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## **Business leaders tell their story**

Businesses have impact. They are the drivers of the local economy, whether in the Boulder Valley, Northern Colorado or Wyoming, providing services for consumers or other businesses. They also provide jobs for you, your friends and your neighbors.

But do you truly know what makes them tick? Do you understand the struggles they've overcome, the innovations they've made, the charitable causes they've championed, the anniversary they're celebrating?

Enter Business Profiles, a joint publication of BizWest and the Wyoming Business Report published by BizWest Media LLC.

Once again, we are pleased to present many interesting stories of local companies, told in their own words. As you read through these pages, you will encounter many stories that should both inform you as a consumer and business customer, and inspire you as you plan your own business' growth.

For example, you'll read about the expansion of services at Columbine Health Systems, based in Fort Collins. You'll read about the deep roots that Holland & Hart has grown in Wyoming, providing top-quality



JEFF NUTTALL



**CHRIS WOOD** 



**BELINDA NELSON** 

legal advice to many companies and individuals. And you'll learn about the 55-year legacy of Lamp Rynearson, an engineering company with offices in Fort Collins and Lakewood.

No one can tell the story of a business better than those people who own and run it, and we would like to thank those many companies that took advantage of the opportunity that Business Profiles provides. This edition not only is inserted in our two newspapers but will also be featured for a year on our websites.

We've enjoyed being able to present these stories. Perhaps as you drive by businesses in your own community, you will encounter one whose story you've read in these pages. And you might even want to begin crafting your own story, for publication in Business Profiles 2015.

Enjoy!

Jeff Nuttall and Christopher Wood are publishers of BizWest, the business journal for the Boulder Valley and Northern Colorado. Belinda Nelson is publisher of the Wyoming Business Report. Both are published by BizWest Media LLC.

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## **Buffalo Chamber of Commerce**

The Buffalo Chamber of Commerce welcomes visitors and prospective new residents and businesses to Buffalo and Johnson County.

Ideally situated in the beautiful foothills of the Big Horn Mountains along the Cloud Peak Scenic Byway (U.S. Highway 16), Buffalo is also at the crossroads of Interstates 90 and 25, with the Sheridan County Airport just a 30-minute drive away. Four hours on a scenic highway will bring you to Yellowstone National Park.

In addition to great scenery, Johnson County is also the scene of some great history. Home to Butch Cassidy and the Sundance Kid, and the namesake Johnson County Cattle War, there are historic battlefields, forts and trails as well as the fantastic Jim Gatchell Memorial Museum in Buffalo. The museum collection was founded in 1900 by drugstore owner Jim Gatchell who recieved many gifts from the region's Native Americans including war bonnets, medicine bags, bows and arrows and clothing.

History buffs won't want to miss a stop at the Occidental Hotel either, which was founded in 1879 – the same year as the town of Buffalo. The current building has been lovingly restored by its current owners to its 1910 condition, and has won True West magazine's awards for Best Hotel and Best Saloon in the West.

Buffalo is home to some of the first Dude Ranches in the West, where visitors can acquire a taste of ranch life. A great vacation for families, guest ranches like the HF Bar Ranch, the Klondike Ranch, the Paradise Ranch, or the Willow Creek Ranch at Hole in the Wall – help family members rediscover each other away from city pressures.

For those with slightly more modern tastes, a stroll down Buffalo's Main Street will discover an artisan



district, microbrewery and some of the best restaurants in the region offering an eclectic range of food including grassfed beef, organic and glutenfree fare.

Literature buffs will recognize Buffalo as the inspirational setting for Craig Johnson's Walt Longmire series of mystery

novels, and for the A&E television series "Longmire" Although the series is actually filmed in New Mexico, every summer Buffalo celebrates its roots with Longmire Days. Johnson and representatives of the cast of the series along with a legion of fans attend the event, now in its third year, set for July 18-20, 2014..

The Buffalo Chamber is proud to point out the region's low crime rate (despite its busy fictional sheriff), great schools and sunny climate, with more than 200 days of sunshine each year and an easygoing climate with an average temperature of 57.6 degrees. Residents and visitors alike can be found enjoying the pleasant weather on the 19-plus miles of the Clear Creek Trail System, abundant hiking trails or fishing in the clear streams and lakes. Clear Creek itself flows right through the center of town and is stocked with about 1,500 catchable rainbow trout each year.

The region has enjoyed a multi-million dollar boom in public infrastructure projects thanks to an oil and gas-assisted county tax assessment of more than \$1 billion. Today, the town boasts a brand-new sports fields complex, a new criminal justice center and judicial center and the renovated Crazy Woman Square in the heart of downtown.

### **Contact Information**

Buffalo Chamber of Commerce 55 N Main – Buffalo 307-684-5544

chamberassistant@buffalowyo.com www.buffalowyo.com

Year founded - 1968

No of employees -2 FT, 1 PT

**Management team** — operated by a board of directors, Angela Jarvis is the Exec Dir. Rachel McCaughey is Asst. Dir

**Primary services** - Mission Statement:

The Buffalo Chamber of Commerce mission includes: a voluntary, non-profit association of businesses and individuals working together in a planned manner to attract, retain, and promote business; encourage a strong local economy and support our quality of life through sound business practices.

The Buffalo Chamber of Commerce is an action agency designed to meet community and area needs. It is a voluntary non-profit organization of businesses, professionals, organizations and interested individuals who join together to advance commercial, financial, industrial, recreational and civic interests of the community. It is a civic clearinghouse, a public relations counselor, a legislative representative at the local, state and national levels of government, an information bureau and a business promotion medium.



### **Columbine Expands Service** to Address Consumer Demand

Providing service where service is needed: that could well be the mantra of Columbine Health Systems. Columbine has worked hard on behalf of a growing population in Northern Colorado, expanding first to meet needs in Fort Collins and Loveland and, most recently, opening a new facility in Windsor.

In December of 2013, Columbine Commons Health & Rehab Facility and Columbine Commons Assisted Living opened, offering long term care, rehabilitation services, and hospice care and providing a unique combination of 15 skilled nursing rooms, 15 for rehabilitation and 60 assisted living apartments all in the same building. The skilled nursing and assisted living areas have separate entrances and dining rooms but share laundry, dietary, and housekeeping. "That provides economies of scale," says Yvonne Myers, Columbine Health Systems Director.

The facility is forward thinking in many ways, she says. "It's very modern with state-of-the-art beds and lift systems. All rooms are private with separate bathrooms."

Because health care is a consumer driven market, design was based on current trends, Myers says. "We're trying to appeal to two generations. The newer senior populations want flat screen TVs and their own bathroom so we've accommodated that."

Consumer demand actually encouraged Columbine's move into Windsor. Positioned on Main Street (Hwy 392), just east of 15th Street, Columbine is creating a medical care campus that includes rehab accommodations. "We also offer out-patient therapy," Myers says. "That means someone can go home from rehab sooner and then come in as an outpatient. All community members can also use

Columbine Medical Equipment and Poudre Infusion



Therapy are located in the medical building next to the Columbine Commons site as well. "Poudre Infusion Therapy can provide any meds that require intravenous (IV). This is the only outpatient infusion center option in Weld County outside of a hospital setting," she says.

In addition, the site houses Columbine's Poudre Home Care and its non-medical home care counterpart, Bloom at Home. Home care provides a registered nurse on call 24 hours a day, seven days a week, a medical social worker, physical, occupational, and speech therapy services, and Bloom at Home offers personal care services such as bathing/ showering, dressing, exercise, medication reminder, and various forms of companionship.

In addition to the medical opportunities, owner Bob Wilson is dedicating an acre on the southwest corner of the property to build a park that will include a gazebo, a walking path, and art work.

Columbine has enjoyed 42 years of success, Myers says. "We've grown carefully and have done it appropriately in bits and spurts as we've seen the need grow."

In 1971, Wilson purchased the original Columbine Care Center. Since then, Columbine Health Systems has grown to three campuses with eleven facilities and added a variety of health service options including Centre Pharmacy, Columbine Medical Equipment, Columbine Poudre Home Care, Bloom at Home and Poudre Infusion Therapy.

"With the addition of Windsor, we've grown from two cities to three and one county to two," she says. "We've had tremendous response from Windsor and are quickly becoming part of that community."



#### **Contact Information**

Columbine Health Systems 947 Worthington Circle Fort Collins, CO 80526 www.columbinehealth.com Phone: (970) 482-0198

Fax: (970)-482-9148 Year Founded: 1971 Employees: 1,450

### Independent Living

The Worthington, Fort Collins - 1991 The Wexford, Loveland - 2000 The Winslow, Fort Collins - 2004

### **Assisted Living**

New Mercer Commons, Fort Collins - 1994 Lakeview Commons, Loveland - 1999 Columbine Commons, Windsor - December 2013

### Rehabilitation

Front Range Therapy, Fort Collins, Loveland, and Windsor

Centre Avenue Health & Rehab Facility, Fort Collins - 2001

### **Community Services**

BLOOM at Home, Fort Collins, Loveland, and Windsor - 2013 Columbine Medical Equipment, Fort Collins, Loveland, and Windsor - 1998

Columbine Poudre Home Care, Fort Collins, Loveland, and Windsor - 2000

Poudre Infusion Therapy, Fort Collins, Loveland, and Windsor

### **Skilled Nursing Facilities**

Lemay Avenue Health & Rehab Facility, Fort Collins - 2007 North Shore Health & Rehab Facility, Loveland - 1978 Columbine West Health & Rehab Facility, Fort Collins – 1988 Columbine Commons Health & Rehab Facility, Windsor -2013

#### **Additional Services**

Centre Pharmacy - 1994 Lifestyle Centre Health Club Fort Collins - 2006 Geriatric Education Centre - 2008



# CTL|Thompson: Digging Into Colorado Construction Projects Since 1971

Since its founding in 1971, CTL|Thompson Inc. has been at the ground level, literally, of a wide range of projects. With its team of geotechnical, structural and environmental experts, CTL offers trusted engineering solutions for every phase of building, from site acquisition, due diligence, design and construction through project completion. The company's results and expertise can be seen throughout its Rocky Mountain home and beyond, with offices from Cheyenne to Pueblo and winding through the mountain communities along I-70.

### **Northern Colorado Offerings**

CTL's Fort Collins office is the company's Northern Colorado hub for structural, geotechnical and environmental engineering services, along with material testing and construction observation. CTL's best work is mostly invisible to the untrained eye, but the Fort Collins office has provided engineering and testing support for projects across the region, including Colorado State University, the MAX BRT project, the Agilent campus in Loveland, Avago Technologies and hundreds of subdivisions.

Because of its location and its blend of structural and geotechnical engineering capabilities, CTI's Fort Collins office offers an expertise unique to both CTL and the region. Tucked away in its office on Linden Street is the only laboratory in the world accredited by the International Accreditation Services (IAS) to test helical piers, a type of deep foundation element that can support a variety of structures. At the lab, CTL engineers test manufactured piers used in buildings across the United States and Canada, sent from manufacturers, large and small. The company also continues to lead efforts to standardize the acceptance and use of helical piers, which provide an alternate deep foundation technique for use by the construction industry. Lending his expertise to these clients is Moncef Souissi, a CTL

team member currently completing a doctorate in seismic behavior of helical piles at Colorado State University.

CTL's specialized machinery, which tests the load capacity of materials and fabricated items to resistance and torque (up to 1,000,000 inch-pounds), also has been put to use for local research and development. One such endeavor is an invention by local machinist Dale Klinzmann, who went to CTL to test his patent-pending jack stand, designed for off-road enthusiasts.

In addition, CTL's Fort Collins experts provide work that is easily visible above ground. The company's engineers excel in the design of retaining walls used in both residential and commercial projects throughout Wyoming and Colorado, applying the concepts of structural and geotechnical engineering to these structures. In addition, CTL's expertise includes foundation and structural design, geotechnical investigation, septic design, asbestos evaluation, Phase I & II environmental assessments, material testing and construction observation.

### **Engineers Always at the Peak**

CTL's Fort Collins office is led by Wayne Thompson, P.E., and Wyatt Knutson, P.E., both structural engineers with experience in the public and private sectors spanning residential, industrial and commercial projects.

They are joined by CTL's experienced team of professionals who deliver high-level capabilities in geotechnical engineering and geologic studies; construction observation and materials testing; pavement design; structural engineering; and environmental and air quality assessments. The full team of more than 160 employees makes up one of the largest locally based geotechnical, environmental and structural engineering firms in Colorado, with expertise that delivers unique and efficient solutions to the design and engineering challenges facing building professionals.



### **Contact Information**

351 Linden Street, Suite 140 Fort Collins, CO 80524 970.206.9455 (P) 970.206.9441 (F) www.ctlthompson.com

**Year founded** 1971

No. of employees

### **Top Executives:**

Ron McOmber, P.E., Chairman and CEO; Stuart Thompson, President; Wayne Thompson, P.E., LEED AP, Fort Collins Branch Manager; Wyatt Knutson, P.E., Regional Manager

### **Primary services**

Engineering services including: geotechnical engineering, geologic studies, construction observation and testing, environmental engineering, materials testing, mining and subsidence, structural engineering and forensic services.



## Delta Dental – We ARE Wyoming

Delta Dental of Wyoming (DDWY), incorporated in 1967 is the only Dental Insurance Company located in Wyoming. DDWY is a member of the Delta Dental Plans Association, a nationwide non-profit organization of dental care service plans. The Delta Dental system is the leading administrator of dental benefits programs in the United States providing coverage to more than 60 million Americans in over 111,000 groups located across the nation. Delta Dental is unique in that we contract with more than 145,000 dental providers nationwide to service subscribers for their dental care needs.

Delta Dental is Wyoming's oldest, largest and most experienced dental benefits carrier. We strive to make dental coverage accessible to Wyoming employers, small and large groups and individual and families across the state so that everyone can enjoy the benefits of good oral health. We offer a wide variety of benefit options, including "exchange certified" dental plans and wrap around plans. Our participating provider network includes approximately 87% of Wyoming Dentists. Subscribers are also covered outside of Wyoming through our nationwide Delta Dental Premier Network. DDWY offers a proven system of savings and services, call us today for a quote.





### **Contact Information**

Delta Dental of Wyoming 6234 Yellowstone Rd Cheyenne, WY 82009

**Phone:** 307-632-3313 **Toll Free:** 800-735-3379 **Fax:** 307-632-7309 www.deltadentalwy.org

### **Year Founded**

1967

Number of employees: 8

**Top Executives:** 

Kerry P. Hall, President/CEO Patricia Guzman, V.P. Administration & Government Relations Earl Kincheloe, DDS, V.P. Professional Relations

### **Primary Services:**

Group & Individual Dental Insurance



### **CONSCIOUS** Commercial Real Estate

ibbons-White is in its 29th year as Boulder County's Full Service Commercial Real Estate Firm offering investment sales, 1031 tax deferred exchanges, leasing services to both Landlords and Tenants, and high-touch institutional quality commercial association and property management services. Services also include asset and partnership management, development consulting services and property improvement project management. We are a local firm determined to give you the focus and skill that you would expect from a national firm, or better.

Our clients frequently return with their real estate needs and projects whether it is to right size their businesses, purchase or sell real property, manage newly acquired properties, and continually rely on Gibbons-White for high-level asset management services. We think this indicates a strong level of trust and enthusiasm for our services and our team.

NOT A ZERO SUM GAME. Our management and brokerage teams set out to deliver real estate services that allow both parties in the transaction to thrive. We don't believe that there has to be one winner and one loser in any transaction. In management this means that our managers respect the needs of the tenants and the property owners. In brokerage this means that we seek to complete transactions that are fair for both Sellers and Buyers or the Tenants and the Property Owners. Our focus is to bring the parties together and to create transactions that will stand the test of time.

### VALUES-CENTERED BUSINESS.

Business that is done while respecting the values of those in the transaction contributes to long lasting success for all involved. We respect your values and find that by respecting the values of our team we can help enrich lives — ours and yours.

### AUTHENTIC LEADERSHIP.

Negotiating the terrain of real estate transactions can be distracting to the operation and success of your business. We strive to create a map of your transaction that together allows us to reduce surprises and be ready for the challenges all the way to completion.

### **CONSCIOUS DECISIONS.**

You, the client, deserve astonishing service delivered to you in a style that is open, honorable and focused on an outcome that brings success to your projects, your properties, and your lives. We set out to achieve that level of service for you in each sector of the industry in which we work with you. We ask the tough questions in order to provide you with the best outcomes in asset management, property management and all areas of the real estate brokerage services we provide.

### PASSION.

Passion in real estate? You got it — our property management team and our brokers have it and share it! When you work with us you will experience the difference.



Number of Employees: 18

**Top Local Executive**: Lynda Gibbons, President/Managing Broker **Primary Service:** Commercial Real Estate Leasing; Investment

Sales; Property & Asset Management

**Year Founded:** 1986



## For more than 30 years, Holland & Hart has been proud to call Wyoming Home

In Wvoming, our mountains symbolize strength, courage, and unfailing loyalty. In business, mountains may take the form of complex regulatory compliance, high risk litigation, and complicated transactions as you grow your business. For others, mountains represent challenges in employee management, keeping up with state and federal legislative activity, or exploring and developing natural resources.

For more than 30 years, Holland & Hart has been proud to call Wyoming home. As the largest law firm in the state, and supported by a network of offices throughout the Mountain West and in Washington D.C., we offer sophisticated legal solutions to help businesses of all sizes, no matter what challenges they face.



With 17 attorneys in our Cheyenne office, we provide sophisticated legal services in all three of the firm's major practice areas: natural resources, litigation, and business. We represent many of the largest energy industry companies operating in Wyoming, from oil & gas to coal and other minerals, as well as commercial businesses of all kinds.

### **Jackson Hole**

In Jackson Hole, we are proud to take a leading role in the thriving resort community, and we represent clients with interests in western Wyoming. The only law firm in Jackson Hole that can offer the multitude of services available from a firm of our size, we are proud to provide community businesses and individuals with an array of specialized legal support.

### **Contact Information**

**Cheyenne** - Walter Eggers, Partner 2515 Warren Avenue, Suite 450 Cheyenne, WY 82001 Tel: 307.778.4200

Jackson Hole - Joe Teig, Partner 25 South Willow Street, Suite 200, Jackson, WY 83001 Tel: 307.739.9741

The Wyoming State Bar does not certify any lawyer as a specialist or expert. Anyone considering a lawyer should independently investigate the lawyer's credentials and ability and not rely upon advertisements or selfproclaimed expertise.



# DECISION MAKERS



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By providing in-depth, local business news and by forming solid ties with our community, we've developed unparalleled reader loyalty among the key business decision makers in Boulder Valley, Northern Colorado and Wyoming.

When you advertise in BizWest and the Wyoming Business Report, your message is being directly delivered to the audience you most want to reach. Further, as a member of *The Alliance*, we can provide access to over 1.2 million business professionals in the U.S., Canada, Mexico, Puerto Rico and Australia.

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## Not Your Average Accountants

Kennedy and Coe professionals are future facing, working with clients to identify profitability opportunities and affect strategic planning. We anticipate and meet emerging challenges, prepare for business succession, and help clients transfer wealth from one generation to the next.



Established in 1932, Kennedy and Coe serves clients nationally from 11 offices

and employs more than 250 highly specialized professionals. The firm is recognized among the Top 100 largest CPA and consulting firms in the U.S. The firm's mission is to enhance the well-being of everyone we do business with, working hand in hand with clients to plan and pursue their dreams, achieve their business goals, and survive and thrive for future generations of employees and customers. Where other firms might use cookie-cutter solutions across all industries, we take an active interest in all of the industries we serve, building an unparalleled base of knowledge from which to draw on our clients' behalf.

### Our services include:

Accounting, Audit & Assurance Services **CFO Advisory Services** Compensation Planning Debt and Equity Raises **Entrepreneurial Services Estate Planning** Family Business Consulting Farm Program Services

Human Resources Consulting and Training Portfolio Company Compliance

#### Industries we serve:

Agriculture **Biofuels** Construction Feed Yards Financial Institutions Manufacturing **Professional Services** 

#### **Our Network of Resources**

Kennedy and Coe participates in the BDO Seidman Alliance, a consortium of independently owned and operated accounting and consulting firms. Through membership in the alliance, Kennedy and Coe has access to the resources of BDO USA (the sixth largest firm in the nation) as well as the resources of 100-plus firms internationally. Alliance members seek the expertise of Kennedy and Coe as well.

### **Our People**

Clients tell us we're different because we are genuine people, generating creative ideas and delivering valuable results. We are driven to follow our guiding principles and to truly care about the people we serve, their hopes, dreams and financial concerns. Our clients count on us to be approachable and interested in their success and to develop creative solutions to address them.



### **Contact Information**

6125 Sky Pond Drive Suite 200 Loveland, Colorado 80538

**Phone:** 970-685-3500 **FAX:** 970-663-0223 www.kcoe.com

#### Year founded

1932

### No. of employees

250+ and 11 offices nationwide

### **Top Executives:**

Management Board Jeff Wald, CEO, Loveland Office Brian Wurst, Chairman, Lamar Office Shannon Buchanan, Vice Chairman, Salina, Kansas Office Bob Schuster, Secretary, Wichita, Kansas Office Joan Porsch, Goodland, Kansas Greg Davis, Salina Kansas Office

### **Primary services**

Accounting and Consulting Services

### WHY NOT? EAT DESSERT FIRST.

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### Lamp Rynearson Celebrates 55 Years of "Leaving a Legacy" with Lakewood Merger

Fifty-five years, and counting! With offices in Fort Collins and now Lakewood, Lamp Rynearson has expanded its Front Range footprint. The firm's Fort Collins office has 17 employees focused on project leadership in land development, redevelopment, support to the oil and gas industry, survey, transportation, and traffic design.

Frank Kohl, Lamp Rynearson's Fort Collins office leader, is confident about Northern Colorado's upswing in projects and potential opportunities. "Our firm is working with new and existing clients on mixed use, multi-family and residential development, infrastructure projects; and oil and gas regulatory compliance and development. Our team is busy and having fun. Lamp Rynearson is pleased to be part of the Northern Colorado and now Denver community," said Kohl.

With its recent merger with TZA Water Engineers of Lakewood, Colorado, Lamp Rynearson gains 40 years of expertise in the planning, development, protection and management of water resources. TZA's technical specialists identify key issues and regulations affecting water supplies and understand the special needs of water supply providers. The combination of expertise offered by both Colorado firms, will provide clients varied expertise required by Colorado's growing economy.

The TZA merger arrives in time for the celebration of Lamp Rynearson's 55th anniversary. Lamp Rynearson's service offerings include civil engineering, survey, planning, water and wastewater expertise, water rights engineering, aquatics design and project leadership in public infrastructure and private development and



redevelopment projects.

Since 1959, Lamp Rynearson & Associates has provided a wide range of engineering, planning, consulting, and land surveying services to its clients, furthering the development and redevelopment of many communities in the Midwest.

With office locations in Fort Collins, Colorado; Kansas City, Kansas; Omaha, Nebraska; and now in Lakewood, Colorado; the firm of 130+ employees has served as a solid resource for federal, municipal, and private entities looking for quality engineering services.

Some notable projects our firm has been involved with include: the Niobrara Energy Park, Weld County, CO; Boyd Street infrastructure design, Loveland, CO; multiple projects as the Great Western Campus and District Engineer, Windsor, CO; Riverbend mixed use development, Timnath, CO; High Point Industrial Park, Greeley, CO; Creekview multi-family development, Greeley, CO; Town of Milliken, Town Engineer; Flood mapping on the Big and Little Thompson River; and Lone Star Water Injection Facility, Weld County, CO.

Lamp Rynearson is proud of its long and successful history of involvement in the creation of community-changing projects on the Front Range and throughout the Midwest. With a purpose statement of "Leaving a Legacy of Enduring Improvements to our Communities," Lamp Rynearson continues its objective of providing sustainable, workable design that will last into the future.



### **Fort Collins**

4715 Innovation Drive Phone: 970.226-0342 Website: www.LRA-Inc.com



#### Lakewood

12596 W. Bayaud Avenue Phone: 303.971.0030 Website: www.tza4water.com

Year Firm Founded: 1959

**Total No. of Employees (4 locations):** 132 **Top Executives:** 

Mike McMeekin, PE – President Frank Kohl, PLS, CFedS – Office Principal (Fort Collins)

Bruce Kroeker, PE – Office Leader (Lakewood)

**Primary Services:** Civil Engineering; Land Surveying; Oil & Gas Industry Support; Land Development; Transportation & Traffic Design; Water Rights Engineering; Hydraulic Studies; Water Supply Planning; Well Rehabilitation and Maintenance



### Wyoming's Premier Event Destination

Upon completion in 1965, Little America Hotel and Resort in Cheyenne instantly became a state and city landmark with a reputation for dedicated service to guests and a destination known for quality and commitment to excellence.

We provide a guest experience unequaled in customer service and satisfaction. We truly enjoy sharing the happiness of everyone we have the pleasure of serving.

In 2008, Little America Cheyenne unveiled the largest meeting and event facility in Wyoming. Our continuing goal is to offer an exquisitely traditional and functional event space that accommodates social and business gatherings of all kinds, from meetings and trade shows to events-of-the-season.

Fast forward to 2014... We strive to exceed our goal to offer not only the most impressive and revered event destination, but also to honor the principle we hold dear: providing our guests with memories and positive experiences.



When you contact Little America's Sales and Catering consultants to schedule an event, you put into motion a system of attention and care where your vision becomes theirs. With over 35 years of combined experience, our team works with you to create the event you want, the way you want it.

Our esteemed Executive Chef provides a Banquet Menu that offers a plethora of meal options complete with dazzling extras which allow you to craft the perfect dining experience for your group. Supportive and efficient banquet personnel then execute your wishes with precision.

Little America Cheyenne is part of The Grand America Hotels and Resorts that include: The Grand America Hotel and Little America Hotel in Salt Lake City, Utah; Little America Flagstaff, Arizona; Little America Wyoming near Rock Springs, Wyoming; Snowbasin and Sun Valley Ski Resorts; and The Westgate Hotel in San Diego, California.





2800 WEST LINCOLNWAY CHEYENNE, WY 82009

**SALES & CATERING** 800-235-6383

**HOTEL RESERVATIONS** 800-445-6945

**MAIN** 307-775-8400

**GENERAL MANAGER**Scott French

**GUEST ROOMS:** 188

#### MEETING SPACE

32,000 sq.ft. with up to 18 breakout rooms including the 13,260 sq. ft. Grand Ballroom

### PRIMARY SERVICE

Little America Cheyenne is a full-service resort hotel with Wyoming's largest meeting and convention facility, equipped with state-of-the-art audiovisual equipment and professional catering services. Our team of accomplished Sales and Catering consultants will help you create a spectacular and memorable event.













## A New Approach to Energy Efficiency

Efficiency Works™ is a new approach to energy efficiency in Northern Colorado. A collaboration of five municipally-owned utilities, Efficiency Works provides customers with commercial facilities one place to go for technical assistance, rebates and incentives for reducing electricity consumption and lowering utility costs.

### **Free Technical Support**

Efficiency Works offers business customers free technical support to identify opportunities to conserve energy and reduce operating costs by analyzing existing building systems and equipment.

### **Building Tune-ups**

Efficiency Works provides funding for building retrocommissioning—diagnosing, documenting and fixing operational issues related to specific building energy systems not performing to the original design intent or the owner's operational needs.

### Rebates

Efficiency Works provides rebates to help pay for upgrades to more efficient equipment in existing commercial buildings and new construction. Some areas in which rebates are available are:

### Lighting

Rebates are available for projects that reduce overall wattage used for interior or external lighting, including signage.

#### Cooling

Rebates are available for high-efficiency split/ unitary cooling equipment and packaged terminal air conditioning (PTAC) equipment.

- Early retirement rebate for roof top units
- Advanced roof top unit controllers
- Premium ventilation packages
- Evaporative condensing

- · Advanced evaporative cooling
- Airside economizers for packaged cooling equipment

### **Building Envelope**

Rebates are available to help offset the incremental cost of increasing energy efficiency by improving the building envelope.

- Replacement with more efficient windows
- Window films for existing windows
- Roof & wall insulation

### **Food Service**

Rebates for foodservice equipment are applied to the purchase of high efficiency equipment that qualifies to be ENERGY STAR\* or Consortium for Energy Efficiency (CEE) rated.

- High efficiency ice machines
- Insulated hot food holding cabinets
- Reach-in refrigerators & freezers Electric steamers, fryers, and griddles
- Electric convection and combination ovens
- Vent hood controls for commercial kitchens

### Grocery

- · Auto closers for cooler and freezer doors
- Gaskets for cooler and freezer doors
- Strip curtains on walk-in cooler and freezer doors
- Suction line insulation
- Zero energy doors with no anti-sweat heaters (ASH)
- Anti-sweat heater controls
- Electronically commutated motors (ECM)
- Smart defrost controls
- Evaporator fan controls

### Office and IT

- Server virtualization
- Thin client incentives (only available in Fort Collins)



### **Efficiency Works**™

Platte River Power Authority

Estes Park Light and Power

Fort Collins Utilities

Longmont Power & Communications

Loveland Water and Power

### **Contact Information**

877-981-1888 info@efficiencyworks.co www.efficiencyworks.co



# 21st Century Business Trends Creating Adaptable Leaders for Organizational Change

Greater global mobility, a surge of retiring baby boomers, and a decade of corporate crime have converged to create a profoundly shifting business environment. In the past we relied largely on a traditional cooperate ladder structure, with senior leaders perched at the top and information flowing mostly up or down, on a need-to-know basis. Teams were segmented by job function. Today, information moves in all directions and with much greater transparency. Teams are becoming increasingly cross-cultural, multi-functional, and intergenerational. Innovative companies are beginning to look less like a pyramid and more like a fisherman's net. How can business leaders keep pace and adjust their leadership styles to fit the new model?

The Pew Center for Research reports that every day, for the next 17 years, 10,000 Americans will turn 65. Many of these retirees will be business leaders with years of experience and senior-level skills. There are not enough leaders within the replacement workforce to fill these empty seats. The most efficient way to restructure businesses in light of this labor gap will be to build "knowledge" nets, where diversely skilled teams are largely self-managed and guided by a leader that crosses organizational boundaries to work interdepartmentally.

Tony Vrba, an Assistant Professor at Regis University, believes that this new model demands leaders who have a sophisticated understanding of human behavior and the ability to strategically navigate and manage rapid change.

"Tomorrow's leaders will need to understand the science of human behavior in order to lead cross-generational and crosscultural staff. As clusters of senior managers reach retirement



age, succession planning is going to become critically important. Teams will become increasingly collaborative rather than hierarchal, and the people leading these teams will need to be able to blend astute business knowledge with the ability to develop and mentor employees."

This contemporary leadership philosophy that views people as the heart of

success is the cornerstone of Regis University's Master of Science in Organization Leadership (MSOL) degree. The MSOL program focuses specifically, and in depth, on the leadership function in organizations. The curriculum is intended to give all individuals exposure to organizational development, strategic planning, and process improvement.

"The MSOL program at Regis develops leaders who can successfully apply tools of behavior analysis to make decisions and improve processes," explains Vrba. "In addition, a Regis degree emphasizes business ethics in a way that is unparalleled outside of Jesuit Universities. The importance of these contemporary leadership skills within the global marketplace cannot be overstated."

Multi-generational students also benefit from a University that understands collaboration. The MSOL curriculum was developed and aligns with industry standards in collaboration with Audrey Daniels Institute, the Society for Human Resource Management (SHRM) and the Project Management Institute (PMI). For more information, visit Regis.edu/SOM.

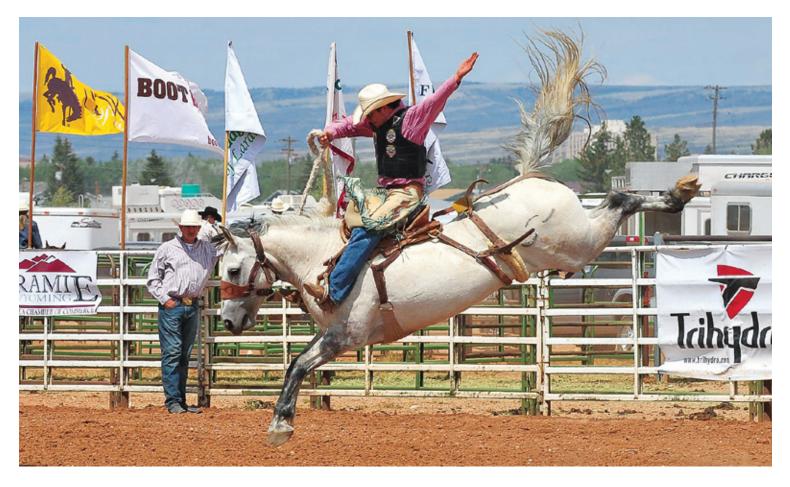


### **Contact Information**

3333 Regis Blvd. P-28 Denver, CO 80221

Phone: 800.249.8331 Email: info@regis.edu Website: Regis.edu/CPS Year Founded: 1877 Primary Service: Higher

Education



### Trihydro Corporation: A tradition of success, founded on trust. Celebrating 30 years.

Trihydro Corporation (Trihydro) began as a small engineering and environmental consulting firm in 1984. The Company was started in Laramie, Wyoming because of a passion and vision for the well-being of our employees, clients and communities. During the early years, Trihydro was known and named for our technical expertise in geology, chemistry, and engineering. Our business success was built on a dedication to our clients and our ability to apply our expertise to new and evolving environmental regulations. Since that time, we have advanced purposefully - in infrastructure, air, water, natural resources, and technology - meeting the needs of our clients, and providing business solutions for a better and sustainable environment. Trihydro is pleased to announce the company's upcoming 30th anniversary in December 2014.

For ten years in a row, Trihydro has been recognized as one of the fastest growing engineering and environmental consulting firms in the nation, ranking at #39 on the ZweigWhite Hot Firm list and being recognized by Engineering News-Record (ENR) as one of the top 200 environmental firms in the U.S. in 2013. We are also one of America's Safest Companies (EHS Today, 2009), and are pleased to announce an industry-leading safety record of zero Occupational Safety and Health Administration (OSHA) recordable injuries in 2013.

Today, after eight years as Wyoming's Largest Engineering Firm (Wyoming Business Report), and with 16 offices and staff resources in 25 states, we are proud to continue to call Wyoming home. Jack Bedessem, Trihydro's President, says "Trihydro has come a long way since 1984, and we have a great future ahead of us. It's not because we have done everything right, but it's because of our resolve to continuously learn and look for ways to provide the best services and solutions to our clients. Our accomplishments today and tomorrow would not be possible without the dedication of our management team, and the ingenuity of our employees - they



are the best in the world."

In the years to come, Trihydro will continue to sponsor and participate in economic, community, and environmental initiatives locally and statewide, as we did by establishing recycling programs for Cheyenne Frontier Days or the University of Wyoming Athletics department. We are committed to continuing our support of existing and future projects both financially

and through the direct involvement of our staff because we understand their importance to the people of Wyoming and the impact they have in our communities.

Without a great place to do business and the support and commitment of great employees, great clients, and great communities, Trihydro would not be the successful company it is today. We will continue to plan, innovate, and hire the best, so we are here for another 30 years. As we move forward, we won't forget our Wyoming heritage, and we won't lose sight of doing business our way - the way our employees, partners, and clients deserve.





### **Contact Information**

Trihydro Corporation Keith Marcott, Executive Vice President 1252 Commerce Drive Laramie, Wyoming 82070 Headquarters 307-745-7474 www.trihydro.com

### Year founded

1984

### No. of employees

### **Top Executives:**

Keith Marcott, Executive Vice President

### **Primary services**

Engineering and Environmental Consulting

## Making An Impact

### Preparing Students for Wyoming and the World

The mission of the Outreach School is to extend the University of Wyoming to our state and the world, and bring the world to Wyoming. We deliver UW's educational programs and opportunities to learners of many ages, interests, locations

The Outreach School is organized under five divisions, including Outreach Credit Programs (OCP), UW Casper, Outreach Technology Services (OTS) and UWTV, the International Programs Office (IPO), and Wyoming Public Media

The Outreach School allows students throughout Wyoming, and in some cases the nation, to participate in nearly 40 endorsement, certificate, undergraduate, and graduate degree programs without relocating to Laramie. With the help of academic coordinators at regional centers across the state, OCP and UW Casper deliver these programs to students with cutting-edge technology provided by OTS. This includes methods that deliver classes through video conferencing, audio teleconferencing and online technologies.

The majority of the students enrolled in the Outreach School are part-time students with full-time jobs and families. Outreach School classes are designed to allow students to pursue their education without rearranging their lives.

Areas of study range from Agroecology, Business, Education, English and Nursing to Applied Science, Speech-Language Pathology, Social Work, Public Administration and more. Each program is lead by UW's award winning faculty and supported by student services that are essential for success.

In addition to the Outreach School classes, Wyoming Pub-



lic Media allows Wyoming residents and online listeners to learn about a variety of current issues with its award-winning news programs. By offering streaming content online, listeners anywhere in the world can receive WPM's programming 24 hours a day.

But the Outreach School could not deliver its offerings without OTS, which manages and maintains the technology

that fuels the Outreach School. This includes online program access via the Internet, audio conferencing capabilities via telephone and 43 video conferencing sites in 19 Wyoming com-

Dr. Reed Scull, associate dean of the Outreach School and director of OCP, said technology is a core driver of the Outreach School's growth. "We continue to experience annual enrollment growth in excess of 10 percent, but growth for its own sake is not what we are about," Scull said. "We welcome growth, but we also must welcome change. And so we are investing in research and development on the use of new technologies and tools to see how we can help faculty find more ways to engage students in the teaching and learning process."

The diversity of technologies, programs and other learning opportunities combine for one purpose in the Outreach School: delivering education to learners, no matter where they live. The skills, experience and credentials students receive through the University of Wyoming Outreach School prepare them to make an impact in Wyoming and the world.



#### **Contact Information**

1000 E. University Ave., Dept. 3106

Laramie, WY 82071 (800) 448-7801 Email: outreach@uwyo.edu

Website: www.uwyo.edu/out-

### Year founded

1886

### Management team:

Dr. Susan Frye, dean

Dr. Anne Alexander, associate dean

Dr. Brent Pickett, associate dean

Dr. Reed Scull, associate dean

Dr. Scott Seville, associate dean

### **Primary services**

To extend UW's educational programs and opportunities beyond Laramie.



### Can one university make an impact? UW Can.

The University of Wyoming Outreach School delivers UW's educational programs and opportunities to learners of many ages, interests, locations, and motivations. We extend the University of Wyoming to our state and the world, and bring the world to Wyoming.

With a branch campus in Casper, regional centers located throughout Wyoming, and distance education technology available virtually anywhere, the University of Wyoming is where you are. How will you connect with UW?

learn more >> uwyo.edu/outreach



UNIVERSITY OF WYOMING

### Western Wyoming Community College



## Western ranks #7 among two-year colleges in U.S. Student experience, industry relations elevate learning at WWCC

Western Wyoming Community College is a twoyear institution that provides exemplary learning opportunities to students from Southwest Wyoming and across the state. Western is located at its residential campus in Rock Springs and also offers classes at its Green River Center and at outreach centers in many other communities.

Western was ranked as the #7 U.S. community college by Washington Monthly College Guide in September 2013. Those ranking are based on the Community College Survey of Student Engagement (CCSSE) and the U.S. Department of Education's measures of student retention and completion. Western's 76.6 percent three-year graduation/ transfer rate for first-time, full-time, degree-seeking students topped all other colleges on that Top 50 list.

"We have the highest graduation rate of any community college in Wyoming, and the second-highest retention rate," said Western President Karla Leach. "While we are proud of this latest ranking and the quality effort that it represents on the part of our students, faculty and staff, we are not satisfied. We know that we can do better. We are committed to the process of continuous quality improvement, and we continue to look for new and innovative ways to help our students achieve academic success."

Students at Western know they are receiving a highquality education that is preparing them for future academic and career success. Non-traditional student Seth Radtke, of Green River, credits WWCC with facilitating his successful transition back into college and advancing his dream of teaching secondary mathematics.



"Western has shown me how to be a successful student," Radtke said. "Western has been a place where I could get my head back in the game. They didn't give me anything. They showed me how to do what I needed to do to be successful. And I will be able to take all of those skills on to the next school that I attend."

Western awards 60 associate degrees and 26 certificates in: business; health sciences; education; science, math, and engineering; humanities and communication; social sciences; technology and industry; and visual and performing arts. Western also offers many workforce-development and community-education classes, and serves as an educational resource for non-traditional students who wish to complete their degrees or upgrade job skills.

Western's partnerships with Wyoming's industrial employers have made WWCC the go-to institution for Technology & Industry degrees and workforce-training programs. The campus's new Western Wyoming Workforce Training Center (W3TC) opened in January 2014 and will further advance that workforce-development mission.

Wyoming Gov. Matt Mead remarked on Western's continued success in this area at the W3TC ribbon-cutting ceremony.

"In all ways, I don't know anybody that does it better than Western Wyoming, in seeing what the needs of industry are and meeting those needs," he said.



### **Contact Information**

2500 College Drive/PO Box 428 Rock Springs, WY 82902 (307) 382-1600 admissions@wwcc.wy.edu www.wwcc.wy.edu

**Year Founded** 1959

No. of employees

### **Management Team**

Karla Leach, President WWCC Board of Trustees

### **Primary service**

Higher education, offering 60 Associate Degrees in Arts, Science, and Applied Science, and 26 certificate programs.

### **EVENT PLANNING GUIDE**



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WYOMING BUSINESS REPORT

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New Belgium Brewing Co., Inc.

NewMark Merrill Mountain States

(Fort Collins Marketplace)

Platte River Power Authority

Poudre School District

Poudre Valley Hospital -

University of Colorado Health

RB+B Architects, Inc.

ReSource

Rio Grande Mexican Restaurant

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& Ripley Design, Inc.

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Stacey Baumgarn, Colorado State University ClimateWise Platinum Partner Photo by Cambon Studios

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