

# Business

2012

# PROFILES



BOULDER COUNTY  
**BUSINESS  
REPORT**

Northern Colorado  
**BUSINESS  
REPORT**

WYOMING  
**BUSINESS  
REPORT**



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# Dear Readers,

Business owners have great stories. As publishers, we regularly venture out into the business communities of the Boulder Valley, Northern Colorado and Wyoming. One constant on which we can rely is that we will hear fascinating stories from the many thousands of businesses that help build our diverse economies.

These stories could involve hurdles overcome during a long course of business, recovery from difficult economic times, the impact of employees on a business' growth, an important anniversary or many other facets.

Sometimes, business owners just want to get their story out, in their own words. Business Profiles, a joint publication of the Boulder County Business Report, the Northern Colorado Business Report and the Wyoming Business Report, provides just such an opportunity.

We are pleased to present many interesting stories in this edition of Business Profiles. As you peruse these pages, we hope that you'll find stories that will both inform and inspire you in your own business endeavors.

For example, you'll read about how staff has been integral to the success of Caplan and Earnest LLC, a Boulder law firm established in 1969. You'll read about how state-of-the-art technology has fostered success at the Eye Center of Northern Colorado PC. And you'll learn how the University of Wyoming's Outreach School extends learning opportunities throughout the state. You'll find many other stories as well.

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 is not only inserted in our three newspapers but will also be featured for a year on our websites, [www.bcbcr.com](http://www.bcbcr.com), [www.ncbr.com](http://www.ncbr.com) and [www.wyomingbusinessreport.com](http://www.wyomingbusinessreport.com).

As we go out and about, we look forward to hearing more stories about business owners' triumphs, challenges and opportunities. Perhaps next year, your own story will see print in these pages.

Read on!



**Christopher Wood**  
Publisher  
Boulder County Business Report



**Jeff Nuttall**  
Publisher  
Northern Colorado Business Report



**Belinda Nelson**  
Publisher  
Wyoming Business Report

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**PICK WHERE THE FRUIT IS...**

## **GOOD ADVICE FOR HARVESTING (AND ADVERTISING)**

When you want a great harvest, go where the fruit is plentiful. The same principle holds true when you want to find business decision makers: *go where they are plentiful.*

That's where we come in. 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 you want to reach. And, 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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## Anton Collins Mitchell LLP – Local by Choice, Global by Resources

### Colorado Ownership.

As the public accounting firm of Anton Collins Mitchell LLP (ACM) approaches its 10th anniversary, there is certainly a lot to celebrate. The founding partners of ACM made a resounding commitment to the Colorado community in 2002, when they acquired BDO USA, LLP's (BDO) Denver practice. The decision to be Colorado-owned and operated allowed for complete control when directing resources to the needs of clients; provided for quick and efficient local decision making; and created a wealth of opportunities for their people. Yet ACM was still able to remain "Global by Resources"—as an independent member of the BDO Seidman Alliance, ACM retains access to the BDO worldwide network when additional resources are required.

October 2010 and January 2012 marked additions of offices in Greeley and Boulder through adding firms with well respected, long-standing practices. Watkins & Schommer, Inc. (Greeley) combined their 30 year practice with ACM in 2010. In January 2012 the firm announced the 20 year practice of Rick Doty and Bill Jones (Doty, Lyle and Jones, LLC) combined their practice with ACM.

This approach—local ownership and control, paired with international resources—has proven beneficial to ACM and the Colorado business community alike. ACM has grown 300 percent in 10 years and now has offices in Denver, Boulder and Greeley. The firm is today the 4th largest Colorado-owned accounting firm in the Denver metro area, with 17 partners and directors and 100 employees.

### Colorado Commitment.

ACM was founded with a deep belief in its responsibility to the Colorado community. When many local CPA firms merged with nationally owned mega-firms, ACM took the opposite track—securing local ownership. Within the firm, there is a keen and fundamental understanding that the community is the company priority: people come first. Giving back to the

community through charitable giving and volunteer activity has proven to be a great source of inspiration and motivation for employees. Company-wide volunteer programs are arranged but individuals are also encouraged to pursue their own passions, finding ways to give back that have meaning to them personally.

### National Leadership.

Leadership is not merely a concept at ACM, but is in fact a living, breathing force. ACM doesn't import leaders from other cities to Colorado; ACM sends its leaders across the United States and around the world. One way this is demonstrated is by ACM partners' leadership positions at the American Institute of Certified Public Accountants (AICPA). Greg Anton is the current Chairman of the Board, Randy Watkins serves on the Executive Committee of the AICPA Governmental Audit Quality Center and Melissa Hooley is on the Executive Committee of the AICPA Women's Initiative. The "About ACM" pages on the firm's website ([acmlp.com](http://acmlp.com)) provide further proof of the firm's commitment to leadership and technical expertise.

### Relationship-Based Professional Services.

The combination of local ownership, national leadership and international resources makes ACM a uniquely effective accounting firm. "ACM's broad portfolio of services is comparable to that offered by much larger international CPA firms," says Managing Partner Gary Mitchell. "However, a list of services isn't by itself a measure of success. Success can only be measured by the success of our clients and staff executed through a 'local by choice' foundation. At the end of the day, it's the right combination of what we do and how we do it that enables us to exceed expectations and deliver outstanding results."

*For more information about Anton Collins Mitchell LLP please visit the website at [www.acmlp.com](http://www.acmlp.com) or by phone at 303.830.1120.*

### Partners

Back Row – left to right:  
Dan Schommer, Randy Watkins, Bill Jones,  
Jeff Barker  
Front row – left to right:  
Dave Taylor, Greg Anton, Melissa Hooley,  
Gary Mitchell, Rick Doty, Jack Allgood



**Denver:**  
303 E. 17th Avenue, Suite 600  
Denver, CO 80203  
303.830.1120 - Main

**Northern Colorado:**  
3545 W. 12th Street, Suite 201  
Greeley, CO 80634  
970.352.1700 - Main

**Boulder:**  
4999 Pearl East Circle, Suite 300  
Boulder, CO 80301  
303.440.0399 - Main

**Web:** [www.acmlp.com](http://www.acmlp.com)



PHOTO BY PETER WAYNE

From Left to right Tami Palmer, Honey Beuf, Jackie Osborn, Nancy Chapple, and Betsy Tarpley, CSP

# THE RESOURCEFUL HUMAN RESOURCE

BY VALERIE GLEATON

After 20 years in business, things are changing at Bolder Staffing, Inc. The company has a new website, a new building, a new division — even a new name.

But one thing that hasn't changed at the now-named BSI/BP2 is the company's commitment to making quality job placements for its clients. The company places candidates in positions across the Front Range, specializing in clerical and customer service positions, manufacturing, IT and software development jobs, accounting and financial roles, management and executive placements.

BSI/BP2's owners — Honey Beuf (CFO), Nancy Chapple (COO), and Jackie Osborn (CEO) — founded the company in 1992. Since then, the company has become one of the most successful women-owned businesses in the area. It was ranked 31st this year on ColoradoBiz Magazine's "Top 100 Women-Owned Companies" list (up 12 spots from 2010), and sixth last year on the Daily Camera's list of the top 25 women-owned businesses.

"We focus on providing a high level of care with our clients, as well as, strengthening its

relationship in the community. We really try to think outside the box to customize what we offer to each individual client," Betsy Tarpley, Division Director of BSI says.

Many career service resources can be found on its website, [bsihires.com](http://bsihires.com), as well as on its recently launched mobile website. The company offers a variety of career services, including resume critiques and help with skills such as online networking and social media.

"People are very tech savvy now, so it's important to connect with our clients on that level," says Jackie Osborn, CEO. "It's been a huge success so far, plus we've had a lot of fun with it."

In 2011 BSI launched its newly branded BP2 Bolder Professional Placements division — formerly known as the Direct Hire division — which focuses on high-tech and executive leadership placements. The division is headed by Tami Palmer.

"It's really difficult to do what BP2 does," says Nancy Chapple, COO. "You have to have the knowledge, the experience and the connections to make it work, and Tami definitely brings that."

"We've found it very advantageous for both

employers and candidates to have a separate division that serves just them," Osborn adds.

Despite the innovations, the company's main strength is one it's always had — its dedicated team.

"The biggest thing we have going for us is our amazing and educated staff," Tarpley states. "That's what really sets us apart."



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[www.BSIHires.com](http://www.BSIHires.com)

[www.BP2Recruiting.com](http://www.BP2Recruiting.com)

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JONATHAN CASTNER

Harriette Fields (Receptionist), Mary Ellen Burdick-Felling (Senior Paralegal), Linda Davis (Legal Administrator), Marla Johnson (Legal Secretary)

# Behind the Scenes at Caplan and Earnest LLC

BY TRACEE SIOUX

BOULDER — Caplan and Earnest LLC, a mid-sized Boulder legal institution established in 1969, is one of only three law firms that can claim to be Boulder-based and Boulder-focused. The firm boasts education; employment; healthcare; real estate; construction; wills, trusts, and estates; immigration; and litigation sections, as well as participating in community service.

“We have a firm tagline, ‘The Confidence of Trusted Counsel,’” says William Kowalski, Managing Partner. “But we recognize that it’s really confidence in the firm. Our staff is a very important part of that aspect.”

Marla Johnson, with the firm for nearly 35 years, is responsible for the entire school law section.

“Dick Bump jokes that when Marla retires, he’s retiring, because he stated ‘I can’t work without her,’” says Kowalski. “She’s more than just a secretary; she’s really the administrator of the school law section and she’s probably the best proofreader and editor we have.”

“I have had the privilege of working with the very best and have worked with Dick Bump from the beginning; I hope we retire at the same time,” says Johnson. “I feel like working with school districts is giving back to the community and I’m doing something very rewarding.”

For 32 years the senior paralegal of the wills, trusts, and estates section has been Mary Ellen Burdick-Felling. “She was the only paralegal we had for a very long time,” Kowalski notes.

“I have the privilege of working with families in their personal and business planning. With probate work I get to work with people during challenging times and be of assistance,” says Burdick-Felling.

Linda Davis started as Earnest’s secretary 31 years ago and as the firm grew, her role expanded. She is now the firm’s legal administrator.

“With our technological advances between computers and phone systems we experienced that incredible learning curve. We now have an IT person, two billing people, a marketing person, an HR person, two office aides and more. At one point or another Linda was doing all of those jobs until they got too big or too highly specialized,” remembers Kowalski. “She also has the best sense of humor you could ever hope to work around.”

“We’ve been here a long time and through so many changes, but the one thing that hasn’t changed is the caliber of work, the ethics and integrity and the way that we practice law,” says Davis. “It brings great pride to all of us to be associated with the firm.”

Harriette Fields, author of *Phonics for the New Reader*, has been the face of the firm since April of 1999. As the receptionist, every

person who walks through the door or calls the firm is greeted by her.

“One challenge is keeping it very personal and I work hard at connecting with people. I want everyone to feel special,” says Fields.

“Harriette literally has about 50 bosses and it can be a very difficult job. It requires a lot of grace and patience and she certainly has that,” Kowalski says.

“We realize that having people who have been here this long, establishing long-term working relationships with our clients, has been very important to the overall success of the firm,” says Kowalski.

**One Boulder Plaza**  
**1800 Broadway, Suite 200**  
**Boulder, CO 80302**  
**(303) 443-8010**  
**www.celaw.com**

**Year Founded:** 1969  
**No. of Employees:** 46  
**Managing Partner:** Bill Kowalski  
**Primary Service:** Business and Finance, Education Law, Employment Law, Health Law, Homes and Services for the Aging, Immigration Law and Naturalization, Insurance Recovery, Land-Use and Development, Litigation, LOHAS, Real Estate, Special Education, Wills, Trusts, and Estate Planning

## 2010 Silver Partners at EnviroVation



CSU Political Science students presenting benefits of Climate Wise

# Climate Wise Benefits Business

\$39 million in savings among Fort Collins businesses is one of many tangible benefits provided by the Climate Wise program since its inception in 2000. Just as notable is the graduate level qualitative methods research project where Colorado State University (CSU) Political Science students explored the intangible benefits of this award winning program.

Climate Wise works with local businesses and organizations to offer them the means for saving money and protecting the environment. The program has recruited more than 300 business partners who have reported remarkable results. Not only has Climate Wise helped businesses save nearly \$13 million during 2010, they also reduced 136 thousand metric tons of CO<sub>2</sub>e. This is approximately equivalent to 12 million trees planted annually. Cumulative water savings since 2000 amount to six billion gallons and electric energy savings registers at 480 million kWh. Additionally, 170 thousand tons of material was diverted from the landfill through reduction, reuse, and recycling. While those are impressive numbers, a missing piece to the reporting was that of the intangible benefits.

The CSU student research and observations revealed many intangible benefits. Findings show that first, Climate Wise is the catalyst to more activity, even if the business may have had sustainability plans. Next, there was a general feeling that networking and information sharing helped develop a sense of community with shared values and goals. As a result of the information sharing, ideas became projects with measureable results.

Third, the publicity that partners receive was touted as a great benefit. Lastly, some employers found that their employees began to incorporate sustainable living practices at home based on the examples implemented in the workplace.

One of the program's larger business partners provided comments on the ease of adopting environmental practices. "At first, it seemed that the program would require too much additional work for our facilities department. But, after changes were made and cost savings realized, the team was inspired to do more."

"We're glad to hear the positive comments from this research," says Kathy Collier, Climate Wise program coordinator. "While we have definite goals and track trends in terms of numbers, it's much more helpful to have partners bear witness to what they also see internally."

The program's annual EnviroVation Showcase event is an excellent way for businesses to learn more and participate. Interested businesses can attend the event on April 12, 2012 from 3 to 5 pm. at the Hilton Fort Collins on West Prospect Road. Current partners will be recognized and celebrated by community leaders followed by business community networking, information sharing, and complimentary food and beverages. Registration for this free event is required. To register visit, [fcgov.com/climatewise](http://fcgov.com/climatewise) or for additional information call 970-221-6700.



Phone: 970.221.6700  
 Fax: 970.221.6619  
 Web: [www.fcgov.com/climatewise](http://www.fcgov.com/climatewise)

**Year Founded:** 2000  
**No. of Employees:** 4  
**No. of Business Partners:** 304  
**Top Executives:**

Mayor Karen Weitkunat,  
 City Manager Darin Atteberry

**Primary Service:**  
 Consultation and support for Fort Collins businesses regarding environmental and cost-saving practices.





## Columbine Prepares for the Future of Senior Care

After celebrating its 40th anniversary last year, the staff of Columbine Health Systems began looking forward and planning for the next decade.

"We are working with the next generation of customers who have a different set of expectations," says Yvonne Myers, Columbine's health systems director. "For 30 years, people were kind of the same: give me a sing-a-long with 'Let Me Call You Sweetheart.' But now we have the IPOD and Starbucks generation: 'How many ways can you make coffee?'"

The Baby Boomers are more demanding and vocal than previous generations, she says. "That's not a bad thing. We just have to adjust and be very aware."

That awareness has been a constant factor and, in previous years, sent Columbine on a growing and changing path. Columbine began in 1971 as Columbine Nursing Home in Fort Collins. Over the next few decades, it grew to 22 businesses on two campuses, branching out to Loveland and including independent living, assisted living, health and rehabilitation facilities, and home health services. Today, the 1,350 Columbine staff members care for 1,100 clients – 850 live in the facilities and another 250 are part of Columbine's home health care services.

Columbine's leadership has remained constant with owner Bob Wilson still at the helm. "Bob's fore-thinking approach has kept us ahead of the curve."

His approach is reflected in physical facility changes such as the Lemay Avenue Health & Rehab provision of showers in the rooms and flat screen TVs while offering secure dementia units and serving 30 rehabilitation and 19 hospice patients along with rooms for permanent residents.

"It's a new way of thinking. The customer teaches us if we are listening and we do listen. That's why we've put in gluten-free diets and more salad. We'll be moving from the standard liver and onions to tofu. We are all about the customer because that's all we've got. This is a people business."

There are certainly challenges, she says. "We hire people in their 20s to care for people in their hundreds so we make sure they have the proper training."

The range of patient age plays a factor, she adds. "We can also be caring for six to eight generations all at once. We have rehabilitation patients ranging from 55 to 75 who are with us because they know that two to three weeks of rehab here will catapult them back to the golf course. And then we also have more frail, elderly people who are 95. All of this is within highly regulatory standards."

Columbine offers a lot of options and, like the Oldsmobile commercial, this is not your grandmother's nursing home in terms of yesteryear's traditions. "We can't treat all of our clients the same but we have to look at how we partner individual choice with the safety and welfare of all our residents. The Baby Boomers can help us in this process."

That possibility is already occurring, she says. "We are seeing this awesome trend with Baby Boomers coming to us as volunteers. They bring wonderful skill sets and offer great programs. That, in turn, allows us to make connections with the next generations who will use our services. They're coming to us before they need us, which helps us on several levels. While we become more aware of their expectations, we have the chance to break down the old stereotypes of senior care."



**Columbine Health Systems**  
947 Worthington Circle  
Fort Collins, CO 80526  
[www.columbinehealth.com](http://www.columbinehealth.com)

**Phone:** (970) 482-0198  
**Fax:** (970)-482-9148  
**Year Founded:** 1971  
**Employees:** 1,350

**Independent Living**  
The Worthington - 1991  
The Wexford - 2000  
The Winslow - 2004

**Assisted Living**  
New Mercer Commons - 1994  
Lakeview Commons - 1999

**Rehabilitation**  
Market Centre Rehabilitation Services - 1996  
Centre Avenue Health & Rehab Facility - 2001

**Community Services**  
Market Centre Medical Equipment & Supplies - 1998  
Columbine Poudre Home Care - 2000  
Poudre Infusion Therapy - 2000

**Skilled Nursing Facilities**  
Lemay Avenue Health & Rehab Facility (formerly Columbine East - 1971) - 2007  
North Shore Health & Rehab Facility - 1978  
Columbine West Health & Rehab Facility - 1988

**Additional Services**  
Centre Pharmacy - 1994  
Lifestyle Centre Health Club - 2006  
Geriatric Education Centre - 2008



Radiant Heat Installation Services



Earth Loop Design and Installation

## Geothermal Good for the Environment Good for Business Comfort by Nature

### Our Mission is Our Name

Dissect the names on our business cards and you'll understand our business. For nearly twenty years our heating and cooling company, Air Repair, regulated building environments that were too cold or too hot with the traditional technologies of furnaces and air conditioners. In the last decade we expanded our focus to include technology utilizing geothermal energy to heat and cool residences as well as commercial buildings.

Our company provides energy-efficient, cost-effective geothermal heating and cooling systems that create Comfort By Nature.

### Harnessing Energy as Old as the Earth

Geothermal energy originates from the heat retained within the earth since the formation of our planet. The heat comes from the radioactive decay of minerals and from the solar energy absorbed at the surface. Even cold ground contains heat at a depth of ten feet where, in moderate climates, the temperature is a generally-consistent 50 degrees Fahrenheit. The heat we need for our homes, offices and manufacturing facilities is right beneath our feet.

The technology that makes the earth's heat – geothermal energy – available for our use is technology with which we are all familiar in common applications like refrigerators and air conditioners. Both have used heat pumps, the basic component of geothermal systems, since refrigerators replaced ice boxes and air conditioners replaced fans.

Today, ground source heat pumps rely on an energy exchange between the air within a building that needs to be heated or cooled for comfort and the earth. During the summer when the ambient temperature of the building exceeds that of the ground, heat pumps move the heat from the building through a system of narrow pipes in the ground. Underground, the heat is dissipated into the earth.

In the winter the same heat pumps reverse the process to extract heat from the ground and use it to heat the air in the building. One system, two functions with the result being Comfort By Nature.

### Energy Efficient. Cost Effective. Environmentally clean.

The United States Environmental Protection Agency (E.P.A.) has called ground source heat pumps "The most energy efficient, environmentally clean and cost effective space conditioning system available."

• **Save Thousands per Year.** A geothermal heat pump can effectively save you 50-70% per year on your heating costs. Instead of paying thousands per year you will potentially pay only hundreds a year.

• **Highly Efficient.** Geothermal Heat Pumps can heat or cool at 350-450% efficiency. That means it can produce

about 4 times as much heat as the energy it takes in

• **Renewable "Green" Energy.** Geothermal heat pumps transfer heat from the earth into your home or office. The heat comes from renewable, geothermal energy stored in the earth. It will not be depleted, the source is stable and the cost does not fluctuate. There is no fossil fuel depletion and no CO2 or greenhouse gases.

• **Heating and Cooling System in One.** One system, two functions with the result being Comfort By Nature.

• **Reliable Operation.** Heat pumps are proven to be the most reliable heating units on the market. With few moving parts their operation is simple and repairs are rarely necessary over the life of the system. Maintenance on the system is also very simple with just an air filter change every few months.

• **Near-silent Operation.** With no noisy burners to fire up, or loud fans to kick in to force the air through your house, heat pumps are also very quiet.

### Start-up Costs and Payback Benefits

It is true: as with most advanced technology a geothermal system may cost more to install than a common HVAC system. The benefit is in the payback. Low cost of operation typically results in a 3-6 year payback on the initial cost. Additionally, federal and state discounts are available for geothermal systems, and when paired with a low-rate, renewable energy loan, a geothermal system can potentially cost you no more per year to install and heat, plus make the loan payments. In the end a geothermal system has the potential to add value to your home or commercial building.

The bottom line is that a geothermal system provides comfort-by-nature and may save you up to thousands of dollars per year on heating or cooling costs.

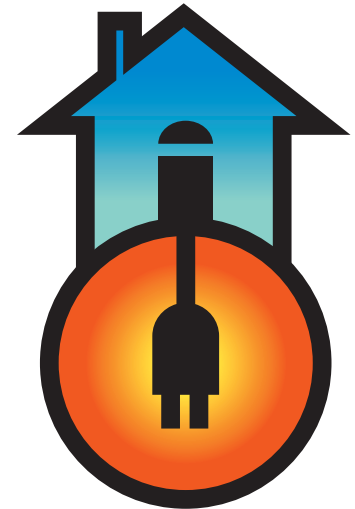
### Geothermal is Comfort By Nature.

Lest we brag: the premier resource in northern Colorado is Comfort by Nature. We serve customers who want to save money, who want to invest in renewable energy and who believe the future of our earth depends on what we do today.

At Comfort By Nature we support those same values. We invest in our staff with advanced training and certifications. We prepare specific, detailed plans for every installation that includes cost comparisons, accurate budgets and realistic installation timelines. At the end of the job we will have delivered a cost-effective, energy-efficient, environmentally-clean geothermal system, and the job will be on time and within budget. Our record speaks for us. And so do our customers who freely provide testimonials about our work.

We are here to provide you with Comfort By Nature.

## COMFORT BY NATURE



6380 W 10th St # 10

Greeley, Co 80634

Phone: 970-353-3685

Fax: 970-378-0218

Web: [www.comfortbynature.net](http://www.comfortbynature.net)

**Year Founded: 1994**

**Number of Employees: 8**

**Top Executives: Jeff Reiher**

**Primary Services: Geothermal Installation, Service, and Retrofit for Commercial and Residential HVAC Installation, Service, and Retrofit for Commercial and Residential**



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EKS&H Partners demonstrate trust during a rappelling adventure

## EKS&H Ran the Numbers: Trust Yields Results

At EKS&H, we believe the one foundational requirement for innovation, growth, and “top of class” success for any organization is TRUST.

Trust is more than a feel-good concept that makes you comfortable in the work environment. While it is an abstract idea, its presence or absence can produce concrete results. Trust impacts such key areas as productivity, internal systems, waste, and financial performance. Trust is an economic driver that can improve enterprise value.

### Trust Taxes

In his book, *The Speed of Trust*, Stephen M. R. Covey introduces the concept of trust “taxes”—the price companies pay for low trust. These taxes are paid in the wasted energy of working around an underperforming team member, the lack of commitment that comes from a fear of speaking up, or reduced innovation when ideas are not openly shared and tested.

### The Roots of Trust

Trust is rooted in two essential areas: *motive* and *competence*. Motive plays a significant role in any trust-based relationship. If you believe my motives are selfish, our working relationship will be stunted, leading to a lack of open communication, which negatively impacts our performance, and our ability to reach our mutual goals.

But trust in another’s motives is only half of the equation. The other half is trust in that person’s competence—their ability to achieve results. Unlike the motive piece, a lack of trust in

someone’s ability to achieve results is not necessarily a challenge to their character. You may completely trust the character of your teenager, but still question their competence to drive on the freeway during rush hour.

If you trust someone’s motives, but not their competence—or trust their competence, but not their motives—there is still a significant trust gap to bridge.

### Trust Improvement

The good news is that trust is one of the easiest workplace issues to improve. In fact, in many cases, awareness is half the solution. There are three steps for bringing awareness to and addressing the trust issues within your organization:

1. Evaluate. Honestly assess the level of trust in your organization.
2. Discuss. Get in a room and talk about it!
3. Measure progress. Take your “trust temperature” from time to time to see how you’ve improved.

Raising trust levels is an ongoing process, not a once-and-done event. It may take different forms in different situations.

In all areas of business, wherever relationships exist, trust is a fundamental part of success. While the cost of mistrust may not be flashing in neon, carefully consider the impact it may be having on your company’s performance. Studies have indicated that high trust organizations have an organizational

value 3-4 times higher than low trust organizations. When the impact of low trust is weighed against the relative ease of repair, it’s a no-brainer to tackle it head-on.

### Credibility and Trust

At EKS&H, we focus on trust both within our organization (with our staff) and outside it (with our clients). Our philosophy is to “serve others and build trust.” To build trust with clients, we emphasize the four areas of credibility: integrity, intent, capabilities, and results. To become and remain credible, we first show our clients our commitment to *integrity* and our *intent* to help them succeed. Next, we demonstrate how our *capabilities* add value to their organizations. Finally, clients see the *results* we help them achieve. By focusing on each of these areas, we develop and maintain long-term relationships built on a solid foundation of trust!

*EKS&H is a Colorado-based certified public accounting firm providing audit, tax, and consulting services to clients locally, nationally, and internationally. We operate from our three offices in Denver, Boulder, and Fort Collins. With over 400 professionals, we are able to provide a broad range of services in a variety of industries. Our size gives the best of both worlds to our clients; we are large enough to support all their needs, yet not so large as to be unresponsive or impractical.*

To learn more about our *philosophy of serving others and building trust*, visit our website [www.eksh.com](http://www.eksh.com) or call us at 970.282.5400.



Photo above: New state-of-the-art LASIK facility in Loveland.

## State-of-the-Art Technology Exceeds Expectations

The Eye Center of Northern Colorado offers an unparalleled level of patient care through our experienced and courteous staff, exclusive technologies, state-of-the-art facilities, and dedication to exceeding the expectations and demands of our community. The Eye Center is your one stop shop for all of your vision needs as we offer comprehensive routine examinations and contact lens fittings, a full service optical with premium frames, subspecialty care in Cornea, Pediatrics, Oculoplastics, Glaucoma, and Retina, an onsite, eye-exclusive, AAAHC accredited ambulatory surgery center, and a LASIK and cosmetic suite complete with premium skin products and exclusive laser technologies.

The Eye Center of Northern Colorado has three locations and serves not only the northern Colorado region, but also draws patients from Wyoming and western Nebraska; and also contributes to advances in the field on a national level through their principal investigations with an onsite research department.

Experience and education should be an important factor in choosing your doctor. Our physicians at the Eye Center of Northern Colorado are all certified by the American Board of Ophthalmology and have received fellowship training in their areas of subspecialty. Your experience is enhanced as you interact with the personable, educated staff at the Eye Center. The ophthalmic technicians at the Eye Center are required to obtain national certification through the Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO), and many are recognized with additional accreditations beyond the base certification. The ambulatory surgery center is staffed with a friendly and experienced staff to ease the concerns associated with major eye surgeries. Patients are welcomed and

accommodated by a kind front desk, walked through the preoperative tests by surgery counselors and registered nurses, and receive the highest quality of care through experienced surgeons using the most advanced technologies. This surgery center was the first in the state of Colorado, and one of the first in the nation, to offer patients the option of customized laser cataract surgery

In 2011, the Eye Center of Northern Colorado unveiled the state-of-the-art Eye Laser Center of Northern Colorado in Loveland, CO at the entrance of the Centerra Promenade Shops. This facility is the exclusive option for bladeless, customized LASIK in northern Colorado and Wyoming, and offers multiple laser platforms including the only OptiLASIK equipment in the entire state. This office is also home to the cosmetic suite and sells Epionce skin care products and offers facial skin surface treatments to improve the appearance of aging, sun spots, and scarring using the only deep tissue, Lumenis Ultrapulse CO2 fractionated laser in the northern Colorado area. This facility provides patients with Starbucks coffee and an Apple iPad bar for entertainment in the waiting room, a live viewing room for families to watch procedures, and includes a preoperative heated-massage chair to alleviate nerves prior to the life-changing LASIK procedure.

Our roots date back to 1918 and ever since then we have been your home town doctors; committed to protecting your vision.

This is our home and we care about our community.

For additional information on the doctors and services at the Eye Center of Northern Colorado, please visit [www.eyecenternoco.com](http://www.eyecenternoco.com).



**EYE CENTER**  
OF NORTHERN COLORADO, P.C.

**Fort Collins:**  
1725 E. Prospect Rd.  
Phone: 970.221.2222  
**Loveland at Centerra:**  
6125 Skypond Dr.  
Phone: 970.663.3262  
**Loveland at Skyline:**  
2555 E. 13th St., Ste. 225  
Phone: 970.679.0000

Web: [www.eyecenternoco.com](http://www.eyecenternoco.com)

**Year Founded:** ECNC was formed with current name in 1997 – roots dating back to 1918  
**No. of Employees:** 135  
**Top Executives:**  
Matthew Robinson, MD President/  
managing partner  
Carol Wittmer, Practice Administrator.  
**Primary Service:**  
Comprehensive Exams  
and Contact lens fittings  
Full Service Optical  
with premium frames  
LASIK  
Cataract Surgery  
Cornea Transplants  
Pediatrics and Strabismus surgery  
Glaucoma management  
Retinal treatments  
Facial plastics and skin treatments

# FORETHOUGHT.net Now Offers Cloud Services



Above Jawaid Bazyar, President at FORETHOUGHT.net connect with him at [LinkedIn.com/JawaidBazyar](https://www.linkedin.com/in/JawaidBazyar)

## Voice and Data Provider Listens to Clients and Now Offers an Even More Complete Solution to Simplify Business Communication Needs.

BY JENNIFER QUINN

Business owners considering taking their computing into the cloud often fear the unknown: Will the cloud provide a firm foundation for their organization's computing needs? Will it be stable, or will they be throwing their money into the wind? Now, business owners can be assured a cloud can have a silver lining.

FORETHOUGHT.net has launched SilverLining, an enterprise-level cloud-computing solution with redundant back-up, fault tolerance and disaster-recovery services. Scalable to customer needs, the suite of services frees companies to focus on their business, not their technology.

FORETHOUGHT.net is a Denver-based full-service Internet and telecommunications provider that will tailor and package cloud services to satisfy the requirements of businesses at a competitive price with a focus on customer service and satisfaction.

"Our approach is a simplified and customized solution for each of our clients," says Jawaid Bazyar, president and part owner of FORETHOUGHT.net. "We grow along with our customers and their business needs. We are not a cookie-cutter solution option. In general, small and medium

businesses with five to 500 employees have been underserved by the large technology providers."

The cloud solution offers FORETHOUGHT.net clients the peace of mind that their data is secure and recoverable in the event of a disaster. The client data is secure because it is professionally managed, and access to the data is controlled.

"Just because your business server is in your office does not mean it is secure," Bazyar said. "In our cloud service, your server has no physical access and better firewalls so that hackers cannot access valuable information." Bazyar says the cloud lets small businesses decide what their core competency is and then have other people do everything else.

For more than 17 years, businesses in the Denver area have trusted FORETHOUGHT.net to serve their technology needs, with a high level of technical expertise, security, reliability, and responsiveness. To learn more or to get a quote, visit [www.forethought.net/silverlining](http://www.forethought.net/silverlining).

"With our solution, businesses can have the infrastructure of a Fortune 500 corporation without the overhead and costs associated with it," Bazyar said. "Our mission is to provide our

customers with a full-service voice and data solution that saves them hundreds or thousands of dollars a month. It's hard enough to run a company without worrying about technology. It is our goal to make complex technology decisions simple.

"Many businesses still don't understand the benefits of cloud computing. Because of that, they may be spending too much money on an infrastructure that requires constant hardware updates and replacements," Bazyar added. "With cloud computing, businesses can even turn their old computers into thin clients with a simple Internet connection."

Other services provided by FORETHOUGHT.net include voice-over-Internet protocol (VoIP), multiple phone lines, business phone system, electronic fax service, DSL, Fiber and Ethernet, including broadband bundles for high-speed Internet. It also provides service to residences.

With more than 1,700 clients, it has gained customer loyalty from many businesses, including the Tattered Cover bookstore in Denver, Namasté Solar in Boulder, Tundra Specialties in Boulder, Intela Global Performance Marketing office in Boulder and Audio Information Network in Boulder.

FORETHOUGHT.net  
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# Epiphanies

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brokers know the market and work to obtain the right terms for you. Our team specializes in honoring your goals, listening to your fears and inviting you to think outside of the box, and then leads the way to the finish line.

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**# 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**



JONATHAN CASTNER

Photo caption: Michael & Lisa Sklar, owners of Hillcrest Glass



# Hillcrest Glass: Unbreakable

BY MICHELLE LEJEUNE

Lisa and Michael Sklar purchased Hillcrest Glass, a well established business that was founded in 1969, five years ago. They managed to double the business their first year and were off to a great start. As the flagging economy challenged homeowners and contractors alike, Hillcrest went back to basics. The Sklars simplified their product offering, sought out jobs where they could truly add value and focused on providing excellent customer service. By focusing on offering the best value for its customers, the business has continued to pull in a profit every year, something they are really proud of, even as several other glass contracting businesses in the area did not survive the recession.

It would be hard to find an industry farther removed from fabricating and installing glass than the one from which the Sklars came. They both worked at Maxtor, a manufacturer of hard disc drives that is now a subsidiary of Seagate, where they developed skills in marketing, project management and multi-tasking that still serve them today. "We've worked really hard to become experts in the business, but the key to a job is executing really well," said Lisa Sklar. "That makes any job successful."

Hillcrest Glass is a full-service glass and glazing company in Longmont that serves the Front Range. Its commercial division installs storefront, curtain wall, and interior glass for tenant finish. The residential division designs and installs custom shower enclosures, mirrors,

stair rails and back-painted glass. They also offer a glass service that includes residential and commercial glass replacement and commercial door repair as well as an old fashion retail shop where they can still cut glass while you wait.

In 2009, Hillcrest Glass finished one of its most visible projects to date, completing the fabrication and installation of the glass for Barnes and Nobel Book Sellers at Pearl and 30th streets in Boulder for which they received the Summit Award for 2009 from the Colorado Glazing Contractors Association.

The Sklars said that they chose to purchase this business for many reasons. They wanted something they both had an interest in and could do together. "It's rewarding driving all over the county seeing work we've done," Lisa Sklar said. "Our kids get crazy hearing us say, 'oh, look, we've done this, and this,'" she said. Hillcrest Glass contributed to several of Boulder Valley School Districts \$296 million school renovation projects. One of them, at Crestview Elementary School in Boulder, has a special meaning to the Sklars because their 3 kids attended the school. Hillcrest Glass replaced commercial windows on two wings and in an addition there.

Hillcrest Glass grew in 2011 and the trend is expected to continue through year's end with Michael Sklar predicting that 2012 will find Hillcrest Glass climbing to record levels in both their commercial and residential divisions.

The Sklars think a great deal about the hard times their and other businesses have been through in the last five years, Lisa Sklar said. For



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- Shower enclosures
- Mirrors
- Storefront/Curtainwall

them, what kept things from breaking apart were, "sticking with our core values, maintaining great relationships with contractors and customers and having a great management and field staff."





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For more than 30 years, the attorneys and staff of Holland & Hart have been proud to be a part of the fabric of Wyoming. From our legacy as a leading natural resources and environmental law firm to our volunteerism in the community, we are dedicated to providing exceptional service to our clients and neighbors alike.

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In Jackson Hole, Holland & Hart is proud to take a leading role in the thriving resort community and represent clients with interests in western Wyoming. Our lawyers provide local, national, and international clients with right-sized solutions to their legal needs in the state.

As the largest law firm in Wyoming, we recognize the needs of businesses of all sizes. In addition to a complete staff of paralegals, legal assistants, and support personnel to help deliver legal services, we offer unique local knowledge backed by outstanding national support—an uncommon combination in The Cowboy State.

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Jackson, WY 83001  
Tel: 307.739.9741

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 self-proclaimed expertise.

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**Jeremy Jiricek**  
Contractor Sales



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**Kerry Beaumont**  
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**Sara Constantino**  
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**Mike Prindiville**  
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**Chad Stearly**  
Window and Door Specialist



**Debra Lynn**  
Kitchen/Cabinet Designer



**Dan Hoback**  
Installation Coordinator

# Our People Make the Difference

## A Small Sum Beginning

In 1917, Robert Sutherland and his wife pooled the small sums of money left to them to build a lumber yard in the Midwest. Through two world wars, economic depressions and recessions, the Sutherland family built a business based on integrity and ingenuity. Doing the right thing was the operating standard, not a catch phrase. As the Sutherland family saw industries change, they used their creativity and business acumen to evolve from a basic lumber yard to the most comprehensive design gallery and building materials resource in Northern Colorado.

## Big Business with a Craftsman's Heart

Sutherlands is a one-stop shop where ideas are the start and satisfaction is the finish line.

Today, Sutherlands Lumber & Design Gallery is unmatched in providing building materials and home design services. Considering the breadth of product and depth of experience housed in the company, Sutherlands is a big business, but at the heart of the company is a small shop of craftsmen delivering big on client satisfaction.

Under one roof, contractors and homeowners alike find the full line of materials and custom services they need for building a house or updating a kitchen. Sutherlands is proud to offer:

- Hundreds of name brands for every style
- Affordable products for every budget
- Design, delivery and installation for every need

## Pride in Partnership

Partnerships with contractors, installers, trade professionals and customers reflect the staying power of the founding family.

Alongside the expanse of Sutherlands' product lines is the unsurpassed knowledge of a dedicated staff, some of whom have been part of the Sutherland's family for thirty-plus years. The Sutherlands team provides:

- Personal one-on-one service
- Professional design
- Exceptional logistical support

By focusing on these tenets, Sutherlands' staff is able to offer value and specialized options for each client. Members of the team take pride in the many long-term partnerships they have built, year after year, for thirty-nine years.

## Service is the family hallmark at Sutherlands Lumber & Design Gallery.

The key components of successful service include accuracy, competitive pricing, professional design, expert installations, and overall integrity engineered into every Sutherlands job. Goals aren't just met, but surpassed. At the end of day, Sutherlands' teams of designers, project coordinators and sales people stand tall, sharing their customers' pride in a job well done.



2100 E. Prospect Rd.  
Fort Collins 80525  
Phone: 970-216-1000  
Fax: 970-226-4471  
Web: [www.sutherlands.com](http://www.sutherlands.com)

**Year Founded: 1917**  
**No. of Employees: 30 in Fort Collins**  
**Top Executives:**  
Bob Sutherland Jr., Rick Taylor, &  
Gary McDaniel (Fort Collins)  
**Primary Service:**  
Northern Colorado's Largest One-Stop  
Lumberyard and Design Center.

*Lumberyard and Design Center. Sutherlands Lumber & Design Gallery has evolved into a comprehensive building materials and home design facility. Combined with our unsurpassed knowledge and dedicated personnel, we are here to help builders and owners complete their building projects, day-in and day-out. Our turn key services are coordinated through your personal sales associate, keeping your time hassle-free!*





UNIVERSITY OF WYOMING

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## EDUCATION YOUR WAY

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The mission of the Outreach School is to extend UW's learning opportunities to the state of Wyoming and beyond with innovative and unique programs for learners of any age, interest, motivation and location.

This mission is delivered through four units in the Outreach School: Outreach Credit Programs (OCP), the University of Wyoming/Casper College Center (UW/CC), Outreach Technology Services (OTS), and Wyoming Public Media (WPM).

The Outreach School allows students throughout Wyoming, and in some cases the nation, to participate in more than 30 endorsement, certificate, undergraduate, and graduate degree programs without relocating to Laramie. In fact, 28.5 percent of students enrolled at UW take classes away from the Laramie campus. With the help of academic coordinators at nine regional centers across the state, OCP and the UW/CC Center 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.

"Lifelong learning is becoming increasingly important for citizens of all ages, interests, and locations," said Maggi Murdock, Outreach School dean.

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.

In addition to the Outreach School classes, Wyoming Public 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 couldn't 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 communities.

W. 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 Web 2.0 technologies and tools such as podcasts, webcasting, and video streaming 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 your way, no matter where you live.

To find out more about programs and services offered through the UW Outreach School, visit [uwyo.edu/outreach](http://uwyo.edu/outreach), or call (800) 448-7801.

Contact us:

**Outreach Credit Programs**

(800) 448-7801  
[uwyo.edu/outreach/ocp](http://uwyo.edu/outreach/ocp)

**UW/Casper College Center**

(877) 264-9930  
[uwyo.edu/outreach/uwcc](http://uwyo.edu/outreach/uwcc)

**Outreach Technology Services**

(307) 766-4999  
[uwyo.edu/outreach/ots](http://uwyo.edu/outreach/ots)

**Wyoming Public Media**

(800) 729-5897  
[wyomingpublicradio.net](http://wyomingpublicradio.net)

**Outreach Regional Centers:**

**Northeast Regional Center**

Sheridan (307) 672-8737  
Gillette (307) 686-0044

**Northwest Regional Center**

Powell (307) 754-6108  
Cody (307) 587-9837

**Eastern Regional Center**

Torrington (307) 532-8204

**West Central Regional Center**

Riverton (307) 856-8651  
Jackson (307) 734-0224

**Southeast Regional Center**

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UW

[uwyo.edu/outreach](http://uwyo.edu/outreach)

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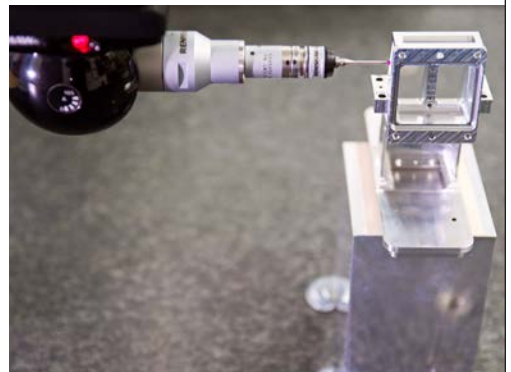
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Publication Date: October 2012

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# Boulder County Business Hall of Fame

*Recognizing Business at its Best*

## Honoring and Celebrating Boulder County Business Leaders

The mission of the Boulder County Business Hall of Fame is to research, document and recommend for induction into the Hall of Fame, those individuals who have been instrumental, through

business-related efforts, in providing direction, energy and support to the shaping of Boulder County since its inception.

To meet the organization's original mission, each year the Hall of Fame Board

of Directors issues a call for nominations throughout Boulder County. Candidate nominations are reviewed by the board and inductees are selected using the following criteria:

- Favorable impact on the community.
- Notable business innovations.
- Corporate philanthropic activities.
- Personal involvement in corporate community related activities.
- Civic, professional or charitable organization affiliations or titles held in this benefit to the community.
- Business and/or civic achievements.

The individuals chosen for Hall of Fame induction represent the best of Boulder business. Their success and contributions to Boulder County are celebrated at the annual Hall of Fame Induction Luncheon, and their photo portraits are placed in the Hall of Fame gallery located at the Plaza Hotel and Conference Center Longmont, Colorado. A visit to the Hall of Fame inductee gallery to read about the individuals who have contributed to the exceptional Boulder County business environment and quality of life is an inspiring experience.

### Encouraging Future Business Leaders

The Boulder County Business Hall of Fame is a nonprofit organization that pays business success forward by using net



BCBR file photograph

The Boulder County Business Hall of Fame class of 2009 included, from left, Jerry W. Lewis, Jerry Lee, Jay Elowsky, William Boettcher, Richard Herring (pictured is his son Chuck Herring) and Lou DellaCava. Not pictured is Hall of Fame member Jeff Schott.

proceeds from its fund-raising activities to support and encourage future business leaders through scholarships to the Leeds School of Business. This work brings the mission of the Hall of Fame full circle.

An array of generous businesses and individuals support the Hall of Fame scholarship mission through sponsorships, ticket purchases and in-kind donations for the annual inductee lunch. Hall of Fame alumni are also invited to add their support by becoming Hall of Fame Alumni Academy members.

Individual donations to the Boulder County Business Hall of Fame are welcome and may be made through the Hall of Fame website, HallOfFameBiz.com.

It is the financial benevolence of many contributors that helps the Hall of Fame encourage Boulder County business students by funding scholarships to further their pursuit of degrees in business.

### Contribute and support Boulder County Future Leaders

To learn more about the Boulder County Business Hall of Fame, go to the Hall of Fame website, HallOfFameBiz.com.



BCBR FILE PHOTOGRAPH  
The Boulder County Business Hall of Fame class of 2009 included, standing from left, Stephen Meer, George Heinrichs, Stephen Tebo, Jesse Awieda and Dave Hight. Seated from left, Vanderlynn Stow and Marguerite Peoples.

<p>To nominate a Boulder County business person for consideration as a 2013 honoree, contact: ED KANEMOTO Boulder County Business Hall of Fame Board President 303.961.6333 ed@kanemoto.com</p>	<p>For information about the Boulder County Business Hall of Fame 2012 events, contact Chris Wood or De Dahlgren CHRIS WOOD Boulder County Business Hall of Fame Board Member Publisher, Boulder County Business Report 303-630-1942 cwood@bcbr.com</p>	<p>To send a contribution or suggest a 2013 Hall of Fame nomination, use this mailing address: Boulder County Business Hall of Fame P.O. Box 2081</p>
	<p>DE DAHLGREN Boulder County Business Hall of Fame Event Manager 970.232.3132 info@HallOfFameBiz.com</p>	<p>Please visit the Hall of Fame Alumni Gallery at the Plaza Hotel Conference Center. The Plaza Hotel 1900 Ken Pratt Boulevard Longmont, CO 80501</p>



BCBR FILE PHOTOGRAPHS  
Acceptance speeches by inductees to the Boulder County Business Hall of Fame can be inspiring and entertaining. John Fischer, left, and John Flanders delivered their speeches in 2011.



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