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ANNIVERSARY

AUSTIN BUSINESS JOURNAL



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The layoffs loophole

Congress came up with a plan in the 1980s that would help large numbers of workers who were suddenly terminated by requiring their employers to issue written notices before a layoff occurs. Yet in Austin, those notices are rarely issued. Here's why.

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THE BIG NEWS



FILE PHOTO

Marc Ott is out — or will be by Oct. 31.

EDITORS' PICKS

The top news of the week, according to the editors:

- 1. Austin City Manager Marc Ott finds another job:** This city needs a CEO, and there is a lot of work for him or her to do. <http://bizj.us/1nsjwe>
- 2. Industrial properties may not be sexy but in Austin they are hot tickets:** Space has never been this tight in modern Austin, REOC says. <http://bizj.us/1nrgve>
- 3. Austin's FloSports hauls in \$21M:** This sports website has big expansion plans thanks to capital from the WWE, Discovery Communications and others. <http://bizj.us/1ntgfi>
- 4. Austin VC firm focused on female startups raises millions for first fund:** Sara Brand's True Wealth Ventures is off to a running start. <http://bizj.us/1ntpgi>
- 5. Why it pays to work in Austin's tech scene:** Austin gets knocked a lot for affordability, but these numbers make the city look good. <http://bizj.us/1nsjtc>

READERS' PICKS

The top news of the week, according to clicks on AustinBusinessJournal.com:

- 1. Class action lawsuit over Dell-EMC merger still lingers:** It probably won't stop this megadeal, expected to close any day now, but it's something to note. <http://bizj.us/1nrObk>
- 2. 9 restaurants failed inspections at last look:** Health monitors can't hit up every eatery every month, but here's who they scored in July. Typically, problems are fixed within 24 hours. <http://bizj.us/1nt5ja>
- 3. Tesla quietly opens its biggest Austin location:** It isn't a dealership, but it's the closest we can get to one. <http://bizj.us/1ns29o>
- 4. Michael Dell among Forbes' list of tech elites:** At about \$20 billion, Mr. Dell ranked No. 10. <http://bizj.us/1ns8t8>
- 5. Why it pays to work in Austin's tech scene:** Indeed.com crunched the numbers and found Austin tech workers get the most bang for their buck. <http://bizj.us/1nsjtc>

► COMING UP



- **Aug. 26:** Austin-based private companies
- **Sept. 2:** Search firms
- We're surveying the largest homebuilders, women-owned firms, nonprofits and network integration firms. Want to be on one of our lists? Email Patricia: progers@bizjournals.com.*

FACE 2 FACE

On Aug. 30, spend an hour during a live interview with the co-founders of fitness company Camp Gladiator, identified by the ABJ as one of the fastest-growing businesses in the region. **For more:** <http://bizj.us/1n5uxu>

PROFILES IN POWER LUNCHEON

On Sept. 29, celebrate — and network with — some of Austin's most influential female professionals. **For more:** <http://bizj.us/1nnotw>

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AUSTIN BUSINESS JOURNAL STAFF

Market President & Publisher Heather Ladage hladage@bizjournals.com 512-494-2511	Advertising Director Shelby Benton sbenton@bizjournals.com 512-494-2530
Editor Colin Pope cpope@bizjournals.com 512-494-2521	Advertising Account Executives Sharon Woodard swoodard@bizjournals.com 512-494-2533
Managing Editor Greg Barr gbarr@bizjournals.com 512-494-2520	Ted Sniderman tsniderman@bizjournals.com 512-494-2535
Digital Editor Will Anderson wanderson@bizjournals.com 512-494-2528	James Macias jmacias@bizjournals.com 512-494-2537
Research Director Patricia Rogers progers@bizjournals.com 512-494-2527	Advertising Coordinator Lauren Lewellyn llewellyn@bizjournals.com 512-494-2531
Senior Staff Writer Jan Buchholz jbuchholz@bizjournals.com 512-494-2523	Audience Development Director Keith Dennis kdennis@bizjournals.com 512-494-2546
Staff Writers Christopher Calnan ccalnan@bizjournals.com 512-494-2524	Audience Development Account Executives Jon Petters jpetters@bizjournals.com 512-494-2544
Michael Theis mtheis@bizjournals.com 512-494-2529	Justin Boyd justinboyd@bizjournals.com
Creative Services Director Dan Pawlik dpawlik@bizjournals.com 512-494-2540	Event Coordinator Krystal Bordner kbordner@bizjournals.com 512-494-2536
Graphic Designer David Dembowski ddembowski@bizjournals.com 512-494-2505	Business Director Cheryl Joseph cjoseph@bizjournals.com 512-494-2510
Staff Photographer Arnold Wells awells@bizjournals.com 512-494-2542	

General contact information
504 Lavaca St., Suite 1008, Austin, Texas 78701
512-494-2500 (phone) 512-494-2525 (fax)



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► NEWS, TALK AND SPECULATION



Josh Hare, CEO of Hops & Grain.

SUDSY SHAREHOLDERS RAISE THE ROOF

An Austin craft brewer's decision to use a novel form of crowdfunding for a southward expansion appears to be paying off.

Hops & Grain said Aug. 12 it had reached its goal of raising \$1 million to build a production facility and tap house in San Marcos, which will be able to brew up to 20,000 barrels a year.

To raise the cash, Hops & Grain took to equity crowdfunding website WeFunder, and pledged to divert 10 percent of its gross revenue to backers. Equity crowdfunding allows everyday investors to put money into projects in a way that was previously reserved only for wealthy accredited investors.

The brewery's campaign is only the third nationally to reach the \$1 million crowdfunding maximum allowed under federal law, according to Crowdfund Insider.

For more: <http://bizj.us/1mxw04>

– Will Anderson, @MyABJ



COURTESY PHOTO

Fasten's driver lounge in Boston.

RIDESHARING BIZ JUST LOUNGING AROUND

Fasten Inc., the Boston-based ridesharing company that expanded to Austin after Uber Technologies Inc. and Lyft Inc. left town, has opened a lounge for its drivers in Beantown and is considering doing the same in the Texas capital. Inside, drivers can stretch their legs and get questions answered from company staff. Uber continues to operate a similar driver resource center in Austin for its drivers (the company still offers rides in the suburbs and has meal delivery service inside Austin's city limits as well.) Now Austin Fasten drivers may be getting their own lounge, too. "We are looking for a proper location in Austin, and plan to have a similar, separate office and lounge there in the near term, just as we do in Boston," said Kirill Edvakov, the company's CEO and co-founder. For more: <http://bizj.us/1nuhgk>

– Michael Theis, @ABJGovernment

COST-CONSCIOUS CAPITALISM IN ACTION

The Economic Growth Business Incubator has unveiled a shiny new look for what it

calls "Austin's most affordable co-working space." The nonprofit's facility at 1144 Airport Blvd. was recently revamped with members' help. Entrepreneurs can swoop in to take advantage of the amenities at a \$10-a-day rate while monthly plans start at \$75.

– Colin Pope, @ABJeditor

FOODIES GET MORE DOMAIN OPTIONS

Austin-based Endeavor Real Estate Group is compiling an interesting mix of tenants for its new Domain Northside and Rock Rose retail development. The latest companies signing on are Sprinkles, a Beverly Hills, California-based cupcake retailer that was one of the first gourmet bakeries to effectively market its brand across the country, and ELM Restaurant Group, the homegrown company that will open its second 24 Diner at Rock Rose.

Endeavor is the master developer of The Domain, a 300-acre mixed-use urban community near MoPac Expressway and Braker Lane. Originally Endeavor partnered with retail heavyweight Simon Property Group to create a regional shopping center that would anchor the massive project. Now that Simon has realized great success with the 1.2 million square foot Domain regional center, Endeavor is now a competitor for retail tenants with its own Domain Northside and Rock Rose. There doesn't seem to be any lack of interest in the 600,000 square feet of new space. Nordstrom, Restoration Hardware and the Archer Hotel will open soon right alongside popular Austin companies such as Raven + Lily, The Dogwood and Birds Barbershop.

– Jan Buchholz, @ABJBuchholz

► AUSTIN BUSINESS JOURNAL - 35TH ANNIVERSARY



FLASHBACK

AUSTIN'S POWERS INFLUENCE IS NO MYSTERY

When many of today's tech innovators were in diapers, Pike Powers was busy building Austin's modern economy.

He's pictured above on an Austin Business Journal front page in 1988 just after Sematech announced that Austin would be the home for its new consortium of innovators. To say he helped Austin seal the historic deal would be an understatement.

Powers' mixture of one part lawyer, one part politician and one part civic entrepreneur has been a formula that's helped spawn the region's success.

Samsung, 3M, MCC and Applied Materials are just some of the companies Powers helped grow in Austin. And, yes, he has mentored an untold number of startup entrepreneurs.

In a nutshell, Powers served as a Texas state representative from 1972-1979, and then he ran the Austin office of law firm Fulbright & Jaworski LLP until 2004. He has always lived comfortably at the intersection of the public and private sectors.

Today, his name is in the news less frequently but he still has a hand in many of the big deals published within these pages.

Much of Powers' recent attention has gone to growing San Marcos just south of Austin, which, perhaps by no coincidence, is glowing on the recent news that Amazon and Best Buy are building out large facilities there.

Chronicling Powers' achievements would take up too much space here, but a simple Google search for "Pike Powers bio" can adequately get you up to speed on this Austin icon if he hasn't touched you already.

– Colin Pope, @ABJeditor

COVER STORY

With little WARN-ing

UNDER THE WARN ACT, EMPLOYERS WITH A HEADCOUNT OF 100 OR MORE HAVE TO PROVIDE WRITTEN NOTICE IN ADVANCE ABOUT LAYOFFS. YET MANY COMPANIES CAN AVOID THE PROCESS ENTIRELY. SO WHAT'S A COMPANY SUPPOSED TO DO?

BY ALLISON BROWN
Contributing writer

Nobody wants to hear the word “layoffs” floating around an office. And while receiving a letter from the boss saying you’ve got 60 days left before you’re out of work, that might at least be better than abruptly being let go.

That’s what Congress had in mind back in the late 1980s when federal lawmakers came up with an idea to protect workers from being instantly terminated in a mass layoff or plant shutdown. Simply put, the Worker Adjustment and Retraining Notification (WARN) Act requires employers to let staff – and the public – know a full 60 days ahead of the time layoffs are taking place.



Connie Cornell

trickier to navigate for employers and workplace law attorneys alike, and employees may not be aware of the protections afforded to them under the law.

“When you read the law it seems very straightforward, but that is deceptive,” said Connie Cornell, an attorney at Austin-based law firm Cornell & Smith LLP. “There are many subtle nuances used in the act.”

Indeed, interpretation of the WARN Act can be convoluted, and it has numerous loopholes that some companies can leap through to avoid filing. That can come in handy, from a public relations standpoint, because news reporters at media outlets such as this one monitor the filings like hawks.

But the fact is, WARN letters are rarely seen in Austin. So far in 2016, only two companies with a total of 273 layoffs have reported them in WARN letters in Travis County. So does that mean no one around town is being let go or that employers aren’t complying under the act? Not at all. Apparently, WARN is just another area in which Austin keeps it weird.

Layoff effects

The WARN Act was passed by Congress in 1988 and took effect in February 1989. The idea of the law is to address situations where an employer’s actions would have a sizable effect on a community, such as when a manufacturing plant shuts down in a small rural community or a large employer suddenly chooses to outsource a third of its workforce. The advanced notice gives workers transition time to look for new jobs or get connected with government services to get help while out of work.

It also, with the media’s help, spreads the word about talent that’s about to be on the street. Most CEOs are shy about sharing such bad news but there are notable societal benefits to such information. On several occasions, layoffs reported by the Austin Business Journal prompt calls from other CEOs eager to scoop up that talent.

When notice is given to employees, the state’s dislocated workers unit – in Texas’ case, the Texas Workforce Commission – is mobilized to provide support and rapid response for affected workers. Employers send out notice to affected employees, the TWC and the appropriate unit of local government – often the city’s mayor.

The act’s goal is straightforward: let people know if they are about to lose their job. But, that simplicity can sometimes twist and turn in the definition of terms like “single site of employment” and “employment loss.”

To be covered by the act, employers must have at least 100 employees. But

to reach that number of 100, part-time employees – those who average less than 20 hours a week – aren’t counted, and neither are new hires who have been with the company for less than six of the last 12 months. WARN also doesn’t apply to most federal, state, and local government entities.

Once a company hits the 100-employee threshold, the act outlines several situations that trigger the requirement to send out notices (See box this page).

The only enforcement power behind the law is through class-action lawsuits brought by employees to district courts. The Department of Labor administers the act, but it doesn’t oversee its enforcement. As a result, the WARN Act has at times gone through periods of lots of litigation, while at other times being almost forgotten.

Rare sightings

In Austin, few WARN letters are filed by employers compared to other large cities in Texas. So far this year, Travis County has reported 273 layoffs to the TWC, while Tarrant County (including Fort Worth) has reported 2,288 and Harris County (including Houston) has reported 5,239 layoffs. In fact, the only companies to send WARN letters for Austin so far this year were Walmart – 201 layoffs in January – and videogame maker KingsIsle Entertainment – 72 layoffs in May. KingsIsle declined to comment and Walmart did not respond to requests for comment.

Workplace law experts point out some possible reasons for this dispar-

“If you can understand WARN in an hour, you should go to law school.”

— **CONNIE CORNELL**, attorney with Cornell & Smith LLP

But as is the case with most laws, it isn’t as simple as it looks at first glance. Tied up in nuanced definitions and exceptions, the act can become much

► THREE EVENTS THAT TRIGGER WARN NOTICE REQUIREMENT

PLANT CLOSING

The act defines a plant closing as the shutdown of a single site of employment that results in at least 50 employees being laid off during a 30-day period. When cases have gone before the courts, the definition of “single site” is often disputed. Is it one building? Is it one unit at a company’s campus? Whatever the case, a single site means at least 50 people lost their jobs in a small geographic area.

MASS LAYOFF

The second WARN triggering situation is what’s described as a mass layoff: when 500 or more full-time employees

are affected, or when at least 50 employees that make up 33 percent of the full-time workforce are laid off in a 30-day period. The third-of-the-workforce condition is the key distinction here.

SMALLER LAYOFFS ADD UP

While plant closings and mass layoffs are the most common reasons for sending WARN notices, smaller layoffs stretched out across multiple departments can still merit sending the letters. If a company plans to lay off a smaller number of workers in one unit one month and another group the next, WARN can still be triggered. The law allows for the typical 30-day window to be expanded

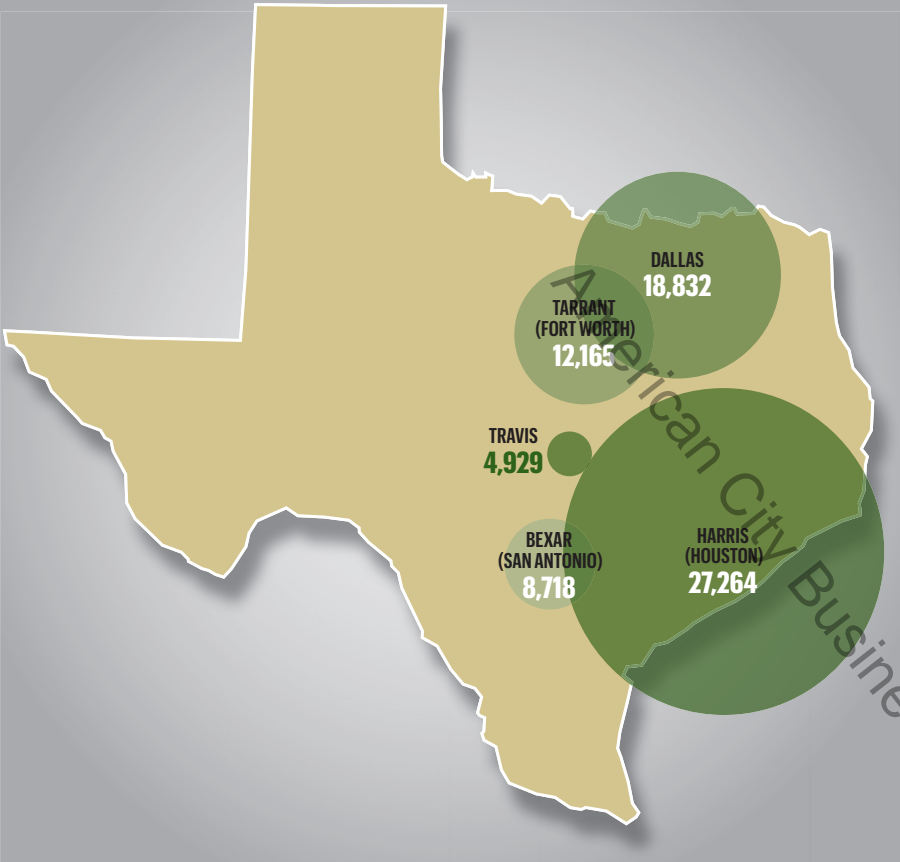
to 90 days. Unless an employer can show distinct and separate causes of why employees are being laid off, they are required to send notice to employees. Planned layoffs may not meet the threshold to constitute a plant closing or mass layoff, but if the combined number of employment loss for two or more groups reaches the 50-person threshold during a 90-day period, notice is still required.

PENALTIES

Employers not in compliance may face a penalty of up to \$500 a day for every day notice isn’t given and may be required to pay up to 60 days in back pay and benefits if they fail to provide proper notice.

COVER STORY

► LAYOFFS REPORTED VIA WARN (2010-PRESENT)



EXCEPTIONS TO THE WARN ACT

Like any law, exceptions to the act occur. Companies don't always have to give notice in certain situations, and the 60-day notice period can be shortened in light of certain circumstances, with a wide berth for legal interpretation.

- **No notice is required:** if employees were hired with the understanding that their work was temporary, or if workers are on strike and that leads to a lockout equivalent of a plant closing or mass layoff.
In addition, employers may be allowed to give less than 60 days notice in three situations, as narrowly defined by the act:
 - **Natural disaster:** when a closing or layoffs are a direct result of a natural disaster, less than 30 days notice can be provided.
 - **Unforeseeable business circumstances:** when plant closings and mass layoffs are caused by business circumstances that were not foreseeable at the time notice would have otherwise been required.
 - **Faltering company:** when a company has sought new capital in order to stay open and giving notice would thwart the opportunity to get the new capital. This only applies to plant closings, not mass layoffs.

ity: The Austin workforce has a unique composition, split between large tech companies that keep on hiring, an abundance of small startups well below the 100-employee threshold required for WARN letters, and a substantial state and local government sector not covered by the act.

“Austin’s workforce tends to be more educated with multiple options, and Austin’s economy is better able to absorb talent than other communities,” Cornell said. “This means fewer employees have interest in pursuing a WARN claim.”

Manufacturing is typically where most plant closings or large-scale layoffs occur around the country. In Austin, the manufacturing sector including high-tech manufacturing makes up roughly 13 percent of Austin’s workforce.

According to data from the Bureau of Labor Statistics, education makes up 10 percent, health care makes up 11 percent, retail makes up 11 percent, accommodation and food services makes up 11 percent, professional and technical services make up 9.7 percent and public administration accounts for 6 percent of the local workforce.

Austin’s tech workers aren’t neatly classified by the Bureau of Labor Statistics, as some tech workers are counted under the manufacturing industry and professional and business services category.

But the Austin Chamber of Commerce estimates that across all categories, non-manufacturing high-tech jobs make up roughly 10 percent of our local employment.

How to keep layoffs hush-hush

With so few WARN notices sent out in Austin and few cases brought to the courts, companies still manage to lay off employees and sometimes even avoid the WARN process entirely.

For example, ABJ reported in December that Dell Inc.’s Central Texas workforce was down to 13,000 from 14,000

CONTINUED ON PAGE 6

EXPERTS: WHEN LAYOFFS OCCUR, BE CLEAR AND TRANSPARENT



Jo Detavernier

In addition to compliance with the Worker Adjustment and Retraining Notification Act, companies also deal with the delivery of the message to affected workers.

As a public relations professional, Jo Detavernier has encountered the act from a communications strategy standpoint, which for employers can be almost as important as complying with the act.

“People who manage staff and employee communication are in big trouble if their only objective is compliance,” said Detavernier, vice president and partner at Austin’s Manzer Communications.

With news of layoffs, it’s imperative for employers to consider the PR implications WARN letters create. Of course timing is everything with WARN, and the communication of it to employees is no exception.

“Companies have every interest in being proactive in communications and must anticipate every question from concerned employees and stakeholders,” Detavernier said. “We all know the speed at which rumors can spread.”

Slow down any rumors with a solid PR playbook and minimal time between announcement of layoffs and workers finding out if their specific job is affected.

“Inform and communicate with your employees fairly,” Detavernier said. “Even if WARN doesn’t apply, at least from your own initiative have dialogue with employees, be as transparent as possible and let them know what’s going on.”

– Allison Brown

► TOP 10 JOB CUTTERS IN 2016*

Walmart	Statewide	1,241
US Steel Tubular Products	Harris County	1,139
Red River Army Depot	Bowie County	857
Ingram Micro - Touchstone Wireless Repair and Logistics	Tarrant County	762
Chevron	Harris County	655
Trinity Rail, Trinity Tank Car	Harrison, Gregg counties	609
BP America	Harris County	500
Select Medical	Tarrant, Dallas, Harris counties	404
Hastings Amarillo	Potter County	375
Lufkin Industries	Angelina County	362

*According to WARN letters

► TRAVIS COUNTY LAYOFFS REPORTED VIA WARN

YEAR	JOBS CUT
2010	504
2011	241
2012	1,392
2013	1,045
2014	620
2015	854
2016	273

COVER STORY

CONTINUED FROM PAGE 5

► AUSTIN'S LARGEST WARN NOTICES SENT OVER THE YEARS

2010	Unisys Syster	229
2011	Macy's	127
2012	StarTran	853
2013	OneWest Bank	725
2014	Veolia Transportation	118
2015	First Transit	342
2016	Walmart	201

employees in the 2014-15 fiscal year, though no WARN notices were filed. For a company like Dell, a reduction of 1,000 employees isn't even close to the 33 percent of the workforce that triggers a mass layoff. If layoffs are spaced out incrementally over a long enough period of time, even 1,000 jobs cut doesn't fall under the protection of WARN.

"If it's not at a single site, then you can let go [up to] 500 people all over the place and WARN doesn't apply," Cornell said. "When you start looking at the way the numbers play out, it just doesn't cover."

Another Austin company, Spiceworks Inc., laid off 12 percent of its workforce in June and no WARN notices had to be filed.

The Austin-based online tech community was up front about the layoffs – it made the announcement in a blog post on the company site. Last year, the company employed 390 workers and in August 2015, Spiceworks had indicated it planned to hire 100 more employees.

With a 12 percent reduction in workforce, that meant the layoffs could range from 47 to 59 people, but the company wasn't closing a plant and, again, it didn't meet the key 33 percent requirement of a mass layoff.

Another potential wrinkle in the WARN process comes when layoffs are associated with the sale of a business.

An employer is always responsible for giving notice to workers being laid off, but according to the act, whether

the burden of giving notice falls on the buyer or seller depends on the timeline of layoffs and the business sale closing. A seller is required to provide notice if any plant closing or mass layoffs happen up to the close of a sale. Any layoffs after that date are the responsibility of the buyer.

"It isn't always obvious and not as easy as saying 'If most of the folks get hired by the buyer, then we are OK,'" Cornell said. "Each situation really does take some looking at."

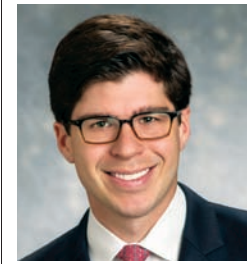
Uber, Lyft litigation

Despite the lack of WARN notice filings in Austin, they have recently been the subject of a court case involving some high-profile companies.

John Davis, attorney at Austin-based Slack & Davis LLP, is in the middle of representing WARN cases brought against Uber Technologies Inc. and Lyft Inc. A pair of Austin ridesharing drivers allege the two companies violated the WARN Act after their sudden exit out of Austin in May in the wake of the city of Austin vote that month over fingerprinting of drivers.

The suits were filed in the U.S. District Court in the Northern District of

California, and so far neither ridesharing company has responded to the case,



John Davis

though they were expected to respond sometime this month.

It's likely the case will hinge on whether or not the drivers now out of work in Austin are classified as

employees or independent contractors.

Still, no matter how its interpreted, WARN isn't something easy to grasp, and even when some of the issues have been taken to court, the courts aren't always in agreement.

With so many nuances, labor law attorney Cornell suggests employers should always exercise caution about determining WARN obligations because the answer is not always obvious.

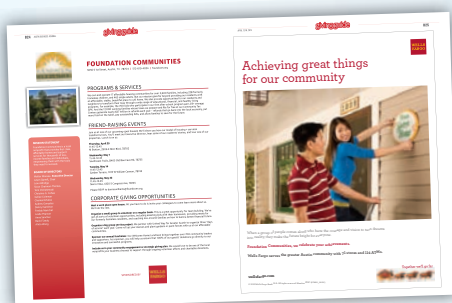
"If you've got 100 folks that work for you, and what you're getting ready to do is likely to affect 50 of them, then it is worth talking to a lawyer," Cornell said. "If you can understand WARN in an hour, you should go to law school." ▮

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Taking virtual reality into the real world

AUSTIN GAMING COMPANY TO EXPAND OFFERINGS AFTER CAPITAL RAISE

For Owlchemy Labs Inc., its first three years were just preparation for a reality show – virtual reality, that is.

The Austin game development studio spent its initial years of operations on mobile games before pivoting to virtual reality, or VR, games three years ago. Now that VR is catching on, CEO Alex Schwartz said the startup is well-positioned to benefit from the latest trend.

Developing for mobile “was a perfect way for us to build our knowledge and connections,” he said. “If we tried to do this earlier it wouldn’t have worked.”

Owlchemy Labs, which was founded in Boston in 2010, is a creative game studio that moved to Austin in 2014. It has 16 employees.

In late 2015, Owlchemy launched a job simulator game that debuted on HTC Corp.’s Vive VR headset but is now shifting to Oculus Touch and PlayStation VR, according to a report by Austin Inno.

On Aug. 3, Owlchemy reported finishing a \$5 million series A round of funding. Investors included the Capital Factor,



Alex Schwartz of Owlchemy Labs: ‘Being in charge of your own path is one of the greatest things in the world.’

ARNOLD WELLS / STAFF

ry, California-based Qualcomm Ventures, Taiwan-based HTC and The Virtual Reality Fund LLC, according to a company statement.

Owlchemy Labs plans to use the capital to hire workers in several departments such as engineering, design and

art. Schwartz declined to say how many workers he intends to hire.

“Owlchemy will continue to be staunchly multi-platform, bringing our games to emerging new platforms and remaining at the bleeding edge of what’s possible,” the company wrote in an Aug. 3 blog post. “This investment allows us to continue to create and explore VR more deeply with a stronger team.”

Healthy growth

Austin’s game development industry has been growing at a healthy pace.

In 2011, 87 game industry companies operated in Austin compared with 136 today. Nearly 5,000 local workers are employed by the gaming sector, according to the Austin Chamber of Commerce.

The growing demand for virtual reality and augmented reality technology is expected to fuel additional business for local studios, industry experts have said.

“Immersive computing is that next inflection point,” Advanced Micro Devices Inc. (Nasdaq: AMD) Chief Technology Officer Mark Papermaster said at an Austin conference in June. “It is truly being woven into the fabric of our lives. The world is poised for an onslaught of great products.”

Schwartz was previously the lead prototype developer for Boston’s Seven45 Studios Inc. and an iPhone game developer at the eBay Research Labs in California, according to his LinkedIn profile. Owlchemy Labs is his first time in the CEO spot, providing him with meaningful work.

“Running your own company is always an incredible challenge,” he said. “You can never predict what your next year, or even your next day, will be like. But being in charge of your own path is one of the greatest things in the world.”



Owlchemy Labs now has 16 employees but is hiring more.

COURTESY PHOTO

► THE FUNDED

\$9.4M

Microcontroller maker Ambiq Micro Inc. raised the money from 35 investors as part of a \$9.6 million round.

For more: <http://bizj.us/1nrj52>

\$518,126

Pristine Inc., which is focused on using video to collaborate, raised the capital from two investors as part of a planned \$750,000 financing.

For more: <http://bizj.us/1nqpcu>

► IN BRIEF

CAPITAL FACTORY CONNECTS STARTUPS WITH VETERAN TECH EXECS

The Capital Factory has launched a program to connect startups with proven tech executives looking for their next venture. The combination co-working space and business accelerator in downtown Austin is establishing an entrepreneur-in-residence program with a lineup of 10 former CEOs. Capital Factory Executive Director Joshua Baer said in a blog posting the invitation-only program recognizes serial entrepreneurs.

For more: <http://bizj.us/1nq38q>

► PERSON TO WATCH



Chase White

CHASE WHITE

This former developer for both Bazaarvoice Inc. (Nasdaq: BV) and Localeur LLC is taking Loom Labs Inc. out of stealth mode after starting it in June. Loom Labs is all about building a network that

enables startups to compensate freelance developers with equity stakes.

For more: <http://bizj.us/1ntqf8>

► HOT DATE



EDTECH MEETING

What: Event focused on education and technology

Where: Atlassian, 303 Colorado St., No. 1600

When: 6:30-8:30 p.m.

Cost: Free

For more: <http://bizj.us/1nqodu>



REAL ESTATE INC. BY JAN BUCHHOLZ



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RESIDENTIAL

How a millennial crafted a new kind of realty firm

Drew Johnson created Austin Craft Realty with a distinct emphasis on catering to a younger crowd.

Located in a new development that particular appeals to millennials and the even younger Generation Z – The 704 on South Lamar Boulevard – Johnson is leveraging his knowledge of Austin’s urban apartment market to enhance residential sales.

The 28-year-old Fort Worth native got a taste of the real estate business as an intern with a boutique firm in Dallas. He started by leasing retail strip centers, “but I wasn’t the type to be in the old boys’ club,” Johnson said.

Though commercial real estate didn’t resonate with him, he wasn’t completely soured by the industry.

A lifelong affinity for Austin brought him here – and a job with Rock & Roll Realty, which specialized in finding renters the right apartment.

Though that company no longer exists, Johnson recalls the experience with a certain wistfulness.

“Clients were greeted with a psychedelic poster of Bob Marley smoking a joint,” Johnson said. “To me it was the least corporate thing to do.”

Sales commissions

In Austin, many apartment owners are willing to pay real estate agents a commission for bringing them suitable tenants.

Johnson said he became the top agent at Rock & Roll Realty and then landed at Live Weird Realty doing the same thing. He eventually gravitated to Twelve Rivers Realty to learn sales.



ARNOLD WELLS / STAFF

Austin Craft Realty owner Drew Johnson found a way to “swoop in and get these young professionals before they have Realtor contacts.”

With so many apartment choices and so much in-migration of new residents, the apartment leasing niche “is fantastic to be in right now,” he said. Housing sales also are in bonanza mode and he wanted to do both.

Johnson observed that his relationship-building skills with renters could translate into sales commissions as well when they transition to first-time homebuyers.

“We can swoop in and get these young professionals before they have Realtor contacts,” he said.

Incorporating social media skills and advertising on certain websites has proved to be an important aspect of appealing

to the 25- to 35-year-old target market. Being tech savvy in general is key.

“Seventy-five percent of our traffic is mobile,” Johnson said.

As this unique business platform came into focus, Johnson realized it was time to open his own shop. He obtained a broker’s license earlier this year and opened Austin Craft Realty in a street-level apartment at The 704, the mixed-use development in South Austin that was built around the Broken Spoke dance hall.

Sweet arrangement

Austin Craft Realty now has eight agents who are independent contractors.

By many industry standards, they have a sweet arrangement. Johnson provides them with all the data they need and there are no desk charges. Commission splits are generous to agents, he said.

“I have a mix of people I knew before, but one of my agents was a firefighter,” Johnson said.

The converted apartment with signage and access rights on Lamar also proved to be a fortuitous deal.

Though regular retail leases and rates apply to the conventional storefronts north of the Broken Spoke, the street-level units south of the dance hall are two-bedroom apartments that are available for lower-risk 12-month terms.

Johnson, of course, knew this because of his in-depth knowledge of the apartment market.

“I really couldn’t afford conventional retail space,” Johnson said.

By then, he came up with the Austin Craft name.

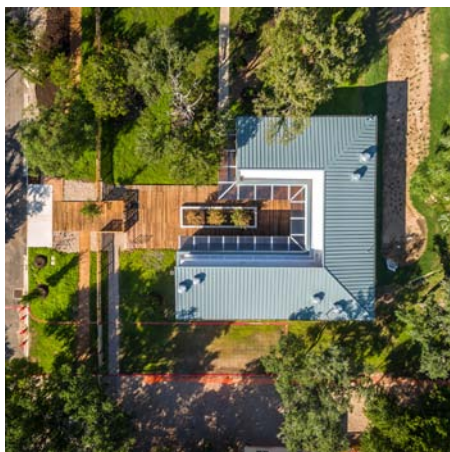
“I spent months thinking about names, but the long story short is that I love craft beer,” Johnson said. “You see the craft movement across Austin and it signifies quality, uniqueness, small batch and personalization.”

The Austin Craft Realty offices project a homey feel, and the agents were all sitting at their desks by 10 a.m. on a recent Thursday morning when I dropped by.

Johnson expects to grow to about 12 or 13 agents in the near future.

“We bring quality service to a segment of the real estate industry that’s lacking in that category,” he said.

► KUDOS



The Headwaters School

Engineering News-Record handed out its top awards for construction projects across Texas and Louisiana, and Austin developments took top honors in four categories: office/retail/mixed-use; renovation/restoration; residential/hospitality; and small projects under \$10 million.

Khabele Elementary School, a private school on Brodie Lane in Southwest Austin that recently changed its name to Headwaters School, earned top kudos in the small-project category. It was nominated and built by Austin-based American Constructors, which also won top honors in the renovation/restoration category for Cotton Gin at the Co-op District owned by the city of Hutto. Community First! Village, perhaps the most creative solution in the country to homelessness, was named the best residential/hospitality project of those submitted. Community First! Village

was nominated by Stantec, formerly Bury, which handled engineering and design tasks for the project created by Mobile Loaves & Fishes, a prominent Austin nonprofit. The Apple Inc. campus in Northwest Austin, meanwhile, earned the top honor for office/retail/mixed-use. But “Apple,” which is notorious for demanding confidentiality agreement from all its vendors, isn’t mentioned in the nomination. Instead the corporate campus is referred to as “Riata Vista” by the general contractor, Cadence McShane Construction Co. **For more:** <http://bizj.us/1nsjt2>

► FIRST LOOK



WILL ANDERSON / STAFF

TESLA MOTORS INC.

What: Vehicle service center and showroom

Where: 12845 U.S. Highway 183

Size: 25,478 square feet

Cost: \$3.5 million, according to city development records

Developer: CWS Development, headed by Todd Wallace, who is also managing director of JLL commercial brokerage in Austin and San Antonio

For more: <http://bizj.us/1ns29o>

CITY HALL

Plan to speed up proposals rankles some developers

Some building contractors are unhappy with an expedited development plan proposed by Austin city staff that could involve the Workers Defense Project, an Austin-based labor organization.

As I reported exclusively online Aug. 16, the Associated General Contractors Austin chapter opposes any proposal that is tied to becoming certified by the Better Builder Program, which is administered by the Workers Defense Project.

City staff posted the “Program for Expedited Permitting” proposal online to elicit public feedback. The proposal as posted provides several avenues for awarding expedited status to construction projects.

One option would require residential developers to participate in the Smart Housing program, administered by the city to insure that tenants and residents are not discriminated based on income sources.

Another option would require commercial developers to participate in the Better Builder Program, which is operated by the Workers Defense Project. Commercial developers would pay a fee to become a certified “Better Builder,” and submit to onsite monitoring of their construction projects.

In both instances, developers would still be required to pay the city another fee to participate in the expedited process.

The third option would require developers to only pay a city fee and not have to participate in the Better Builder Program or the Smart Housing program.

Phil Thoden, executive director of the



Phil Thoden

Associate General Contractors Austin chapter, said his organization opposes any plan that includes the Workers Defense Project – an organization that has been successful in lobbying for low paying construction laborers, but

has also been at the center of “prevailing wage” disputes locally. The Workers Defense Project also is a strong proponent of immigration reform and providing legal protections for undocumented workers.

“The reality is that this proposal would hand one outside organization exclusive

and wide-sweeping police powers over Austin development,” Thoden said.

Bo Delp, Better Builder Program director, said adoption of the Better Builder Program would benefit the city as a whole.

In addition to requiring contractors and companies to provide a safe working environment and pay proper wages for construction workers, the Better Builder

Program could help alleviate the growing economic imbalance in Austin, Delp said.

He points to recent studies showing that Austin is one of the most economically segregated cities in America, and cites “irresponsible development” as a major contributor to the growing gap between affluent and poor.

Justin Blackburn, co-owner of Trin-

ity Constructors, isn’t sold on any of the options and said the proposal discriminates against smaller developers and business owners who can’t afford the added fees.

Leadership at the Real Estate Council of Austin hope the proposal will finally address many complaints about a slow and cumbersome development review process.

For more: <http://bizj.us/1ntzhc>

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Grove proposal in holding pattern

CITY COUNCIL SCRUTINIZING AMBITIOUS DEVELOPMENT PLAN NEAR 45TH STREET

Austin City Council voted Aug. 11 to delay a public hearing on the proposed Grove at Shoal Creek mixed-use development until

Sept. 22 at the request of neighbors who oppose the project in its current format.

In order for construction to begin, Council must approve a Planned Unit Development zoning – a matter that has been considered by three advisory boards over the course of several months. Thus far, debate has been prolonged by those who support the high-density project and those who oppose it. Expect more polemics before the final vote is taken.

Shortly before Council voted to postpone the matter until next month, I wrote an online feature about some of the most controversial aspects of the 75-acre proposal – traffic impacts and property rights, in particular – and some of the background behind the development company, ARG Bull Creek Ltd.

The delay was sought by neighbors represented in large part by Bull Creek Road Coalition, a neighborhood advocacy group

hoping for a less intensive project. In supporting the delay, District 7 Councilwoman Leslie Pool said she wanted more time to study the matter, as well – especially the affordable housing component.

The Grove's long path

The proposed infill development – some two- to three-million square feet of structures – pits a notable Austin family and homebuilding company against a neighborhood organization that believes the high density mixed-use project is too intense for a 75-acre site served by minor arterial roads and bordered by Shoal Creek, a tributary often overwhelmed during heavy rain.

The developer is ARG Bull Creek Ltd., a legal entity formed to purchase 75 acres of vacant infill land near MoPac Expressway and 45th Street from the Texas Department of Transportation. The company bought the land in a public auction for \$47 million in December 2014.

When the property was acquired, the Austin American-Statesman reported that ARG was backed by Castletop Capital – owned by the politically and financially connected Mort Topfer family – and managed by Garrett Martin, CEO of MileStone Community Builders. One of the largest privately-held Austin homebuilders, MileStone is another company backed by Topfer, a former Dell Inc. executive, and his sons Alan and Richard Topfer.

For the past 18 months ARG has held a series of public meetings to introduce its ambitious plan for the site – a mix of housing, office space, retail and parkland.

Martin has repeatedly said that the company has listened to various stakeholders and made substantial changes to the project in response.

The ARG team has described the Grove at Shoal Creek as a game changer for Austin – a walkable and workable high-density community with affordable housing built into the mix, the kind of project encouraged by the Imagine Austin comprehensive plan adopted by the city in 2012.

Martin points to many supporters that have “liked” the project on social media – some 2,050 Facebook fans, he noted in an email.

“A degree of support that is no small feat for a Central Austin project,” he said.

He has a special affinity also for the residents of Westminster, a senior living community across the street from the development site. ARG has provided transportation to city meetings for residents in support of the project and even catered meals beforehand. In early August Susan Sharlot, the president of the Westminster Residents' Association, submitted a petition signed by 288 supporters of the project.

“The petition speaks for itself and sets forth the conclusion of a majority of Westminster residents that ARG's design is for a superior master-planned community,” Sharlot wrote in a July 28 letter to Coun-

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REAL ESTATE INC.

cil and Mayor Steve Adler.

Zoning shuffle

To get the massive project underway, ARG needs one primary thing: Planned Unit Development zoning, which only Council can confer.

Currently the land is unzoned. The city, for the most part, hasn't zoned land owned by the state. The PUD is a special zoning category designed for large complex projects that go beyond the scope of conventional zoning and require higher standards.

The requirement of superiority as mandated by a PUD isn't an objective measurement, however. Though there are various ways of weighing the merits of the project, the final tally will rest with the perception of individual Council members.

Leading up to this point, the Grove at Shoal Creek plan has been presented to three citizen advisory panels – the Zoning and Platting Commission, the Environmental Commission and the Parks and Recreation Board.

The road has been a bit rocky with those groups giving the proposal mixed reviews. Council isn't bound by the advisory panels' votes or suggested project changes, but the marathon hearings – lasting in some cases until the early hours of the morning – have set the stage for the final vote.

Most recently the Zoning and Platting Commission recommended that Council approve the PUD, but it was a split 6-4 decision.

Gabriel Rojas, vice chairman of that board, lauded the Grove at Shoal Creek.

"I've been hearing for more than a decade that we need a development like this in Austin," he said at the hearing. "People have been asking for it. I've never received so much positive feedback on something as well as a lot of very good criticisms on how we make this better."

The vote of the Environmental Commission also was divided, but the majority of board members gave the project a thumbs down, based on worries about drainage and whether heritage trees would adequately be saved.

The Parks and Recreation Board was the most critical, stating that the plan was not superior and that what is proposed as a "signature" park is largely defined by land that is in the flood plain or too steep for active recreational uses.

Nevertheless, ARG appears to have won over city staff, based on the lengthy assessment that has been delivered to Council.

Staff is recommending Council approve the PUD with quite a few caveats, including that the development be limited to a maximum of 2.4 million square feet.

To provide some context of what ARG proposes, Barton Creek Square mall covers about 1.4 million square feet on about 52 acres.

— JAN BUCHHOLZ, @ABJBUCHHOLZ

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ECONOMIC DEVELOPMENT

Opinion starts to thaw on corporate incentives

Mayor Steve Adler wants to clarify Austin's policies for economic incentives during the next year, but it's unclear if City Council is willing to go along.

"Incentives has become a bad word in this city," said Adler during recent budget deliberations. "If we can leverage private investment with companies that are willing to come into our city we need to do that."

Economic incentives have been a touchy subject in Austin – and around Texas – for the past two years. The so-called Chapter 380 state and local economic incentive packages that were popular under former Gov. Rick Perry have



Mayor Steve Adler

dwindled after his successor, Gov. Greg Abbott, campaigned partially on a platform that opposed using public money to incentivize private economic development activities. Austin was involved in 21 Chapter 380 incentive deals since 2003. But none have been proposed, much less approved, since February 2014.

A few suburbs, however, have execut-

ed Chapter 380 deals recently – including a move on Aug. 16 by San Marcos/Hays County to attract a Best Buy facility – and Adler said he wants to take another look at economic incentives.

"I look forward to this year really figuring out what the economic incentive policy needs to be in this city," said Adler during an Aug. 10 Council budget work session. "That is a crucial need of this city and we need for the Economic Development Department to really step up and deliver that to this community because this community needs that."

Adler argued that economic development – or the lack thereof – was the

"single biggest threat to Austin." But, he also said that it is important for economic development efforts to target neighborhoods that have traditionally been left behind in Austin's economic expansion. That includes incentive programs or job training to either provide or staff middle-income jobs.

"Spending money on economic development is contentious because money in the past has been spent to drive economic development that people believe would have happened here even without the investment," Adler told Austin Business Journal. "And it was investment that really wasn't doing anything to help the

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► QUOTE OF THE WEEK



"All of the parties realized they didn't get what we each wanted. We all moved off of what our initial hopes were, I would say. But I think that represents a good settlement. It's only by all the parties getting together, by making concessions, that a settlement of this nature can get done."

CATHERINE MORSE, general counsel and director of public affairs for Samsung Austin Semiconductor, commenting on a proposed rate settlement that will save Austin Energy customers a combined \$42.5 million, with the majority of those savings going to the publicly-owned utility's business customers.

For more: <http://bizj.us/1ntklk>

► RIDESHARING ROUNDUP



Get Me CEO
Michael Gaubert

GET ME VS. GETME

A Dallas-based ridesharing company that's made waves in Austin is suing a Florida-based restaurant delivery service because they both share a nearly identical name: Get Me. According to documents filed in U.S. District

Court for the Northern District of Texas, the Get Me LLC ridesharing company sued its almost-identically-named Florida doppelgänger, GetMe LLC, for alleged trademark infringement in early January 2016. After a series of delays, GetMe finally responded to the lawsuit last week. Get Me has attracted attention in Austin for being the first challenger to the dominance of Uber Technologies Inc. and Lyft Inc. in the city's ridesharing scene. As Austin City Council considered and approved new ridesharing regulations that Uber and Lyft both objected to, Get Me said it was willing to work within the new rules. When Uber and Lyft left in protest, Get Me stuck around in Austin. For more: <http://bizj.us/1ntgjy>



YELLOW CAB'S NEW APP

Yellow Cab Austin, its business battered by new competition from ridesharing companies, is adding a new app to hail cabs — and it strays from the term "cab" in this rideshare-loving environment. The company announced last week that it will begin using the ZTrip app for passengers to book rides. Yellow Cab already has an app, Hail-a-Cab, that does this. In a statement announcing the launch of the company's ZTrip app, the company said it would keep Hail-a-Cab operational while trying to transition customers to the new app. For more: <http://bizj.us/1nsjss>

18

The number of years that Bill Hammond led the Texas Association of Business as CEO. He is set to retire from the influential business advocacy group at the end of the year.
Read ABJ's Q&A with Hammond: <http://bizj.us/1nuczq>



Dropbox, its offices pictured here, was one of the last companies to receive a Chapter 380 economic incentive agreement from the city of Austin more than two years ago. Mayor Steve Adler said City Council should clarify its economic incentive policies.

MICHAEL THEIS / STAFF

people that lived here. It was just creating opportunities for people who did not live here to come here. Those programs, I think, were perceived as being high-end, white-collar, high-paying, engineer-type jobs.”

There are signs already that state leaders and City Council may be open to incentives. In May, Council and state economic development officials approved an agreement with video game company Certain Affinity Inc. The company anticipates it will hire 180 workers over the next few years. In return, Certain Affinity – which helped develop installments of the Halo and Call of Duty video game series – will receive a two-year, 1 percent state sales tax exemption for construction costs worth

up to \$69,264. That's pocket change compared to the approximately \$807,000 in new tax revenue that the company's \$6.9 million video game studio expansion at 7620 Guadalupe St. will bring to the city.

And as Adler pushes for clearer economic incentive policies in Austin, Abbott's office appears to have found a way to incentivize big economic development in Texas, too. In early August, Abbott's office announced that The Charles Schwab Corp. will establish a new regional campus in Westlake near Dallas, in addition to its expansion in Austin. It's a \$100 million planned capital investment attracted in part by a \$6 million grant offer from the Texas Enterprise Fund.

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► BY THE NUMBERS

CRAFT BEER ACROSS THE LONE STAR STATE

189

The number of craft breweries in Texas, the seventh-largest number of such facilities of any U.S. state.

1 per 100,000

The approximate ratio of craft breweries to Texas residents. Despite Texas' large number of breweries, its per-capita craft brewery rate is the eighth-smallest in the nation.

\$3.7 billion

Approximate economic impact of Texas' craft brewing industry, the third-largest of any state.

\$204.94

The approximate per-capita economic impact of Texas' craft brewing industry, the 33rd-largest of any state.

1.13 million

The amount of barrels of craft beer produced in Texas in 2015, the sixth-largest amount of any state.

1.9 gallons

The amount of craft beer produced in Texas per adult age 21 and over, the 23rd-largest per capita production rate of any US state.

For more: brewersassociation.org/statistics/by-state/

Source: Brewers Association

► IN BRIEF



ISTOCK

MOBILITY BOND MOVES DOWN THE ROAD

A \$720 million bond package designed to improve mobility on key Austin roads is one step closer to the voting booth. Austin City Council on Aug. 11 gave unanimous preliminary approval to a measure that calls for the bond package to be on the Nov. 8 ballot. At its Aug. 18 meeting, Council was expected to give final approval on the measure and set the ballot language.

For more: <http://bizj.us/1ns1xq>

THAT OTHER AUSTIN-SAN ANTONIO PASSENGER RAIL PLAN

Lone Star Rail may be on its death bed



COURTESY PHOTO

but it's not the only plan for rail transportation between Austin and San Antonio. The Texas Department of Transportation will release a final environmental impact

statement early next year for a proposed passenger rail line running from South Texas to Oklahoma City by way of San Antonio, Austin and Dallas-Fort Worth. the service would be a true inter-city transit link. Revenue-positive portions of the route under consideration between San Antonio and Dallas could accommodate high-speed trains traveling as fast as 250 miles per hour and making 12-20 daily round trips with potential stops in Austin, Taylor, Temple, Waco, Hillsboro, Waxahachie, Dallas and Fort Worth. That kind of station spacing does not meet the definition of a commuter rail system, but any dedicated rail line along that corridor could potentially carry other passenger rail service. **For more:** <http://bizj.us/1nrcao>

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Compiled by Patricia Rogers
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1	78746	Austin	Westlake area	29,118	11,751	\$133,891	\$500,001	\$101,370	\$725,679
2	78738	Austin	Hwy. 71; The Hills of Lakeway	18,741	6,809	\$123,048	\$446,530	\$93,990	\$531,106
3	78737	Austin	FM 1826; Hwy. 290 before Dripping Springs	16,909	5,828	\$118,311	\$500,001	\$90,306	\$373,793
4	78739	Austin	Circle C area; Slaughter Ln.; Mopac Expy.	19,820	6,208	\$126,249	\$500,001	\$95,063	\$404,336
5	78733	Austin	Hwy. 71; Barton Creek Blvd.; FM 2244	9,085	3,023	\$124,633	\$500,001	\$95,136	\$485,983
6	78731	Austin	Bull Creek area; FM 2222; Mesa Dr.	25,862	12,595	\$86,182	\$175,890	\$67,759	\$489,373
7	78734	Austin	Lakeway area; RR 620; Hudson Bend	20,714	8,456	\$92,746	\$290,088	\$73,680	\$367,487
8	78619	Driftwood	Elder Hill Rd.; FM150	4,144	1,538	\$103,408	\$395,770	\$79,881	\$371,851
9	78730	Austin	Loop 360; Emma Long Park; FM 2222; RR 620	8,763	3,708	\$139,279	\$312,561	\$102,385	\$666,333
10	78633	Georgetown	Cowan Creek; Ronald Reagan Blvd.; Williams Dr.	26,161	11,749	\$76,579	\$475,252	\$61,449	\$267,046
11	78652	Manchaca	FM 1626; Bliss Spillar Rd.	3,584	1,403	\$90,863	\$348,614	\$72,035	\$231,419
12	78735	Austin	Southwest Pkwy; Barton Creek Blvd.	17,527	7,580	\$89,779	\$119,087	\$71,312	\$447,924
13	78620	Dripping Springs	Hwy. 290; W. Fitzhugh Rd.	16,918	6,168	\$91,834	\$314,395	\$72,966	\$364,677
14	78645	Leander	Lago Vista; Lohman Ford Rd.; FM 1431	10,802	4,580	\$72,902	\$237,554	\$57,778	\$234,563
15	78750	Austin	Anderson Mill area; Hwy. 183; Balcones Country Club	32,565	13,736	\$88,266	\$148,232	\$69,018	\$362,118
16	78732	Austin	Lake Travis; Steiner Ranch area	16,721	5,312	\$124,338	\$417,496	\$92,694	\$410,636
17	78628	Georgetown	Cimarron Hills area; Hwy. 29	27,856	10,505	\$80,370	\$263,552	\$62,916	\$253,469
18	78703	Austin	Tarrytown; W. 35th St.; N. Lamar Blvd.; Lake Austin Blvd.	21,646	10,482	\$87,789	\$76,822	\$68,721	\$724,312
19	78676	Wimberley	Jacobs Well Rd.; FM 2325	14,341	6,086	\$69,675	\$252,228	\$56,483	\$270,884
20	78736	Austin	Oak Hill area; Hwy. 290; Hwy. 71	7,875	3,065	\$84,408	\$260,022	\$65,396	\$246,318
21	78681	Round Rock	I-35; Sam Bass Rd.; FM 1431	54,682	18,410	\$98,480	\$280,813	\$75,474	\$239,240
22	78662	Red Rock	Hwy. 20; Pettytown Rd.	2,499	945	\$65,199	\$164,549	\$53,897	\$119,444
23	78717	Austin	Avery Ranch; W. Parmer Ln.	26,892	9,931	\$101,140	\$219,857	\$76,655	\$272,902
24	78642	Liberty Hill	Hwy. 29; Hwy. 183	11,725	3,975	\$77,612	\$229,852	\$60,107	\$263,085
25	78659	Paige	Hwy. 21; Hwy. 290	3,055	1,193	\$60,936	\$191,375	\$52,034	\$158,458
26	78610	Buda	I-35; FM 967; FM 1626	35,692	11,596	\$79,797	\$199,643	\$62,385	\$201,568
27	78641	Leander	Round Mtn.; Nameless Rd.; Hwy. 183	61,065	20,152	\$77,316	\$207,193	\$60,807	\$185,745
28	78749	Austin	Brodie Ln.; Slaughter Ln; Escarpment Blvd.	37,863	15,762	\$82,669	\$125,073	\$63,920	\$257,293
29	78726	Austin	Bullick Hollow Rd.; RR 620; Anderson Mill Rd.	12,217	4,697	\$88,196	\$69,046	\$68,365	\$392,527
30	78613	Cedar Park	Brushy Creek; FM 1431; S. Lakeline Blvd.	79,308	27,926	\$85,286	\$169,067	\$66,205	\$221,792
31	78759	Austin	Jollyville Rd.; Mopac Expy.; Spicewood Springs Rd.	41,771	20,818	\$75,088	\$58,339	\$58,778	\$361,483
32	78665	Round Rock	I-35; Old Settlers Blvd.; Hwy. 79	44,410	14,980	\$87,895	\$163,980	\$67,310	\$217,844
33	78615	Coupland	Hwy. 95 between Elgin & Taylor	1,213	445	\$63,449	\$161,698	\$52,977	\$239,286
34	78660	Pflugerville	Wells Branch Pkwy.; SH-130	88,894	28,826	\$77,906	\$161,650	\$60,911	\$187,623
35	78602	Bastrop	Hwy. 71; Hwy. 95	28,467	9,914	\$58,209	\$124,471	\$50,234	\$157,229
36	78747	Austin	Onion Creek area; I-35; SH-45; Hwy. 183	19,255	6,575	\$60,968	\$84,053	\$51,678	\$184,032
37	78727	Austin	Metric Blvd.; W. Parmer Ln.; Duval Rd.; McNeil Rd.	26,864	12,258	\$69,540	\$60,887	\$55,412	\$213,927
38	78650	McDade	E. Hwy. 290 and Marlin St. (CR 142)	1,585	588	\$56,300	\$142,081	\$48,045	\$99,174
39	78634	Hutto	Hwy. 79; SH-130; Chandler Rd.	31,174	9,847	\$76,169	\$150,369	\$58,494	\$168,425
40	78953	Rosanky	Hwy. 304	1,206	498	\$50,715	\$153,818	\$44,465	\$146,918

CLOSER LOOK

WHERE'S DOWNTOWN?

Surprisingly, 78701 (no. 44) and 78704 (no. 59) didn't make the cut — largely due to high percentages of renters.

ABOUT THE LIST

Source: Esri's Updated Demographics - 2016 estimates, Esri Tapestry Segmentation.

It's not all about income.

Rankings are based upon a proprietary method of calculating affluence per ZIP code including population, households, income, net worth, disposable income and home values.

Only ZIP codes in Travis, Williamson, Hays, Bastrop and Caldwell counties are considered. ZIP codes with fewer than 100 households and a population of less than 200 were eliminated from the list.

For more information about ESRI's data products, call (800) 447-9778 or visit esri.com/tapestry

View an interactive map of the top 25 Austin-area ZIPs, including ESRI Tapestry Segmentation data: <http://bizj.us/1nupfs>

Tapestry segments combine demographic and socioeconomic data for a neighborhood to show common characteristics shared by that population.

Beyond the top 25:

Subscribers can view additional companies and data online at austinbusinessjournal.com




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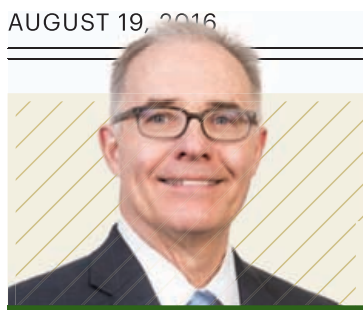
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When nonprofit know-how hits a gusher

AUSTINITE'S CLEAN WATER ENTERPRISE YIELDS NEW REVENUE STREAM

BY ALLISON BROWN
Contributing writer

Sarah Evans has spent the last seven years running Well Aware, a nonprofit that provides clean water to people in Africa and has improved the lives of thousands. But the Austinite thinks she can have an even bigger impact running a new for-profit consultancy, Aurora Global LLC. The business helps non-governmental organizations, or NGOs, better use their funds and ensure they are doing their utmost to serve those in need.

Evans' interest in environmental conservation began well before her nonprofit efforts. She graduated with a communications degree from the University of Texas and earned a law degree from Southern Methodist University with a focus on environmental law. Evans later clerked for the Environmental Protection Agency's water department and worked in lobbying and securities law before pursuing an interest in the global water crisis.

In 2010, Evans went to Kenya for the first Well Aware project without knowing what she was really getting into.

"We got so lucky, knowing what I know now," Evans said.

In the water charity sector, some organizations have seen millions of dollars wasted as projects fail or don't function properly, so Evans made an effort to build key relationships with the East African communities she wanted to help.

Evans, Well Aware's executive director, began forming a technical team on the ground in Kenya to make sure projects were completed correctly, giving the nonprofit a foundation on which to grow and take on more projects – all while keeping all of its wells up and running at some 30 locations around the country.

Other water charities began to look to



Sarah Evans, on the ground in Kenya and on the cutting edge of global water delivery projects.

WELL AWARE

Well Aware for advice because it was clear Evans had figured something out. One of her tenets she was happy to share: Successful projects are more than just donations and awareness.

In a recent article published by *Wandering Educators*, Evans said, "Direct contact with communities, real relationships with beneficiaries, and having an agile and flexible model is not just the most effective way to provide lasting clean water; it's the only way to measure success and impact."

Expanding the model

As more NGOs looked to Evans and her team for help, the idea for a consulting arm of Well Aware began to take root.

But Evans wasn't sure if the team could

take on the work and keep up operations on all of their projects.

"We realized a few things," Evans said. "For many NGOs who need and want our help, it's not in their best interest to work with another nonprofit doing the same work. That's why we decided to pull the consulting piece out to be separate."

And thus, Aurora Global was born this year. Aurora remains connected to Well Aware through licensing all of Well Aware's intellectual property, as well as through sending a stream of profits to the NGO.

Evans's for-profit business takes project requests from NGOs, conducts field evaluations, proposes fixes and follows up with yearly impact measurement studies.

"We want to instill in these organizations the knowledge to carry forward without our help," Evans said.

As soon as Evans wrapped her mind around splitting the model into two entities, things happened quickly. Nonprofits were lining up to hire Aurora, government entities were looking to help, investment offers were put on the table and Evans set out to prove the concept would work before fully staffing a whole new team.

While Well Aware will remain only in East Africa, Aurora has the flexibility to work with more consulting projects in other parts of the world. The team was set to visit four projects in Haiti in August and one in Jordan in October.

"With Aurora, we can be nimble, adaptable, involved wherever we are needed in whatever capacity needed," Evans said.

This new business model will enable Evans to recruit and pay talented engineers more than she was able to with the nonprofit model of Well Aware.

"As a small NGO, it's really hard to pay competitively," Evans said. "It excites me that we're going to be able to hire more talent with the new business model."

First up on Evans' list of new hires: a hydrogeologist and engineer. She hopes to have those two technical positions filled by January and will later move forward to hire more technical team members, a project coordinator and an operations manager.

For now, the Aurora team remains just Evans, a few subcontractors and a part-time administrator. Evans will continue to serve as executive director for Well Aware and CEO of Aurora simultaneously, but she may look for a new director for Well Aware over the next year.

Evans's objective in launching Aurora is to help NGOs better use their funds, so the affordability of her consulting service remains at the forefront of her mind. She has not yet finalized the price structure of Aurora, and she hopes profits from Aurora will one day cover any overhead costs of Well Aware, with a goal of being self-sustaining in five years.

And as the spigot of global aid continues to pump money into developing nations, Aurora will redirect it toward more impactful water projects, Evans said.

"As water problems globally become on the forefront of more people's minds," she said, "I want to be a part of that."



A child taps into the Well Aware water system project in a Kenyan village.

COURTESY WELL AWARE

PROFILE

She's a master of the retail domain

PROPERTY MANAGER WORKS BIG PROJECTS FROM LA TO ATLANTA AND AUSTIN



AJ Jemison Coffee, pictured here at Rock Rose at the Domain, said that if she could be friends with one celebrity, it would be Michelle Obama.

ARNOLD WELLS / STAFF

AJ Jemison Coffee grew up in Tulsa. Her neighbors and friends were the Wilsons, three brothers who would later form The GAP Band.

The Wilsons headed to stardom in Los Angeles and kept in touch while Coffee attended college, got married, had children and then went to work for Williams Realty Corp. in Oklahoma.

"That's what really got me into doing what I do today," Coffee said.

What she does today is manage retail properties. Over the years she has worked for some of the biggest names in the retail real estate sector – Taubman Co. and Simon Property Group, for example.

Though skillfully managing people is her forte, she really got her hands dirty on the construction end working for the developer.

"It was all guys and me. They all hated doing the retail part, so I offered to be the retail construction coordinator," Coffee said. "I learned what it was to envision and create an atmosphere that makes a shopper want to buy."

Coffee has racked up some premium assignments – from Peachtree Center in Atlanta to Beverly Center in Los Angeles with other stops in Albuquerque, Denver and Memphis. Earlier this year, Austin-based Endeavor Real Estate Group recruited her to manage its new retail development at The Domain mixed-use project – Domain Northside and Rock Rose.

Coffee is overseeing a large collection

AJ JEMISON COFFEE

Title: General manager, Endeavor Real Estate Group

Age: 59

Education: Marketing degree, Tulsa Community College. Attended McPherson College, University of Tulsa, Davenport University and University of Phoenix

Family: Daughter Franchiel in Tampa; Son Houston in Atlanta and daughter Katia, who attends McNeil High School.

Email: ajcoffee@endeavor-re.com

Phone: (512) 758-7933

of carefully curated stores – from locally acclaimed brands such as Raven & Lily to big-name retailers such as Restoration Hardware and Sur la Table.

Her tenacious spirit, she said, can be traced back in part to watching a spelling bee in third grade.

"I saw it and I thought, 'Wow, I want to do that,'" Coffee said. "So I got a dictionary and I studied and studied. In fourth and fifth grade I was the runner up and in sixth grade I won."

Winning suited her to a T and convinced her she could succeed at anything with sufficient desire and hard work.

Another pivotal moment for Coffee occurred mid-career.

"I wanted to manage 1 million square feet by the time I was 40," Coffee said. "I hit 1.5 million square feet when I was 38. (That's when) Taubman called me to manage Fairlane Town Center in Detroit."

Nearly 20 years later, she's just as excited as during those milestone moments. A new assignment. A new company. A new city.

"I just love this thing about Austin weird," Coffee said. "All my friends are so happy about me coming here."

You love motorcycles. What kind do you ride? A Honda Stateline 1300 and a Honda Shadow 750.

Your favorite stretch of highway? Route 66.

What song are you listening to these

days? "Lake By the Ocean" by Maxwell.

Favorite website? domainnorthside.com

Would you rather shop alone or with someone? With my oldest daughter who has amazing style and taste. She is a fashionista and truly brand conscious.

What was the last item you purchased? A Fossil wrist watch for an anniversary gift.

When did you first visit Austin? For a conference at the Westin Domain while working for Simon Property Group in 2010.

What do you drive? A Hyundai Sonata.

What's the best way to spend \$100? A massage.

What city have you always wanted to visit but haven't yet? Honolulu.

What personality trait are you most proud of? I am compassionate.

What would be the title of your autobiography? "Just Aj! Simply Stated." I already self-published it in 2004.

What's at the bottom of your purse? Lip gloss. I hate dry lips and since I talk a lot they have a tendency to become dry.

What's carried you through the toughest storm? The Bible verse, "I can do all things through Jesus Christ, who strengthens me." (Philippians 4:13)

The best meal you ever ate? Maryland crabs. I love seafood.

What color could you never live without? Purple.

If you could go back to college to study something, what would it be? A foreign language. Probably Japanese since my youngest daughter loves it and we could communicate and travel to Japan together.

What's your best advice for someone who wants a retail career? Do what you love irrelevant of pay, because if you make it into a career, the pay will be the icing on the cake and you will never look at a clock.

– Interview by Jan Buchholz,
@ABJbuchholz

PEOPLE ON THE MOVE

► REAL ESTATE



Steven Benton

HPI Real Estate Services & Investments has made several recent appointments: Steven Benton was hired as director of tax; George Debus was hired as retail property manager for its Waco properties; HPI Corporate Services has hired Matt Kennemer as marketing specialist.



George Debus



Matt Kennemer



Jill Wood

Berkshire Hathaway HomeServices Texas Realty has hired Jill Wood as a Realtor in its Georgetown office.



Coral Talavera

O Realty has hired Coral Talavera as director of development/ Realtor.

► MEDICAL



Bryan Bledsoe

Allegiance Mobile Health Georgetown has hired Dr. Bryan Bledsoe as corporate medical director and hired Larry Johnson as vice president of clinical and mobile integrated health research.



Larry Johnson

► TECH



Jeff Dickey

Phunware Inc. has named Jeff Dickey senior director of operations.

► NONPROFIT

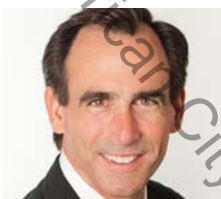


Stephanie Boone

Austin Regional Manufacturers Association has appointed several new board members: Stephanie Boone, CEO and founder of Wondercide; Debra Dresser, senior director of operations, Xplore Technologies; and Mike Tipps, co-founder, Oxford Commercial.



Debra Dresser



Mike Tipps



Heather Ladage

The Health Alliance for Austin Musicians (HAAM) has named Heather Ladage, market president and publisher of Austin Business Journal, and Stephen Jeffrey, senior vice president at Broadway Bank, to the board.



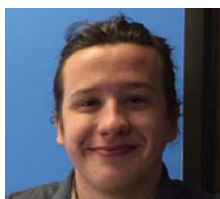
Stephen Jeffrey



Mark Sanders

The South-central Partnership for Energy Efficiency as a Resource (SPEER) has hired Mark Sanders as executive director.

► CREATIVE



Jake Rhodes

Rock Candy Media has hired Jake Rhodes as digital content strategist.

► SENIOR LIVING



Lisa Sloan

The Delaney at Georgetown Village has hired Lisa Sloan as residency counselor.

► DESIGN/CONSTRUCTION



Jason Peters

Barnes Gromatzky Kosarek Architects has hired Jason Peters as project manager.



Clay Wilson

The Burt Group Inc. has hired Clay Wilson to focus on business development.



Meesha Narula

Element 5 Architecture has hired Meesha Narula as architectural intern.

► HOSPITALITY



Tyler Brown

Stories Restaurant at Hyatt Regency Lost Pines Resort & Spa has hired Tyler Brown as chef de cuisine.



Rich McGonnigal

Four Seasons Hotel Austin has hired Rich McGonnigal as director of sales and marketing.

► SERVICES



Kelsey Richardson

Facilities Resource Inc. has hired Kelsey Richardson as sales representative.

► HOW TO SUBMIT

Submit your People on the Move online at AustinBusinessJournal.com/people

We welcome information about any Austin-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, along with a company contact name, email address and phone number in case additional information is needed. The submissions are automatically compiled and posted online and, depending on space, on these print pages.

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Meet the workforce of the future
Supporters of the Future Focus Internship Program celebrated 80 students who recently completed internships with more than 50 local companies. From left: Breakthrough Austin Executive Director Michael Griffith; Anthony Salerno, director of KIPP Through College; Future Focus Program Manager Camille Feliz; Samantha Sanit of Accenture; and Dan Keelan, founder of the Future Focus Internship Program.



Lakeway living under a Tuscan sun
Legend Communities Inc. celebrated the groundbreaking of the Condominiums at Tuscan Village, a community marketed to “active adults 55 and better.”



GLG shows off its new space
Gerson Lehrman Group Inc. welcomed some heavy hitters to an open house. GLG CEO Alexander Saint-Amand, left, networked with HomeAway CEO Brian Sharples.



In their medical opinion ...
The Austin Health Tech Meetup created a forum for doctors and entrepreneurs to shape health technology. A panel of doctors gave feedback to entrepreneurs such as Laura Bosworth of TeVido BioDevices, pictured speaking to the audience.



Teaching the ABCs of 1,2,3
PwC partnered with the Andy Roddick Foundation to teach financial literacy concepts to Pecan Springs Elementary School students. The six-week learning and enrichment experience was part of the ARF summer learning camp.

LEADS

Information to build your business

▶ Bankruptcies

WESTERN DISTRICT OF TEXAS

AUSTIN DIVISION
Chapter 11

SBAustin LLC, 5326 Manchaca Road, Austin 78745; Assets, \$100,001 to \$500,000; Debts, \$100,001 to \$500,000; Major Creditor, not shown; Attorney, B. Weldon Ponder Jr.; case #16-10926, 08/07/16.

▶ Abstracts of Judgment

WILLIAMSON COUNTY

Mark A. Fertitta vs. GreenTree Health/ GreenTree Administrators LLC/Creekside Practice Management LLC (foreign-Jefferson County), 1 Chisholm Trail Drive Suite 300, Round Rock 78681, \$1,457,440, plaintiff, case #A-197,188, 08/01/16.

Century A/C Supply vs. Custom Heating & Cooling LLC (foreign-Harris County), 134 Halliimaille Lane, Bastrop 78602, \$28,067, plaintiff, case #2015 14104, 08/04/16.

▶ Lawsuits Filed

HAYS COUNTY

Esperanza Lopez vs. Cave'n Club Inc. dba Wonder World Park, injury or damage/motor vehicle, case #16-1547, 08/02/16.

Jeffrey B. Goss vs. Todd Niccum/Andrew Roberts/ TechCrete Contracting Inc., case #16-1555, 08/03/16.

John S. Davidson vs. Randy W. Balogh/Blu Dog Storage LLC/Billy Pace dba Circle P Construction, case #16-1559, 08/03/16.

Hays Consolidated Independent School District vs. Juana Morales-Mendez aka Juana Pantoja/Betsabed I. Pantoja aka Betasbet Pantoja-Morales dba Super Dollar, tax, case #16-1564, 08/03/16.

TRAVIS COUNTY

Leah Kaye Bullock vs. Texas Disposal Systems Inc., case #D 1 GN 16 003065, 07/27/16.

Austin Independent School District/Travis County/City of Austin et al. vs. Highland Park West Development Co. Inc., case #D 1 GN 16 003097, 07/15/16.

Gaye Dodd/Steven Dodd vs. Martin Marietta Materials Inc./Lenchos Industrial Services LLC/TXI Operations LP et al., case #D 1 GN 16 003286, 07/21/16.

State of Texas vs. ATESVI US, case #D 1 GN 16 003289, 07/21/16.

Travis County/City of Lago Vista et al. vs. Caribbean Cove Estates Ltd., case #D 1 GN 16 003292, 07/26/16.

Jordan Prouty vs. Jaster Quintanilla and Associates Inc., case #D 1 GN 16 003297, 06/25/16.

Rangeland Services LLC vs. Sigma Epsilon of Kappa Delta House Corp., case #D 1 GN 16 003299, 07/26/16.

Kiva Inc. vs. Greater Ulit Missionary Baptist Church/ William F. Jourdan/ International Fidelity Insurance Co., case #D 1 GN 16 003302, 07/26/16.

Nancy Fisher vs. Texas Strategy Group LLC/C. Duane Gallagher/Christopher S. Shields, case #D 1 GN 16 003309, 07/26/16.

Travis County/City of Austin et al. vs. PMC Healthcare and Diagnostics of Austin PC, case #D 1 GN 16 003322,

07/27/16.

Infinity Pools LLC vs. Stones of Texas/Hinton Construction Co. Inc./Barton Creek Tecoma 1 LLC, case #D 1 GN 16 003325, 07/27/16.

Delores Segovia/Horacio Segovia vs. Ryan Tanner/ Epic Honey Co. LLC et al., case #D 1 GN 16 003337, 07/27/16.

Compass Bank vs. Carmax Auto Superstores Inc., case #D 1 GN 16 003338, 07/27/16.

Jessie Rivera vs. Church's Chicken, case #D 1 GN 16 003342, 07/27/16.

Rand D Motors vs. Germania Purchasing Group, case #D 1 GN 16 003345, 07/27/16.

Green Bank NA vs. Blossom Skin Care LLC/Jeremy L. Brooks/Samantha L. Brooks, case #D 1 GN 16 003349, 07/27/16.

Danly Properties Ltd. vs. Integrity Paving and Coatings LLC, case #D 1 GN 16 003350, 07/27/16.

FFF Presents LLC vs. Reverberation Appreciation Society LLC/James Oswald/ Alex Maas et al., case #D 1 GN 16 003353, 07/28/16.

Natalie M. Zamora vs. Allied Electric Services Inc./ Christopher B. Matamoros, case #D 1 GN 16 003368, 07/28/16.

Preston L. Hall vs. First Transit Inc./Robin Morgan, case #D 1 GN 16 003372, 07/28/16.

Travis County/Austin Community College et al. vs. Brecona LLC, case #D 1 GN 16 003373, 07/28/16.

Travis County/City of Lago Vista et al. vs. Bar K Ranches POA LLC, case #D 1 GN 16 003377, 07/28/16.

Dale Bransom vs. Hotel USA Partners LLC, case #D 1 GN 16 003380, 07/28/16.

Randolph Lovejoy vs. Safeco Co. of America/Home State County Mutual Insurance Co. et al., case #D 1 GN 16 003382, 07/28/16.

Randall Linder vs. Reverse Mortgage USA Inc., case #D 1 GN 16 003384, 07/29/16.

Eustacia J. Mendez/Pascual Perez vs. Greater Austin Transportation Co./Johann Schuster, case #D 1 GN 16 003386, 07/28/16.

Archrock Partners Operating LLC vs. BBX Operating LLC, case #D 1 GN 16 003388, 07/28/16.

Aguado Stone Inc. vs. BRW Holdings LLC/Wurzel Builders Ltd., case #D 1 GN 16 003395, 07/29/16.

Travis County/City of Lakeway et al. vs. Java Dive LLC, case #D 1 GN 16 003396, 07/29/16.

City of Austin/Austin Community College et al. vs. Lit Gear Partners LP, case #D 1 GN 16 003398, 07/29/16.

Travis County/City of Lago Vista et al. vs. Lotslots LLC, case #D 1 GN 16 003399, 07/29/16.

Travis County/Pflugerville Independent School District et al. vs. Austin Home Medical Equipment Inc., case #D 1 GN 16 003400, 07/29/16.

Travis County/City of Austin et al. vs. 208 W. 4th Inc., case #D 1 GN 16 003401, 07/29/16.

City of Austin/Austin Independent School District et al. vs. Villafranca Inc., case #D 1 GN 16 003402, 07/29/16.

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Serendipity Learning Center, 900 Nelson Ranch Road, Cedar Park 78613-4210, \$7,017, (941), document #2016070356, 08/02/16.

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Story Stores LLC, 12475 Trail Driver St., Austin 78737, \$5,434, (Franchise), Book/ Page 16024886, 08/01/16.

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Superb Cleaning LLP, 601 Ridge Crest Drive, Round Rock 78664-5970, \$6,457, (Sales/ Excise & Use), document #2016069134, 08/01/16.

JM Events Inc., 7301 Ranch

Road 620 N. Suite 155 Box 356, Austin 78726-4539, \$11,230, (Sales/ Excise & Use), document #2016070933, 08/04/16.

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HAYS COUNTY

Alan F. Katzberg, P.O. Box 337, Buda 78610, \$44,969, (Sales/Excise and Use), Book/ Page 16024890, 08/01/16.

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Lewis Contractors Inc., P.O. Box 2342, Leander 78646, \$26,477, (Sales/ Excise & Use), document #2016070935, 08/04/16.

John Christopher, 9070 Research Blvd. Suite 103, Austin 78758, \$8,688, (Sales/ Excise & Use), document #2016070936, 08/04/16.

▶ Real Estate Transactions - Commercial

HAYS COUNTY

Black Rock Real Estate Investments LLC to Black Market Investments LLC, 208 N. Main St., Lockhart 78644, 63.73 acres Seaborn J. Whitley Survey No. 22 Abstract No. 18, \$1,425,000, document #16024233.

Bull Properties JV to WCAB 3 LLC, (no address shown), J.M. Veramendi League No. One, document #16023825.

BCG Uhlund LP to Aus-Tex Parts & Services Ltd., 17235 Camino Real, Dale 78616, Lot 11 Block A Cotton Gin Estates, document #16024218.

Alan Shield Jr. and Chris Menger to Rampage Properties LLC, 202 Plainview Road, Wimberley 78676, 3.867 acres Hill Country Ranches, document #16024229.

Hays Shadow Creek Development Inc. to Milestone Community Builders LLC, 9111 Jollyville Road Suite 111, Austin 78759, Lot 19 Block B/Lots 57/59 Block C Shadow Creek, document #16024538.

WS Live Oak Kyle LLC to Miguel Adame/Pablo Fuentes/Juan Noe Garza Jr., 1322 Yale St., Houston 77008, 3.576 acres John Pharass Survey City of Kyle, document #16024780.

Crescent Belterra TX LLC to Scott Felder Homes

LLC, 6414 River Place Blvd. Suite 100, Austin 78730, Lot 38 Block A/Lots 10/12 Block B Belterra, document #16025186.

TRAVIS COUNTY

River City Partners Ltd. to CSW Greenlawn LLC, 1703 W. Fifth St. Suite 850, Austin 78703, Lot 1 Block A Leif Johnson, \$3,230,614, document #2016118491.

Serene Hills Ltd. to Partners in Building LP, 17361 Village Green Drive, Houston 77040, Lots 158/160/184/203 Serene Hills, \$540,000, document #2016118784.

Manchaca 5 Acres LLC to Eyeball LLC, 3204 Texas Topaz Drive, Austin 78728, Lot 12 Block 8 Pamela Heights, \$492,000, document #2016117992.

Verline Berkman to Juan E. Sanchez, 5701 McCarthy Circle, Austin 78756, Lot 5 Breezy Hollow/Lot 1 Block 6 Broadacres, \$388,000, document #2016117759.

The Bank of New York Mellon to Syllabus Partners LLC, 109 Birdie Drive, The Hills 78738, (metes & bounds), \$325,000, document #2016118577.

Paul and Jennifer Romero to Oakmont Equity Group Ltd., 3105 French Place, Austin 78722, 2303 Preston Trails Cove, Austin 78747, Lot 11 Block C Onion Creek, \$208,800, document #2016117895.

WILLIAMSON COUNTY

Alison Hervol to Texas Sisters LLC, 2251 Double Creek No. 202, Round Rock 78664, Lot 1 Block A South Creek, document #2016068565.

Donny C. Diaz to Texas Capitol LLC, 9101 Burnet Road No. 220, Austin 78758, Lot 30 Block B Greenslopes at Lake Creek, document #2016068804.

David Penney to CTX Services LLC, 3001 Whitehurst Cove, Round Rock 78681, Lot 13 Block G Hidden Glen, document #2016069102.

Saguaro Texas 1 LLC to Meritage Homes of Texas LLC, 8920 Business Park Drive Suite 350, Austin 78759, Lot 14 Block A/Lots 1/16 Block B/Lots 12/20 Block C Kenney Fort, document #2016069176.

Cal Richmond Brandt trustee to Jeseerjo III Ltd., 30401 St. Andrews, Georgetown 78628, 93.87 acres J. Hornsby Survey

Abstract No 285, document #2016069348.

J. Sam Winters to Area Leander 1 LP, 2501 Tarryhill Place, Austin 78703, 22.781 acres out of William Mancil Survey Abstract No 437, document #2016069577.

Daugherty Family Registered LLP to BT-OH LLC, 55 Glenlake Parkway N.E., Atlanta, Ga. 30328, 50.535 acres Memucan Hunt Survey Abstract 314 and William Barker Survey Abstract No. 108, document #2016069631.

2012 Hutto Square LLC to CT Development Inc., 7676 Woodway Drive Suite 104, Houston 77063, 11.91 acres John Dyches Survey Abstract 186/Nathaniel Edwards Survey Abstract 224/James Shelton Survey Abstract 560, document #2016069672.

Barry D. and Vivian F. Kendrick to Reverse Entry-Forward Exit LLC, 2004 Lakeshore Drive, Austin 78746, 9.446 acres Burleson Warren Survey Abstract No. 667 and B. Manlove Survey Abstract No. 417, document #2016070337.

Adolph F. Supak to Crestview Baptist Church, 2300 Williams Drive, Georgetown 78628, 0.36 acres Nicholas Porter Survey Abstract No. 497, document #2016070541.

Adam and April Blye to HP Taxes I LLC, 180 N. Stetson Ave. Suite 365, Chicago, Ill. 60601, Lot 10 Block H Anderson Mill West, document #2016070645.

Northwoods Avery Ranch LLC to Grand Haven Homes LP, 11501 Altera Parkway Suite 100, Austin 78758, Units 43-46 Northwoods Avery Station Cottages 3 Condo, document #2016070729.

The City of Round Rock to Continental Homes of Texas LP, 10700 Pecan Park Blvd. Suite 400, Austin 78750, 1.119 acres out of The P.A. Holder Survey No. 9 Abstract No. 297, document #2016071116.

Leander Capital LP to Gehan Homes Ltd., 15725 N. Dallas Parkway Suite 300, Addison 75001, Lots 4/8/10/13/15 Block A/Lots 3/6/8 Block B/Lots 1/3/11/13 Block C Leander Crossing, document #2016071632.

Jerry Morris Hunter Jr. to Buen Perro Holdings LLC, 2718 Perkins Place, Georgetown 78626, 2.51 acres Antonio Flores Survey Abstract No. 235, document #2016071656.

Austin Real Estate Corp. to Georgetown Independent

School District, 603 Lakeway Drive, Georgetown 78628, 10.304 acres Joseph Fish Survey Abstract No. 233 and William Roberts Survey Abstract No. 524, document #2016071812.

Somerset Hills Ltd. to Pulte Homes of Texas LP, 9401 Amberglenn Blvd. Building I Suite 150, Austin 78729, 145.365 acres Frederick Foy Survey Abstract No. 229, document #2016071821.

▶ Real Estate Transactions - Residential

HAYS COUNTY

Robert J. and Mary E. Hummel to Ariel Elijah Axelrod, 205 Napa Court, Driftwood 78619, Lot 33 The Vineyard, \$741,750, document #16023871.

Stewart L. Gillen and Lindsay B. Durbin to Martin and Leslie Lindig, 305 High Plains Drive, Dripping Springs 78620, Lot 70 Saddletree Ranch, \$460,441, document #16024852.

Kyle and Meredith Kapchinski to Kamran and Sherry J. Gardi, 1122 Flint Rock Loop, Driftwood 78619, Lot 72 Block A Rim Rock, \$440,250, document #16024358.

Manuel Lopez and Maria Del Carmen Lopez to Vincent A. Alberico and Weitao Wu, 611 Elliott Ranch Road, Buda 78610, Lot 1 The Estates of Dodgen Ranch, \$417,000/163,000, document #16023887.

Sam C. and Patricia C. Strickland to Justin and Kathryn Garrett, 14510 Echo Bluff, Austin 78737, Lot 94 Friendship Ranch, \$417,000, document #16024019.

Robert L. and Sarah K. Smith to Walter G. and Lisa H. Williams, 583 Ranchers Club Lane, Driftwood 78619, Lot 20 La Ventana, \$417,000, document #16024515.

Bart and Stephanie Bruderer to Carol C. and Harold L. Munn, 6626 Rodrigo, Houston 77007, Lot 1-C River Creek, \$417,000, document #16024727.

Taylor Morrison of Texas Inc. to Beau T. and Meghan E. Branyon, 161 Angela Rose Court, Austin 78737, Lot 38 Block F Reunion Ranch, \$408,162, document #16024175.

Marcus L. and Theresa M. Wall to Diana and Kelly Higgins, 395 Rocky Springs Road, Wimberley 78676, Lot 5 Rocky Springs, \$400,000, document #16024946.

Stephanie Shields and Brandy L. Neal to Lillian Resnick and Ryan McWhirter, 8300 Bear Creek Drive, Austin 78737, Lots 6B1/6B2 Daisley, \$397,100, document #16024018.

Robert J. and Sherry L. Heri to Sean P. Sullivan and Katherine M. Shea, 1597 Grassy Field Road, Austin 78737, Lot 31 Block A Highpointe, \$396,000, document #16024092.

Taylor Morrison of Texas Inc. to Guillermo R. Martinez and Maureen Burke-Martinez, 532 Jacksdaw Drive, Austin 78737, Lot 17 Block F Reunion Ranch, \$396,000, document #16025016.

Billy J. Dirkes and Miriam E. Gonzalez nka Miriam E. Dirkes to John and Nathali Lopez, 102 Quarry Springs, San Marcos 78666, Lot 12 Quarry Spring, \$393,700, document #16025156.

Terry A. and Nicola L. Nichols to Patrick R. and Lorraine Sisti, 2713 Handlers Hollow, San Marcos 78666, Lot 454 Block E Willow Creek Estates, \$384,750, document #16024025.

Highland Homes-Austin

LLC to Edward J. and Leticia Saba, 131 Deschutes Court, Austin 78737, Lot 26 Block G Belterra, \$377,000, document #16025086.

CalAtlantic Homes of Texas Inc. to Michael and Katy L. Ricker, 233 Trehaven Court, Buda 78610, Lot 10 Block O Whispering Hollow, \$371,000, document #16023948.

Century Land Holdings II LLC dba Century LH II LLC to Carlos Jr. and Paula De La Cerda, 946 Blue Ridge Drive, Dripping Springs 78620, Lot 17 Block B Counts Estates, \$361,600, document #16024082.

2014-1 Reo LLC to Nicholas A. and Samantha Barker, 28 Tall Oaks Trail, Austin 78737, Lot 188 Heritage Oaks, \$361,500, document #16024855.

Dion and Tanya M. Cortez to Gabriel Perez and Veronica Vargas-Perez, 1530 Ruby Ranch Road, Buda 78610, Lot 16 Block B Ruby Ranch, \$360,000, document #16024745.

Larry and Anne Gross to James R. and Robin E. Goffena, 1008 Live Oak Loop, Buda 78610, Lot 21 Block E Hays Country Oaks, \$339,600, document #16024711.

Castlerock Communities LP to Cledstone Jordan and Yvonne Fernandes-Jordan, 169 Parkrose Drive, Buda 78610, Lot 4 Block R Sunfield, \$336,795, document #16024338.

Castlerock Communities LP to Willie R. Stansel and Rosa Sanjuanita Stansel, 362 Tangerine Drive, Buda 78610, Lot 11 Block U Sunfield, \$328,000, document #20160407.

Pacesetter Homes LLC to Deo and Amber Granada, 202 Summer Vista Drive, Buda 78610, Lot 9 Block B Summer Pointe, \$323,906, document #16024875.

Pacesetter Homes LLC to Mark E. and Michelle L. McGahan, 371 Summer Pointe Drive, Buda 78610, Lot 21 Block B Summer Pointe, \$314,693, document #16024863.

Castlerock Communities LP to Joe A. and Jennifer Tijerina, 156 Shirley Drive, Buda 78610, Lot 5 Block Q Sunfield, \$311,674, document #16024428.

LEADS

<p>COUNTY</p> <p>Wayne Robert and Janice Marie Prentice to Timothy P. and Andrea L. Hoppock, 128 Dove Tail Lane, Georgetown 78628, Lot 54 Block Z Cimarron Hills PUD, \$715,500, document #2016069419.</p> <p>Brian and Doris Cude to Jari T. and Rachel Ristola, 219 Whispering Spring Lane, Georgetown 78633, Lot 46 Estates of Westlake, \$626,663, document #2016069696.</p> <p>JEC Texas Ltd. to Gregory Donald and Melinda Beth Yost, 1001 Cobb Creek Road, Georgetown 78633, 100.38 acres and 5.37 acres out of J.A.F. Graves Survey Abstract 244, \$540,000, document #2016069601.</p> <p>Donald Ray and Nancy Lou Potter to Jason W. and Jacqueline D. Putnam, 2200 Pow Wow, Leander 78641, Lot 27 Block G The Highlands at Crystal Falls, \$527,000, document #2016069732.</p> <p>Drees Custom Homes LP to Thomas W. and Barbara S. Kearns, 104 Star Thistle Trail, Georgetown 78628, Lot 116 Block C Cimarron Hills Country Club, \$468,900, document #2016071809.</p> <p>Michael and Melissa Loerch to James D. and MaryRuth Bracken, 514 Riverview Drive, Georgetown 78628, Lots 8/9 Block D Riverview Estates, \$461,250, document #2016070864.</p> <p>Wind River Cattle LLC to Chad A. and Angelia L. Nichols, 1050 County Road 129, Taylor 76574, 13.31 acres Dicy Hopkins Abstract 300, \$450,500, document #2016069226.</p> <p>Jason A. Gray and Chelsea Gray aka Chelsea Cone to William M. Jr. and Sherri A. Giacone, 114 Bird Stone Lane, Georgetown 78628,</p>	<p>Lot 99 Block K Cimarron Hills PUD, \$450,000, document #2016070400.</p> <p>Chris and Denise Nicholas to Anthony S. and Julie D. Ross, 120 Camp Verde Drive, Georgetown 78633, Lot 15 Block D Mission Oaks, \$440,832, document #2016069037.</p> <p>M/I Homes of Austin LLC to Jo Michael and Jennifer Gail Cooper, 2923 San Milan Pass, Round Rock 78665, Lot 44 Block X Paloma Lake, \$427,036, document #2016070283.</p> <p>Jason and Jacqueline Putnam to Alma Jean and Stephen Wayne Dodson, 21020 Nimitz Ave., Lago Vista 78645, Lot 5 Block G The Highlands at Crystal Falls, \$422,212, document #2016069562.</p> <p>JHJ Dream Homes of Texas GP LLC to Ryan and Emily O'Shaughnessy, 200 Woodland Hills Drive, Georgetown 78633, Lot 21 Block B Woodland Hills, \$417,000, document #2016068723.</p> <p>Fredrickson Builders II Ltd. to Avery and Patricia Williamson, 1314 Eagle Pointe Drive, Georgetown 78628, Lot 13 Block B Fredrickson Ranch on Lake Georgetown, \$417,000, document #2016068986.</p> <p>K Bar T Custom Homes to Nicole M. and Richard L. Ellis, 326 Park Place Drive, Georgetown 78628, Lot 268 Gabriels Overlook, \$417,000, document #2016069645.</p> <p>Ronald G. and Michelle Lindsey to Allen and Lisa M. Brent, 2609 Homecoming, Leander 78641, Lot 91 Block C The Highlands at Crystal Falls, \$417,000, document #2016070127.</p> <p>CalAtlantic Homes of Texas Inc. to Pradeep Reddy Lakkreddy and Smitha</p>	<p>Reddy Palampalli, 601 Raging River Road, Cedar Park 78613, Lot 46 Block N Ranch at Brushy Creek, \$417,000, document #2016070626.</p> <p>CalAtlantic Homes of Texas Inc. to Imran Sunesara and Sameer Umatiya, 11001 Leland Rich Court, Austin 78717, Lot 36 Block 13 Avery Station, \$417,000, document #2016070638.</p> <p>CalAtlantic Homes of Texas Inc. to Meaghan and Bilal Khan, 108 Lands End Cove, Round Rock 78681, Lot 10 Block E Highland Horizon, \$417,000, document #2016071019.</p> <p>Gregory J. Brown aka Gregory Jacob Brown to Donny L. Carlton, 482 Doe Run, Georgetown 78628, Lot 36 Whitetail, \$416,000, document #2016069981.</p> <p>Toll Dallas TX LLC to Saree A. and Nicholas G.G. Mims, 1304 Arrowfeather Pass, Leander 78641, Lot 18 Block A Sarita Valley, \$415,241, 21 Block B Woodland Hills, document #2016069424.</p> <p>Cody D. and Leah M. Cox to Anand K. Asuri and Sindhuri Nallanchakravartula, 15525 Brodick Drive, Austin 78717, Lot 31 Block D Avery Brookside, \$414,377, document #2016071799.</p> <p>Marquis USA LLC to Andrew R. Bevan and Laura Jane Stephens, 11800 Broad Oaks Drive, Austin 78759, Lot 3 Block M Barrington Oaks, \$412,000, document #2016071498.</p> <p>Highland Homes-Austin LLC to Keith A. and Jennifer G. Wilson, 100 Miracle Rose Way, Liberty Hill 78642, Lot 23 Block J Santa Rita Ranch, \$410,326, document #2016070667.</p> <p>Emanuele S. and Becky B. Minardi to Amit and Carrie Bhavsar, 138 Walnut Tree Loop, Georgetown 78633, Lot 23 Block 4 Woodland</p>	<p>Park, \$409,450, document #2016069335.</p> <p>CalAtlantic Homes of Texas Inc. to Nizar Sultanali and Anis Nizar Momin, 11009 Leland Rich Court, Austin 78717, Lot 34 Block 13 Avery Station, \$407,328, document #2016071430.</p> <p>Charles and Melissa Randall to Kevin F. Jr. and Keeley A. Weinrich, 2639 Deep River Circle, Round Rock 78665, Lot 6 Block E Lake Forest III, \$407,200, document #2016069099.</p> <p>Gehan Homes Ltd. to Rahulkumar Satasia and Jignashaben Patel, 3701 Carya Drive, Leander 78641, Lot 1 Block A Pecan Creek, \$405,951, document #2016071355.</p> <p>CalAtlantic Homes of Texas Inc. to Aniruddha Satoskar and Puja Kanvinde, 608 Carina Drive, Round Rock 78681, Lot 3 Block A Highland Horizon, \$404,000, document #2016069983.</p> <p>Gehan Homes Ltd. to Vinay Kumar and Sweta Pandey, 2532 Pecan Creek Drive, Leander 78641, Lot 9 Block H Pecan Creek, \$402,022, document #2016070397.</p> <p>Linda Gregory aka L.K. Gregory to James L. Chandler and Tami A. Benton, 102 Rustic Cedar Trail, Georgetown 78633, Lot 33 Block 5 Woodland Park, \$400,000, document #2016069805.</p> <p>MHI Partnership Ltd. to Serena D. and Mark J. Nikonowicz, 1416 Amarone Drive, Leander 78641, Lot 6 Block O Carneros Ranch, \$397,100, document #2016071756.</p> <p>David Baker to Annette Riojas-Bell and Michael Edward Zaccaro, 3521 Citrine Place, Round Rock 78681, Lot 8 Block F Walsh Ranch, \$396,150, document</p>	<p>#2016069352.</p> <p>Saleel Limaye and Shibani Kagal to Hazarathaiah Darapaneni, 15904 Kiawah Island Drive, Austin 78717, Lot 6 Block C Avery Morrison, \$396,000, document #2016070553.</p> <p>CalAtlantic Homes of Texas Inc. to Edward Miguel Lopategui and Olga B. Lopategui, 105 Carrack Drive, Round Rock 78681, Lot 2 Block B Highland Horizon, \$396,000, document #2016071037.</p> <p>KB Home Lone Star Inc. to Benjamin G. Bennatt, 600 Trailside Bend, Round Rock 78665, Lot 25 Block F Freeman Park Subd., \$393,846, document #2016070241.</p> <p>Chesmar Homes Austin Ltd. to Michael Alexander and Katherina Budy-Gonzalez, 101 Woodway Bend, Georgetown 78628, Lot 14 Block K Water Oak North, \$393,446, document #2016070663.</p> <p>MHI Partnership Ltd. to Alejandro and Patricia Oviedo, 233 Mandana St., Leander 78641, Lot 12 Block N Carneros Ranch, \$391,363, document #2016069790.</p> <p>Nirmal K. and Beena Shrestha to Prasad V. Vadlamani and Vani B. Anappindi, 15517 Echo Hills Drive, Austin 78717, Lot 25 Block E Avery Brookside, \$388,001, document #2016070956.</p> <p>Milestone Community Builders LLC to Nurjehan Kurwa, 912 Copper Lake Road, Cedar Park 78613, Lot 7 Block C Reserve at Brushy Creek, \$383,206, document #2016068847.</p> <p>Milestone Community Builders LLC to Bhaveshkumar D. Patel, 1400 Little Elm Trail No. 1202, Cedar Park 78613,</p>	<p>Unit S-78 Woodford Condominiums, \$383,199, document #2016070318.</p> <p>Weekley Homes LLC to Esther J. Cheung-Phillips and Earnest H. Phillips, 13700 Camp Comfort Lane, Austin 78717, Lot 4 Block 10 Avery Station, \$382,344, document #2016071420.</p> <p>Charles and Barbara Wiser to Dongkook Park, 15154 Galena Drive, Austin 78717, Lot 21 Block P Davis Spring, \$380,475, document #2016070556.</p> <p>Donald S. and Carolyn E. George to Nichole A. and Jonathan B. McDaniels, 254 Reddington Court, Camarillo, Calif. 93010, Lot 36 Block A Forest Creek, \$380,000, document #2016069751.</p> <p>Steven R. and Ashley L. McClure to Carl and Kandice Mitchell, 3005 Gabriel View, Georgetown 78628, Lot 16 Block A Wilderness Estates, \$380,000, document #2016070961.</p> <p>Cartus Financial Corp. to Lilia Carolina Araujo-Saavedra and Hector Reno Soto Beltran, 15901 Ruel Cove, Austin 78717, Lot 6 Block O The Meadows of Brushy Creek, \$379,810, document #2016070042.</p> <p>CalAtlantic Homes of Texas Inc. to Krishna Balusu and Indira Boppana, 305 Gennaker Drive, Round Rock 78681, Lot 36 Block B Highland Horizon, \$377,992, document #2016071880.</p> <p>Richard G. Bruno and Marie E. Hastings nka Marie Axelrod to Cameron and Pamela Jenkins, 208 Pacific View Lane, Encinitas, Calif. 92824, 0.267 acre out of a portion of Lot 3 Block A Clear Creek Addition, \$371,600, document #2016070075.</p> <p>Gary E. and April J. Bennett to David and Mary Morales, 10900 Quarry Trail, Austin</p>	<p>78717, Lot 81 Block H Avery Ranch West, \$370,000, document #2016071739.</p> <p>Del Webb Texas LP to Thomas M. Chapman III, 426 Davis Mountain Circle, Georgetown 78633, Lot 30 Block 1 PUD Sun City TX Neighborhood 59, \$369,740, document #2016069582.</p> <p>Century Land Holdings II LLC dba Century LH II LLC to Anbunathan Pandian and Usha Dhamodharan, 15108 Iveans Way, Austin 78717, Lot 10 Block P Pearson Place, \$365,930, document #2016069355.</p> <p>RAS Closing Services LLC to Steve D. and Nancy E. Pena, 705 W. Majestic Oak, Georgetown 78633, Lot 4 Block H Woodland Park West, \$365,000, document #2016069505.</p> <p>CalAtlantic Homes of Texas Inc. to Yonson Serrano, 4202 Stiles Lane, Cedar Park 78613, Lots 23-A/23/25 Block S Ranch at Brushy Creek, \$364,000, document #2016071563.</p> <p>Brookfield Global Relocation Services LLC to Yinggao Xia and Madli Jiang, 213 Kati Lane, Cedar Park 78613, Lot 64 Block A Walsh Trails, \$363,750, document #2016070741.</p> <p>Jeffrey and Debra Campbell to Bruce Alan and Catherine DeVlieger-Neelsen, 10109 Whitley Bay Drive, Austin 78717, Lot 19 Block A Avery Ranch North PUD, \$361,600, document #2016068859.</p> <p>Gregory and Gina Tabor to John and Dorothy Simon, 30106 Sawgrass Trail, Georgetown 78628, Lot 10 Block D Berry Creek, \$360,050, document #2016069455.</p> <p>Partners in Building LP to John W. and Lea T. Moody, 8428 Etienne Cove, Austin 78759, Lot 8 Block</p>	<p>2 Teravista, \$360,000, document #2016068730.</p> <p>M/I Homes of Austin LLC to Ashleigh and Eric Hernandez, 216 Galveston Island Lane, Georgetown 78628, Lot 33 Block GG Parkside at Mayfield Ranch, \$360,000, document #2016071358.</p> <p>Milestone Community Builders LLC to Kazratalik and Noorjahanben H. Karediya, 1400 Little Elm Trail No. 1205, Cedar Park 78613, Unit S-71 Woodford Condominiums, \$359,907, document #2016070745.</p> <p>Meritage Homes of Texas LLC to David and Sarah Paolini, 4300 Privacy Hedge St., Leander 78681, Lot 9 Block E Borho, \$359,167, document #2016069666.</p> <p>Robin and Khaled Sadieh to Tyrone Capers and Tiffany Marie Capers, 3312 Guadalajara St., Round Rock 78665, Lot 4 Block MM Paloma Lake, \$353,900, document #2016070463.</p> <p>Juniper Custom Homes LLC to Megan and Lee Lawhon, 455 S. Bear Creek Road, Liberty Hill 78642, Lot 4-A Bear Creek Ranch, \$353,840, document #2016069331.</p> <p>Centex Homes to Evan and Lauren Harlow, 2233 Maxwell Drive, Leander 78641, Lot 54 Block B Cold Springs, \$350,690, document #2016069932.</p> <p>CalAtlantic Homes of Texas Inc. to Jonathan James and Janet Cherry, 6145 Lake Teravista Way, Georgetown 78626, Lot 6 Block 10 Teravista, \$349,782, document #2016070634.</p> <p>CalAtlantic Homes of Texas Inc. to Sunil Kumar and Sujatha Maryala, 604 Carina Drive, Round Rock 78681, Lot 4 Block A Highland Horizon, \$348,268, document #2016070980.</p>
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AN INTIMATE INTERVIEW WITH AUSTIN BUSINESS JOURNAL EDITOR COLIN POPE



Featuring
Ally & Jeff Davidson
Co-Founders and Co-CEOs, Camp Gladiator

Since founding Camp Gladiator in late 2008, the company has grown to be one of the fastest-growing in Austin and Ally was just named an Entrepreneur Of The Year winner. In addition to their leadership at Camp Gladiator, Ally and Jeff are the founders of the nonprofit youth adventure camp, CG Victory.

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LEADS

Aaron J. and Dana C. Kocurek to Jose Maria Asensio Rojo and Marla Vanesa Rosillo-Simon, 15417 Prestancia Drive, Austin 78717, Lot 10 Block C Avery Brookside, \$346,000, document #2016071073.

Standard Pacific Homes of Texas Inc. to Sharon Fisher, 4113 Lazy River Bend, Cedar Park 78613, Lot 5 Block Q Ranch at Brushy Creek, \$341,250, document #2016069165.

Albert I. and Patricia T. Martin to James and Melissa Scott, 302 John Thomas, Georgetown 78628, Lot 7-A/6-8 Block A River Bend, \$340,380, document #2016071703.

William P. and Karen F. Hidalgo to Adam Eugene and Charina Fenton, 2404 Berkshire Way, Cedar Park 78613, Lot 17 Block F Whitestone Oaks at Anderson Mill Rd., \$340,000, document #2016068459.

CalAtlantic Homes of Texas Inc. to Gopi and Meena Parampalli, 136 Gennaker Drive, Round Rock 78681, Lot 13 Block C Highland Horizon, \$340,000, document #2016070998.

Joseph J. French and Joy Marie French to Gale Foster Larson, 1100 Breakaway Road, Cedar Park 78613, Lot 265 Gabriels Overlook, \$337,600, document #2016069575.

CalAtlantic Homes of Texas Inc. to Himanshu and Sweta Shekhar, 4003 Lazy River Bend, Cedar Park 78613, Lot 22 Block Q Ranch at Brushy Creek, \$337,524, document #2016070619.

M/I Homes of Austin LLC to Arif Rasheed, 121 Fountainbleau St., Georgetown 78628, Lot 14 Block BB Parkside at Mayfield Ranch, \$337,212, document #2016068780.

Perry Homes LLC to Bryan Christopher and Tamara B. Hood, 508 Montalcino Lane, Georgetown 78628, Lot 55 Block Z Rancho Sienna, \$336,403, document #2016071090.

Carl Brent and Sandra Samuelson to Randy N. Rife, 300 County Road 466, Elgin 78621, 20.338 acres Charles C. Spear Survey Abstract No. 577, \$336,300, document #2016068824.

Lennar Homes of Texas Sales and Marketing Ltd. to Jasmine J. and Colby R. Green, 4025 Mason Cove, Round Rock 78681, Lot 7 Block I Highlands at Mayfield Ranch, \$335,000, document #2016069774.

MHI Partnership Ltd. to Jose Cecno and Victoria Lopez, 6000 Angelo St., Round Rock 78665, Lot 14 Block G

Sienna, \$333,518, document #2016068507.

Jason and Lauren Luebker to Stephanie Herrera, 12005 Sovran Lane, Austin 78750, Lot 14 Block G Buttercup Creek, \$331,550, document #2016068485.

Joshua J. Chacona and Emily Del Giudice nka Emily Chacona to Bernardo Silva and Ariane Felix, 1313 Fall Creek Loop, Cedar Park 78613, Lot 16 Block A Buttercup Creek, \$331,075, document #2016068468.

Laurie Jean and Gregory Houston to Matthew and Kimberly Krenzer, 321 Mustang Mesa, Liberty Hill 78642, Lot 10 Sundance Ranch North, \$328,000, document #2016070571.

Meritage Homes of Texas LLC to Rakesh Dontula and Lakshmi Pottapalli, 854 Kenney Fort Crossing, Round Rock 78665, Lot 30 Block B Kenney Fort, \$326,760, document #2016071480.

Meritage Homes of Texas LLC to Keungsik Kim and Hyein An, 2340 Ox Wagon Trail, Round Rock 78665, Lot 19 Block E Kenney Fort, \$325,272, document #2016069755.

Kimberly A. Santoyo aka Kimberly Mitchell to Kasi Alagappan and Annapoorani Sabarathinam, 725 Edwards Walk Drive, Cedar Park 78613, Lot 17 Block J Walsh Trails, \$324,900, document #2016068773.

KB Home Lone Star Inc. to Kurt F. and Nichole F. Kuehner, 401 Freeman Park Place, Round Rock 78665, Lot 50 Block F Freeman Park Subd., \$322,188, document #2016070244.

Centex Homes to Mark S. and Donyell V. Bolin, 2201 Grand Lake Parkway, Leander 78641, Lot 16 Block M Cold Springs, \$321,522, document #2016069851.

CalAtlantic Homes of Texas Inc. to Theresa Francis and David Horn Jr., 303 Parkwest Drive, Cedar Park 78613, Lot 6 Block 1 Teravista, \$320,294, document #2016070623.

Ryan D. Helgren aka Ryan Dale Helgren to Aaron Wesley Chagnon and Loni L. Chagnon, 1413 County Road 324, Granger 76530, Lot 3 Estates of Walburg, \$320,230, document #2016070101.

Stephen A. Turpin to David M. and Melissa R. Henry, 15461 Bedford Lane, Conroe 77384, 10.667 acres Joseph Berry Survey Abstract No. 481, \$320,000, document #2016068959.

Daniel J. and Chelsea M. Hadwiger to Steven and Noor Smith, 1620 Harvest Bend Lane, Cedar Park 78613, Lot 49 Block K Red

Oaks, \$319,920, document #2016071105.

M/I Homes of Austin LLC to Kumar Kundan and Kalpana S. Sowdeswari, 3102 Paseo De Charros, Leander 78641, Lot 2 Block Q Caballo Ranch, \$319,747, document #2016069683.

Duc Pham aka Duc M. Pham and Hang Trinh to Derek Solomon, 1202 Old Mill Road, Cedar Park 78613, Lot 2 Block I Hunter's Glenn, \$319,113, document #2016070593.

Taylor Morrison of Texas Inc. to Nazmul A. and Amina H. Qureshi, 2732 Mazarow Way, Round Rock 78665, Lot 1 Block L Vizcaya, \$317,615, document #2016071890.

Kamal R. Diwan and Kelly A. Dadds to Rohit and Ashaben Parekh, 9609 Bundoran Drive, Austin 78717, Lot 2 Block A Avery Brookside, \$317,300, document #2016069810.

M/I Homes of Austin LLC to Nancy Pauline Bradford, 3025 Margarita Loop, Round Rock 78665, Lot 3 Block Y Paloma Lake, \$316,617, document #2016069177.

Machelle Pham to Craig A. and Debra S. Roach, 12904 Partridge Bend Drive, Austin 78729, Lot 24 Block U Hunter's Chase, \$314,204, document #2016070765.

M/I Homes of Austin LLC to Janine E. and Andre S. Luz, 137 Fort Cobb Way, Georgetown 78628, Lot 28 Block H Parkside at Mayfield Ranch, \$313,500, document #2016070235.

Harry D. and Rebecca L. Voigt to Sterling D. Woodard and Emily Faulkner-Woodard, 522 River Down Road, Georgetown 78628, Lot 22 Block U River Ridge, \$312,000, document #2016068961.

Grand Haven Homes LP to Anthony Louis Tenaglia, 300 Cross Mountain Trail, Georgetown 78628, Lot 14 Block G Water Oak North, \$311,148, document #2016070012.

Jon Leggett to Wilibaldo Banuelos and Gabriela Lugo, 1031 Forest Bluff Trail, Round Rock 78665, Lot 3 Block A Forest Bluff, \$310,000, document #2016070417.

Robin K. and Tiffany L. Carrington to Bharat and Neha Tiwari, 16420 Paralee Cove, Austin 78717, Lot 14 Block B Measows of Brushy Creek, \$310,000, document #2016070598.

Katherine Marie Bombeck and Tyler Jay Bombeck to Jerald Salisbury and Gina Michelle Silva, 524 Cerezo Drive, Leander 78641, Lot 35 Block I Vista Ridge, \$309,294, document #2016071729.

Castlerock Communities LP to Ismael Jacinto and

Agueda Baldera Jacinto, 100 Volterra Cove, Georgetown 78628, Lot 12 Block GGG Rancho Sienna, \$308,750, document #2016070253.

Tony and Myong Sul Yu to Susan L. Pekoe, 13021 Hymeadow Circle, Austin 78729, Lot 4 Block C Lake Creek Park, \$308,000, document #2016070895.

Timothy Jay and Sylvia Dunnahoo to John M. Ratcliff and Mindy Jo Ratcliff, 16923 Bar Harbor Bend, Round Rock 78681, Lot 11 Block BB Stone Canyon, \$308,000, document #2016071324.

Highland Homes-Austin LLC to Latonia Demont Barber, 3941 Sandome Lane, Round Rock 78681, Lot 49 Block A Highlands at Mayfield Ranch, \$306,900, document #2016069358.

Zijie Luo and Hong Yan to Bryan T. and Chelsey A. Roscoe, 11604 Faubian Lane, Austin 78717, Lot 2 Block F Avery Ranch Far West, \$306,850, document #2016069975.

Jennifer A. and Robert A. Stanton to Gokul Vaidyanaath Ganesan and Ranjani Kumar, 107 Sport House St., Cedar Park 78613, Lot 8 Block K The Ranch at Brushy Creek, \$305,000, document #2016069096.

Megatel Homes Inc. to Mildred A. Brown, 445 Mistflower Springs Drive, Leander 78641, Lot 11 Block K Oak Creek, \$305,000, document #2016070969.

Pulte Homes of Texas LP to John Bruce II and Lynnette Renee Thornton, 10417 Turnbull Loop, Austin 78717, Unit 9 The Oaks at Lakeline Station Condominiums, \$304,496, document #2016071275.

Tim J. and Debra E. Janas to Jennifer Erin Chagnon, 8006 Magic Mountain Cove, Round Rock 78681, Lot 12 Block I Stone Canyon, \$304,130, document #2016070611.

Michael O. and Angelica Evans to Michaelyne Escobar and William Long, 2704 James Bausch, Austin 78748, Lot 13 Block D Teravista, \$304,000, document #2016069687.

Jon P. Sligh and Marilyn E. Golden to Cristal and Jeremy Ristau, 12404 Los Indios Trail, Austin 78729, Lot 1 Christopher's Cove, \$304,000, document #2016071779.

MHI Partnership Ltd. to Steven James Gripp aka Steven J. Gripp aka Steven Gripp and Amanda B. Gripp et al., 2706 Santa Bonita Lane, Round Rock 78665, Lot 4 Block T Paloma Lake, \$303,234, document #2016068620.

Terry J. and Elaine M. McConnell to Mindy Swint and Chris Knapp, 4311 Woodledge Place, Round Rock 78665, Lot 13 Block 1 Teravista, \$300,500, document #2016071331.

Highland Homes-Austin LLC to Santosh Reddy Vanga, 516 Garner Park Drive, Georgetown 78628, Lot 9 Block LL Parkside at Mayfield Ranch, \$300,100, document #2016070018.

MHI Partnership Ltd. to Andrew P. Warner, 412 Miracle Rose Way, Liberty Hill 78642, Lot 59 Block F Santa Rita Ranch, \$300,000, document #2016068492.

Donald W. Townsend Jr. to Don W. Townsend, 5029 Scott St., Torrance, Calif. 90503, Lot 20 Block G Cat Hollow, \$300,000, document #2016069656.

► **Building Permits - Commercial**

CITY OF AUSTIN

A1 Services, commercial construction at 3839 Dry Creek Drive Building B, (rebuild 12 units repair 2 units install fire sprinklers in all 20 units), \$992,800.

Southern Pools Service & Spas, commercial construction at 5010 S. Congress Ave., (swimming pool), \$165,000.

The Burt Group, commercial building at 2530 Walsh Tarlton Lane, (56,700 sq. ft. of office building and a five-tier open parking garage w/225 spaces), \$9,500,000.

► **Building Permits - Residential**

CITY OF AUSTIN

4 Points Remodel & Construction, single-family residence addition/alteration at 7910 Flintstone Cove, \$110,000.

A Vision General Contractors LLC, single-family residence addition at 1817 W. 10th St., Washington Heights, \$141,650.

Ashton Austin Residential LLC, single-family residence at 11729 Arran St., \$147,112.

Austin Hi-Tech Restoration Inc., single-family residence alteration at 3214 Kittyhawk Cove, (fire repair of most of house), \$141,130.

Austin Newcastle Homes LP, single-family residence at 5511 Avenue H, The Highlands, \$119,000.

Austin Outdoor Design,

single-family residence addition at 2100 Griswold Lane, Westfield, \$120,000.

Buffington Texas Classic Homes LLC, single-family residence at 2124 Williston Loop, \$230,166.

Buffington Texas Classic Homes LLC, single-family residence at 9521 Hunter Lane, \$224,922.

Cadence McShane, multi-family residence at 4711 E. Riverside Drive Building 1-B, \$7,370,350.

Cadence McShane, multi-family residence at 4711 E. Riverside Drive Building 1-C, \$603,090.

Cadence McShane, multi-family residence construction at 4711 E. Riverside Drive, (parking garage), \$4,600,099.

Cadence McShane, multi-family residence at 4711 E. Riverside Drive Building 1-A, \$5,143,405.

CalAtlantic Homes, single-family residence at 9424 Kyles Stake Road, \$226,500.

CalAtlantic Homes, single-family residence at 9300 Kyles Stake Road, \$208,800.

CalAtlantic Homes, single-family residence at 14924 Iveans Way, \$227,100.

CalAtlantic Homes, single-family residence at 1606 Frontier Valley Drive, \$148,200.

CalAtlantic Homes, multi-family residence at 13800 Lyndhurst St. Unit 281, (condominium), \$143,400.

CalAtlantic Homes, multi-family residence at 13800 Lyndhurst St. Unit 282, (condominium), \$123,150.

CalAtlantic Homes, multi-family residence at 13800 Lyndhurst St. Unit 283, (condominium), \$123,450.

CalAtlantic Homes, multi-family residence at 13800 Lyndhurst St. Unit 284, (condominium), \$124,425.

CalAtlantic Homes, multi-family residence at 13800 Lyndhurst St. Unit 285, (condominium), \$120,825.

CalAtlantic Homes, multi-family residence at 13800 Lyndhurst St. Unit 286, (condominium), \$143,400.

Castlerock Communities LP, single-family residence at 3104 Stirrat St., \$191,490.

Centerra Homes of Texas LLC, single-family residence at 5912 Baythorne Drive, \$167,993.

Centerra Homes of Texas LLC, single-family residence at 6000 Baythorne Drive, \$195,993.

Centerra Homes of Texas LLC, single-family residence at 5900 Baythorne Drive, \$195,993.

Centerra Homes of Texas LLC, single-family residence at 5908 Baythorne Drive, \$167,993.

Centerra Homes of Texas LLC, single-family residence at 5916 Baythorne Drive, \$181,993.

Century LH LL LLC, single-family residence at 15217 Sisters Circle, \$523,900.

Century LH LL LLC, single-family residence at 15201 Sisters Circle, \$514,400.

D.R. Horton Homes, single-family residence at 7420 Wildcat Pass, \$105,180.

D.R. Horton Homes, single-family residence at 7614 Wildcat Pass, \$105,180.

D.R. Horton Homes, single-family residence at 3408 Ortman Drive, \$144,960.

D.R. Horton Homes, single-family residence at 7414 Wildcat Pass, \$112,980.

D.R. Horton Homes, single-family residence at 3404 Ortman Drive, \$104,160.

D.R. Horton Homes, single-family residence at 7416 Wildcat Pass, \$123,600.

D.R. Horton Homes, single-family residence at 7504 Wildcat Pass, \$123,600.

D.R. Horton Homes, single-family residence at 3312 Ortman Drive, \$128,520.

D.R. Horton Homes, single-family residence at 12109 Harpster Bend, \$133,740.

David Weekley Homes, single-family residence at 14305 Tyburn Trail, \$299,905.

Dream Finders Homes LLC, single-family residence at 7108 Cardinal Bloom Loop, \$150,000.

Foshea Custom Homes LLC, single-family residence addition/alteration at 6207 Shoal Creek West Drive, \$100,000.

Grand Haven Homes, single-family residence at 10618 Ivalenes Hope Drive, \$549,340.

Highland Homes Ltd., single-family residence at 7200 Auburn Blaze Lane, \$333,715.

Highland Homes Ltd., single-family residence at 7207 Auburn Blaze Lane, \$374,640.

Highland Homes Ltd., single-family residence at 7224 Brick Slope Path, \$300,090.

Idea Homes LLC, multi-family residence at 13001 Hymeadow Drive Unit 8, (condominium), \$110,000.

Joseph Companies, single-family residence at 2400 Dormarion Lane, \$200,000.

KB Home, single-family residence at 7013 Lickeen Court, \$108,875.

KB Home, single-family residence at 12709 Stoney

Ridge Bend, \$217,350.

KB Home, single-family residence at 7412 Groundhog Way, \$147,375.

KB Home, single-family residence at 7417 Groundhog Way, \$108,875.

KB Home, single-family residence at 7405 Groundhog Way, \$216,075.

KB Home, single-family residence at 7601 Nunsland Drive, \$125,675.

KB Home, single-family residence at 7405 Groundhog Way, \$135,785.

KB Home, single-family residence at 12604 Stoney Ridge Bend, \$142,125.

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OPINION

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VIEWPOINT

Austin's short-term rental ordinance is 'ridiculous'

The Austin City Council has declared war on short-term rental houses. The constitutional rights of owners and tenants are that war's collateral damage.

With the rise of property taxes in the city and the emergence of online companies like HomeAway Inc. and Airbnb, short-term rentals have become an increasingly popular way for tourist to enjoy the city and for homeowners to cover increased tax bills.

Not so fast, says the City Council. In a virtually unprecedented act of regulatory overreach, the Council passed an ordinance this spring outlawing certain types of short-term rentals altogether and attempting to regulate the remainder out of existence. Among other things, the new ordinance subjects tenants to arbitrary occupancy limits, warrantless searches, and a strict 10 p.m. bedtime for adults. Violations are punishable by a \$2,000 fine.

The results of some of these restrictions are obvious. For example, the ordinance prohibits any "assembling" after 10 p.m. for any purpose "other than sleeping" and allows for warrantless searches to check for compliance – effectively authorizing the city to conduct bed-checks to make sure people staying at short-term rentals aren't "fooling around" after 10

p.m. The absurdity of other restrictions only become clear once the ordinance is applied. For example, the ordinance sets a six-person cap on outdoor activities, regardless of the size of the rental. In practice, that cap prohibits eight tenants legally renting a five-bedroom house from being on the back patio at the same time. If they choose to have a backyard barbecue they would have to take turns walking to the grill.

The ordinance prohibits any "assembling" after 10 p.m. for any purpose "other than sleeping."

The cap on indoor activities is equally ridiculous. The ordinance forbids more than six unrelated individuals (or more than 10 related individuals) from congregating in the house for any purpose. Thus, a six-person family couldn't invite a friend over for dinner without risking thousands of dollars in fines. An owner of a six-bedroom home wouldn't even be able to rent his home to capacity.

So clearly, there must have been some unprecedented risk to public health



Chance Weldon

and safety that prompted the city to adopt such onerous restrictions. Well, not really.

A recent public records request to the city shows that in the four-year period leading up to the adoption of the ordinance there were a grand total of five citations issued against short-term rental properties – all of which were for operating without a license. In that same period there wasn't a single ticket issued to a licensed short-term rental for noise, trash, crowding, or other health and safety concerns.

And therein lies the problem. The Texas Constitution requires the government to show that there is a legitimate threat to the public before it can restrict the constitutional rights of its citizens. Even if such a threat exists, the Texas Constitution requires that the regulation not be more burdensome than necessary, given the threat at issue. Here, the city is trying using a nuclear bomb for a problem best suited for a fly swatter. A handful of citations over a four-year period do not justify the carpet-bombing of the constitution-

al rights of movement, privacy, assembly and private property.

Soon the city will have an opportunity to explain its draconian approach. On June 17, the Texas Public Policy Foundation's Center for the American Future filed a civil rights lawsuit on behalf of several short-term rental owners and tenants affected by the new regulations. When pressed for comment, a spokesman for the city noted that "The Austin City Council spent many hours working through the significant issues related to short term rentals in the city, in order to best serve all citizens. The city's lawyers are prepared to defend the ordinance in court."

Of course, that is a non-answer. At the end of the day, it doesn't matter how long Council worked on the ordinance, or how popular it was. City governments do not have the authority to violate the Constitution. I'm sure the property owners whose rights are violated by the ordinance take little comfort in the fact that Council spent so much time figuring out how to regulate them out of business.

Chance Weldon is an attorney with the Center for the American Future at the Texas Public Policy Foundation.

VIEWPOINT

To boost STEM, be like Boeing

How does a kid from Baytown, Texas, end up working on the spacecraft that will take us to Mars?

"Education."

That's what a Boeing engineer – and Baytown native – said recently to a group of students in Texas. And we could not agree more.

Our future engineers, scientists and leaders are sitting in classrooms all across Texas right now, while challenging, satisfying jobs in science, technology, engineering and math are abundant and growing. But there's a gap between these students and STEM opportunities. How do we bring students from the inner cities, struggling suburbs and border towns and from a diverse range of socio-economic and ethnic backgrounds into the education-to-employment pipeline? To reach these students, we need the help of STEM leaders like Boeing, who show Texas students a future in STEM through positive role models, mentorship and employment opportunities.

A recent report from the Georgetown University Public Policy Institute projects



Savita Raj

that the number of STEM jobs in Texas will increase by 22 percent by 2018, with almost all of these jobs requiring post-secondary education and training. And with many baby boomers retiring, Texas employers are already struggling to find skilled workers.

That challenge keeps the Texas Alliance for Minorities in Engineering busy. Our programs are designed to build a strong STEM workforce that reflects Texas, with more women and minorities contributing to their communities and to the world through STEM careers. Through innovative, hands-on programming for students and educators across Texas, we are helping new perspectives and skillful minds enter the STEM workforce. Together, we're building a future of innovation, enhancing U.S. global competitiveness – and showing kids a path between Bay-

town and Mars.

Our Trailblazer program, for example, is a science museum on wheels that visits schools and communities across the state to engage and inspire students to pursue higher education in STEM. And our TAME Clubs offer students the chance to build skills through engineering design challenges and other hands-on activities. All TAME programs are offered at no cost to students, teachers or parents.

Through TAME programs, students are introduced to STEM concepts linked to real-life educational and career opportunities; invited into a supportive environment for cultivating STEM and problem-solving skills and connected to an invaluable network of peers, mentors, and future employers.

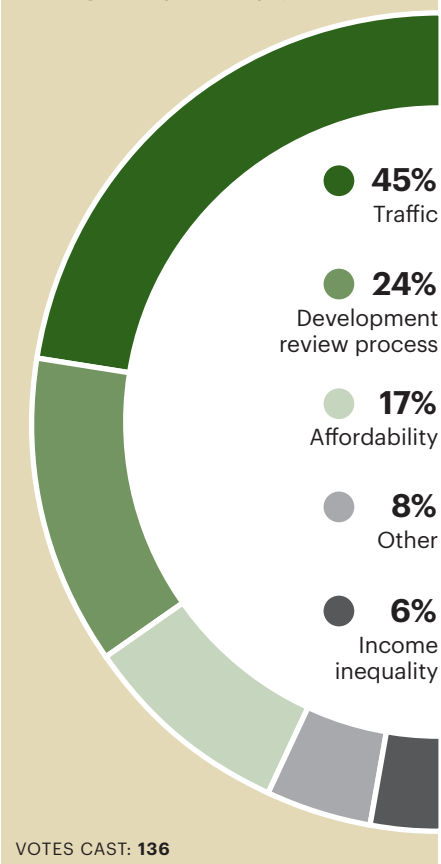
None of this would be possible without the partnership and support of tremendous organizations like Boeing.

Savita Raj is the executive director for the Texas Alliance for Minorities in Engineering.

► ABJ BUSINESS PULSE

WE ASKED

WHAT ISSUE SHOULD AUSTIN'S NEW CITY MANAGER TACKLE FIRST?



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