches Road, San Antonio 78217, \$1,425,000, Book/Page 18172/889, 10/28/16.

Wallis State Bank to Quick Pay Enterprises Inc., property at 111 W. Hutchins Place, San Antonio 78221, \$1,425,000, Book/Page 18172/931, 10/28/16.

Commerce Bank Texas to Japhet Enterprises LLC, P.O. Box 780696, San Antonio 78278, \$411,455, Book/Page 18175/1596, 10/31/16.

Texas Capital Bank NA to Oaks Uptown Estates LLC, 3737 Broadway St. Suite 201, San Antonio 78209, \$9,750,000, Book/Page

18175/2365, 10/31/16.

Ameritas Life Insurance Corp. to Gaines/Graham Venture LLC, 303 Bluffhill, San Antonio 78216, property at 11930/11950 Starcrest Drive, San Antonio 78247, \$1,400,000, Book/Page 18176/1015, 10/31/16.

Great Central Mortgage Acceptance Co. Ltd. to Reynaldo Jr. and Nancy Espino, 7046 San Pedro, San Antonio 78216, \$901,000, Book/Page 18176/495, 10/31/16.

Prudential Insurance Co. of America to City Crest LLC, 400 Galleria Parkway S.E. Suite 1200, Atlanta, Ga. 30339, \$10,937,500, Book/Page 18177/2446, 10/31/16.

Citizen State Bank to Elm Entrepreneurs Inc., 10333 Oasis Drive, San Antonio 78216, \$500,000, Book/Page 18178/1272, 10/31/16.

Baptist Credit Union to Casa De Oracion San Antonio Inc., 802 Catalina, San Antonio 78201, \$452,000, Book/Page 18178/317, 10/31/16.

Randolph Brooks Federal Credit Union to Chase Lynn Properties LLC, 9600 Larkview Court, Fairfax Station, Va. 22039, \$260,000, Book/Page 18178/915, 10/31/16.

RESIDENTIAL

Freedom Mortgage Corp. to Walberto Chapa and San Juanita Erika Chapa, property at 27013 Boerne Forest, Boerne 78006, \$391,448, Book/Page 18163/1952, 10/25/16.

360 Mortgage Group LLC to Jeffrey Scott Anderson and Kimberly Anne Anderson, property at 3615 Woodrose Circle, San Antonio 78247, \$257,480, Book/Page 18163/2337, 10/25/16.

Mortgage Financial Services LLC to Frank C. Hametner Jr., property at 603 Cezanne, San Antonio 78258, \$259,540, Book/Page 18164/1249, 10/25/16.

Guild Mortgage Co. to Ryan G. and Stacy S. Buck, property at 15826 San Cayetano, Helotes 78023, \$300,000, Book/Page 18164/1349, 10/25/16.

Wells Fargo Bank NA to Steven J. and Lara B. Salzman, property at 12822 Gladiolus Way, San Antonio 78253, \$309,235, Book/Page 18164/148, 10/25/16.

David Scott Woolfolk to Beth Ann Woolfolk, property at 74 Eton Green Circle, San Antonio 78257, \$388,000, Book/Page 18164/1519, 10/25/16.

Security Service Federal Credit Union to Marvin R. and Deborah K. Brown, property at 13626 Treasure Trail Drive, San Antonio 78232, \$483,000, Book/Page 18164/1704, 10/25/16.

Security Service Federal Credit Union to Brad A. Putterbaugh and Deborah P. Carney, property at 11903 Newton Trail, San Antonio 78253, \$300,000, Book/Page 18164/1810, 10/25/16.

Commonwealth Mortgage of Texas LP to Matthew Ford and Jamie F. Fetner-Ford, property at 823 Wiltshire Ave., San Antonio 78209, \$265,000, Book/Page 18164/1877, 10/25/16.

Security Service Federal Credit Union to Mark A. Gonzales and Amber L. Chapman-Gonzales, property at 14415 Santa

Rita, Helotes 78023, \$300,000, Book/Page 18164/2122, 10/25/16.

Mortgage Solutions of Colorado LLC to Elias R. and Leticia E. Garcia, property at 8214 Western Way, San Antonio 78254, \$294,335, Book/Page 18164/249, 10/25/16.

Aspire Lending to Brandon C. and Carmen Y. Young, property at 18250 Crystal Ridge Drive, San Antonio 78259, \$308,000, Book/Page 18164/30, 10/25/16.

Baysshore Mortgage Funding LLC to Damon Jackson and Yolanda Maria Jackson, property at 7634 Goldstrike Drive, San Antonio 78254, \$345,500, Book/Page 18164/468, 10/25/16.

Veterans United Home Loans to Robert P. Jr. and Charity B. Farrar, property at 12263 Lexi Petal, San Antonio 78253, \$368,258, Book/Page 18165/1, 10/25/16.

Peoples Bank to Adrian Gonzales and Sheila Rubio-Gonzales, property at 3555 Bent Hollow, San Antonio 78259, \$372,519, Book/Page 18165/1624, 10/25/16.

Southwest Stage Funding LLC to John Spencer Bass and Theresa Louise Bass, property at 2050 E. Borgfield Road, San Antonio 78260, \$295,897, Book/Page 18165/2019, 10/25/16.

SWBC Mortgage Corp. to William Babcock, property at 5903 Tejas Spring, San Antonio 78257, \$300,000, Book/Page 18165/2130, 10/25/16.

USAA Federal Savings Bank to Charles D. and Maria M. Dou, property at 18107 Cove View, San Antonio 78258, \$301,420, Book/Page 18165/221, 10/25/16.

JPMorgan Chase Bank NA to Michael J. and Sheryl L. Sculley, property at 230 Dwyer Ave. Unit 302, San Antonio 78204, \$361,517, Book/Page 18165/356, 10/25/16.

Legacy Mutual Mortgage to Michael W. and Laura E. O'Donnell, property at 122 Park Drive, San Antonio 78212, \$798,900, Book/Page 18165/47, 10/25/16.

HomeTrust Mortgage Co. to Ann E. Chandler, property at 26710 Adonis Drive, San Antonio 78260, \$304,000, Book/Page 18165/504, 10/25/16.

Colonial Savings NA to John W. and Cheryn L. Fasano, property at 401 Cedar St., San Antonio 78210, \$408,000, Book/Page 18165/574, 10/25/16.

LoanDepot.com LLC to Jonathan and Jasmine Welzien, property at 7034 Ravensdale, San Antonio 78250, \$299,039, Book/Page 18165/807, 10/25/16.

Compass Bank to Geoffrey L. and Kathryn E. Miller, property at 22 Parman Place, San Antonio 78230, \$500,000, Book/Page 18165/955, 10/25/16.

Freedom Mortgage Corp. to Byron H. and Alanna Campbell, property at 1534 Wild Fire, San Antonio 78251, \$280,457, Book/Page 18166/1000, 10/26/16.

Quicken Loans Inc. to Shirley Ann Harrison, property at 7611 Rushing Creek, San Antonio 78254, \$347,815, Book/Page 18166/1183, 10/26/16.

Texas Security Bank to Elizabeth S. Janicek, property at 8100 Country

Side Drive, San Antonio 78209, \$417,000, Book/Page 18166/12, 10/25/16.

Quicken Loans Inc to Christopher A. and Michelle R. Prince, property at 12208 Carson Cove, San Antonio 78253, \$258,625, Book/Page 18166/1351, 10/26/16.

Quicken Loans Inc. to James A. and Sharon L. Moa, property at 904 Morningside Drive, San Antonio 78209, \$276,000, Book/Page 18166/1824, 10/26/16.

Sovereign Lending Group Inc. to James Russell Peterson and Nora D. Peterson, property at 13407 Pecan Stable, Helotes 78023, \$617,230, Book/Page 18166/2199, 10/26/16.

Gateway Mortgage Group LLC to Jack W. III and Heidi L. Reed, property at 14137 Gertrudis, Helotes 78023, \$338,600, Book/Page 18166/2252, 10/26/16.

Primelending to Scott L. and Rebecca S. Nathan, property at 134 Brittany, Olmos 78121, \$265,500, Book/Page 18166/2283, 10/26/16.

Wells Fargo Bank NA to Jonathon E. Logan, property at 8903 Enchanted Elm, Boerne 78015, \$266,100, Book/Page 18166/582, 10/26/16.

Freedom Mortgage Corp. to Brock Gomez Flores and Margaret Flores, property at 11850 Jasmine Way, San Antonio 78253, \$301,849, Book/Page 18166/911, 10/26/16.

SMI Lending Inc. to Jessica L. Moore, property at 24918 Shuman Creek, San Antonio 78255, \$380,400, Book/Page 18167/1131, 10/26/16.

Network Funding LP to James Neil Hollis and Liesien C. Benet, property at 1414 Wiltshire Ave., San Antonio 78209, \$280,000, Book/Page 18167/1560, 10/26/16.

Frost Bank to Joseph M. and Chantal R. Harrison, property at 7922 Donore Place, San Antonio 78229, \$250,000, Book/Page 18167/1672, 10/26/16.

CitiBank NA to Mark J. and Jennifer J. Samas, property at 13007 Vista Haven, San Antonio 78216, \$266,000, Book/Page 18167/1844, 10/26/16.

Jefferson Bank to Steve Baker and Jenny Finkbner, property at 326 Cave Lane, San Antonio 78209, \$372,800, Book/Page 18167/1899, 10/26/16.

Cardinal Financial Co. to Paul James Gross and Melissa Jean Gross, property at 2922 Zurich, San Antonio 78230, \$253,000, Book/Page 18167/2139, 10/26/16.

Franklin American Mortgage Co. to Robert Patrick Blessing Jr. and Katharine Elizabeth Blessing, property at 25007 Woodmont, San Antonio 78260, \$259,332, Book/Page 18167/2304, 10/26/16.

PrimeLending to Jeffrey David Hoefle and Stephanie Hoefle, property at 2738 Wonderview Drive, San Antonio 78230, \$548,510, Book/Page 18167/742, 10/26/16.

CLM Mortgage LLC to Ivan Cruz and Tenisha Lucas-Cruz, property at 12631 Lexi Petal, San Antonio 78253, \$357,000, Book/Page 18167/917, 10/26/16.

Supreme Lending to Benjamin and Gwynn Deaver, property at 235 E. Fair Oaks Place, San Antonio 78209, \$293,100, Book/Page 18168/1162, 10/26/16.

Compass Bank to Darrel Porr and Susan H. Johnson-Porr, property at 106 Stanford Drive, San Antonio 78212, \$315,500, Book/Page 18168/146, 10/26/16.

NBKC Bank to Jesus Alvarez-Icaza, property at 8923 Soaring Oak, San Antonio 78255, \$364,900, Book/Page 18168/2179, 10/26/16.

Wells Fargo Bank NA to Richard E. and Paula A. Whittington, property at 12335 Montel, Helotes 78023, \$250,200, Book/Page 18168/225, 10/26/16.

First National Bank of Sonora Texas to Pedro and Priscilla Becker, property at 7318 Bella Garden, San Antonio 78256, \$827,000, Book/Page 18168/2456, 10/27/16.

Security State Bank & Trust to Hector J. Guerra Garofalo aka Hector J. Guerra and Sara M. Lopez-Llado, 610 E. Market St. Unit 2509, San Antonio 78205, \$901,787, Book/Page 18168/2483, 10/27/16.

Stearns Lending LLC to Jeremy and Angelica James, property at 8819 Napa Landing, Boerne 78015, \$250,402, Book/Page 18168/480, 10/26/16.

Bank of Sullivan to Michael Wick and Kerilyn Roberts-Wick, property at 14810 Circle J Trail, Helotes 78023, \$309,825, Book/Page 18168/578, 10/26/16.

Jefferson Bank to Dawn E. Coleman, property at Four Champions Mark, San Antonio 78258, \$548,000, Book/Page 18168/802, 10/26/16.

Texas Association of Professional Federal Credit Union to Vincent H. and Suzanne L. Sharp, property at 25219 Singing Rain, San Antonio 78260, \$498,750, Book/Page 18169/1145, 10/27/16.

LoanDepot.com LLC to Jerrold and Mary H. Harrington, property at 29014 Chaffin Light, San Antonio 78260, \$363,480, Book/Page 18169/1705, 10/27/16.

Equity Prime Mortgage to Michael Antonio Ward and Lytesha M. Ward, property at 5314 French Willow, San Antonio 78253, \$299,900, Book/Page 18169/1884, 10/27/16.

Federal Savings Bank to Jason David Ramirez, property at 24443 Flint Creek, San Antonio 78255, \$268,100, Book/Page 18169/1905, 10/27/16.

LoanDepot.com LLC to Jerry G. Wallingford, property at 14231 Santa Rita, Helotes 78023, \$347,950, Book/Page 18169/2035, 10/27/16.

Freedom Mortgage Corp. to Danny Ray Payne and Keri L. Payne, property at 12527 Brite Ranch, San Antonio 78245, \$268,335, Book/Page 18169/2184, 10/27/16.

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