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Connecting Businesses and Protecting Property Rights in Central Texas

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POPE MATERIALS, INC.

A FAMILY LEGACY BUILT ON GRIT

by Ann Marie Kennon • photos courtesy Scott and Marie Pope

BUILT ON GRIT

A FAMILY LEGACY IN HAULING

They say the best time to start a business was 50 years ago—and that might be true if your goal was to grow alongside Williamson County and help shape its development. But since no one can turn back time, the next best thing is to learn from the people who've done it right. In many ways, Scott and Marie Pope are a blueprint for exactly that. They've weathered the storms—fuel price hikes, equipment shortages, industry shifts—by sticking to timeless principles: meet challenges head-on, prioritize long-term relationships over quick wins, and treat people like they matter. Many of their drivers and team members have stayed for decades, not just for the paycheck, but because they're treated like family. ***That foundation still holds strong, load by load: show up, tell the truth, and deliver value every time.***

Pope Materials, Inc. didn't begin as a conventional business venture–it was built the old-fashioned way, through grit, gumption, and long days of hard work. Scott and Marie Pope, by their own admission, "started the company when we were young," but the spirit behind it reaches back generations. Descended from eras when people prospered only by showing up early, staying late, and doing the job right, this generation of Popes has become more than just a construction materials provider. Today, the company embodies a family's determination to build something lasting–one load, one handshake, and one hard-earned dollar at a time.

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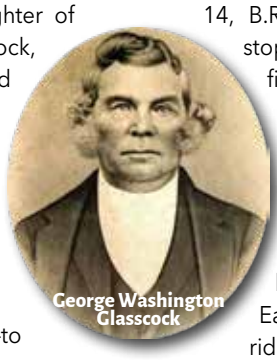
POPE MATERIALS, INC. EXEMPLIFIES THE POWER OF PERSEVERANCE, FAMILY VALUES, AND FAITH IN BUILDING A LEGACY. FROM HAULING GRAVEL IN THE 1940S TO SERVING CENTRAL TEXAS AS A TRUSTED CONSTRUCTION MATERIALS PROVIDER, THE POPE FAMILY'S JOURNEY IS DEFINED BY INTEGRITY, ADAPTABILITY, AND COMMUNITY IMPACT. WITH OVER 30 YEARS IN BUSINESS, THEY'VE THRIVED THROUGH CHALLENGES, EMBRACED INNOVATION, AND STRENGTHENED RELATIONSHIPS. AS NEW GENERATIONS LEAD THE WAY, POPE MATERIALS REMAINS COMMITTED TO GROWTH WHILE STAYING TRUE TO THEIR ROOTS AND VALUES.

Cousin Harley Davis and Arthur Pope, circa 1945

LEGACY IN THE MAKING

Scott's roots in Georgetown stretch back generations. His mother, Betty Logan Pope, is a great-granddaughter of George Washington Glasscock, the early Texas settler, land surveyor, and businessman for whom the city of Georgetown is named. Glasscock donated the land that would become the town center, making Scott's ancestry foundational–literally and figuratively–to the city's story.



George Washington Glasscock

That legacy of shaping the landscape didn't end with land donations. It continued with Scott's grandfather, Arthur Pope, who began driving a truck for Williamson County in 1934. Around that same time, he also made daily trips with his brother, Archie Pope, to the banks of the San Gabriel River, filling their Ford dump truck with gravel using nothing more than a pick and a shovel. Much of it was delivered to nearby driveways, but in truth, they were simply hauling whatever they could to make a living and laying the foundation for everything the family would build in the years to come.

B.R. Pope

In 1945, after the war ended, Arthur bought a 1941 Chevy flatbed and began hauling independently. A few years later, his son–Bobby Ray "B.R." Pope, who was 13 at the time and would later become Scott's father–began riding along and helping with the driving. By age 14, B.R. had already been stopped by a patrol officer who simply told Arthur, "Next time, you better be in the driver's seat."

In 1955, at age 16, B.R. began legally hauling asphalt from Eastland to Breckenridge with Arthur and Archie, working full-time until football practice kicked off at Georgetown High School.

In the early 1950s, Arthur began focusing on gravel, road base, and asphalt–often for Texas Crushed Stone and Collins Construction in what is now the MOPAC and Anderson Lane area of Austin. His product was base screenings, a waste product at the time, but one that would later become prized construction material. Scott says, rather fondly, that Pope Materials has hauled rock from the very same Texas Crushed Stone stockpiles that Arthur once touched–coming full-circle from Arthur's earlier labors.

In 1968, Arthur lost his right leg in a trucking accident. Although he was a seasoned lumber worker, an unsecured load fell on him and he later remarked he wished he had dived under the truck.

A BIG LESSON IN A SMALL TRUCK

Before Scott Pope ever sat behind the wheel of a real dump truck, he was already hauling material–using a Tonka.

Growing up at 1610 College Street in Georgetown, Scott's childhood playground was the gravel-filled driveway where his uncles, Dale and Marvin, would park their work trucks. "I was 4 or 5 years old," he says. "The older cousins were 8 to 10 years old and one day the older boys climbed into the back of the truck and were throwing rocks around the yard, and even through the windows of the junk car in the neighbor's yard."

It wasn't long before Uncle Marvin came storming out, yelling, "Who the hell is in the back of my truck?" According to Scott, his cousin Mark–ever the ringleader–shouted back, "NOBODY!" Everyone got a whoopin' even though Scott was not even big enough to climb into the back of the truck and had just been standing by the tire.

But Arthur Pope, Scott's grandfather, saw potential in the mischief. "He looked around and said, 'We're gonna make a deal,' " Scott recalls. "Whenever a truck dumped base at the end of the driveway, he'd assign us spots along the shoulders to fill with the rocks. We'd load it up in our Tonka trucks and get to work."

Without realizing it, the grandkids were doing real roadwork, one tiny load at a time. "That's where I learned how to haul," Scott says. "We thought we were playing, but we were already building something."

But losing a leg didn't slow his pace. He hauled cotton from the Taylor compress in the 1970s, watermelons from the South Texas Valley to sell on the family property, and continued to move gravel, maize, and more.

Scott recalls that while his grandfather and father handled the heavy lifting in the field–first with B.R. Pope Trucking and later at Three Way Feeds, Inc.–his mother, Betty (B.R.'s wife), kept everything running behind the scenes. Known as the "resident bean counter," she balanced the books, paid the bills, and made sure the financial side stayed in order. Watching them work, Scott was not only a witness to their tireless work ethic–he became part of a living model for how to run a company.


Betty Pope

Scott remembers his own time working beside "Pa" and says, "There's nothing better than the smell of cottonseed meal." Greg Shelton, Scott's cousin and general manager, also rode with Pa "who drove with one leg and no air conditioning" and remembers the excitement of driving over the bridge in Taylor, which he says at the time seemed like the biggest structure in the world.

That time with Pa left a lasting impression on both men. "A lot of us grandsons always wanted to go with Pa," Greg says. "He was a big hero to all of us." Scott and Greg both credit Arthur's hard work ethic as the foundation for B.R.'s generation and their own.

SEEDS OF INDEPENDENCE

For Marie Pope, now the company's chief financial officer, the story began long before the first truck.

She grew up in Thrall, Texas, where her father, Jack Emert, ran a small grocery store. When they had to leave the store behind due to economic hardship, her father turned to HVAC work. He was frequently on the road so, for a while, Marie lived with her aunt in Madisonville.

In 1980, Jack remarried and the family moved to Georgetown, stepping into a new family dynamic just as Marie began her senior year. Adjusting to a blended family came with its own set of challenges, but Marie was, by nature, fiercely independent. She found part-time jobs and developed a work ethic that would guide her for the rest of her life.

In 1983, she secured a job at Farm Credit Bank in Austin, where she would work for nearly 15 years. Starting as a receptionist and eventually transitioning into the computer room, she built the skills and experience that would later become essential to the operations of Pope Materials. During this time, she met Scott through mutual friends at the local bowling alley, and the two married in 1992.

That November, they welcomed their first child, Ragan. With times still tight, they lived with Scott's parents while saving for a home–a decision that proved wise, as the family's support system would become invaluable in the years to come.

EARLY HUSTLE

In the early 1990s, Scott juggled multiple jobs–working full time at Three Way Feeds, while picking up part-time shifts at the Williamson County juvenile detention center and Austin Powder, which operated on the Texas Crushed Stone property and provided explosives for quarry work. After marrying Marie, he moved into a full-time position at Austin Powder.

Despite a packed schedule, Scott's entrepreneurial spirit found its stride. In June 1993, he purchased his first truck–an old 6-yard dump truck–and began hauling loads after hours. Fortunately, as those late-night runs started out as side work, they were the seed of something much larger taking root.

Pope Materials formally launched in March 1994 with Scott's purchase of another truck, a 12-yard 1989 Freightliner. At the time, B.R. was still operating a 1976 Chevy dump truck, outfitted with a well-worn bed purchased from his longtime friend and former high school teammate, Tommy Kimbro–a respected hauler and part of the fabric of Old Georgetown. Together, father and son continued the steady growth of the enterprise.

GREG SHELTON: FAMILY FIRST, BUSINESS ALWAYS

General Manager Greg Shelton is among those closest to Pope Materials. Cousin to Scott and part of the Pope family in more ways than one, Greg has been with the company for nearly 28 years. "I started out at IBM right out of high school," he says. "It was a solid job, but it wasn't a lifetime career for me." When the opportunity came up to work for the Popes, he started as a driver and never looked back.

Greg's family background in trucking also runs deep–his father was a truck driver, and from an early age, he had a sense that he'd follow that same path. Today, Greg oversees all day-to-day operations at Pope Materials when Scott is out of town, including dispatch, billing, and pricing.

He also leads **Pope Heavy Haul**, a sister company created to meet a growing operational need. "We had our own equipment on job sites, so it made sense to have a way to haul it ourselves," he explains. After acquiring a couple of heavy-duty trucks, the Georgetown Railroad–now LORAM–approached them about hauling equipment out of state.

Recognizing the opportunity, the Popes established Pope Heavy Haul as a standalone company. "When you're crossing state lines, insurance costs rise significantly," Greg says. "By keeping it separate, we only pay the higher insurance rate on those two trucks instead of all 50." Today, the trucks haul pipe, equipment, and materials across the United States and into Canada, based on railroad project demand.

But for Greg, the business is personal. "It's all family to me–whether related by blood or not," he says. "Scott and Marie treat everyone like they matter. If someone's going through a hard time, they go above and beyond to help. That kind of leadership keeps good people around. Honestly, I wouldn't think of working anywhere else."

While Scott and B.R. worked the field, Betty managed the paperwork and cared for the children, Ragan and Ashton, and their cousin Jordan. In 1995, the family incorporated Pope Materials and purchased a piece of brush-covered property where they planned to build their home. Construction began in 1997, and while the process was long and demanding, it symbolized their unwavering determination to build something of their own–from the ground up.

By 2000, Pope Materials was ready for its next step: moving operations into the former Three Way Feeds office, leased from B.R. With a solid foundation in place, the business was officially on the map.

PIVOTAL RELATIONSHIPS AND GROWTH

"Pope Materials did not grow in isolation." ~ Scott Pope

Scott is quick to credit much of his success to a close-knit fraternity of construction and development leaders who shared his boots-on-the-ground values. From the beginning, Pope Materials' growth has been shaped by pivotal relationships and decisive moments.

One such turning point came in February 1994, during a casual conversation with Gary Hall of GK Hall Construction. Scott was doing part-time hauling around Gary's property when Gary asked, "Why don't you buy a bigger truck?" Scott hesitated, explaining that he didn't have enough work to justify it but Gary said quickly, "I can give you about 100 loads a week."

That promise was enough to spark a serious shift. Scott realized that kind of volume would require at least three trucks. Financing them, however, was no small feat.

Cody Hawes, who located the trucks in Texarkana, urged Scott to fill out the credit application, saying, "I think we can make it happen." He was right. Soon after, Cody, B.R., Scott, and Cody's father-in-law, Tim McMaster, made the trip to Texarkana, picked up the trucks, and got straight to work.

Scott and Cody–each with their own business–continued to work closely together, often pooling equipment and manpower to get the job done. Cody's support proved critical to Pope Materials' momentum, and he remains a trusted friend and ally to this day.

Another foundational partner was Jimmy Jacobs, founder of Grand Endeavor Homes and a driving force behind Georgetown's residential growth. Jimmy provided steady work to the Popes early on and, like Cody and Gary, represented more than just a business connection–he was part of a community of builders committed to helping each other grow.

TEAM AND COMMUNITY IMPACT

At the heart of the company's story is a strong sense of community. The culture is not built just on hard work and experience, but on loyalty, mutual respect, and the belief that success is a shared endeavor.


Jan Barnes

Like any business with lasting power, there have been many ups and downs over the years so the leadership structure at Pope Materials has had to be flexible and cohesive. As examples, Scott and Marie lead with a deep sense of purpose and shared responsibility.

As chief financial officer, Marie continues to juggle administrative duties, strategy, and crisis management with the same tenacity she had in the early days when she ran the entire back office along with Scott's mom, Betty–handling payroll, billing, HR, and vendor relations. Over time, she brought in trusted help, including Jan Barnes, who has managed payroll and other duties for 22 years, and safety director Steve Havelka, a retired DPS officer who has been with the company for more than two decades and has added a new level of discipline and structure to daily operations. Other key contributors in the office include Angela Ragsdale Clark, Shelley Kaderka, Debra Creed, Julie Borrero, Jordan Pope, and Jimmy Joseph.

As CEO, Scott focuses on field operations, client relationships, and collaborates with B.R. and Ragan to plan for future growth. But he's always quick to shift the spotlight to the team around him. He frequently acknowledges the contributions of long-time employees like Greg Shelton, Bryan Muccigrossi, Biscuit Ivic, Bubba Burton, Uncle Dale Pope, Fernando Sarinana, Jerry Bonnet, I.G. Janca, Brack Creed, Barry Simmons, and Logan Pope–and he never forgets to include the drivers, along with driver trainers Mike Eckert and Gary Light. Other long time employees who fill critical roles on the road and in the field are Scott Ramirez, James Conrad, Joe Etheredge, Juan Ortiz, Rusty Partridge, and Kurt Barton.

"I'd be remiss if I didn't mention Paco Don," Scott adds. "He brokers trucks and serves as our director of brokered operations. His is a major role in keeping things moving behind the scenes." Scott also credits shop Foreman Mike Stiles and Field Superintendent Humberto Colunga, who oversees dirt work, for their steady leadership and hands-on expertise in the field. "These folks are the lifeblood of the company," he says.

Scott Pope is one of my best friends. We all went to high school together–Scott, Allison Snead (daughter of Texas Crushed Stone Company owner Bill Snead), and I. The Popes have supplied a lot of our materials over the years and handled the trucking for my family's lime company, (Austin White Lime). Even now, they continue to provide us with an immense amount of product. Their service and pricing are exemplary–they're always at the top of my list. ~**JODY ROBINSON, BOWMAN OUTDOOR LIVING**

"ALL KEY MANAGEMENT POSITIONS ARE HELD BY PEOPLE WHO BEGAN AS TRUCK DRIVERS WITH POPE MATERIALS. THAT'S A BIG PART OF OUR SUCCESS—WE UNDERSTAND WHAT THE JOB REALLY TAKES BECAUSE WE'VE DONE IT. WE KNOW HOW TO RELATE TO OUR DRIVERS AND THE DAILY CHALLENGES THEY FACE. I CAN'T THANK OUR DRIVERS ENOUGH FOR THE JOB THEY DO." *~ SCOTT POPE*

That deep sense of appreciation, Scott emphasizes, is woven throughout the entire team. Despite expanding to 50 trucks and numerous employees, the Popes have worked hard to maintain a family-centric environment. Everyone knows each other's roles, and cross-training isn't just encouraged–it's expected. Marie says "I want every staff member to feel confident stepping into any job when needed." She adds, with a smile, "With one firm exception: Jan's payroll duties remain strictly her domain."

CHALLENGES AND ADAPTATION

In addition to the economic turbulence that tests companies' mettle in every industry, federal deregulation–set in motion during the Carter administration–took full effect by 1995, pushing local trucking companies like Pope to compete on a national scale.

Marie attributes much of their resilience to her late father's influence and her steadfast reliance on faith. "He taught me to rely on prayer," she explains, "and never to let troubles weigh me down."

For instance, when 9/11 rocked the nation's economy, Pope Materials felt the shock waves immediately. Their insurance premiums doubled overnight, and in the trucking industry, even a single day without coverage can halt operations. As companies they did business with were forced to close their doors, unpaid invoices began to pile up, leaving the company scrambling for solutions. For the first time, Scott found it difficult to maintain his usual optimism, unsure how they would keep moving forward.

Marie and B.R. tackled the financial crisis head-on. She used a credit card to cover fuel and other essentials, devised a plan to pay off debts, and made a point of always answering the phone–reassuring vendors, customers, and partners alike that Pope Materials would stand by its commitments. Ragan Pope, now grown and a part of senior leadership, recalls "That kind of faith and commitment stays with you. It gave us the grounding we needed to trust we could pull through."

And just to be sure, Marie's dad, also known as "Pastor Jack," donned his faith hat and appealed to a higher power. He arrived at the yard at 4:30am to pray over each truck–making sure every possible resource was called upon to turn things around and keep the company growing.

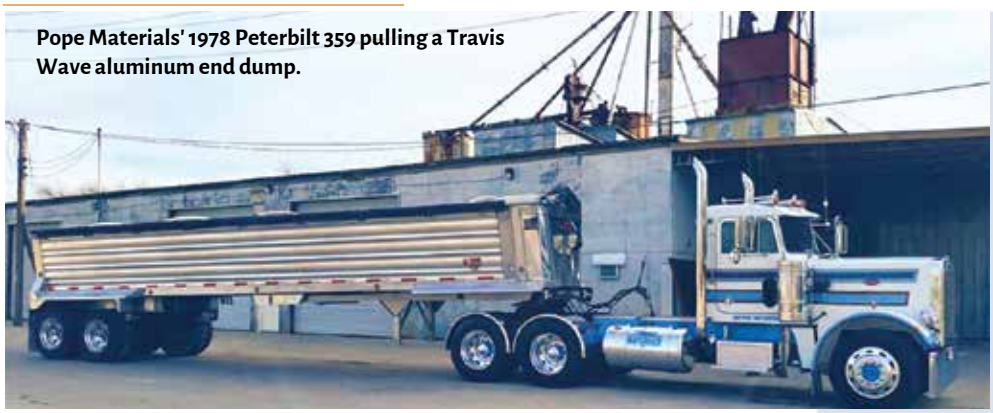
Around 2005, super dump trucks–capable of hauling 25 tons compared to the standard 15–began gaining traction across Central Texas. The efficiency of moving more material with fewer drivers was a clear advantage, but Scott was initially hesitant to make the switch. After losing a few contracts to competitors who embraced the change, he realized adaptability was no longer optional. He and B.R. traveled to California, where a construction downturn had created a buyer's market, and purchased super dumps at significantly reduced prices.

While the men made plans to secure trucks, Marie worked the task of figuring out how to pay for them. It wasn't easy–but thanks to an influx of work from the ever-increasing building boom in Central Texas, the investment paid off, proving calculated risks can catalyze long-term growth.

In the end, the move not only modernized their fleet but positioned them to meet rising demand in the booming Austin market, setting the company up for long-term growth and stability.

BRYAN MUCCIGROSSI, field operations director, who has worked for Pope Materials for nearly 25 years, says working for a company like this one is a rare experience. He manages the trucks on a daily basis and wears many other hats including oversight for our dirt crews as well as customer relations. "I haven't worked anywhere else in a long time, but even after all these years, it's still refreshing," he says. "We started out as a great mom-and-pop operation, and even though we've grown a lot, that mindset hasn't really changed. I don't think Scottie even realizes how big the company's gotten–he still treats everyone like we're part of a small crew." Bryan says that kind of culture is increasingly rare. "It's not just unusual in trucking–it's unusual in corporate America. Coming to a place this size, still being greeted by name every day means a lot."

The Popes are a great family. We are also a family-owned and generational company. When we were building up Sun City in 1995, Scott and my father made a deal–on a napkin–to haul all of our dirt in the Georgetown area, and they are still the only trucking company we make use of to this day. They are the kind of people who make handshake deals; you don't need a contract. They look you in the eye and shake your hand and we've always had that relationship. Everyone likes the Popes. When we were first in town I could tell they were well respected. Mr. Pope went to all the high school football games and he probably still does that today. They are always there for celebrations or even funerals, and it means a lot to me that they take the time. They even attended funerals for family members and employees so it has become a very personal relationship. They would do anything for us and I would do anything for them. **~BRAD STEWART, KEYSTONE CONCRETE**



Pope Materials' 1978 Peterbilt 359 pulling a Travis Wave aluminum end dump.

VALUES, FAITH, AND FAMILY

Faith, integrity, and family remain central to how Scott and Marie Pope run their business. They have always tithed faithfully, no matter the circumstances, and Marie insists on paying employees first–even before herself. Scott leads with open-handed generosity, trusting that what they give will come back around–a philosophy that has shaped the company culture from the beginning.

Their faith-based approach shows up in everyday actions: answering every call, following through on promises, and offering grace when mistakes happen. The family frequently prays over business decisions, believing a higher purpose guides their work. Marie recalls how her late father, Pastor Jack, would even pray over vendor and customer lists, adding a spiritual layer to the business's foundation.

FAMILY: BLESSINGS AND BALANCE

Working with family can be both a blessing and a challenge, but the Popes make it work through shared values and clear roles. Marie, often jokingly referred to as the "C-E-No," keeps the company grounded and fiscally disciplined. Scott, ever generous, leads with a people-first mindset. Marie says that dynamic has helped them weather even the leanest times.

Their commitment to people extends beyond family. Pope Materials quietly supports local schools, youth sports, and nonprofits like The Georgetown Project and The NEST. Marie, shaped by personal experiences of loss–including a major house flood in 2010–often checks in with community organizations to see what's needed, especially when kids are out of school.

That sense of purpose and accountability has earned long-term trust from contractors, employees, and the wider community–proof that success built on compassion can last for generations.

CORE VALUES AND DIFFERENTIATORS

In a transactional industry like construction materials, Pope Materials distinguishes itself by embracing honesty, reliability, and a genuine willingness to correct mistakes. The company invests in understanding each project's specifics, whether it involves the right type of sand for horses' hooves or the best aggregate for a foundation.

Clients appreciate that Pope Materials offers solutions rather than mere transactions, knowing they can call Marie or any team member for candid advice. Such reliability has fostered long-term relationships with contractors, many of whom have stayed with Pope Materials for years because Scott has always believed that integrity pays off in the long run.

KEN DOOCY, *a home builder and designer for more than 40 years, has worked closely with Jeff Watson Homes and Chance Leigh Homes across Williamson County. He recalls, with pride, how B.R. Pope often introduced him at high school football games with a teasing nod to his Iowa roots: "Not bad for a Yank."*

[The Popes] are a great family, and if they shake on it, it's a deal. They're professional, honest, and true to their word. The Popes are a tight-knit family, and they genuinely love each other. B.R. is one of those lovable old grouches–he's 'old Georgetown.' I once joked that he'd been around forever, and he shot back, *'Nah, my family were late to the game; we didn't get here until after the Civil War.'*

I used to run leagues for Georgetown club baseball, and anything I needed, Scottie and his family were there to help. If you can't see the good in the Popes, you're blind. And if you can't get along with them, you can't get along with anyone.

Their whole family, from B.R. down to the grandkids, is cut from the same cloth. B.R. and Scottie are wonderful guys, and their kids are respectful–if you didn't throw in a 'yes ma'am' or 'sir,' you'd get thumped.

We hired Pope Materials for our lot cleanings, and they are fair, professional, and built on the integrity of their employees. If you want to work for them, you better know what you're doing–and you better be decent while you do it, because that's the only way they do business. Personally, I like I.G. Janca. He's the kind of guy who brings excellence to everything he does–he could brand a calf and make a great martini with the same ease.

NEW GENERATION, NEW VISION

MEET RAGAN POPE: C.O.O.

Ragan Pope grew up in and around the family business–learning to drive trucks, pitch in on odd jobs, and absorb the culture of hard work and integrity from an early age. After earning a degree in business finance, he was working in Houston when the urge to work with family struck. Marie brought him back into the fold to assist with billing, and it didn't take long for him to spot opportunities for improvement.

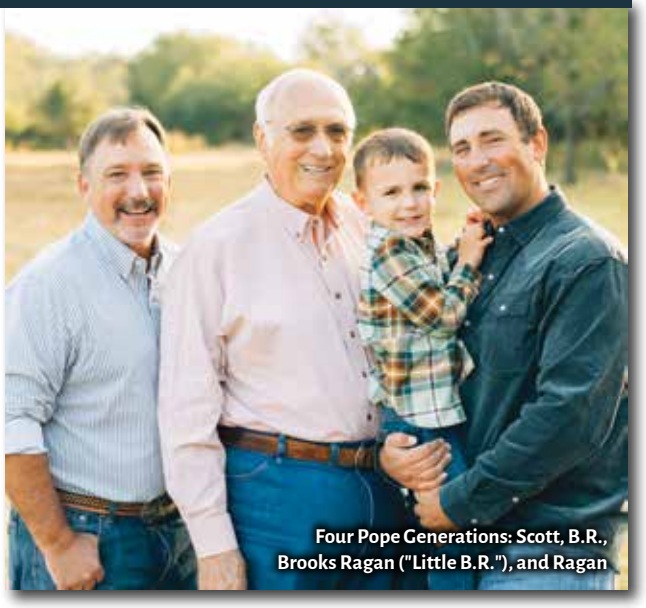
With fresh energy and a sharp eye for efficiency, Ragan streamlined operations and expanded the company's presence through networking with chambers of commerce and local contractors. He also helped lead the company into brokering as a strategic way to balance growth with debt management. Scott once overheard him telling a customer, "I can guarantee we won't be your cheapest price, but we will be your lowest cost because we will do it right the first time"–a statement that perfectly reflects long-standing family values.

Marie jokes that Ragan is the "2025 version of Scott," but with a business-forward approach to relationships and a focus on future partnerships. His leadership marks the next chapter in a story still rooted in the same Pope commitment and values.

ASHTON POPE: TEMPLATE FOR SUCCESS

Ashton Pope, Scott and Marie's daughter, has also found her way into the family business–though not without first exploring her own path. A former schoolteacher with a degree from Texas Tech, Ashton says, "I always had a mindset to go out and do my own thing. Not because I didn't want to be part of the family business, but because my parents and grandparents instilled in me the notion that we can chase our own dreams, whatever they are."

Still, the pull of Pope Materials–and the values behind it–ran deep. After years in education, Ashton recently joined the company to assist with office administration, billing, and accounts payable. She's currently serving as an executive assistant while in the process of moving back to Georgetown from Dallas and building a home in Jonestown.



Four Pope Generations: Scott, B.R., Brooks Ragan ("Little B.R."), and Ragan

"I've always admired their character," she says of her parents. "The reason the business works so well is because of how they treat people. Every voice is heard, and everyone feels like an integral part of the company–from family to the field."

Ashton recalls afternoons spent at the Pope Materials yard after school, soaking up bits and pieces of how her parents ran the business and life. "Growing up, my parents were busy, but they always made time for family. I feel like I grew up here, watching how they handled challenges and treated others. My dad always had ambition, but never let ego get in the way. He always asks his people what they need first. That kind of leadership set an example for me."

Her time in the classroom taught her that leadership is universal.

> "WHETHER IT'S EDUCATION OR HAULING, GOOD LEADERS DON'T TREAT PEOPLE LIKE GEARS IN A MACHINE. THEY TEACH ALONG THE WAY. PEOPLE DON'T JUST WAKE UP AND KNOW WHAT TO DO—YOU HAVE TO INVEST IN THEM." ~ *ASHTON POPE*

Ashton especially sees the need to pass on the ability to fail and grow–something she believes is missing in many classrooms today. "If you start your own business, you will fail at some point–but that's how you grow. We need to transfer that ability to the younger generation, and I see my family doing that."

Hauling runs strong through the Pope side of the family. Ashton's uncle Logan and cousin Jordan also work in the business, and most of the extended Pope family still lives within an hour of Georgetown. "My great-grandma had seven kids, so we're a big family–and our story matters to all of us." ▶

JASON IVICIC, director of transportation and dispatch, known to most by his trucking handle *Biscuit,* started driving at Pope Materials when he was 19 years old.

"I'm 46 now. That's 26 years last week," he says. "I've gotten married, had kids, gotten divorced, raised my kids… my whole life has been Pope.

"Scott and Marie have always treated me like family. I mean that literally–when they leave the office, they say, 'Love you, Biscuit.' They've taken care of me and my kids. When I was going through my divorce, they let me take time off. When my kids were young and I was coaching baseball, if I needed to leave work at 3pm for a game, there were no 'Can you please stay?'-s. I was out the door. They never questioned my priorities."

After 22 years behind the wheel, Biscuit now works as a dispatcher. "I don't know how else to say it," he adds. "I'm basically family."

LOOKING AHEAD

Scott and Marie began with a single 6-yard dump truck, a newborn son, and an unwavering belief that doing the right thing would eventually pay off.

As Central Texas continues to grow, Pope Materials remains focused on operational excellence and strategic adaptability. They invest in technology, refine logistics, and continue to build long-term relationships rooted in trust and performance.

The company now runs a fleet of more than 50 trucks, supporting infrastructure and development projects across the region. With a second generation taking on greater leadership, the company is well-positioned for continued growth–balancing hands-on experience with forward-thinking strategy.

From expanding into brokering and heavy haul operations to navigating economic shifts and supply chain challenges, Pope Materials has built its reputation the way it built its business: one decision, one delivery, and one dependable partnership at a time.

One of my favorite things about this town is walking into Monument Cafe and seeing four generations of Pope men having breakfast. It's a life goal of mine to someday replicate that with my family.
~ JOSH SCHROEDER, MAYOR OF GEORGETOWN

FROM ENFORCER TO INSIDER

STEVE HAVELKA joined Pope Materials as Safety Director more than two decades ago, but his connection to the company began long before that. As a 30-year veteran of the Texas Department of Public Safety, Steve spent most of his career enforcing trucking laws and regulations, many of which applied to companies like Pope.

"About six months before I retired from DPS, they offered me a job handling safety and compliance," Steve says. "I already knew them and knew they were good people, so the decision was easy. I just kind of jumped the fence–from enforcing the laws to helping them stay compliant with them."

That was 22 years ago, and Steve says what's kept him around all this time is more than just the work. "It's a family-oriented business. It doesn't feel like just a job–they make you feel like you're part of their family, and they care about your family too. That's something I always make sure new hires understand: you're not just a truck number here. You're

a person, and they genuinely care. Scottie also hires people with the sense that 'We have a good culture here so don't mess it up.' Our drivers know when they see a good one and they will make sure everyone is up to snuff on doing it the Pope way."

Steve lives in Georgetown, so the role has been a win-win. "When a company keeps employees for as long as Pope has, that tells you everything you need to know."