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# Washington smart CEO

January 2008

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# FUTURE 50



FEATURING 50 OF GREATER WASHINGTON'S FASTEST GROWING COMPANIES



# FUTU

Quality employees, strategic planning, successful branding and a high level of customer service is what has given the 2008 Future 50 companies a competitive advantage in the Greater Washington area and a well-earned spot on this list. Future 50 recognizes 50 fast-growing companies based on their revenue and employee growth over the past three years. In addition to the Future 50, *SmartCEO* also recognizes five companies as Emerging Growth Award recipients. These five companies are young, under three-years old, and are growing rapidly in number of employees and revenue.

Recognizing that non-technology companies also are thriving in the DC area, for the second year *SmartCEO* is honoring its Five on Fire winners. The Five on Fire was created to recognize five non-tech companies as a complement to the Future 50.

As these 50 winners enter 2008, they each share the common vision of continued future growth. "Keep going," as CEO of first-year winner MarketResearch.com, Robert Granader, says. In building his business of seven years, Granader's company overcame the dot-com bubble burst while many companies plummeted.

"The biggest fear I had at the time was not that the idea for this company wouldn't work, but during the dot-com bust, if you ran out of time, you ran out of money," Granader says. "We had competitors come in who were Fortune 500 companies, and there is always a lot of noise from the cheering section, both good and bad. We just kept doing our business and kept moving. There's something about coming in the next day

and knowing the lights are still going to be on and I'm just going to keep going."

To be on this list, that advice is essential. In last month's issue of *SmartCEO*, companies spoke about the importance of growth. If growth stops, the company dies. With over 21,000 combined employees and \$6 billion in combined revenues, this year's Future 50 winners are infusing life into their businesses through expansion, relocation, new hires and staying on top of trends in the marketplace. Yet, to be called a Future 50 winner, companies must take these demands to a much higher level. Some companies are on this list for the third year in a row. As the program continues to grow, it becomes more and more competitive.

Third-year winner, STG International's CEO Michelle Lee says she has challenged her staff to attain a revenue increase of 25 percent in 2008. "To support this initiative, I have challenged my HR and operations teams to re-engineer recruiting systems and processes to ensure that we are better able to recruit qualified candidates and fill new positions quickly," she says. "A 25 percent revenue increase is ambitious but achievable, and we have put the resources in place to succeed."

**Editor's note:** Companies represented on this list were selected through a series of criteria. Area businesses were invited to apply online in 2007. The descriptions and remarks that follow were culled from subsequent detailed questionnaires. Any remarks about quality of service, etc., should not be taken as the opinions of this magazine.

## Future 50 Sponsors

Title

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# RE50

Compiled by Georgia Patton



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### Number of employees

• 40-100	26%
• 100-150	22%
• 150-250	27%
• More than 250	25%



### Company revenue

• Under \$10 m	18%
• \$10 m - \$25 m	38%
• \$25 m - \$40 m	16%
• Over \$40 m	28%



### Repeat and new winners

• 1 time winners	68%
• 2 time winners	24%
• 3 time winners	8%

# Arxan Technologies, Inc.

Founded: 2001

CEO and Chairman of the Board: Michael Dager

**BUSINESS DESCRIPTION**

Arxan is a leading provider of application hardening solutions designed to protect software intellectual property from piracy, tampering, reverse engineering and any manner of theft. The company's GuardIT solution takes software security beyond static obfuscation and encryption to dynamically defend, detect and react against application attacks. Arxan supports a full range of application protection needs, from commercial software anti-piracy to military grade assurance. Customers include several Fortune 500 companies and the U.S. Department of Defense.

**KEY FACTORS OF COMPANY'S CURRENT GROWTH**

Over the past three years, Arxan has seen over 100 percent revenue growth per year, the company's customer base has tripled. Software piracy is a problem so rampant across the globe that an estimated \$40 billion in software revenues was lost in 2006. Companies are demanding innovative solutions to prevent software revenue losses, and as a result, Arxan is poised to again double its revenue in 2007. Arxan's proven ability to virtually halt software piracy, tampering and reverse engineering is the fundamental reason for its past and future success.

**FUTURE GROWTH**

Arxan was on track to double its revenues in 2007 and expects to see similar growth in 2008. The company is expanding its product portfolio, continuing customer support for newly acquired accounts, establishing broader go-to-market channels that result from busi-



ness development initiatives and continued aggressive marketing programs. Arxan's expansion will encompass additional customer segments that are suffering from software piracy and theft, as well as expansion to European markets.

**MICHAEL DAGER'S BUSINESS HEROES AND MENTORS**

"My father has been incredibly influential in my approach to business and to successfully tackling challenges. He has great leadership qualities, a never-give-up attitude and a win-with-integrity motto."

**CHALLENGES FACING THE INDUSTRY THIS YEAR**

Hackers are the main reason that there is a global software piracy epidemic. They continue to develop new methods and techniques to circumvent conventional software protection methods. Businesses need a security partner that will fortify their software applications and leapfrog hackers as they develop new algorithms for committing software crimes. Customer awareness of software protection technologies, like Arxan's, is another challenge. The more customers are aware of Arxan's solutions, the better the hackers can be defeated.

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www.arxan.com

# Avineon

Founded: 1992

President and CEO: Karlu Rambhala

**BUSINESS DESCRIPTION**

Avineon is a global technology company specializing in IT, geospatial and engineering services for federal, state and local government agencies and commercial clients including large utilities and process, power and offshore companies. Avineon provides outstanding value by applying innovative approaches, skilled people and disciplined processes.

**KEY FACTORS OF COMPANY'S CURRENT GROWTH**

Over the past 15 years, Avineon has built a customer base of more than 250 clients. Avineon strives to ensure the delivery of excellent services and solutions. This is evidenced by winning several new contracts in 2007 and also seeing option years exercised on contracts with existing customers including the Departments of Housing and Urban Development, Treasury, Justice and Defense, among others.

**FUTURE GROWTH**

Growing at the average annual rate of more than 30 percent during the last four years, Avineon expects growth to continue at least at that same rate or better in 2008. To ensure growth, Avineon is constantly aligning its cur-

rent business offerings and anticipating what offerings customers may need in the near future. Internationally, Avineon's India subsidiary is expected to grow by 60 percent over the next year and the company will increase its employee base by 800 to accommodate growth.



**KARLU RAMBHALA'S BUSINESS HEROES AND MENTORS**

"While I did not have a business hero or mentor early on in my career, I've placed great emphasis on establishing a mentor program at Avineon. Our management team realizes the importance of professional development and looks to mentor staff to help them further develop individual talents and grow within their own careers. Employees are continually challenged and encouraged, and top performers are identified and rewarded for their good work."

**CHALLENGES FACING THE INDUSTRY THIS YEAR**

With the high level of industry competition in the DC area, attracting and retaining qualified professionals will continue to be a challenge. Federal budget cuts are another major challenge facing the IT industry. With more federal money going toward the war in Iraq, agencies continue to want the same amount of work from contractors but may not have the means to financially support it as they have in the past.

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