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**BizWest**

# 4 0 u n d e r f o r t y



# Meet Northern Colorado's emerging young leaders

BizWest Media publishers Jeff Nuttall and Christopher Wood present 40 Under Forty for 2015, our program that recognizes emerging young leaders in Northern Colorado who make a difference in their companies, industries and communities.

Those being honored had to be younger than age 40 by Dec.31 of this year.

This is the 12th year for the program, which was expanded to the Boulder Valley earlier this year.

As always, we are grateful to our 2015 corporate sponsors, including

EKS&H, the Community Foundation of Northern Colorado, Brinkman Partners, Palmer Flowers, Miramont Lifestyle Fitness, Flood and Peterson, DaVinci Sign Systems and Survey Gizmo, as well as the Fort Collins Country Club, host of the 2015 awards ceremony.

Special thanks to Richard Fagerlin of Peak Solutions, our keynote speaker.

Thanks also go to the members of our selection committee, who spent many hours poring through the nominations. Our own Jeff Nuttall served on this year's panel, along with 40 Under Forty alums Heather

Buoniconti of the Food Bank for Larimer County, Allison Hines of United Way of Larimer County, Justin Davis of Wells Fargo Advisors, Kate Baker, of Brinkman Partners, Ann Hutchison of the Fort Collins Area Chamber of Commerce, Leah Johnson of Thrivent Financial, John Metcalf of Perfect Square, Rochelle Reynolds of Kia I-25, Clint Skutchan of the Fort Collins Board of Realtors and Randy Watkins of Anton Collins Mitchell LLP. Thanks also to Amanda Miller, principal with The Place Setting Company, for helping us manage this event!

Thanks to BizWest's Chad Collins for all the photos of this year's honorees.

Year-round access to the digital edition of this supplement can be found at fortyunderforty.com.

We at BizWest and our sponsors salute the winners for their enthusiasm and dedication in helping enhance Northern Colorado's reputation as a great place to live.

— Dallas Heltzell  
40 Under Forty special-section editor and writer

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## Jordan Austin

Owner/financial consultant  
Mountain Plains Group West  
/Thrivent Financial



For Jordan Austin, it's all about the future — whether it's thinking about what's ahead for his son Eliot and the rest of his family, or helping his clients at Thrivent Financial plan for the years ahead.

It's "why I do what I do," he said.

More than 500 families benefit from Austin's financial guidance at Thrivent Financial's Mountain Plains Group West in Johnstown, which generates about \$750,000 in annual revenue. He holds Thrivent's second-highest sales and service award, putting him among the top 20 percent of the company's advisers.

But he may be the only one to also have won an Emmy award. As a producer at KUSA-TV Channel 9 in Denver, Austin was part of a team that developed "Your Show," in which viewers could ask questions of politicians, sports stars and other public figures.

"I believe it's my combination of sales, service and communication skills that's given me my greatest professional achievement — the trust of my clients," Austin said.

At Grace Place Church in Berthoud, Austin and his wife lead the "Grace Monkeys" Care Ministry, in which a team of mechanics and volunteers provide 40-point automobile checkups and a free oil change for widows and single mothers in need. "It also opens up opportunities for work and education that may not be there if they had to rely on foot, bicycle or public transportation," Austin said.

The Austins also contribute to the American Cancer Society for research in Northern Colorado and to Habitat for Humanity for homes in Berthoud.

## R. Clay Bartlett

Associate Attorney  
Coan, Payton and Payne LLC



Attorney R. Clay Bartlett often trades his wingtips for hiking boots because it's "what I love to do whenever I have some free time." But Bartlett said his passion is helping business owners and entrepreneurs find the trail to success.

At Coan, Payton and Payne in Fort Collins, Clay helps those business people proactively manage risks. "My goal is for clients to achieve comfort and success," he said, by "providing a unique combination of business and legal expertise in an empowering and efficient manner."

Bartlett leads two committees at the law firm: one for professional development and the other for fun team-building activities. He's also a member of the business-development committee and helps develop the firm's marketing materials in print and online.

A Leadership Northern Colorado graduate, Bartlett was appointed to chair the Larimer County Bar Association's Young Lawyers Division bylaws committee in 2014, the same year he became an adjunct professor of real estate law at Colorado State University.

In the community, Bartlett is a board member of B.A.S.E. Camp, which annually provides safe, affordable child care to more than 3,250 students in 33 schools in Larimer County. He makes donations through Generation United to fund United Way of Larimer County's Community Impact Fund, and is a member of the Rotary Club of Fort Collins' service projects committee.

His roots are deep in Buffalo, N.Y., where he received his law degree and worked as a clerical intern, a business and planning analyst, a senior product administrator and the credit manager at a bank.

## Heather Beckman

Managing partner  
Silver Grill Café



Heather Beckman loves to do the same thing at home that she does at work — cooking. Whether it's creating meals with her family or "running and taking care of one of the busiest and most established restaurants in Northern Colorado," she said, feeding people is the central focus of her personal and professional life.

She's had a colorful career — including tending bar in Greece and the U.S. Virgin Islands and making pastries in Green Bay, Wis. Today, as managing partner and head chef at Fort Collins' 82-year-old Silver Grill Café, Beckman thrives by "inspiring my crew and building a wonderful work environment."

Without compromising the Grill's historic charm and reputation for down-home cooking, she added adventurous offerings such as Lugene's black cow milkshake made with beer, "Crabby Daddy" eggs benedict and a build-your-own Bloody Mary bar.

The result: In the seven years since Beckman took the reins, annual revenue has doubled to \$3 million — even with more than seven dozen other restaurants just blocks away. Staff retention has grown to 66 percent — high in such a turnover-prone industry — after Beckman added regular staff bonuses, paid vacations, Individual Retirement Accounts and other perks.

Her love of food has extended into her charitable work as well.

Beckman hosted and catered several "RamStrength" Valentine's Day fundraisers to provide financial support to cancer survivors. She creates and donates a "Chef Heather" soup for the annual Empty Bowls fundraiser to help the Food Bank of Larimer County fight hunger. She also hires people with disabilities at her restaurant.

## Mary Bengford

Managing broker  
Re/Max Alliance



Mary Bengford describes her son, Jace, as "my joy and love of my life. Jace is my prayer come true, to have a child."

So it's not surprising that she helps raise tens of thousands of dollars for Children's Hospital through golf events, a "radio-a-thon" and the Miracle Home program.

And as managing broker for Re/Max Alliance in Greeley, she helps find just the right home for other blossoming families.

Jace still is a few years away from the classroom, but his mom already has teaching on her mind. Bengford helped develop a quarterly orientation course for new real-estate agents, serves as a tutor for many Northern Colorado college students studying real estate, and even brings the basics of renting, buying and selling to high school classrooms in Weld County.

In her first year in real estate, Bengford received the 2005-06 Rookie of the Year Award from the Greeley Area Realtors Association. She has served on GARA's board of directors ever since, became the youngest managing broker in the Re/Max Alliance family in 2013, and this year was nominated to serve as GARA president.

A Colorado State University graduate who majored in technical journalism, Bengford states her career objective with a reporter's conciseness: "To establish an office with full-time real-estate professionals in an environment that is positive, cheerful and energetic, providing each broker associate the opportunity to realize his or her full potential" — and to "create an organization whose company environment is responsive to the needs of our valued customers."



## Joshua Birks

Economic health director  
City of Fort Collins



Joshua Birks' home-brewing hobby is right at home in Fort Collins, a city that revels in its beer, bikes and bands.

And as the city's economic health director, Birks also helps brew up a growing economy, playing key roles in such toast-of-the-town accomplishments as securing the Woodward headquarters and smoothing the way for the redevelopment of the Foothills shopping area.

His job includes supporting relocation and expansion of area businesses, encouraging economic diversification through the formation and development of industry clusters and interfacing with regional partners to market Fort Collins.

"I also have the opportunity to participate in a number of internal and external policy discussions related to the future of the community," Birks said — including talk about the upcoming demand for jobs at the FoCo Future Forum and considering the economic impacts of the city's Climate Action Plan.

Birks is secretary/treasurer of the Colorado Water Innovation Cluster, and was public-sector co-chair of the Colorado-Wyoming Alliance of the International Council of Shopping Centers. He also has served on the Innosphere board, the Larimer County Workforce Investment Board and the Larimer County Small Business Development Center advisory board. In 2007, he participated in the Downtown Denver Partnership leadership program.

Birks and his family contribute to the Poudre School District Foundation, Pathways Hospice, the local congregation of the Community of Christ and the Sexual Assault Victim Advocate Center. Birks also volunteers with Junior Achievement.

## Brandi Broadley

Realtor/broker  
Coldwell Banker Devonshire



Brandi Broadley's daughter, Bianca, definitely keeps her running.

"My daughter inspired me to open my heart and mind to change the direction of my career, which led me to starting in real estate," Broadley said.

Once she began that work, she naturally hit the ground running.

"According to the National Association of Realtors, the average Realtor earns \$33,000 — approximately 4.5 transactions — during their first year in the real-estate business," Broadley said. "During my first year, I more than tripled the average and closed 18 transactions."

That kind of success made her a nominee for the 2014-15 Fort Collins Board of Realtors Rookie of the Year award and Coldwell Banker's Rising Star award, which includes all 17 of the company's offices in Colorado.

Broadley's busy life extends far beyond real estate. After becoming host-home providers seven years ago for a man in his 60s with intellectual disabilities, Broadley and her husband began volunteering and coaching for the Adaptive and Recreational Opportunities and Special Olympics program in Fort Collins. She has been involved with the Adopt-a-Family charity program, Realities for Children and United Way's Teaching Tree early childhood center.

As a Person-Centered Thinking trainer and counselor for Foothills Gateway, she helps caregivers improve the quality of life for individuals with intellectual and cognitive disabilities.

Since 2012, Broadley has been a group instructor at Miramont Lifestyle Fitness, where she shares the lessons of her own "75-pound weight-loss journey" and keeps members of her classes running.

## Phil Canipe

President  
Aire-Master



Not even the icy blasts of winter can keep Phil Canipe away from his barbecue grill.

"There is not much better than hosting a cookout for my friends and family in my backyard," Canipe said. "My wife and I have a tradition where I grill steaks for Christmas dinner. Last year, it snowed about 12 inches on Christmas Day. I had to use my shovel just to clear the grill."

Such dedication to the task has served Canipe well as president of the Fort Collins office of Aire-Master, which provides odor control and commercial hygiene products.

"In 2011, I purchased the Northern Colorado franchise as a 20-something with big dreams," he said. "Four years later, we have multiplied monthly revenues from \$5,500 to \$30,000." That kind of success has gotten him noticed on the corporate level, including numerous awards and an invitation to address a company meeting in San Diego.

Canipe has helped build schools and medical clinics in impoverished areas of India, Uganda and Afghanistan. He and his wife were sponsors for golf tournaments and an annual gala to benefit the Alpha Center, a nonprofit Christian medical clinic in Fort Collins that offers free health care to pregnant mothers in need. They also sponsor two children in Africa through Compassion International.

Canipe served as treasurer for a Fort Collins City Council campaign and said he "could see myself as a public servant sometime in the future" — even though he surely knows that as an elected office holder it would be him getting grilled instead of those Christmas steaks.

## Mark Culloton

General manager  
Austin's American Grill



After busy days at work at Austin's American Grill, Mark Culloton knows Sasha the dog will be waiting for him at home. "Good days or bad," he said, "she's always happy to see me."

As general manager of Austin's East Harmony location in Fort Collins, Culloton wants to keep his customers and staff of 60 happy as well.

"My role has been to lead this team of people through the ups and downs of expanding competition while managing changes in a dynamic market," Culloton said. "Restaurants tend to have high turnover; my role is to be the constant leader throughout that turnover."

Despite those and other challenges, the restaurant under his leadership has set company records for sales and profits for the past three years.

Culloton has worked his way up the company ladder at Hot Corner Concepts from starting a server at the Moot House in 2002 to being a managing partner today — and a training manager as well.

"Every one of our five local restaurants has at least one manager I have trained," he said, "and now two of the restaurants are run by general managers that I have trained."

Culloton serves on the steering committees of Envision and Leadership Fort Collins.

"As a graduate of LFC, my big takeaway was learning the whos, the hows and the whys that make Fort Collins the city that I love to live in," he said. "Through being a part of these groups, I hope that I have become one of the 'whos' I previously learned about."





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## Melissa Doherty

Broker/associate

The Group Inc. Real Estate



Focusing on new construction has been the blueprint for success for Melissa Doherty, broker/associate at The Group Inc. Real Estate in Loveland.

"I love seeing a subdivision from start to finish," she said, "and to be part of that is something that can be such an amazing experience."

Before coming to The Group in 2012, Doherty worked with Coldwell Banker and Prudential Rocky Mountain Realtors, and as a loan officer with several mortgage companies. The Loveland Berthoud Association of Realtors nominated her for Rookie of the Year in 2012 and Realtor of the Year in 2014.

Strong communities boost home sales, and Doherty does her part out of the office as well. During her time on an affordable-housing committee, she said, she learned more about herself than in any other role.

"I went on to serve on other boards that helped children in need," she said, "and love volunteering my time anywhere that I can."

Doherty is board vice president at New Vision Charter School and serves on its public-relations and community-relations panel. She also was a Girl Scout leader there and, with the help of The Group, raised \$14,000 for a student who had cancer and came from a family with no insurance.

On the Loveland Parks and Recreation board, she assisted in fundraising efforts for children whose families couldn't afford sports. She helps with the Kids Pack program, which sends food over the weekend to families in need, adopts families at Thanksgiving and Christmas, and sends Halloween candy to soldiers in the Middle East.

## John Durkin

Executive director

CSU College of Business



A climbing rope "is literally my lifeline, both personally and professionally," said John Durkin. I can't imagine a more perfect pastime for my personality. Climbing is the ideal combination of fitness, technique, balance and suffering."

That's also a good description for Durkin's paying jobs: interim executive director for development in Colorado State University's College of Business as well as the university's director of corporate relations.

Durkin has done his share of climbing in his 14 years at CSU as well, including directing the College of Engineering's Career and Student Success Center from 2005 to 2008 and then serving as assistant dean for career and professional development in the engineering school until becoming director of corporate relations in 2012. The interim appointment at the business school came this past summer. In 2010 he graduated at the top of his class from CSU's 2010 master's in business administration cohort.

"I have personally been responsible for significantly increasing the amount of private support – research, philanthropy and sponsorships – for CSU in a fiscally challenging environment for higher education," Durkin said.

He donates to CSU through several programs, volunteers with CSU Ram Welcome and new-student orientation, and co-chairs the College of Engineering's faculty and staff fund drive. He volunteers at Shepardson Elementary School events and finds ways to expose Poudre School District students to careers in science, technology, engineering and mathematics.

Durkin said he remains passionate about service to the Northern Colorado climbing community.

## Mary Francis

Director of marketing and client relations

Cornerstone Home Lending



"Home is the cornerstone of my personal and professional life," said Mary Francis. "Helping families in our community purchase homes, writing a home and family column for the Coloradoan and spending time with my husband and our 6-year-old son and daughter – and our golden retriever, Maggie – are my main focus."

That focus drives Francis' work as director of marketing and client relations at Cornerstone Home Lending in Fort Collins, and extends to her other community work as well.

At the Junior League of Fort Collins Hunger Initiative, Francis forged a new partnership with the Food Bank of Larimer County. "What once served a few schools and a few hundred snacks a month in the Poudre School District now serves 23 schools and three community programs in Larimer County, serving roughly 13,000 snacks a month," she said.

Francis also served as major-gifts officer for the Poudre Valley Health System Foundation and in a similar role at Colorado State University's College of Applied Human Sciences.

But her primary focus has been home – including when she joined her mortgage-broker husband in 2011 to create the Francis Team at Cornerstone.

"To say it's been challenging would be an understatement," she said, "but it has been on our terms. We have created a partnership that allowed us to make family a priority, and we have created a business we are proud of.

"We are so proud of the positive impact we make in the lives of our clients – because there's no place like home."

## Ariana Friedlander

Founder and principal

Rosabella Consulting LLC



If you've been to one of Ariana Friedlander's business-book discussion groups, read her prolific blogging on LinkedIn or learned her team-building lessons at Rosabella Consulting, it's hard to believe that as a child she was in a special-education program for remedial reading.

"I overcame those challenges," said Friedlander. "I love being a student but realized I need a community of peers to provide accountability and support for me to learn what I need to know to be a successful entrepreneur," she said. "That's why I started Entrepreneurs," a group that has more than 250 "lifelong learners turned business owners" and earned her the 2013 Quid Novi award for innovative thought.

At Rosabella Consulting, Friedlander helps leaders doing "business as unusual" build collaborative teams and innovative solutions "so that they remain relevant in a rapidly changing marketplace," she said.

As director of outreach for the Atmosphere Conservancy, Friedlander helped engage more than 2,000 residents to participate in the FortZED community energy challenge.

Friedlander does presentations about entrepreneurship to area high school students, serves on the board of the Shadowcliff mountain retreat center in Grand Lake, and for three years helped organize Word Play Literacy Theater, raising more than \$30,000 for the Education and Life Training Center's Job Ready Training.

"I am blessed with complementary strengths including ideation and activation," she said, "which means I am often pushing the envelope with new ideas, then taking it one step further by implementing them."



## Michael Guerriero

Principal  
Power Down LLC



The LED light bulb is part of a bright idea – and part of Michael Guerriero’s mission: “Making a long-term difference in the amount of energy needed to drive Northern Colorado while bringing down the overhead of local business owners.”

That’s part of what Guerriero does at his company, Fort Collins-based Power Down LLC, a refrigeration retrofit company. “In a nutshell, we decrease the energy used in commercial refrigeration by 60 percent to 70 percent” by retrofitting existing coolers and freezers with energy-saving motors and controls.

“Cooling accounts for close to three-quarters of the electric bill in businesses such as grocery stores, liquor stores, mini marts, flower shops and sporting stadiums,” he said. “Our business is very much a niche, and since 2010 we have become Colorado’s only major player in cooling efficiency. We have created this market, which really did not exist before 2010.”

Guerriero has a similar energy-efficiency role at The Light Center, which is co-owned by his wife, Jennifer. He runs the retrofit portion of the business, replacing inefficient commercial lighting.

The businesses have dropped energy usage in Northern Colorado by more than 15 gigawatts, Guerriero said – enough to supply 2,000 households for a year.

He and his wife are 50 percent owners in KGB Holdings, which owns downtown Fort Collins buildings including those holding Starry Night coffee shop and The Crown pub.

Guerriero is a board member of RamStrength, which aids area residents who have a cancer diagnosis and gives scholarships to Colorado State University students with cancer.

## Kate Hagdorn

Vice president for marketing and communication

United Way of Larimer County



Writing, even in her moleskin journal, “is an important part of my life, both professionally and personally,” said Kate Hagdorn, whose communication skills often make her the public face and voice of United Way of Larimer County. “I believe in the power of the written word to engage the community around important issues and to help make sense of personal challenges and triumphs.”

She said her mission is to increase volunteerism and charitable giving in Larimer County “by making it easy, accessible, rewarding and convenient.”

In more than three years at the charity’s local chapter, Hagdorn has helped lead United Way of Larimer County into a new era of communications, “focused on issues and storytelling, with a focus on online and digital delivery,” she said, adding that the strategy has “helped United Way reach a broader audience of engaged community members through social media, email, events and targeted programs including WomenGive and Generation United: A Young Leaders Society.”

In addition, she said, “I was also instrumental in creating the Small Business Recovery Fund, which helped 49 small businesses in Estes Park, Drake, Loveland and Glen Haven receive a total of more than \$1.24 million in grant funding to help them stay in business and retain jobs after the historic 2013 floods.”

Hagdorn has volunteered in a variety of roles with dozens of organizations – from youth soccer coach to home builder and event organizer. She and her family also support many charitable causes with a focus on childhood cancer support and research.

## L.J. Houska

Vice president

Houska Automotive Services Inc.



L.J. Houska represents the third generation of his family to manage Houska Automotive Services Inc., the Fort Collins repair shop started by his grandfather in 1952.

“Then, the population of Fort Collins was less than 50,000,” he said. “Today, it’s more than 155,000, and it is my role to keep the ‘family’ in our business while we expand to serve the area’s growing needs.”

Houska started working at the shop at age 12 and learned all aspects of the business as he earned a degree in business management from Colorado State University.

“Since I’ve taken on the role of vice president, our sales and the size of our staff have doubled,” he said, “and we’ve begun a trainee/mentor program for technicians. We’ve erected two new buildings and expanded our business to include complete lines of retail and commercial tires, making us one of the only local, non-franchise tire companies in town.”

For 22 years, the family has organized the HouskaHouska 5K, a costumed run that over the years has raised more than \$250,000 for the National Bone Marrow Registry and Poudre Valley Hospital Cancer Center.

In late October it held its 14th annual Halloween blood drive at Garth Englund Blood Center, partnering with CooperSmith’s Pub and Brewing to give donors a free pint of beer or nonalcoholic beverage for each pint of blood they donate. It also raises money for Respite Care, where L.J.’s wife worked for 10 years.

This year, Houska also raised money to buy a vehicle with hand controls for hit-and-run victim Connor Walsh.

## Brad Inhulsen

Broker associate/owner

Sears Real Estate



Brad Inhulsen is sold on his ability to smooth out the bumpy road for first-time homebuyers – a skill he believes fills a niche in the community.

“I have the ability to help people start the new chapter in their lives, getting them in the home of their dreams,” said Inhulsen, a broker associate and owner at Sears Real Estate in Greeley. He backs up his words with deeds, having helped buyers and sellers with more than 130 transactions in slightly more than three years of work. He also has taught classes in first-time homebuying at his alma mater, the University of Northern Colorado. That passion has earned him a seat on Sears Real Estate’s board of directors.

Inhulsen was named Rookie of the Year by the Greeley Area Realtor Association and No. 2 real estate agent for the past two years by the Greeley Tribune. He served on the boards of GARA and the Colorado Association of Realtor Directors. A member of Greeley Young Professionals, he is in his third year on the Young Alumni Council at UNC and serves on UNC’s Professional Development Committee.

Each year, Inhulsen volunteers through ShareFest, which helps people in the community with household projects such as painting and yard work. He often volunteers with the Weld County Food Bank, sorting and distributing food to those less fortunate. Besides donating to UNC and United Way, he also gives to Jobs of Hope, a new nonprofit that helps males ages 16 to 23 get out of gang involvement and into a job.

## Kelli Johnson

Public information manager  
High Plains Library District



If you're looking for the High Plains Library District's public information manager, look quickly. She's always on the move.

"I'm a runner by choice to keep my body healthy, but also because I'm constantly in motion," said Kelli Johnson. That motion includes her 13 years of work at the Greeley-based library district as well as being a mentor for libraries throughout Colorado. She has become a speaker and leader throughout the region's library community.

"More than just marketing and advertising, my job is about shifting traditional stereotypes and changing perceptions of libraries to be seen as places for community engagement" and not just "a warehouse for books," she said.

Johnson has chaired the Colorado Association of Libraries marketing committee, served on other statewide panels and co-authored a column on marketing library services in a national publication.

A Leadership Weld County graduate, Johnson has used her communications skills to help Weld Recovers, the long-term recovery team that formed after the 2013 floods, as well as Promises for Children, Weld Project Connect, United Way of Weld County, Kiwanis Club of the Rockies, the county fair board and PEO.

"Whether it's providing a Christmas celebration to underprivileged children, helping women pursue their education, connecting individuals to tools and resources that can help them become their best selves, or to helping survivors of the flood return to a new but different normal, I embrace the needs and challenges of my community," Johnson said.

## Kendra Johnson

Employee benefits  
sales executive

Flood and Peterson



Kendra Johnson excelled on her high school basketball, cross country and track teams. Although she received a track scholarship to Colorado State University, she now coaches youths in a Fort Collins recreational basketball league.

"Being a student-athlete taught me so many things – like balance, organizational skills, leadership skills and a work ethic," she said. "If you keep working hard, good things will come."

Those skills have helped her at Fort Collins-based Flood and Peterson as she coaches businesses on developing employee benefits packages.

"I engage businesses in thoughtful dialogue focused on a variety of aspects necessary for successful benefits management," she said, "including plan design and funding alternatives, employee engagement and communication efforts, wellness and behavioral incentives, administrative efficiencies, and compliance and legislative reform considerations."

She gets involved in crafting legislative policy, gives presentations on health-care reform, leads and participates in wellness committees and plans health fairs.

A Leadership Loveland graduate, Johnson was recognized for her work in 2014 by the National Association of Health Underwriters, nominated as a Northern Colorado Woman of Distinction, and has served for six years on the board of the Northern Colorado Association of Health Underwriters.

Johnson donates to Children's Hospital and Partners Mentoring Youth. But her coaching background remains an integral part of her life.

"I, after all, was the daughter of a very successful high school football coach who instilled so many great lessons," she said.

## Korrie Johnston

Fundraising and  
marketing coordinator

Gardens on Spring Creek



Korrie Johnston sees the Gardens on Spring Creek in Fort Collins as a place blossoming with far more than flowers.

"Plants are the future," she said. "They represent the growth and cycles of life, a sign of renewal and peace."

And as fundraising and marketing coordinator, she said, she shares those positives by "building experiences and memories for Northern Colorado at our beautiful botanic garden." She plans events, guides programs and works with the gardens' print, website and social media ventures.

"In the past three years, this positive impact has made a difference," Johnston said. "I have driven year-over-year growth in all of my areas, including overall net revenue from events, sponsor engagement and general visitation at the gardens."

A 2008 graduate of Leadership Loveland, the Poudre School District's Insight 2014 and the city of Fort Collins' Lead 1.0 class of 2015, Johnston received the national Dorothy E. Hansell Marketing Award in June from the American Public Gardens Association for her public-service campaign, "Plant It Forward: Fighting Hunger from the Ground Up."

Before coming to the gardens in 2012, Johnston spent three years as communications manager for the Food Bank for Larimer County, and also was public relations director for Loveland-based real-estate development firm McWhinney and a communications specialist for Fort Collins' parks and recreation department.

Johnston and her family have participated in turkey drives and volunteered time in classrooms and on soccer fields.

## Eric Knotts

Head golf professional  
Harmony Club



Career counselors always advise people to do what they love, and that's certainly true for Eric Knotts.

"Golf is not only my profession, but also my passion," said Knotts, head golf pro at the Harmony Club in Fort Collins.

The private club is "home to many influential business men and women," Knotts said. "Working with these folks on a daily basis and providing an excellent, consistent environment for them to relax and conduct business has proved to be a difference maker" for the club, which he said has grown by more than 50 members this year.

Knotts leads with a can-do mentality, whether it's passing on the fine points of golf, managing a growing merchandise concession or leading a team of 15 employees.


"Moving quickly up the ranks at Harmony, I was afforded the unique opportunity of being one of the youngest head professionals in the state at the age of 27," Knotts said.

Knotts attributed the 43 percent year-over-year growth in the club's merchandise department and 100 percent employee retention rate to "attention to detail and a strong commitment to top-notch customer service."

He was selected in 2011 to join NoCo 20/30, now Northern Colorado United for Youth, which support underprivileged young people in the area. He chaired the 2015 Down and Derby party, which raised a record \$120,000 for youths in Northern Colorado. In June, he was picked to join the fundraising committee for Peace of Adventure, which empowers military veterans to serve civilians with disabilities through outdoor recreation.




**Congratulations Kendra Johnson  
on BizWest 40 Under 40 Nomination!**




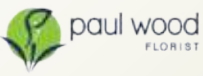
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## Kelly McBartlett

Broker associate/partner  
The Group Inc. Real Estate



The road to a professional life can be full of surprises.

"I never would have had the foresight to predict success in a 'sales' industry," said Kelly McBartlett. "I would typically associate myself with being introverted or analytical, two personality types not commonly perceived as strong in sales. The surprise for me has been that folks aren't typically seeking a sales person to help them sell or buy a home. They're most after someone to provide forthright and relentless insight into something they'd likely classify as their largest investment."

Once McBartlett figured out he was a good fit for the job of real-estate agent at The Group Inc. in Fort Collins, he probably wasn't surprised to be honored as his company's top-performing new broker for the 2014 fiscal year, nominated as Rookie of the Year by the Loveland-Berthoud Association of Realtors, recognized as a rising star by 5280 magazine and appointed by his peers to the company's GroupGives philanthropic division.

That's what happens when you complete more than 50 transactions in your first two years on the job – three times the national average.

McBartlett also serves as operations director and vice president at Vintage City Church, leading a team of 20 staff members and more than 100 volunteers in developing budgeting and assimilation systems, event productions and visual standards. He has helped steer Habitat for Humanity Builds, planning for the Loveland Liberty 5-K run, TEDx Front Range, NewWestFest and Dancing With the Stars Loveland and the Loveland Long-Term Recovery Group.

## Melissa McDonald

Agent/owner  
State Farm Insurance



No matter the season, Melissa McDonald loves the outdoors.

"Being a Northern Colorado native, I appreciate we have these beautiful mountains in our backyard," she said.

They're a good neighbor – and according to the long-running ads, so is State Farm. That's the kind of insurance agent McDonald has been for State Farm in Greeley.

"My role as a State Farm agent in Northern Colorado is risk management," she said. "I help people in the community manage the everyday risks through education about the different types of insurance we offer and how those policies can protect individuals and families."

She qualified for State Farm's Legion of Honor in 2013 and 2014, and expects to again this year.

McDonald also realizes how her presence as the only female State Farm agent in the Greeley city limits has impacted her company and city. "It's opened doors to more business being done amongst women in the community," she said.

She serves as president of Front Range Pacesetters, the local chapter of Business Networking International. "Through my leadership and determination," she said, "we went from 25 members in the chapter to 38. Our chapter has passed referrals for a total of \$1.1 million in business revenue."

McDonald serves on the Greeley Chamber of Commerce's Council for Education, the Greeley-Evans School District 6 accountability committee, and the Success Foundation board – working to "change perceptions within our community" about a district that is one of the only school systems in the state without a mill levy.

## Adam Molzer

Coordinator  
OtterCares Foundation



Adam Molzer served for six years on the board of directors for KRFC-FM 88.9, Fort Collins' nonprofit community radio station. "Community radio is part of my daily life," he said, "and serves a meaningful role in bringing our community together."

KRFC is just part of what Molzer described as his mission to develop "a strong network and relationship with the nonprofit sector in Northern Colorado – the heart of his job at the OtterCares Foundation.

"We believe that one young and inspired mind can change the world," said Molzer. "As coordinator for the foundation's grants and special programs, my role is to advance this notion here in the Northern Colorado community by working with educators, nonprofit and business leaders, families and kids that have transformative ideas but may lack the resources to make them reality."

Molzer said service to the community "has been the principal focus of my time and efforts since moving to Northern Colorado 11 years ago."

He came to OtterCares after six years with United Way of Larimer County's volunteer center and three as community facilitator at Colorado State University. He convened the 2010 Colorado Conference on Service and Volunteerism, developed Larimer County Make a Difference Day into one of the largest volunteer events in Colorado, and coordinated the Pack2School event to provide free school supplies and backpacks to approximately 1,800 students each year. He also has worked with Partners Mentoring Youth, CSU Alternative Spring Breaks and Fort Collins Adaptive Recreation.

## Lee Morehead

Associate attorney  
Otis, Bedingfield  
& Peters LLC



Lee Morehead isn't shy about admitting that being a father to his son, Gavin, is the most important role in his life.

But his performance as an attorney with a pair of Greeley law firms – first Grant, Hoffman and Kamada PC and now Otis, Bedingfield & Peters LLC – hasn't been too shabby either, considering he's now president-elect of the Weld County Bar Association.

Morehead is helping organize this year's Nuts and Bolts Continuing Legal Education conference, which helps other attorneys learn about other areas of law and updates about law in their specialties. He also has helped organize and judge a high school mock trial competition.

Through his involvement with United Way of Weld County, his firm received the charity's Making a Difference award.

He volunteers with Ask-a-Lawyer and Project Connect, where he advises community members who may not have the means to hire an attorney, and as a Small Claims Court mediator, where he helps people resolve disputes and avoid the time and uncertainty of a trial. He also donates to and participates in Weld County Relay for Life, which strives to raise cancer awareness and funds for research aimed at finding a cure.

In 2010, Morehead worked as a legal enforcement intern for the Denver-based Region 8 of the federal Environmental Protection Agency. He carried that experience to the law practices in Greeley, At Grant, Hoffman and Kamada, his emphasis was on environmental compliance and litigation, and at Otis, Bedingfield & Peters, he has focused on oil and gas matters.



## Sara Muth

Branch manager  
First National Bank



Helping find a cure for cancer is near the top of Sara Muth's bucket list.

"I have been involved with the American Cancer Society's Relay for Life for many years," said Muth, manager for two First National Bank branches in Greeley. "We help raise money for cancer research and services.

"In our Northern Colorado ACS office, we are able to provide many services to patients throughout the Front Range that most people don't know about," she said, citing a service that teaches women how to "look good and feel better" during their cancer journey.

"Also, being on two separate boards for victims of domestic violence" – A Woman's Place and Safe Shelter of the St. Vrain Valley – "has provided me with the knowledge to educate others ... that help can be provided to them."

Muth has worked in banking in Northern Colorado for 18 years, the past four-and-a-half in her current post with First National.

"I manage branches in areas of Weld County that have a large demographic of customers with poor or little credit," she said. "By successfully growing our customers, we have helped a large number of 'under-banked' customers ... build their credit and become financially successful and responsible."

The exemplary performance of the branches Muth manages led First National's management to enroll her in a three-year banking graduate school program. "I am currently in my second year," she said, "and my GPA is 95 percent, which will place me in the honors category if I continue in this direction."

## Tim Odil

Senior litigation attorney  
Otis, Bedingfield  
& Peters LLC



How is a dog like a lawyer? For Tim Odil, it's no riddle.

"Loyalty, keen intelligence and persistence are not just qualities for a good dog," he said. "They also make a great litigator."

Odil's practice at Otis, Bedingfield & Peters LLC in Greeley focuses on disputes among private parties as well as those with local, state or federal government agencies.

"I joined OBP in the midst of significant change," Odil said, "and between 2013 and 2015 I helped build the litigation department from two to six lawyers and the firm from two to 11 lawyers.

"I mentor younger associates, and I help to strategize for complex litigation matters," he said, "I handled the notable High Plains Library District trustee-removal litigation, which received significant news coverage over the past two years."

Prior to joining OBP, Odil was a law clerk for judges in the 19th Judicial District in Greeley, and practiced with a large national firm – McKenna, Long and Aldridge LLP – for eight years before returning to Greeley to join the newly formed OBP.

Odil, who earned his law degree at the University of Denver, was recognized as Colorado Lawyer of the Year in 2014 by the editors of Law Week Colorado, and honored as a "Colorado Rising Star" for four years by Law & Politics.

Besides taking part in his firm's long list of charitable activities, Odil has provided legal services without charge to low-income people and served on the boards of nonprofit organizations including Rebuilding Together and the Colorado Lawyers Committee.

## Elias Quinonez

Counselor  
Colorado State University



Elias Quinonez finds inspiration in a mural based on the life of Martin Candelaria, the first Hispanic and native Spanish-speaking professor at the University of Northern Colorado who played a major role in developing the university's language program.

"This is a great symbol of my commitment to promote education at all levels to the under-represented and diverse population," said Quinonez, a counselor at Colorado State University.

Now, he said, "I have the opportunity to serve approximately 200 college students at CSU, many of whom are first-generation students of color."

Before coming to CSU, he said, he spent four years at UNC as admissions counselor, "recruiting primarily to underserved populations." He said his greatest impact was with Greeley-area high schools, where he worked with counselors to have some of the highest acceptance rates in the history of UNC from Greeley schools.

At CSU, Quinonez has implemented a program to train faculty and staff to better serve undocumented students.

Quinonez served on the board of Dayspring Christian Academy, with a focus on diversity and community recruitment. He also worked with the Greeley Dream Team, providing support and fundraising opportunities for scholarships to help under-represented students make it to college.

He has volunteered with and supported Weld Project Connect, Leadership Weld County, Habitat for Humanity and Mosaic Church. His wife, a recent UNC graduate, is in her first year of teaching kindergarten.

## Lindsay Roselle

Founder and  
chief executive  
Women& Inc.



The ampersand symbol has special meaning for Lindsay Roselle of Fort Collins.

"In creating Women& Inc., one of our vision statements is to encourage women to 'embrace your and' – meaning that we often label ourselves as just one thing when in fact we're multitalented."

Roselle, a Leadership Fort Collins graduate, followed her passion for ideas, strategy and creation "by leaving the corporate world for entrepreneurship," she said, also founding Mindstream Yoga Inc. and Candescence Group Inc.

"Through Women&, I'm working to build an organization that brings women together for connection, adventure and well-being through events, workshops, retreats, business and team consulting, and online content," she said.

Roselle's ventures have plenty of 'ands': "Through Mindstream Yoga, I've brought my entrepreneurial vision and brand idea to life in a studio that encourages whole-body/mind connection and wellness in our students."

She described Candescence Group as an organization "that supports women entrepreneurs around the world as they embark on business creation and expansion."

Her yoga business supports the Poudre School District, SAVA Center, Respite Care, NoCo Unify, UCHHealth Cancer Center and dozens of other community organizations.

Women& is developing its community-outreach program and hopes to launch it in early 2016, Roselle said.

"Our goal," she added, "is to support efforts that encourage and help women to start businesses, pursue their professional and lifestyle goals, and in turn support their communities through entrepreneurial success and charitable giving."



## Andrea Schaefer

Broker-associate

The Group Inc. Real Estate



Buy or sell a property through Andrea Schaefer at The Group Inc. Real Estate in Fort Collins, and she's likely to offer a toast to your success.

"I love a great glass of wine who mean the most to me – my family, friends and clients," she said.

Schaefer's own success is worth a toast as well. In 2014, she was ranked eighth in the state for number of transactions closed.

"I have helped brand both new-to-the-community builders and small builders become leaders in the new-construction market," she said. "I have helped create highly desirable neighborhoods through marketing and branding of the builders. ... I have added value to neighborhoods in our community and our residents in Northern Colorado."

Schaefer pays her success forward, serving on a pair of committees that administer college scholarships. One is the Schaefer family scholarship, which is given to a business major through Westminster Rotary Foundation, she said, and the other is The Group Inc. Scholarship, which is given to a business student attending Colorado State University or the University of Northern Colorado.

Schaefer serves on the advisory board of Adopt Colorado Kids, which helps find forever families for foster children. She also is joining the Neighbor to Neighbor board, and donates a portion of each closing she completes to The Group Gives, which supports organizations that help people achieve their "definition of home."

Both her father, Ron, and brother, Ryan, also are active in the real estate industry. "One would say real estate runs in our blood," she said.

## Sara Seely

Business development

First National Bank



Sara Seely loves to travel. "I do it as much as I can," she said. "My volunteer position with Sigma sorority takes me all over the country and allows me to see and experience so many amazing places."

She might even fit a round of golf into her trips. "I received my first set of golf clubs when I was five years old," she said. "I've played my entire life – competitive and for fun. Golf allows me the chance to meet and play with people of all ages and backgrounds."

All those experiences surely have helped Seely in her more than 10 years in marketing, public relations and business development – most recently at First National Bank's corporate banking group in Loveland.

"The division has seen historic growth – double the rate of any other area in the company," she said. "When I accepted the position two years ago, the role was new to the division and the only one in the company. Utilizing high-level accountabilities, I successfully built a role that brings strategic planning with action items, creativity, strong communication, team focus and collaboration while delivering results."

Seely has led the bank's internal Giving Back charitable campaign, and volunteered and raised funds for food banks in Weld and Larimer counties, Habitat for Humanity, Relay for Life, the Alzheimer's Association, United Way and the Women's Fund.

For her work, she is receiving a Community Service Award from BizWest and the Community Foundation of Northern Colorado at this year's 40 Under Forty ceremony.

## Brian Seifried

President

Wing Shack Enterprises Inc.



Brian Seifried built Wing Shack from what he describes as "one little hole in the wall" to four restaurants – in west Greeley, Garden City, Windsor and Loveland – and a food truck. A fifth restaurant will open in spring, bringing the chain's chicken wings to Fort Collins.

"When I opened my first restaurant at 20 years of age, I didn't have much but a good work ethic and a knack for cooking delicious chicken wings," Seifried said. "Luckily, I had several mentors that helped me develop professionally during my first few years owning and operating a small business. It became clear to me that without the confidence and knowledge that these mentors instilled in me, I wouldn't have achieved as much as I have."

"Since then, I have placed great emphasis on employee development," he said.

The Evans Chamber of Commerce named Seifried Entrepreneur of the Year in 2012, and the Greeley chamber named him Young Entrepreneur of the Year in 2013. He was elected to a two-year term as mayor of Garden City in 2012, and today serves as president of the Garden City Business Association.

Seifried and Wing Shack's upper management team started several initiatives to give back to the communities that have fueled the restaurants' growth. The company offers paid volunteer time to all its employees, sets aside a \$40,000 food-donation budget for charitable and nonprofit organizations, and offers a Community Nights program in which 20 percent of all sales in a day are donated to a nonprofit.

## Ryan Smith

Financial adviser

Thrivent Financial



Ryan Smith has played guitar since he was seven years old. Today, he takes his musical talent to Our Lady of the Valley Catholic Church in Windsor, where he and his wife are worship directors and play at three services every weekend.

Just as his music at church is meant to inspire, he said his work at Thrivent Financial is meant also to carry a message: "Be wise with money and live generously within the community."

"Some might call me a financial adviser or planner, but I prefer 'guide' as that is what I truly do," Smith said.

In the past three years, Smith's work has contributed more than \$5 million to his office's revenue, and he has recruited a new partner.

"Recently, I am on track to have a year-over-year growth of 300 percent in my production," he said, "which would mean myself and my partners in my practice would receive the Best Practice of the Year award for the five-state region."

He came to Thrivent in 2012 after stints as general manager of Corkscrew Wine and Liquor in Loveland, a financial-adviser trainee at the Edward Jones office in Longmont and a teller at Cache Bank and Trust in Greeley.

United Way of Weld County named Smith to chair its Young Leaders Society, in which he is responsible for helping the younger generation understand the importance of philanthropy.

Smith also donates money and time to Habitat for Humanity and spent several Saturdays last year building a home for a family of six.



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BW GREELEY BIZ

## Tim Veldhuizen is cookin' with gas

Restaurateur aims to build on eclectic Greeley successes

By Joshua Lindenthal  
jlin@bizwestmedia.com

GREELEY — Entrenched in Loveland as the time as owner of three restaurants, Tim Veldhuizen passed several years back when a customer proposed taking the 4th Street Chop-house concept and opening another location in Greeley. The idea stuck with Veldhuizen, however.



Tim Veldhuizen, owner of Greater Chophouse, Mooey's American Grill and 1900 Speakeasy, stands behind the historic downtown Greeley gas station on July 15. The speakeasy opened in June 2014.

"The fact is, it's a really nice town and has a lot of opportunity," Veldhuizen said in a recent interview. Veldhuizen quickly seized on that opportunity, opening the Greater Chophouse in early 2013, buying Mooey's American Grill that year, and then opening the 1900 Speakeasy last summer. But he's far from done. Veldhuizen said he's got more concepts he's looking to open — both in Greeley and beyond. He said that in his "fantasy world" he has as many as 20 restaurants along the northern Front Range.

"I'd like to develop a real strong, diverse Colorado company," said Veldhuizen, who lives in Loveland along following the return from Argentina. "So hopefully we can get there."

"I think there's still a few good opportunities in the Fort Collins market. I think there's some opportunity in Loveland, Windsor, Estes Park, Longmont. I think there are still some

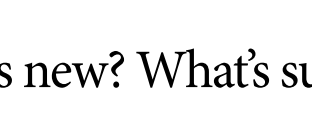
open markets in all of those towns. So really the question is to find what would be the next best move."

For Veldhuizen, a variety of styles is the name of the game, with Italian, breakfast, pizza and others high on his list. He's also been looking lately for a place to open a craft brewery in Greeley.

"While he doesn't have a name for his overhauling family of restaurants, yet, he envisions the brewery providing a common theme.

"One of the things we'd like to do is get in on the brewing craze," Veldhuizen said. "I think when we do that, we'll kind of over the name of the brewery to brand everything together."

Veldhuizen, a chef by trade, had co-owned the 4th Street Chophouse, McGraw's American Grill and Cipa-



BW BOULDER BIZ

## MakeMusic singing new tune after purchase of Paris'

Cloud-based application provides entry to Web, Chromebook market

By Jeff Thomas  
jthomas@bizwestmedia.com



The Weezie and MakeMusic teams gathered at MakeMusic's Boulder headquarters in June.

BOULDER — Boulder's MakeMusic Inc. interactive music-training technology, picked off that could have become a major competitor for an undisclosed amount last week, along with the Web-based technology needed to launch its own market-leading product into the cloud.

"We've been the dominating player, but there are some new competitors," said MakeMusic CEO Greg Fisher. "Weezie would have definitely been a competitor."

Paris-based Weezie, like MakeMusic, produces an interactive method for music teachers to evaluate their students' home practice. The technology also allows the students to record their music while listening to interactive scores, which can actually skip measures along with the student's mistakes.

MakeMusic was based on traditional Windows and Mac desktop applications; however, meaning an application had to be downloaded and launched from the hard drive. What Weezie had was a new HTML5-based application where the application was in the cloud, and the interaction with

the student and teacher is browser-based.

"Weezie was acquired due to its core strengths of Web-based music learning and assessment technologies," Fisher said. "Additionally, the Weezie team is comprised of exceptionally talented researchers and developers."

"We are committed to growing SmartMusic and providing world-class practice tools to musicians, teachers and composers. With this acquisition, SmartMusic will become available on the Web, and in particular, it will become accessible on Chromebooks."

Creating an app that works on Chromebooks, which have extremely small hard drives, is important for educational tools, Fisher said. Chromebooks are based on cloud applications and are also rapidly becoming the No. 1 computer in school settings because of their low cost and useful free applications.

Both teams will now work on releasing a Web-based SmartMusic, compatible with Chromebooks, in time for this fall's school season. Fisher said the Weezie team would largely be focused on that effort, as their product is gradually diminished over the next several months.

Fisher described most of his team as "musicians with a passion for technology," but the entire Peakware team can also be described as cloud-based training technologies. Under

the MakeMusic banner, Fisher and another music tech most notably Frank Peakware are software engineers, including Best Like Split and 1 of them cloud-based. Bringing them all together under one roof, Fisher said, was the July 2014 acquisition of Paris' Weezie. He began to mull over the idea of opening his own commercial facility for repeat food producers.

While it might seem as though the food industry is a major leap from making a graduate student at the University of Colorado, earning master's degree in cognitive psychology. He wanted to be a management professor, teaching managers and executives how to encourage better decision making.

About 30 people came to Boulder from the Minnesota firm, but Fisher said Peakware is constantly hiring software technologists.

"Though MakeMusic is already marketed around the globe, our teachers said that Paris would become an important hub of operations. Weezie's director of technology, Greg Dell'Era, is moving to Boulder to help coordinate technological resources.

BW BROOMFIELD BIZ

## Serving up success

Co-working space comes with side of mentoring

By Paula Aven Gladys  
paula@bizwestmedia.com



Founder and owner Jeff Greenberg puts his background in psychology and business to help small food producers launch and grow. "The oven sometimes get involved in product development, taking an existing recipe and refining it," he said.

"We make sure that they have a realistic view of their product's profitability so they aren't wondering why they aren't making money," Jeff Greenberg, founder and president, The Kitchen Coop LLC, said.

It's that background that drives his company two. The Kitchen Coop has helped two dozen companies and continues to work with more than half of those, Greenberg said.

The company has 23,000 square feet of space, including six different production areas, two packaging areas and a large climate-controlled warehouse and office space so people can see the building as their entire base of operations.

On top of that, the company owns additional equipment building another product — baking and liquid product processing. "We help clients with everything from finance, marketing, business planning and business-level consulting, where we make sure that they have a realistic view of their product's profitability so they are not wondering why they aren't making money. They don't go into it with unrealistic expectations," he said. "We help them source ingredients and packaging material. We even sometimes get involved with product development."

It's really been an exciting time for the company, said Jeff Greenberg. "That's pretty heady stuff, even though I've been in the industry for 20 years."

It's absolutely fascinating, said Ryan about the self-application, but he's impressed by how little it takes to automate the technological experts working at Alph.

"It's been a super happy experience for me," Ryan said, noting that while not a technologist, he has long been interested in 3-D printing.

"When you walk around here, everyone has a smile on their face," he said. "We're very proud to make the best 3-D printer out there."

BW LOVELAND BIZ

## Desktop 3-D printers hit big time with little things

Alph Objects printing its own replacement parts

By Jeff Thomas  
jthomas@bizwestmedia.com



The LulzBot Mini desktop 3-D printer prints a final test before being shipped.

LOVELAND — With the evolution of 3-D printing accelerating in exponential fashion, how could a small Loveland company distinguish itself in a world in which the industry is launching into prosthetics, exiles and perhaps even custom pharmaceuticals?

The apparent answer in the mind of the founder, chief executive and president of Alph Objects, Inc. was to go open as possible — open hardware specifications and open software code.

"Our president, Jeff Moe, he was a successful entrepreneur in various free software and open-source hardware over the years," said Harris Kenny, communications manager for the firm. "When there was a lot of experimentation happening as it related to 3-D printing, his idea was basically to build a company that has shared build files and source code for the hardware — anything you need to make a custom part."

The proof of that concept is probably well expressed in the padding of the LulzBot T1Z 3-D and the LulzBot Mini 3-D desktop printers and their parts have been building an incredible rate. Kenny said sales in 2013 were at \$7.340, before jumping to \$23.629 the next year, \$4,656,500 in 2014 and \$4,762,344 in 2014.

Estimated sales by Alph this year are expected to reach \$19 million, Kenny said. Currently the company has 89 employees, and is expected to rapidly expand both its workforce and network of resellers.

"It's really been an exciting time for the company," said Jeff Moe. "That's pretty heady stuff, even though I've been in the industry for 20 years."

It's absolutely fascinating, said Ryan about the self-application, but he's impressed by how little it takes to automate the technological experts working at Alph.

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"When you walk around here, everyone has a smile on their face," he said. "We're very proud to make the best 3-D printer out there."

NEWS NOTES

**Data links deal with Ford Motors**  
Ford Motor Co. has selected Bosch In-Vision Data Systems Inc.'s software-as-a-service to

**A-8 buys American Eagle Distributing**  
Aurora-based A-8 has purchased American Eagle Distributing as part of a transaction approved by a new law passed by the Indiana Legislature.

**Alph Objects printing its own replacement parts**  
Alph Objects, a Loveland company, is printing its own replacement parts for its 3-D printers.

**Van de Weyer retail space**  
Midwest-based Van de Weyer Inc. will lease space in mid-September on 10,000 square feet of retail space within the historic downtown of Loveland.

**South Canyon Project**  
The South Canyon Project, which aims to establish a branch of downtown Loveland, has an agreement with the city and the Loveland Development Co. to lease the space.

**Alph Objects printing its own replacement parts**  
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THE BUSINESS JOURNAL OF THE BOULDER VALLEY AND NORTHERN COLORADO

## Tiana Smith

Customer accounts manager  
Fort Collins Utilities



At Fort Collins Utilities, customer accounts manager Tiana Smith leads a staff that manages relationships between the city and its businesses.

"The role of myself and my team is to serve as the face of the city to the business community," she said. "The impact I have had on my organization and the community at large is that I've taken a completely new approach to how we manage these relationships. ..."

"Customers see us as 'the city' and not as individual departments," she said. "and I have worked hard to create internal liaison roles across departments so that customers feel the left hand is talking to the right."

Smith was nominated to the city's "World Class People" award for outstanding service, teamwork, individuality and creativity, and in 2014 she was selected to participate in "Lead 1.0," the city's yearlong leadership-development program.

"I am grateful for the investment the city has made in developing me as a leader," she said.

As a mother of four, Smith volunteers regularly through the Poudre School District and runs the read-a-thon at Tavelli Elementary School.

"My four-year-old daughter has a genetic disorder, so we are very involved in the special-needs community," she said. "I have volunteered through Adaptive Recreation Opportunities, coaching kids with special needs on sports teams."

She also serves on the steering committee for C3E (Clean Energy, Education and Empowerment), which works to inspire women around clean-energy issues in order to attract more young women to the field.

## Gretchen Stanford

Customer relations manager  
Loveland Water and Power



Gretchen Stanford has many loves in her life, including her husband and family, friends, work, water, energy and sustainability. She juggles them all happily.

"I am very proud to be the first woman manager of Loveland Water and Power," she said. "All of my jobs, especially the Peace Corps, shaped who I am today."

In the fourth years at her current post, she said, Stanford manages a staff of "four dedicated women" and a \$1.2 million budget. She handles all public relations for the water, wastewater and electric utilities, conducts surveys, manages 28 key accounts, supports economic development, and manages energy-efficiency programs. She develops sustainability and water-conservation plans for the city of Loveland, represents Loveland Water and Power on several committees, and manages special projects for the utility including Drive Electric Northern Colorado and the Net Zero Cities conference. She has spoken about the utility's programs and approach at national conferences.

"I am dedicated to improving customer interaction and relationships by increasing collaboration and trust," she said. "I think we need to be open-minded and transparent with our customers. Consumer feedback shapes direction and investment in new products and solutions."

Stanford volunteers and works at more than 30 summer events to promote the city of Loveland.

"In my personal time, I volunteer at my twin boys' school and with their respective sports teams.

"I am exceptionally passionate about the place I live," she said, "and care enough to be vocal about things that matter to me and my family."

## Kimberly Stern

Director of social and digital media  
Colorado State University



"I love to travel," said Kimberly Stern. "Any chance I get to hit the road and see the world, I take it. My cell phone is always close – gotta keep CSU Social!"

Social media never sleeps, and it's Stern's job to keep Colorado State University's online presence current and dynamic.

Stern considers her main professional accomplishment to be growing CSU's social-media presence from the ground up, starting in 2009. She said it's been her honor to lead her team of three, adding that "We are #CSUSocial and we won a 2015 Webby award." Stern described the Webbys as "the Oscars of the Web" and "the 'Internet's Pulitzer.'"

They spread CSU's message across 10 platforms, reaching more than a half million people around the world each day. "On CSU's Facebook page alone, we reach 2.1 million people each month," she said, "an increase of 146 percent over last year."

"Getting our fans to share our message is no easy feat, but it's crucial," she said. "Why? Social advocacy. Each social share is a reinforcement of one's identity. CSU experienced record fundraising and enrollment this year. CSU social media played a key role in recruiting the Class of 2019 and engaging alums to financially support their alma mater."

Stern launched a blog called Social, where her team writes about what works and what doesn't in social media, along with tips, tricks and trends. She also serves as a mentor for public-relations students and this year aligned with WomenGive through United Way of Larimer County.

## Kristen Tatti

PR program manager  
Otter Products LLC



"Words are power," said Kristen Tatti. "Writing and reading are important to me, both personally and professionally."

Words have been central to Tatti's career – from her days as a reporter for the Northern Colorado Business Report, now BizWest, to her current post on the public-relations team at Fort Collins-based Otter Products, makers of OtterBox and LifeProof protective cases.

"In my current role as public-relations program manager," she said, "I'm responsible for driving strategic initiatives aimed at growing our brands, promoting new products and creating brand advocates."

She also works to make sure the company remains connected to the community through sponsorships such as the USA Pro Challenge and other outreach including tours of the Otter headquarters and local speaking opportunities.

Her role has grown in her five years at Otter Products because the company has grown – from \$120 million in annual revenue to more than \$1 billion, and from 120 employees to more than 1,000.

Through volunteer time off facilitated by the company's charitable arm, OtterCares, Tatti has been part of service projects including dog walking at the Animal House and house building for Habitat for Humanity. She acted as a shopping assistant at this year's Pack2School event, which gets school supplies into the hands of local students who might otherwise go without.

"In my position," Tatti said, "I'm lucky to not only experience OtterCares as any other Otter Products employee but also to offer support to the foundation" by telling its stories on various platforms whenever and wherever it's appropriate.



## Stephane Tillman

Executive director  
The Family Center/  
La Familia



"I have always surrounded myself with family," said Stephane Tillman, "and the organization I have worked at for 15 years has been a second family to me."

Tillman is executive director of The Family Center/La Familia in Fort Collins, overseeing an organization with a \$1.2 million annual budget that provides a safe, accessible and multilingual place for people she described as "the most vulnerable children and families in Northern Colorado" to connect with comprehensive, coordinated services.

The center also has offered a pathway for Tillman's professional growth, she said, "spanning opportunities from entry-level direct service through my current leadership role."

She has found ways to implement community services through multi-agency collaboration and coordination. Her accomplishments include bringing child-care assistance and Early Head Start to the center.

The center "is all about community," she said. "The support we receive from people's time, treasures and talents plays a key role in our success. ... Our faithful financial contributors from businesses, individuals and funding sources demonstrate the deep commitment our community has to our mission of supporting working families as they navigate and build resilience under challenging circumstances."

Tillman completed the Buell Early Childhood Leadership scholarship program in 2010 and uses "foundational concepts to shape and change the framework Colorado employs for serving families and their young children."

## Ashley Valenzuela-Ruesgen

Business outreach and  
internship coordinator  
Aims Community College



Not everyone can understand concepts foreign to us – such as how to read a Mayan calendar – but as Ashley Valenzuela-Ruesgen notes, "The world we live in is increasingly connected, so it is important to understand and appreciate the vast diversity of our world."

At Aims Community College in Greeley, Valenzuela-Ruesgen builds partnerships in the form of internships, job placements, advisory committee members and student recruitment – and an appointment to the school's Cultural Inclusiveness Council fuels her passion for cross-cultural connection.

"I have created 28 new internship agreements with Northern Colorado companies for a total of 50 openings," she said.

Her position was the first of its kind at the college, allowing her to travel some new paths – including starting "Student Spotlight" and "Featured Alumni" programs. She now serves as assistant director of career and technical education.

On the Northern Colorado Partnership's "Manufacturing Rocks" committee, she works to connect youths with real-world business experiences, and is setting up manufacturing tours for 80 students representing five District 6 high schools.

Fueling her passion for inclusiveness is her work as a program coordinator for the Association of American Women in Community Colleges, providing professional leadership development for women at Aims, Front Range Community College and Colorado State University.

A bilingual graduate of Leadership Northern Colorado, Valenzuela-Ruesgen also has served on Aims' United Way committee and coordinated a food drive for the Weld County Food Bank.

## Tricia Vincent

Employee engagement  
specialist  
OtterCares Foundation



Tricia Vincent believes in the power of harnessing entrepreneurship and business to create positive social impact. And in her job, she finds that those agents of change are right outside her office door.

As employee engagement specialist for OtterCares Foundation, the philanthropic arm of Fort Collins-based Otter Products Inc., Vincent looks for ways to involve the company's more than 1,000 employees in volunteer and giving efforts.

"As part of these efforts that I have led," she said, "employees have raised more than \$600,000 and volunteered more than 25,000 hours since 2010. Additionally, we have grown participation in these programs to nearly 75 percent of our employee base annually."

As part of that effort, Vincent selects, trains and manages a volunteer corps of 85 OtterCares "ambassadors" who work to engage those employees.

She also participates in the review process to select quarterly grant recipients that align with OtterCares' funding goals and then looks for ways Otter employees can do volunteer work for those programs.

Colorado Women of Influence recognized Vincent as a 2015 Woman of Vision, recognizing her accomplishments at OtterCares as well as her community work with organizations such as WomenGive and Junior Achievement.

Vincent chairs Generation United, a leadership giving group through United Way of Larimer County specifically geared to help young professionals build a habit of giving early in their careers and to network with other young business people. "By creating this habit at a young age," she said, we will work toward a more philanthropic and engaged community in the long term."

## Scott Warner

Vice president for sales  
Connecting Point



Scott Warner learned valuable lessons about business on a tennis court.

"Being a competitive tennis player through the junior ranks, high school and collegiate levels taught me to be hard working, driven, team-centric, focused and goal-oriented – all skills I use today in business," said Warner, vice president for sales at Connecting Point, his family's Greeley-based information-technology consulting firm.

The company manages IT networks for small and medium-sized businesses in Colorado and Wyoming, with Warner in charge of sales and consulting efforts "in an effort to grow our business' top-line revenue and profitability," he said, "but most importantly to establish solid business partnerships and ensure continuing and compounding value."

He has helped the company navigate its way through the complex demands and changes in the IT industry and its related services business.

Warner was one of three people who helped the Greeley Chamber of Commerce get the Greeley Young Professionals group started. He has also spent time on the United Way of Weld County Campaign Cabinet, the Fellowship of Christian Athletes' Northern Colorado board and NoCo Active 20/30, which works to raise money for children's charities.

"My goal is not to be involved in everything, but to be passionately involved in a few areas that make a big difference in our community," Warner said.

His main professional accomplishment, he said, has been "developing a great working relationship with my father to help grow our business, serve our customers and create a great environment for our team and employees."

# BOULDER VALLEY REAL ESTATE CONFERENCE

Nov. 18, 2015 - 9 am to 4 pm

Doors open at 8 am

Glen Miller Ballroom

University of Colorado Boulder

University Memorial Center,

1659 Euclid Avenue Boulder, Colorado

Register by November 17, 2015

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At the door price: \$69

## AGENDA

### 8:30am - 9:00am

Register for a  
meal credit

### 9:00am - 10:00am



**Matt McLean**  
Senior Vice President  
of Business Development  
at RE/MAX  
of Boulder



**Jennifer Smith**  
Senior Vice President  
of Business Development  
at RE/MAX  
of Boulder

### 10:00am - 11:00am

Executive Breakfast  
with speakers  
and networking  
opportunities



**Matt McLean**



**Jennifer Smith**



**Jennifer Smith**



**Matt McLean**

### 11:00am - 12:00pm

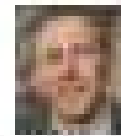
Business Breakfast  
with speakers  
and networking  
opportunities



**Jennifer Smith**

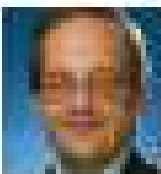


**Matt McLean**



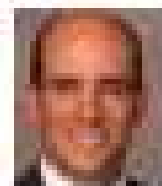
**Jennifer Smith**

### 1:00pm - 1:30pm - Registration



**Matt McLean**  
Senior Vice President  
of Business Development  
at RE/MAX  
of Boulder

**Jennifer Smith**  
Senior Vice President  
of Business Development  
at RE/MAX  
of Boulder



**Matt McLean**  
Senior Vice President  
of Business Development  
at RE/MAX  
of Boulder

**Jennifer Smith**  
Senior Vice President  
of Business Development  
at RE/MAX  
of Boulder

### 2:00pm - 2:30pm

Business Breakfast  
with speakers  
and networking  
opportunities



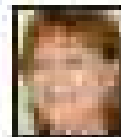
**Matt McLean**



**Jennifer Smith**



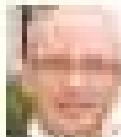
**Jennifer Smith**



**Matt McLean**



**Jennifer Smith**



**Matt McLean**

### 2:30pm - 3:00pm

Business Breakfast  
with speakers  
and networking  
opportunities



**Jennifer Smith**



**Matt McLean**



**Jennifer Smith**



**Matt McLean**



**Jennifer Smith**



**Matt McLean**

### 3:30pm - 4:00pm

Business Breakfast  
with speakers  
and networking  
opportunities



**Matt McLean**



**Jennifer Smith**



**Matt McLean**



**Jennifer Smith**

