

PERSEVERANCE AND RESOURCEFULNESS ARE VERY STRONG TRAITS IN ALL THE *UPSTARTS*. THEY HAVE OFTEN PASSED THROUGH GREAT HARDSHIP. **KOSMAS SMYRNIOS**

UPSTARTS

RANK	COMPANY	FOUNDER(s)	AGE OF FOUNDER(s)	LOCATION	INDUSTRY	REVENUE 2004-05 (\$000)
1	5 Ways Foodservice	Joey Pollio, Ciro Pollio	31, 36	Victoria	Wholesale trade	19,000
2	GroundProbe	David Noon	35	Queensland	Mining	13,130
3	Business Strategies International*	Ivan Kaye	45	NSW	Finance and insurance	12,000
4	Ironstone Group	Ashley Fraser	33	Queensland	Mining	11,600
5	Ichor Constructions	George Kandylas, Homer Dapas	34, 33	NSW	Construction	11,194
6	ETM Group of Companies*	David Hummerston, Leon Burman	33, 35	Victoria	Retail trade	11,127
7	Wagamama*	Luke Fryer	29	NSW	Accommodation, cafes, restaurants	9,301
8	Trios Food Group	David Elia	39	Victoria	Accommodation, cafes, restaurants	8,100
9	MacarthurCook	Craig Dunstan	45	Victoria	Finance and insurance	7,898
10	Atlassian Software Systems	Mike Cannon-Brookes, Scott Farquhar	25, 25	NSW	Information technology	6,350
11	CyGenics	Steven Fang	39	Victoria	Health and community services	4,122
12	Workshop Australia	Jamie Kwong, Justin Smidmore	38, 38	NSW	Communication	3,833
13	RedBalloon Days*	Naomi Simson	41	NSW	Retail trade	3,797
14	Sumo Salad*	Luke Baylis, James Miller	29, 31	NSW	Retail trade	3,668
15	PSI Distributors of Huthwaite	James Fennessy	39	Victoria	Personal and other services	3,500
16	CustomWare Asia Pacific	Robert Castaneda, Greg Kable	26, 47	NSW	Information technology	3,355
17	Australian First Mortgage	David White, Tanya White	35, 33	NSW	Finance and insurance	3,109
18	Visual Jazz	Konrad Spilva, Brett White	26, 27	Victoria	Communication	3,107
19	Terra Cresta Business Solutions	John Myers, Owen Salmon	34, 38	NSW	Property and business services	3,085
20	The White Agency	Craig Galvin, Elizabeth Joyce	36, 31	NSW	Communication	2,670
21	Just Projects	Jeremy Prestoe	41	NSW	Property and business services	2,500
22	Plexal Group	Steven David Jones, Leonard Alan Bunn	40, 40	WA	Personal and other services	2,400
23	Three Plus	Robert Allan, Paul Bird	51, 45	Queensland	Communication	2,294
24	WebIT Technologies	Felix La Spina	48	NSW	Information technology	2,206
25	O'Keefe Murphy Gaff	Mike O'Keefe, David Gaff	53, 39	Victoria	Communication	2,154
26	Pioneer Credit Management Services	Keith R John, Mark Street	34, 45	WA	Property and business services	2,019
27	Integral Human Resource Management	Adam Perruchot-Smith	28	NSW	Personal and other services	2,005
28	Management Effect	Mark O'Shannessy, Brad Wells	39, 36	Queensland	Property and business services	2,002
29	Brand Marque	Peter Morris, Jennifer Cordingley	48, 34	NSW	Communication	2,000
30	Plantic Technologies	Grant Dow (CEO)	41	Victoria	Manufacturing	1,970
31	Total Beauty Network	Tony Rechtman	34	Victoria	Wholesale trade	1,868
32	Callidan Instruments*	Garry France	39	Queensland	Manufacturing	1,854
33	BMS Austpac	Daniel Johnson	35	NSW	Finance and insurance	1,743
34	Multi Vendor Support Services	Mal Fraser-Clay, Phillip Balding	45, 50	NSW	Information technology	1,708
35	CIC Secure	Carol Cooke, Ian Cooke	47	ACT	Information technology	1,701
36	Platinum Electrical Contractors	Joshua Nicholls	26	NSW	Retail trade	1,700
37	Service Management Practice	Dave Smith, David Steed	41, 43	NSW	Information technology	1,655
38	Lime Soda Group	Natalie Benke	31	NSW	Wholesale trade	1,638
39	Retail Environment Design	Roy Tavenor, Robert Ovcaric	53, 48	Victoria	Construction	1,624