

WELCOME TO

stuff

FRONT RANGE

MADE ALONG THE NORTHERN FRONT RANGE

What is it?

Who makes it?

Could I make a **CAREER** of this?

COOL STUFF - PAGE 4

Region plays host to manufacturers of neat stuff

HOT JOBS - PAGE 10

Science, math, tech top of mind in region

PERCEPTIONS BEGONE - PAGE 12

Manufacturing jobs offer broad range of opportunities

JOB APPS - PAGE 16

Online aids help with job searches

Check out our **PROFILES** on pages 18-40 to learn about career opportunities!

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Welcome to **stuff** made along the Northern Front Range

Manufacturing is alive and well in the Boulder Valley and Northern Colorado, including in Boulder, Broomfield, Larimer and Weld counties, but you'd hardly know it.

That's because manufacturing often gets a bad rap.

Our goal with Stuff is to try and turn many of the chronic misperceptions about manufacturing on their ear. Is manufacturing a dark, dirty and dangerous industry? While it may have earned that reputation in the distant past, it is hardly true in today's high-tech, advanced manufacturing environment.

Would you be stuck in a low-paying job in manufacturing? Wrong again — the average annual wage in manufacturing is almost \$74,000, with executives coming in at \$220,000, according to the Colorado Helps Advanced Manufacturing Program at Metropolitan University of Denver.

That means that hard-working, dedicated employees can advance up the ladder and receive good wages and strong benefits packages from hundreds of firms in the region.

And the average annual wage for manufacturing is 43 percent higher than the average annual wage for all industries, according to the Colorado Office of Economic Development and International Trade.

But how are you supposed to know about all the exciting stuff being made by area manufacturers?

Many of them are located in big buildings in an industrial park, and unless you know someone who works there, many of us will drive by their facility for years and never know what they make or what it is like to be part of a team creating and selling products around the country and around the world.

There are some great stories about manufacturing, and we've set out to tell a few of them in Stuff. Young people are finding great career



CHRIS WOOD



JEFF NUTTALL

paths in the industry — whether in production, engineering, sales, marketing, human resources or IT. Between the stories and the company profiles, this issue highlights several of them.

Manufacturing represents a major employment sector in the state and our region. While there are more than 150,000 manufacturing jobs in the state, it is projected that thousands of employees will be retiring or leaving the workforce. According to a recent survey of human-resource professionals at manufacturing companies, conducted by the Society For Human

Resource Management, 27 percent of the respondents' workforce were age 55 or older.

Nationwide, up to two million skilled jobs could go unfilled by 2025, according to a 2015 report by the Manufacturing Institute. That spells a major opportunity for those considering a career in the industry. Our region is lucky to have several schools working with the manufacturing community to help prepare the next generation of employees. From technical high schools to community colleges and others, you'll find rich training resources in our region.

Whether you're a student looking to develop a career or a business leader who wants to learn more about the local manufacturing sector, this issue should serve you well.

A special thank-you to Peter Stanton, CEO of New England Business Media, who originated the idea for Stuff, and who graciously allowed us to adapt the concept, and to borrow heavily from his own explanation of the state of manufacturing.

Thanks also to all the manufacturers and others who supported this first-time production. Let us know what you think!

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Why a job in manufacturing?

This is a question that I hear all too often from students, parents, and teachers.

I hope you find the answers to the question as remarkable as I do:

- Manufacturing offers more than a job — it offers a career. Take for instance, a young engineer who started as a lathe operator and, within a few short years, was promoted to the Vice President of Operations. Today, that same engineer works for one of Colorado's leading aerospace companies.
- Manufacturing makes a difference. Every day, Colorado manufacturers are making products that change people lives — from medical devices to bicycles and everything in between.
- Manufacturing jobs are diverse and require teamwork. Product design, purchasing, marketing, sales, accounting, and production are all roles required to make a finished product. Colorado manufacturers are looking for new team members in all areas of their businesses.
- Manufacturing careers allow you to earn and learn through concurrent enrollment programs. The average annual pay for manufacturers is \$74,984, and you can earn that without student loan debt.
- Manufacturing equipment is high-tech and requires high skill. 3D printers and CNC machines are used every day in many manufacturing facilities
- Manufacturers are problem solvers. Manufacturers in the United States are responsible for more than three quarters of all private-sector research and development.

• Manufacturers in Colorado are national leaders. One of many examples is Boulder-based manufacturer, REO, who created the optics that helped land the Mars Rover. Another example is Canvas Technology who developed the software and cameras that turn a cart into an intelligent and autonomous system.

Are you interested, or do you know someone who might be interested? There are thousands of manufacturers in Colorado, and they are looking for young talent.

CAMA and CareerWise are looking for young women and men excited about launching a career in manufacturing. Ask your teachers for more information or reach out to CAMA (ColoradoManufacturing.org).

Look around right now. No matter where you find yourself, can you spot one item that was not made by someone? Manufacturing makes our lives possible.

We invite you to join the exciting and growing opportunities in manufacturing!



TIM HEATON



Tim Heaton

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MADE ALONG THE NORTHERN FRONT RANGE

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COOL **stuff**

Think manufacturing is boring? Not so much. Here's a sampling of companies that make or design products right here in the Boulder Valley or Northern Colorado.



XERO SHOES

When New Orleans bluesman Robert Parker scored a top-10 hit in 1966 with "Barefootin'", he was singing about dancing. At Boulder-based Xero Shoes, they believe in doing nearly everything barefoot — or almost. Either strappy near-nothings or more sturdy but minimalist sandals might be your choice. The Amuri Z-Trek provides flexible walking support, as does the DayLite Hiker if you want to take on a mountain stroll but still feel like you're barefootin'.



DIGITALGLOBE

The sports world used to look down on University of Colorado football. Now, only DigitalGlobe does. The Maxar Technologies subsidiary, which moved from Longmont to Westminster a few years back, specializes in high-definition satellite images, such as this view of Folsom Field on the CU-Boulder campus. DigitalGlobe promises "the highest resolution and positional accuracy in the industry," which could be a great foundation for your next venture when it's ready for kickoff.

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ALEPH OBJECTS

Aleph Objects in Loveland is giving lots of love to 3-D printing, which has soared out of makerspaces and into Fortune 500 companies, all branches of the U.S. military, small businesses, Ivy League universities, libraries, K-12 schools and more. Its LulzBot 3D Printer is billed as a “portable powerhouse for the office, shop and classroom.” The LulzBot line of rapid prototyping 3-D printers are the first ever hardware product to receive Respect Your Freedom certification from the Free Software Foundation. Want to make something out of it?



GREELEY HAT WORKS

They’re using their heads at Greeley Hat Works, the venerable company whose top-of-the-line product is a \$1,725 Rancher Tycoon hat made with mink and beaver pelts. They’ve supplied western hats to such luminaries as the cast of the TV series “Yellowstone” and President George W. Bush, but also have designed ladies’ fashion hats — a product that owner Trent Johnson describes as “Greeley Unexpected indeed!” This summer, the company unveiled a line of one-size-fits-most fashion hats branded Nine 70. Recognize that area code?



OTTER

Followers of the Broncos are also rooting for the Otters. Fort Collins-based Otter Products, a leader in protective cases for cellular phones, tablets and other devices, has affixed National Football League team logos to its line of Symmetry Series clear cases for iPhone X, so folks who already are their teams’ No. 1 fan can show it off at home or in the stands. Like other OtterBox cases, the Symmetry series also offers good protection when their team scores a touchdown and their phones go flying out of their hands.



BALL CORP.

Disasters have provided a canny business such as Broomfield-based Ball Corp. with a refreshing opportunity for good deeds. Ball and the CAN’d Aid Foundation, the charitable arm of Longmont-based Oskar Blues Brewery, are growing their partnership to provide clean drinking water to U.S. communities in the wake of hurricanes, tornadoes, wildfires and other disasters, as well as to those affected by the water crisis in Flint, Mich. The million aluminum cans Ball manufactured and donated to the CAN’d Aid Foundation are filled at the brewery’s facilities and distributed to communities in need.

HUNTER DOUGLAS

Broomfield-based Hunter Douglas has it made in the shades. Duette Honeycomb Shades are the original cellular shades, specifically engineered to provide beauty and energy efficiency at the window in both cold and warm climates. The honeycomb construction traps air in distinct pockets, which creates insulation that can help lower energy consumption and energy bills. They come in an expansive range of pleat sizes, fabrics, colors, opacities and textures. The company even makes blinds that can be raised or lowered remotely or on a timer.



WALKER MANUFACTURING

When a tractor manufacturer produces a commemorative edition, you know it’s been around awhile. Timnath-based Walker Manufacturing has created a one-of-a-kind with a “blackout package” that includes a gray body, carrier frame and deck along with a black anodized aluminum muffler guard, black wheels and other accents. It is powered by a 27-horsepower Kohler Command Pro and equipped with a 48-inch collection deck, comfort seat with upholstered armrests, LED light kit, low-profile tires, commemorative branding and limited-edition ID plate. All owners will receive a collector’s certificate and a commemorative owner’s packet and gift.



VESTAS

For an alternative to fossil-fuel extraction, the answer is blowing in the wind. Vestas, whose manufacturing facilities include plants in Windsor and Brighton, is the energy industry’s global partner on sustainable energy solutions. It designs, manufactures, installs and services wind turbines across the globe, such as these located next to an oilfield in northeastern Oklahoma, and with 94 gigawatts of wind turbines in 79 countries, it has installed more wind power than anyone else.



CELESTIAL SEASONINGS

For more than four decades, Celestial Seasonings’ teas have been steeped in Boulder’s mystical spirit, and capturing that emotional connection is its bag. Hain Celestial North America in 2015 flirted with more modern package design, but it just wasn’t customers’ cup of tea; they found Celestial brands harder to spot on store shelves. So the company re-evaluated more than 90 individually designed pieces of tea-box art and ended up returning to the signature artwork and quotes that helped make the packaging iconic, but with increased emphasis on each tea’s ingredients. For fans of the aromatic beverages, that decision was as much a relief as a deep, cleansing inhale in the Mint Room on the factory tour in Gunbarrel.



NOOSA

Noosa, the company that brought its active culture to Bellvue and has spread it far and wide, keeps coming out with inventive flavors of yogurt — or as it spells the word more traditionally, “yoghurt.” A newer autumnal take captures the flavor of caramel apples, with the flavors offered side by side under one lid to be savored separately or mixed together for a rich, creamy take on a fall favorite. Noosa is the company that stood out by adopting what Fortune magazine called “the contrarian view that full-fat yogurts can be healthy for consumers.”

CROCS

Since 2002, Niwot-based Crocs has developed styles ranging from flip-flops to slippers and even some workplace-appropriate designs. And yet its original and most famous style, the Classic Clogs, are instantly recognized around the world. From neon colors to décor affixed to the holes on top, Crocs’ fans love the footwear that some fashion snobs love to hate, but it all means publicity — and Crocs has sold more than 300 million pairs of shoes in more than 90 countries, and the company says it does business in more than 30 languages. Its website says Crocs chooses to “look on the bright and colorful side of life” and invites the world to “come as you are.”



NIGHT IZE

You’re climbing Longs Peak. You get to the precipitous Narrows, grab onto the rock face above you, and — oops, you drop your cell phone. Down it plummets, thousands of feet, along with your contacts, your photos and your only connection to the outside world. You could avert that disaster with the Hitch phone anchor and tether made by Boulder-based Night Ize; it fits between your phone and case, letting you easily tether your phone. From his first big order, for 42,000 headbands in 1989, Rick Case built Night Ize into a company with more than 200 employees and sales of more than 500 products sold worldwide — from LED lights to many other bright ideas.



SUPER VACUUM (FIRE TRUCKS)

That siren you hear coming up fast behind you just might be mounted on a fire truck from Super Vacuum Manufacturing, which moved from Loveland to Fort Collins in 2012. SVI specializes in building custom emergency vehicles for agencies around the world, with roots in the industry dating back to 1954. The fourth-generation, family-owned company started building custom fire and rescue apparatus in 1971, employs more than 150 craftsmen, and so far has produced more than 1,000 emergency service vehicles that are saving lives every day all over the world.



BLACK SWIFT TECHNOLOGIES

Look! Up in the sky! Nowadays, instead of a bird, a plane or Superman, it’s increasingly likely you’ll spot a drone. Earlier this year, Black Swift Technologies, a commercial unmanned aircraft systems manufacturer based in Boulder, released the S2 UAS, a versatile and rugged platform that includes an advanced SwiftCore autopilot system that greatly simplifies data collection in difficult areas. Already, the aircraft has been used for snow measurements, volcanic observations and satellite calibration and is currently being prepared for wildland fire observations. CU-Boulder uses Black Swift drones to aid its atmospheric research. Super indeed!



JBS

Colorado seems to inspire artistic expression, so it’s not surprising that Greeley-based JBS USA markets its Pilgrim’s Pride products by musing that “a whole chicken is like a blank canvas. Its only limits are how imaginative and creative you want to be.” The company encourages home-kitchen Michelangelos to use an endless “variety of exotic and delightful marinades that will make our chicken a mouth-watering party in your mouth.” It suggests “olive oil, soy sauce, garlic, lemon or lime juice, chili powder, curry, mustard, barbecue sauce, honey, or almost anything else in your spice cabinet, pantry or refrigerator.”

BHAKTI CHAI

A line of 12-ounce iced chai drinks made with cashew milk is one of the latest creations from Boulder-based Bhakti Chai, whose products truly are a labor of love. The company’s founder, Brook Eddy, traveled to India in 2002 and fell in love with two things: the spicy taste and aroma of a cup of chai tea and “bhakti,” which she describes as “the idea that no matter your station in life, you have a responsibility to contribute to your community and create lasting impact in ways large and small.” Eddy quit a full-time job, took both those loves and built a company based on good works and extraordinary taste.



LOCAL HIVE (RICE’S HONEY)

A 94-year-old Greeley company has created a buzz with a honey of an idea for a sweet new look. Rice’s Honey bottles still sport a photo of founder L.R. Rice, but the brand has been changed to Local Hive to reflect the local origin of each product, highlighting different states and regions. Chief executive Tony Landretti says the brand refresh is meant to elevate the company’s presence and reach consumers in a more educational way. Besides displaying the region where the honey in the bottle originated, each label also showcases the different floral sources the honeybees visited to create each brand’s unique taste and color.



BREWERS

What's in a name? For one thing, it can be an edge up on the competition. Production of craft alcoholic beverages at homegrown breweries, cideries, wineries and distilleries has swept the nation, and competition is especially intense in the Boulder Valley and Northern Colorado. So its purveyors have come up with some creative branding. Take Greeley-based WeldWerks, where a visitor to its taproom might be confronted with beers named Itsy Bits, Juicy Bits, Pillow Cannon, Perseid's Cloud, Conflict Resolution, Evil Pastry, Peanut Butter Cup Achromatic Stout and Blackberry Cobbler, as well as IPAs that carry the flavors of blood orange creamsicle or coffee milkshakes.

SMUCKERS

"With a name like Smucker's, it has to be good," goes the familiar advertising slogan, and J.M. Smucker Co. is looking to spread its sweet success even farther. A first-ever national marketing campaign for Smucker's kid-popular Uncrustables line will coincide with the late 2019 opening of a new plant east of Longmont where the frozen peanut butter and jelly sandwiches will be made. Smucker's paid \$4.65 million for the site of its \$340 million plant located just inside Weld County, which at full capacity could employ as many as 500 workers. The new facility will double production of the crumbles sandwiches, which come in flavors including chocolate-flavored hazelnut spread, peanut butter and strawberry jam, and three varieties of the classic peanut butter and grape jelly.



FREEDOM FOLDING BIKES

They're peddling easier pedaling at the Freedom Folding Bikes store in Boulder, which features bicycles that fold up for easy hauling. Folding bicycles, some of which weigh as little as 14 pounds, have been around for decades and are popular in Europe and Japan. The store specializes in all forms of folding and packable bikes, be they standard folding pedal bikes, tandem bikes, cargo bikes, or electric bikes. The store sells parts, accessories and apparel such as clothing and helmets. Store owner Chuck Ankeny commutes most days between his home in Longmont and the store in Boulder, logging an average of 7,000 to 9,000 miles per year on a bike.



WOODWARD

Colorado's next governor will either be named Polis or Stapleton, but for decades, many industries have voted for a governor named Woodward. Products from Woodward have reached into space, but the Fort Collins-based company can trace its roots to the manufacture of governors, which provide precise control of engine speeds and output. Available in work output ratings from 10.8 inch-pounds up to 500 foot-pounds, Woodward governors are used in power generation, marine, pump, compression, and vehicle applications. Woodward's UG "universal" mechanical-hydraulic governors can control diesel, gas, or dual fuel engines, or steam turbines, and their proven design has been an industry standard for many years. They even have their own self-contained oil supply.



HESKA

It all comes down to better health for your pet at Loveland-based Heska Corp., and that's not just thanks to its traditional role of developing, manufacturing, marketing, selling, supporting and servicing veterinary products. The company is actively making the case for Direct Digital Radiography in veterinary imaging. "In fact, widespread adoption of this digital technology will forever change veterinary imaging, in much the same way that digital cameras defeated film, smartphones displaced cell phones and GPS marginalized paper maps," Heska's website declares. "We've been the leading designers in veterinary digital radiography for over a decade."

POPSOCKETS

Oh, what a tangled web we weave — with all the power and audio cords in our lives. Eight years ago, David Barnett, the founder of what would become Boulder-based PopSockets, was looking for a way to stop his earbud cord from getting tangled, the company's website says, "and he achieved this by gluing two buttons to the back of his phone and wrapping the earbud cord around the buttons. As ugly as the buttons were, they worked. In the course of improving on the idea, he developed about 60 different prototypes, making the buttons expand and collapse via an accordion mechanism, so that they could function as both a stand and a grip." Thanks to a successful Kickstarter campaign, he launched the business out of his garage in Boulder and has subsequently sold more than 40 million PopSockets grips around the world.



Region's pay scales align with national trends



By Shelley Widhalm
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What's hot in the job market of Northern Colorado and the Boulder Valley reflects both the area's explosive population growth and changes in the nation's demographic trends.

"In Northern Colorado, anything that falls in the STEM category — science, technology, engineering and math — is really hot right now," said Shannon Jantz, branch manager of AppleOne Employment Services in Greeley. "Technology is overtaking a lot of industries, especially within manufacturing and healthcare."

Robots used for manufacturing, for example, are eliminating some assembly positions but creating an increased need for engineers and information technology, or IT, professionals to work on robotic parts, Jantz said.

"More and more, technology companies are coming up to Northern Colorado," Jantz said, adding that desired positions in technology include software engineers, IT analysts, IT support and help desk support.

Adam Crowe, economic development manager for Larimer County Economic and Workforce Development, agreed that a high number of jobs are in the STEM subjects and in the health care, oil and gas, and construction industries.

"In all of Colorado, Northern Colorado specifically, when we look at the job and career landscape, as well as the industry landscape, it tends to be broader than deep," Crowe said. "We have many, many industries that hold up our economy, and none of them has a whole lot of employees in it."

Most of the job postings coming through the workforce center are in retail and service, particularly food service — which tend to be low paying with high turnover and few opportunities for professional advancement, Crowe said. The second largest area rotates between health care and construction, depending on need and activity, but spring typically has a spike in construction, he said.

The challenge in having a broad spectrum of industries is the need for specific skill sets that the labor force may not be able to meet, Crowe said.

"It creates a situation of a skills mismatch," Crowe said, adding that employers opt to hire for some of the skills and train for the rest. "There's a lot of hot jobs out there, but it can still be difficult to fill the jobs because we don't always have the people with the skill sets that are needed to fill those jobs, at least in the numbers that are needed."

For instance, the need for more employees to work in health care is increasing from an aging Baby Boomer population and the fact that not enough of the positions are being filled, Jantz said. It doesn't help that the area of the workforce comprised of Baby Boomers also is shrinking, opening up even more of the positions in that and other fields, she said.

"What we've seen is a decline of individuals wanting to go into that industry. Especially with the talent deficit we have right now, there are not enough people to fill the open positions," Jantz said.

Construction experienced resurgence in the state in 2014 or 2015 and is continuing to increase in opportunities from residential and commercial growth, Jantz said. Particular jobs with a large number of openings include office staff, field personnel, project managers, project superintendents, estimators and computer-aided design (CAD) drafters.

In the oil and gas industry, the positions needing to be filled are vast, ranging from field personnel to office staff, Jantz said.

"That's the kind of industry everyone wants to get into, because the pay opportunity traditionally tends to be a little higher," Jantz said.

Other hot areas with positions to fill include accounting, bookkeeping, mechanical and electrical engineering, manufacturing from labor to office staff, agriculture from light industrial staff to office personnel, and general office work from administrative support to office management, Jantz said.

Jobs in customer service, both on the phone and in-person, also are in high demand, said Eric Lea, branch manager of Robert Half, a staffing agency in Fort Collins, adding that restaurants and retail outlets are saying they cannot hire enough staff. Other jobs in demand include administrators and those working in data entry, along with jobs in the various trades, such as in construction and plumbing, he said.

"The trade industry is hurting right now," Lea said. "There's just not enough people to do it that are well trained."

Post-secondary students are following the trends and earning degrees in accounting, finance, IT and construction management, Lea said. Most companies from mid-size to Fortune 500s need professionals in the financial and IT fields to handle their bookkeeping, accounting and technology needs, he said.

"We're seeing folks starting out at \$40,000, depending on their degree," Lea said.

The pay scale for the different industries varies depending on education, number of years in the field and experience, but jobs in the oil and gas industry, for instance, generally pay a higher hourly wage than those in agriculture and manufacturing, Jantz said. In the past three years, wages in the region increased by 20 percent across all job types, though there is some variance, she said.

In construction, entry level jobs start at around \$40,000 a year and range up to \$200,000 for a superintendent, depending on experience, scope of work and job function, Jantz said. In manufacturing, entry level jobs generally start at \$30,000, and in other fields, health care starts at \$40,000, service jobs such as in food production at \$28,000, and the trades at \$30,000, though the numbers can again vary, Jantz said.

Salaries in the state compared with the nation also vary depending on locale, Lea said. For instance, Boulder is 18 percent above the national average, Fort Collins is 2 percent below and Loveland is 5 percent below, he said.

Positions in management and higher are seeing salaries in the six figures, Lea said.

"For the national average number, you have to dig into each specific position," he said.

Larimer County Construction Workers by Age

| | 2014 | 2015 | 2016 | 2017 |
|----------|-------|-------|--------|--------|
| 14-18 | 79 | 90 | 106 | 89 |
| 19-21 | 329 | 360 | 404 | 375 |
| 22-24 | 479 | 495 | 533 | 543 |
| 25-34 | 2,238 | 2,374 | 2,452 | 2,402 |
| 35-44 | 2,243 | 2,370 | 2,590 | 2,609 |
| 45-54 | 1,843 | 1,899 | 2,028 | 2,075 |
| 55-64 | 1,270 | 1,396 | 1,507 | 1,497 |
| 65-99 | 365 | 428 | 488 | 508 |
| All Ages | 8,846 | 9,412 | 10,108 | 10,098 |

Weld County Construction Workers by Age

| | 2014 | 2015 | 2016 | 2017 |
|----------|-------|-------|-------|-------|
| 14-18 | 106 | 82 | 100 | 78 |
| 19-21 | 496 | 459 | 409 | 345 |
| 22-24 | 638 | 625 | 577 | 570 |
| 25-34 | 2,524 | 2,437 | 2,276 | 2,308 |
| 35-44 | 2,443 | 2,398 | 2,276 | 2,289 |
| 45-54 | 2,068 | 1,974 | 1,855 | 1,847 |
| 55-64 | 1,274 | 1,309 | 1,339 | 1,378 |
| 65-99 | 417 | 437 | 485 | 498 |
| All Ages | 9,966 | 9,721 | 9,317 | 9,313 |

Colorado Statewide Construction Workers by Age

| | 2014 | 2015 | 2016 | 2017 |
|----------|-----------|-----------|-----------|-----------|
| 14-18 | 1,132 | 1,155 | 1,241 | 987 |
| 19-21 | 4,505 | 4,830 | 5,077 | 4,756 |
| 22-24 | 6,794 | 7,247 | 7,562 | 7,529 |
| 25-34 | 33,038 | 34,069 | 35,191 | 35,073 |
| 35-44 | 35,978 | 37,010 | 37,954 | 38,002 |
| 45-54 | 32,389 | 32,505 | 33,067 | 32,664 |
| 55-64 | 21,752 | 23,025 | 24,297 | 24,252 |
| 65-99 | 6,342 | 7,019 | 7,780 | 8,057 |
| All Ages | \$141,930 | \$146,860 | \$152,169 | \$151,320 |

Source: <https://qwiexplorer.ces.census.gov/static/explore.html#x=0&g=0>

Larimer County Construction Worker Monthly Earnings by Age

| | 2014 | 2015 | 2016 |
|----------|-------|-------|-------|
| 14-18 | 1,451 | 1,333 | 1,404 |
| 19-21 | 2,354 | 2,363 | 2,425 |
| 22-24 | 2,771 | 2,855 | 2,996 |
| 25-34 | 4,008 | 3,996 | 4,100 |
| 35-44 | 4,632 | 4,759 | 4,922 |
| 45-54 | 4,727 | 4,988 | 5,160 |
| 55-64 | 4,896 | 4,947 | 5,128 |
| 65-99 | 3,797 | 3,829 | 3,939 |
| All Ages | 4,332 | 4,417 | 4,561 |

Weld County Construction Worker Monthly Earnings by Age

| | 2014 | 2015 | 2016 |
|----------|-------|-------|-------|
| 14-18 | 1,714 | 1,667 | 1,608 |
| 19-21 | 2,990 | 2,670 | 2,464 |
| 22-24 | 3,450 | 3,252 | 3,312 |
| 25-34 | 4,460 | 4,399 | 4,357 |
| 35-44 | 5,035 | 5,006 | 5,065 |
| 45-54 | 5,131 | 5,274 | 5,324 |
| 55-64 | 5,085 | 5,205 | 5,289 |
| 65-99 | 3,917 | 4,003 | 4,017 |
| All Ages | 4,666 | 4,674 | 4,700 |

Colorado Statewide Construction Worker Monthly Earnings by Age

| | 2014 | 2015 | 2016 |
|----------|-------|-------|-------|
| 14-18 | 1,574 | 1,666 | 1,753 |
| 19-21 | 2,473 | 2,470 | 2,526 |
| 22-24 | 3,000 | 3,038 | 3,159 |
| 25-34 | 4,083 | 4,136 | 4,232 |
| 35-44 | 4,871 | 4,998 | 5,149 |
| 45-54 | 5,056 | 5,230 | 5,381 |
| 55-64 | 5,049 | 5,208 | 5,374 |
| 65-99 | 4,130 | 4,223 | 4,401 |
| All Ages | 4,569 | 4,677 | 4,811 |

Perceptions VS. realities

of manufacturing as a career option

By Shelley Widhalm
news@bizwest.com

The perception of entering the manufacturing industry as a career is a mismatch to the reality of what the field offers employees.

The industry has a reputation of being repetitive, low paying and labor intensive, but in reality pay is high because companies cannot find enough workers to fill the slots and who have the right skills to do the work.

"In general, most people believe them to be boring, tedious jobs where you sit at one station every day doing the same task over and over," said Kyle Bentley, president and owner of Bentley Welding Inc. in Greeley. "Reality is that most manufacturing jobs are fast-paced, exciting jobs that require employees to be on their toes and flexible. We often switch from projects daily. There's always something new coming through the door."

Manufacturing has moved from a labor-intensive profession to one that requires a vast skill set and an understanding of how to deal with different vendors across the world, said Richard Toftness, president of Made in Loveland and owner of Tastera Design and Consulting LLC, an engineering design and consultant company based in Loveland. The profession also takes an understanding of planning and inventory control systems, which have switched from bulk ordering to just-in-time manufacturing where parts are ordered on an as-needed basis, he said.

"People have an outdated view of what manufacturing is," Toftness said. "It's more complex. It's more demanding than it was 10 years ago."

Manufacturing has changed from unsafe assembly lines to U-shaped cells and one-piece flow, where products are assembled not in a straight line but in a U-shape for improved efficiency and are made one at a time to monitor quality and functioning, said Jeff Odell, vice president of operations of In-Situ, Inc., a manufacturer of environmental water monitoring equipment in Fort Collins. Manufacturers engage in lean concepts, looking for ways to improve, speed up and drive out waste from the processes, he said.

"If you learn some basic manufacturing skills like lean manufacturing, you can find a job, you can add value to a company anywhere," Odell said. "You're not stuck in an assembly line. You're establishing a career platform that you can leverage in any industry by optimizing process and refining waste."

The automation of many of the processes in manufacturing has created a demand to design, build and maintain the components of the system, Toftness said. Assembly remains a part of manufacturing, but the automation of processes requires several types of jobs in the support functions, such as materials engineering, strategic and tactical planning, purchasing, and shipping, he said.

The knowledge that is required makes manufacturing a challenging



Joel Blocker / For BizWest

Danny Deleon, a welder with Aqua-Hot RV Heating Systems, welds a heat exchanger at the Frederick-based company.

field to enter that is no longer monotonous and low-paying, said Paul Harter, owner and board chairman of Aqua-Hot Heating Systems Inc., a Frederick-based manufacturer of heating systems for recreational vehicles.

"The perception is that manufacturing is dumb, dirty, dangerous and on the downturn, and it's exactly the opposite," said Harter, founding board member of the NoCo Manufacturing Partnership, which promotes industry best practices and workforce development, and an instructor at Front Range Community College. "The plants are safe, bright and clean. The work is challenging, the pay is good, and the demand for workers has never been higher."

Jobs in manufacturing vary from machinists and welders to those working in engineering, design, finance, marketing, sales and design, Harter said. The jobs in high demand include welders, machinists, technical salespeople and front line supervisors, he said.

Other high demand positions include service or engineer technicians, production engineers and planners who manage the demand and build production schedules, Odell said.

"We run the gamut of professional skills needed in manufacturing today," Harter said, adding that to stay competitive, employees need to have problem solving and creative solutions skills, along with the professional job skills of teamwork, communication and pride and ownership of the work that's done.

Employees need to be presented with more options beyond the college track to learn about what is available in the job market, Bentley said.

"I think that the main problem with manufacturing jobs is more that a college education and working in an office have been glorified and put on this pedestal to the point that people, especially the younger generations, are borderline embarrassed to even pursue a manufacturing job," Bentley said. "Reality is that not everyone is wired to work in an office or white-collar setting."

Bentley starts his employees at \$15 an hour and pays up from there, such as \$20 to \$25 an hour for more experienced and skilled welders who work on in-house welding, which can translate into more than \$55,000 a year including overtime, he said.

"Job demand, in my experience, is extremely high," Bentley said. "Finding dependable, punctual and reliable laborers or workers is extremely hard and rare."

A number of studies show that manufacturing jobs are some of the highest paying jobs in the nation. Starting at the entry level, no experience positions pay in the teens for an hourly rate, Harter said.

"As you gain skills, pay goes up well into the six figures a year," Harter said.



Joel Blocker / For BizWest

Aqua-Hot RV Heating Systems' assembly technicians, from left, Brent Bertron, Ron Carrillo and Ian Schierer, work on assembling heaters at the Frederick-based company.



Joel Blocker / For BizWest

Peng Lee, a machinist with Aqua-Hot RV Heating Systems, machines tank shells at the Frederick-based company.



Joel Blocker / For BizWest

Jeremiah Bustamante, left, director of manufacturing for Aqua-Hot RV Heating Systems, watches as Ian Schierer, an assembly technician, finishes painting a tank at the Frederick-based company.



School districts, post-secondary schools try to pair workforce need with academics



By Paula Aven Gladych
news@bizwest.com

Not everyone wants, or needs, to attend a four-year college or university. In fact, there are many high paying industries in Colorado that are desperate for skilled workers, including construction, business, health care and manufacturing.

To assist in finding or training that workforce, several of Colorado's two-year and four-year universities have started training programs for students who are still in high school. The objective is to get these younger people interested in career opportunities they may not have ever thought about.

Front Range Community College plans to open The Center for Integrated Manufacturing in Longmont next year. The facility, which is on Sunset Street, a quarter of a mile from FRCC's Boulder County campus, will house four manufacturing programs, including the school's existing machining and optics technology programs and two new programs, automation and engineering technology and electronics engineering technology.

"Those two new programs were selected because of the critical shortage in those two areas," said George Newman, director of the Advanced Technology Center at FRCC.

FRCC decided to locate the facility in Longmont because it sits in the middle of a large manufacturing cluster that stretches from the Wyoming border to Interstate 70 in Denver.

"We feel that by locating in a central place like Longmont, students who want to register for the program will come from Fort Collins and metro Denver," Newman said. "Businesses may want to send employees to training classes because we are in the middle of the cluster."

The facility should open for machining classes June 1, 2019, and the other three programs are slated to begin in August 2019. It is a 27,000-square-foot facility that includes 12,000 square feet of shop space and seven classrooms. Front Range anticipates it will serve at least 100 students and classes will be scheduled morning, noon and night.

Newman said that while researching which programs were most needed to fill the skills gaps in the manufacturing workforce, it actually identified 10 different programs that would be well received. In the end, it chose the four programs it did and hopes to eventually add programming in the other six areas that were identified, including welding.

There has always been a shortage of workers in the trades, but "I think what makes it more critical now is that the Baby Boomers are retiring and we saw a lot of jobs shipped overseas after the dot-com bust of 2000," Newman said. During that time, many high schools stopped offering shop classes.

He doesn't believe that most of the jobs that were shipped to other

countries will come back, but the exodus of 10,000 Baby Boomers every day in this country has made the situation critical.

"Slowly but surely, local school districts are beginning to put in more programs, more job-related programs, not just in manufacturing but in all skill areas," Newman said.

Lynn Vosler, director of workforce solutions at Front Range Community College, said that she is working with career and technical education and more vocational programs to make sure that what the college is doing is connected with industry and meeting the needs of what is required by industry.

"One of the most successful things we've done recently is work through industry sector partnerships," she said.

Next Generation Sector Partnerships join together secondary and post-secondary schools with industry and community partners and workforce and economic development agencies to align their curriculum and programming in ways that better meet the needs of industry.

As part of this, educators and companies in Northern Colorado and the Denver metro area identified health care, manufacturing, energy and IT as the industries that need the most skilled labor. They developed partnerships in both the manufacturing and health sectors. They are also working on a partnership in the Boulder/Broomfield area for technical IT.

The NoCo Manufacturing Partnership was formed in 2013 in response to Gov. John Hickenlooper's Colorado Blueprint, which identified advanced manufacturing as a major contributor to Northern Colorado's economy. It is a partnership between manufacturing companies, municipal representatives and educational resources to help get the word out about the different types of skilled jobs that are in huge demand.

As part of the partnership, students in area schools are given opportunities to do apprenticeships, internships or mentoring programs at area manufacturers in Weld, Larimer and Boulder counties. More than 2,000 students have participated in the tours so far, in both health care and manufacturing.

Because of HIPAA privacy rules, students aren't allowed to take tours of medical facilities like they are at manufacturing facilities. Instead, the Northern Colorado Health Sector Partnership started an event called Get into the Guts of Health Care Careers. The first one was held at Banner Hospital in Fort Collins and featured six interactive booths where students could come and experience hands-on fun activities where they learned about hot careers in health care. This fall, the event will be at Medical Center of the Rockies in Loveland.

"Lots of students out there are getting into school debt without any promise of actually being employed and what we want to do is focus on starting with the job first and working backward. What education will you need or experience to get employed vs. the other way around," said Vosler. "Many students pursue a lot of education without any knowledge of what

they are getting at the end of it."

NoCo Inspire is a program that connects high school students in the Poudre School District to Northern Colorado employers and community mentors to provide meaningful work-based learning opportunities. The program got its start about 18 months ago when the Poudre School District decided to look for a new tool for its students to research careers and to implement the state's ICAP legislation. The Colorado Department of Education is requiring all students to have Individual Career and Academic Plans, which guide them in their exploration of career, academic and postsecondary opportunities. Every current ninth grader must have a completed ICAP to graduate.

Poudre School District was using a program called Naviance, which is a college and career exploration tool, but it was searching for a program that would do everything Naviance does but also included an Inspire component.

It chose Career Cruising, which has places to list work-based learning opportunities such as career tours, fairs, mentoring, job shadows, apprenticeships and internships. The Inspire component allows the school district to connect these opportunities to its students through this platform.

Tanya Alcaraz, work-based learning coordinator for Poudre School District, was on the committee that evaluated all of the tools and took the lead on the program once the district decided to go with Career Cruising.

The system allows a student to search the district's industry partners by type of opportunity.

"It is important for businesses so they can develop that talent pipeline," she said. "It is important for students to see there are options outside the traditional four-year path. We are really pushing the apprenticeship program in Poudre School District."

So far the Inspire component has 12 businesses registered and 45 work-based learning opportunities for students to peruse, she said. Engineering, advanced manufacturing and health care are three of the biggest industries participating in the program.

It is imperative that students get to see what a career looks like before they make that choice in path after high school, Alcaraz said. Vocational training is booming as employers tell educators how much they need their workers to be skilled and job ready when they hire them. Students with a four-year degree often have a lot of book knowledge but have never been on the floor of a manufacturing plant before to see how it all works firsthand.

Dahl Gehle, High School Programs scheduling and enrollment coordinator at Aims Community College in Greeley, said that her college partners with 20 Northern Colorado high schools to provide classes such as accounting, carpentry, energy and criminal justice. The classes are taught by high school faculty throughout Weld County but they have been approved through Aims for college credit.

Students who have taken at least 12 credit hours of postsecondary classes



Joel Blocker / For BizWest

A Rocky Mountain High School student interns at HP in the Workstations Department. She was connected with that position through NoCo Inspire.

prior to the completion of their senior year in high school can continue taking college courses through Aims, either on campus or online, once that is completed. They don't have to set foot in their high school again. The goal of the ASCENT program is to get students started earning college credit while they are still in high school. They start with concurrent enrollment with the hopes of finishing with an Associates' degree.

Some high schools offer just the core requirements like English, math and science. Others include business courses, criminal justice or technical education classes.

This year, Aims received more than 1,300 applications and agreements for its high school programs. Gehle believes there will be more than 1,500 students for this academic year when registration is completed.

Aims does offer specialty courses that are taught by Aims instructors, like criminal justice, fire science and emergency medical services, that are too specialized for a high school teacher to teach.

Aims also offers Career Academy in which it provides career and technical education to high school students on their Greeley campus. The college provides a certain number of slots for each high school in these programs. The goal of the program is to help high school students complete job-related certifications. The college offers automotive, collision and service, welding, med prep, which encompasses nurse aide, graphic design, audio/visual, business, customer service and animation.

"We only have so many spots available. It is one of our smaller programs. The Med Prep course is always full. We never have a problem filling that one. We have to turn students away. There is more demand than we have supply," Gehle said.

Front Range Community College also offers concurrent enrollment opportunities through a partnership with the Poudre School District.

Aims Community College's Center for Workforce Development and Innovation provides both workforce development and corporate training to businesses in the area. The Center is seeing a lot of requests for industrial technology and advanced manufacturing topics like programmable logic control or hydraulics, pneumatics and CAD software. Aims also has an aviation program that trains students to become pilots.

High school students who participate in concurrent enrollment at a two-year college are "going to make themselves more employable," said Shayna Howell, director of the Center for Workforce Development and Innovation at Aims.

She points out that many manufacturing companies in the area are happy to hire students with hands-on skills. Many will pay for their employees to move on to get their bachelor's degree or advanced degree.

Job apps



Finding the right career, and finding a job within that career, can be daunting tasks and certainly ones that have bedeviled many a student. Or adult still trying to find the right path. But there are numerous resources available on the Internet or in the app store for download onto your smartphone. Here are just a few to check out.



Glassdoor — Want to know about a company — what it pays, whether staff members like it and other hard-to-find information is available on the app Glassdoor, which can be found at Glassdoor.com.



LinkedIn — OK, Instagram, Facebook and other social apps may have more general purpose uses, but LinkedIn is THE business networking app that professionals use to connect with one another and to hunt for jobs. Try it free; buy a premium version if you want.



Ummo — This app was created by students from Harvard and MIT. It resides on smartphones and listens in on your speech. Then, it analyzes and helps you improve how you speak. For those who are self-conscious speaking in front of others, or in interviews, it can help improve speech and, in turn, give you confidence.



Pathsource — As seen on the Pathsource website, this app does two very significant things: It helps people pick a career, then helps them build a resume with all the fancy options that help job applicants stand out.



Good & Co. — This application helps employees — and prospective employees — figure out if they're a good fit and how to get along. Using personality tests and teamwork tools, it helps people discover who they are and, if considering a job, whether they'd fit with their target company.



Career Confidential — At careerconfidential.com, job seekers will find coaches, podcasts, webinars, videos, free reports and paid services.



Google maps — What? Is this a useful app for job seekers? Well, yes, if you want to arrive on time for your interview.

Tips for a job interview

Sitting for a job interview can be a stressful experience, not only for first-time job seekers but also for seasoned professionals. Fortunately, a few important tips can ease the stress of an interview, while boosting confidence.

So how should job seekers prepare for a conversation with someone who holds your future in their hands? Here are some tips:

Clean up your social media. Are you comfortable with everything you've posted on social media over the years? Is there anything you've posted that you might not want an interviewer — let alone your grandma — to read? Are there compromising photos, overly political musings or foul language on Twitter, Facebook or Instagram? If so, clean it up! And think before you post!

Update resume, cover letter, LinkedIn profile. It should stand to reason that a resume and cover letter should be updated, but you should also tailor them to fit the particular job opportunity. If you have experience in multiple areas but the job opportunity focuses on one in particular, that's the piece that should be highlighted. Also, proofread your resume and cover letter many times, and ask others to do so. Use spell-check. And make sure your LinkedIn profile is up to date.

Filter your job possibilities. Read job postings carefully, ensuring both that you meet all of the desired qualifications and that the job for which you're applying is one you actually want. If a would-be employer posts a position that requires five years experience, it probably doesn't make a lot of sense to apply if you're fresh out of school.

Do your homework. The more you know about a company or organization, the better you'll be able to respond to questions from an interviewer. What does the company do? What is its target market? What have been major news announcements about the company in recent years? No one likes to interview a candidate who hasn't bothered to learn about the company, its customers or its products. In the Internet age, there's no excuse for lack of knowledge about an organization.

Be enthusiastic. Interviewers want to hire people who want to work for them. Start the interview off right by expressing enthusiasm for the company or organization, how you've followed them for a long time and would love to be part of the team.

Ask questions. As you become familiar with a company, think of some pertinent questions about its strategy, target market, growth opportunities, challenges and opportunities. This will impress the interviewer in multiple ways: It will demonstrate that you've done your homework, have a grasp of the company's objectives, aren't afraid to ask questions and could be an asset to the company as a creative, forward-thinker.

Make a good impression. Be respectful of those with whom you come in contact, whether it's a receptionist, an interviewer or someone else. Dress appropriately for the situation, whether it's business attire or jeans. Arrive early for the interview. Look people in the eye. Sit up straight. Speak clearly and not too softly. Most importantly, have fun, and be yourself!

Don't bad-mouth former bosses. Nothing will turn an interviewer off more than having someone speak ill of a prior manager or boss. If you've left a prior position, find a diplomatic way of relating that information, but don't talk negatively about previous supervisors or employers.

Identify your selling points. What makes you the ideal person for this position? Perform an honest self-evaluation, and be prepared to sell an interviewer on your knowledge, creativity, sales ability, communication skills, mechanical inclination or whatever is most required. Don't just say you have certain skills — go prepared with examples of how you've put your skills to use to solve problems.

Practice, practice, practice. Prepare for your interview by rehearsing with a friend, family member or career coach. Perform a complete dry run by introducing yourself, answering questions and asking questions. Do this as many times as it takes for you to get comfortable. It will help ease your nerves for the real thing!



Who We Are:

Broadcom Inc. (NASDAQ: AVGO) is a leading designer, developer and global supplier of a broad range of digital and analog semiconductor connectivity solutions. Broadcom's extensive product portfolio serves four primary end markets: wired infrastructure, wireless communications, enterprise storage and industrial & other.

Products:

Broadcom's diverse product portfolio includes: Semiconductors for set-top/CMTS, cable modems, and PON/ DSL, Ethernet NICs, filters and amplifiers, ASIC, wireless connectivity solutions, embedded processors, HDD/SSD controllers, enterprise SAS/SATA/Fibre Channel connectivity, data center switches and routers, optical isolation/motion encoders/LEDs, and fiber optic solutions.

Markets/Customers:

Broadcom Inc. is a leading designer, developer and global supplier of a broad range of digital and analog semiconductor connectivity solutions. Broadcom's extensive product portfolio serves four primary end markets: wired infrastructure, wireless communications, enterprise storage and industrial & other.

Career Opportunities/Benefits:

The Fort Collins site is a 24x7 facility with openings for operators, technicians and equipment maintenance professionals. Production is in a clean room environment standard in the semiconductor industry. All employees are trained in manufacturing excellence and protocols to ensure a safe, high-quality environment and product.

Operators move material through the steps of the manufacturing process and are responsible for ensuring that it is done correctly and with quality. Operators move up in pay grade with experience. Individuals who demonstrate high levels of ability can be promoted to the Process Technician level.

Process Technicians are responsible for ensuring quality in an area, training operators and for performing investigations of area issues.

Equipment Maintenance Technicians are responsible for the function of tools in their area.

Broadcom offers a comprehensive benefits package for employees.

Community Engagement:

Locally, Broadcom has actively participated in the annual United Way Campaign of Larimer County. The company has also been involved in the Corporate Food Fight where it has helped raise funds and collect food for the Food Bank of Larimer County. Many of Broadcom employees participate in "Make a Difference Day" and other outreach programs where they volunteer their time for a wide array of community projects.

Environmental Awareness:

Broadcom Inc. is a business committed to acting in an environmentally responsible manner in regard to its operations and products. By leveraging the framework of an environmental management system, Broadcom's commitment helps ensure compliance with applicable environmental legislation; continual improvement; supporting programs focused on recycling, conservation of resources, prevention of pollution and responsible use of hazardous materials. Broadcom is recognized by both the State of Colorado and City of Fort Collins for its environmental efforts.



INFO

4380 Ziegler Road
Fort Collins CO, 80525

(970) 288-3800

<https://www.broadcom.com/company/careers/>

Employees: 1300 (Fort Collins)

Year founded: 2005 as Avago Technologies

Local Executive/Owner/CEO: Stan Strathman
(VP of Operations, Wireless Semiconductor Division)



Jessie Self

Operations Supervisor

Age: 26
Years at Company: 6.5
School: High School + BS in Business Management at Colorado State University

What does this job and working at this Company mean to you?
I began working with Avago Technologies, now Broadcom, as a manufacturing operator in 2012. Using Broadcom's tuition reimbursement program, I was able to attend Colorado State University and earn my BS in Business Management, debt free. One year after graduating, I was promoted to Operations Supervisor and now manage a team of 20 individuals. Broadcom is an organization that invests in the future of its employees, that investment has afforded me not only an education, but an interesting and challenging career.

Aaron Frutoz

Maintenance Technician

Age: 33
Years at Company: 5
School: High School + Associates degree from Front Range Community College

What does this job and working at this Company mean to you?
In 2012, I began working with Avago Technologies, now Broadcom, as a manufacturing operator. After 3 years, I was selected for a development program which combined practical experience doing basic equipment maintenance with classwork at Front Range Community College. While attending school full time and working overnight shifts, I earned an Associate's degree in Applied Science in Manufacturing Energy Technology. Three months after graduating, I was promoted to Maintenance Technician and am now responsible for maintaining several types of manufacturing equipment. I can proudly say on behalf of Broadcom's talented and driven employees, "Thank You for supporting me in my continuous development".





Who We Are:

Walker Manufacturing is a family-owned business dedicated to building high quality mowers. Our primary objective is to operate by principles that are optimum for employees and their families. A Walker Mower is really much more than steel. It starts with our talented workers in Fort Collins, Colorado.

Products:

Walker Mowers have a compact design and deliver a high-quality cut on finished turf. The front-mount deck design allows the Walker to get into tight spaces and adds to the agility and overall productivity of the mower. The unique steering system that uses a forward speed control in combination with steering levers make the Walker an easy-to-use maneuverable mower.

Markets/Customers:

Walker Mowers are sold throughout North America, New Zealand, Australia and 21 countries in Europe along with a handful of other world areas. Approximately 60% of Walker Mowers go to commercial mowing companies, and another 30% of the product goes to residential and farm customers. The remaining 10% of Walker Mowers goes to government and institutional customers.

Career Opportunities/Benefits:

Walker provides a wide variety of employment opportunities, spanning numerous professional, manufacturing, and business occupations. Our long tenured employees take pride in our product and strive to deliver excellence. We are looking for people who have a passion for manufacturing and desire to contribute to an exceptional team. Walker supports our factory family with a comprehensive benefits package, including medical/dental/vision insurance, paid time off, 401(k), and much more.



Dental Insurance



Vision Insurance



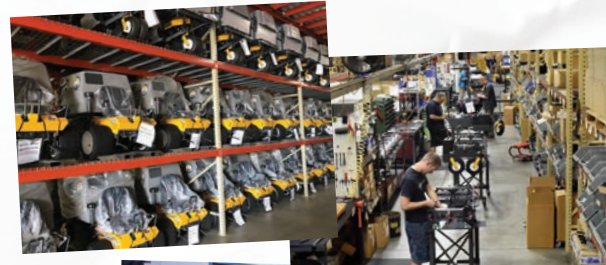
Health Insurance



401(k)



Paid Time Off



INFO

📍 5925 East Harmony RD,
Fort Collins CO 80528

📞 (970) 221-5614

🌐 www.walker.com

✉️ hr@walkermowers.com

👥 Employees: 205

📅 Year founded: 1957

👤 President: Bob Walker



Community Engagement:

With over 200 employees living in the Northern Colorado and Southern Wyoming areas, the opportunities for community engagement are plentiful. Walker is happy to participate in community events with priority given to our employees and families. A number of academic and sports teams (including Colorado State University) have been a part of Walker's activity in the area.

Environmental Awareness:

Along with a variety of efforts inside our manufacturing facility like cardboard recycling (reducing waste 50%), powder coating and a recent conversion to LED overhead lighting on the manufacturing floor, Walker is also a leader in using Electronic Fuel Injection (EFI) engine technology in our product. Since 1998, Walker has used Kohler Engines with EFI as an environmentally friendly option, and we are an industry leader in the use of EFI with over 60% of our machines using EFI.



Mia Singh

Powder Coat Technician

Age: 27

Years at Company: 1

School: Fossil Ridge High School

The Job

"At Walker, you're not just another employee, you're a valued member of the team. Even the owners know my name. Working for Walker definitely feels like being a part of the family."

After a string of retail and customer service jobs, Mia is so glad her uncle and cousin—both previous Walker employees—encouraged her to apply at Walker Manufacturing. Unlike other companies she applied to, Walker has entry level positions and they quickly reward high quality work. Mia is a powder coat technician which caters to her attention to detail and provides a sense of satisfaction as she accomplishes her tasks each day. While others might think it's unique to be a woman working in Manufacturing, Mia doesn't see it that way, "I am just like the rest of the team, I do my best, I work hard, and together, we get the job done." Mia is excited about the opportunities for continued advancement at Walker and looks forward to a bright future with the company.



Walker Model T25i Lawnmower



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*Data for calendar year 2017 for all CollegeAmerica campuses. Grant and scholarship awards are limited and only available to those who qualify. See www.scholarshipca.com for details. CollegeAmerica admits students of any race, color, and national or ethnic origin.

Call (970) 225-4860 or visit collegeamerica.edu/fort-collins

"...if they wouldn't have helped me, I couldn't have come here to CollegeAmerica. It was everything that they did to help me with the financial part of it that made it possible."

Kristi, Graduate

Medical Specialties (AOS)
CollegeAmerica—Ft. Collins Campus
(Branch of CollegeAmerica's Denver Campus)

Kristi's story

Kristi was a server working flexible shifts. As a mother of three, it was hard paying the bills not knowing what she'd bring home in tips. She wanted financial stability and a degree that would get her there.

At CollegeAmerica, Kristi not only enjoyed the four-week course schedule, but also the help she received in applying for financial aid. "It was really helpful to have somebody there walking me through each step of the process," she adds.

Today Kristi has her degree plus a rewarding healthcare career that provides her with regular hours and a regular paycheck. "I get to spend time with my kids. I put them to bed every single night. I can't tell you how amazing that is. I haven't done that in 13 years!"

Classes start soon. **Call (970) 225-4860**, or visit our Fort Collins campus at 4601 South Mason Street.





Who We Are:

At the heart of Columbine Health Systems beats the energy of a continuum of health network designed to address the care, comfort and safety of your family, while maintaining their dignity.

Our three campuses, located in Fort Collins, Windsor, and Loveland, Colorado, provide elders and their families the opportunity to create an environment conducive to their lifestyles and their ever-changing needs.

Columbine has been caring for seniors since 1971. Locally owned and operated, all decisions are made to affect the best possible outcomes for the clients we serve, our employees and the communities in which we live.

Products:

Beginning with Patio Homes, Independent Living Apartments, Assisted Living, Pharmacy, and Skilled Nursing facilities offering nursing care, rehabilitation, palliative and hospice care, and secure dementia care all with a patient-centered focus. Our Medical and Non-Medical Homecare, Infusion Therapy Services, and Medical Equipment retail locations support the needs of the general public and our communities and clients. Our Geriatric Education Centre provides classes and training for nursing assistants to achieve certification and for the education of personal care providers for our assisted living facilities.

Markets/Customers:

Our market is Northern Colorado. Our customers are the citizens in our local communities who require the facilities and services we provide- whether for short-term rehabilitation and support or for longer term health care. We value our employees also as our customers. Most live in the northern Colorado area and want to care for and make a difference in the lives of whom they serve. Our local hospitals value us as preferred providers in post-acute care. These partnerships are significant to us.

Career Opportunities/Benefits:

At Columbine, we enrich our community, we inspire, we connect, and we care. Columbine Health Systems and its facilities offer a great place to work with employment opportunities at any of our healthcare campuses in Fort Collins, Loveland, and Windsor, Colorado. Our deep commitment to quality care of our residents cannot be achieved without our talented staff. Whether you are applying for an entry level position such as dietary, housekeeping, care providers or have expertise in nursing, therapy, physician services we offer meaningful careers for employees who care.

Some of our current openings are Certified Nurse Assistants, Licensed Practical Nurses, Registered Nurses, Occupational, and Physical & Speech Therapist.

Career advancements are available within most positions. We support on the job learning which provides advancement as well as scholarship programs for advanced degrees post-secondary.

Community Engagement:

We are very involved and committed to our local communities. From our employees volunteering their time and talent for local not-for-profit boards to our sponsorship of numerous agencies and community fundraises and needs—we value the role and connection we must play to ensure a high quality region.

Environmental Awareness:

We are a "Gold" Climate Wise Partners in Energy, Waste, and Social Responsibility.

INFO

802 West Drake Road, Suite 105
Fort Collins, CO 80526

Additional Company Locations:
Fort Collins, Loveland and Windsor, Colorado

(970) 492-6231

www.columbinehealth.com

Employees: 1650

Year founded: 1971

President & Owner: J Robert Wilson

HR Director: Joyce C Saffel

(970) 492-6231

joyce.saffel@columbinehealth.com



Lauren Shimp Administrator



Age: 25

Years at Company: 4

What are your job Duties?

Job duties include administering and supervising all aspects of the operation of the facility in accordance with policies set by the governing board. This includes evaluating and implementing budgets for the facility and all supporting departments to assure economic operation and ensuring compliance with costs. An Administrator coordinates functions, responsibilities, and supervision of staff.

What does this job and working at this Company mean to you?

Working for Columbine Health Systems ensures a supporting environment to fulfill my career goals alongside coworkers that share the same drive and dedication as me. My passion is leading motivated and innovative health care workers through a continually developing industry. I enjoy implementing processes and policies and seeing them executed - when improvements are made to the care of our patients, it brings me great joy and satisfaction.

The Job

Requirements/Skills:

- Bachelors in Health or Human Services, active National and State Administrator license
- Manage departments/employees and business processes
- Analyze general business periodicals and regulations
- Ability to solve practical problems
- Effectively present information and respond to questions
- Write reports, business correspondence, and procedures
- Calculate figures and amounts of expenditures/revenue

Career Path:

- Intern
- Social Services
- Director of Social Services
- AIT Program → Administrator Licensure
- SNF Administrator - **\$99,000 - \$123,900** (averages)

Salary, 3 wage increases within first year and annual raises

Ashley Williams Assistant Director of Clinical Services



Age: 27

Years at Company: 4

What are your job Duties?

Ashley started as a new graduate nurse in 2014 with Columbine Health Systems (CHS). She was promoted to a Nurse Manager / MDS Coordinator in 2016. Ashley continued to show positive leadership qualities and hunger for growth and knowledge. She then accepted a position as the Assistant Director of Clinical Services in 2018. Ashley works with the facilities & ancillaries within CHS to provide support and develop protocols to help improve patient care, comply with regulations and improve efficiency among staff.

What does this job and working at this Company mean to you?

CHS has given me opportunities to advance my career and has helped develop who I am as a nurse; for that I am grateful. The team we have at CHS is surreal and I am happy to have the chance to work with more of them with my latest promotion / opportunity.

The Job

Requirements/Skills:

- Requires: BSN, experience working in a SNF
- Knowledge of regulations for SNFs
- Provides support and assistance within Nursing Leadership
- Proficiency with computer software programs
- Ability to collaborate both nursing and business perspectives
- Develop policies and procedures for the company

I help to develop policies and procedures that comply with regulations for Skilled Nursing/Rehabilitation Facilities and help to improve patient care/satisfaction. I support and assist the Nursing Leadership team and help to improve efficiency among staff.

Career Path:

- Floor Nurse - **\$28/hour**
- Charge Nurse - **\$30/hour**
- Nurse Manager - **\$32/hour**
- Assistant/Director of Nursing - **\$70,000 - \$82,000**
- Assistant/Director of Clinical Services - **\$82,000 - \$90,000**

Salary, 3 wage increases within first year and annual raises



Who We Are:

PVREA is an electric co-op, a community-focused organization who works to efficiently deliver affordable, reliable and safe energy to over 42,000 homes and businesses in Northern Colorado.

Products:

PVREA provides one of life's necessities – electricity. But the co-op goes further to serve its members by helping members manage their energy use. The co-op provides rebates on energy efficient appliances, lighting, and heating and cooling systems. Members can also participate and earn bonuses in a program with their Nest Thermostat.

Markets/Customers:

Poudre Valley REA is a member-owned co-op. Consumers lead the organization by electing a Board of Directors to guide and govern the co-op.

Programs for Youth:

PVREA offers scholarships to students in Northern Colorado every year, helping the youth in our community carve their future after high school. The Co-op also sends high school students to Youth Leadership Camp and Washington D.C. Youth Tour every summer, free of charge to the student. Youth learn leadership skills and experience our country's history through these great trips. Applications are typically due in January each year. Scholarships applications are due in February each year.

Career Opportunities/Benefits:

At an electric co-op, there are many types of job opportunities: Member service, accounting, engineering, marketing, and linemen. The co-op currently has an opening for a Journeyman Lineman. Employees are offered a competitive benefit package with a pension plan and insurance with 100% employer paid premiums.

Community Engagement:

The directors and employees at PVREA also want to see the communities the Co-op serves to be successful, so they invest in the community. The Co-op is involved in many local community events, gives out scholarships to high school students, sponsors area fairs, and provides resources and rebates on educating and encouraging members to use energy efficiently. They also provide safety education to schools and civic organizations.

INFO

7649 REA Parkway
Fort Collins, CO 80528

1-800-432-1012

www.pvrea.coop

hr@pvrea.coop

Employees: 89

Year founded: 1939

President & CEO: Jeff Wadsworth

HR Director: Michelle Perzee

(970) 282-6417

mperzee@pvrea.coop

Facebook: www.facebook.com/poudrevalleyrea
 LinkedIn: www.linkedin.com/company/poudre-valley-rea
 Twitter: www.twitter.com/poudrevalleyrea



Chris Taylor

Journeyman Lineman

Age: 28

Years at Company: 1.5 years

What are your job Duties?

Chris' main job is to maintain, repair, and build new powerlines. "I like to help people by keeping their power on. I have the opportunity to see places and work in places that most people either don't get to see or have to pay money to visit."

What does this job and working at this Company mean to you?
 I like working outside doing physical labor with my hands. I work hard, smart, and safe for my family and the guys that I work with - we are a brotherhood keeping each other safe.

The Job

Requirements/Skills:

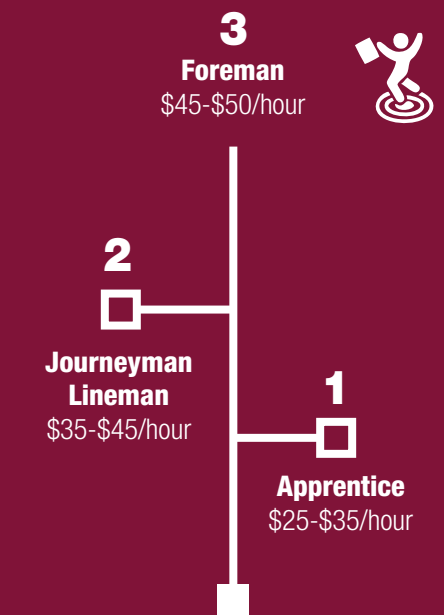
- Skilled at working with your hands
- Hardworking and dedicated
- Disciplined and focused
- Knowledge of the electrical system
- Completed apprenticeship and Journeyman certification. Some companies employ workers who are in their apprenticeship program, and provide scholarships.
- Commitment to safety

What You'll Do:

- Build new powerlines
- Repair and maintain infrastructure
- Connect and upgrade services
- Restore power outages

Career Path:

- Line school - varies from 1 semester to 2 years.
- Apprenticeship - 4 years. Includes book work and hands on experience at a company or through the Union
- "Journey out" - test out and become a Journeyman Lineman and receive a certificate that allows you to be recognized as a Journeyman almost anywhere because the demand is so high for this position.



- Dental Insurance
- Health Insurance
- 401(k)
- Bonuses
- Paid on-site Training

\$25-\$35/hour

Apprentice

\$35-45/hour

Journeyman Lineman

\$45-\$50/hour

Foreman

NORTHERN COLORADO HEALTH SECTOR PARTNERSHIP

Health Care Employees are Needed Throughout Northern Colorado

Health Care is one of the fastest-growing career fields – hospitals, surgery centers, pharmacies and nursing facilities need you. Healthcare is not just another job. It's a career, full of advancement possibilities,

And every step of the way, you are helping people.

Healthcare jobs vary greatly, from hands-on care of patients in need, to technical lab work, to office staff in a dynamic, public-facing environment. And further education can quickly boost you in the career to higher job classifications and higher pay and benefits.

Check out the fastest growing careers in health care – nursing, medical assistants, surgical techs, behavioral health, and pharmacy technicians. These require only one-two years of education but you can increase your earnings with additional training and experience.

MEDICAL ASSISTANT

Salary: \$12 – \$17 an Hour

Education: One-year certificate

Front Range Community College; Aims Community College; Salud Community Health;

Medical Assistants are the key employees who are filing the insurance forms in a doctor's office, prepping a room for a patient, or taking vital signs next to a hospital bed, or answering the phones and scheduling appointments at a busy clinic. With training and certification, you can work almost anywhere. Check with Associates of Family Medicine and Salud for their Apprenticeships Programs.



NURSES

Certified Nursing Assistant

CNA's are qualified to work as a nurse's aide in a long-term/senior care facility, an acute care facility or a home health care agency. This position works with residents/patients of all ages in both wellness and illness. Direct patient care daily is provided by CNA's.

Salary: \$12 – 15/hour

Education: 92-hour training & Certification Exam

Front Range Community College; Aims Community College; Columbine Health Systems



LPN – Licensed Practical Nurse

LPN's work under a Physician's license in long term care facilities, clinics, home care, doctors' offices, and some hospitals.

Salary: - \$17 - 29/hour

Education: 1 year program & Licensure exam

Front Range Community College;

Registered Nurse (ADN or BSN)

The current demand for RN's is only going to increase in the next few years. They are needed throughout the industry – hospitals, long-term care, home care and clinics. Most hospitals are requiring a BSN.

Salary: \$24 – 38/hour

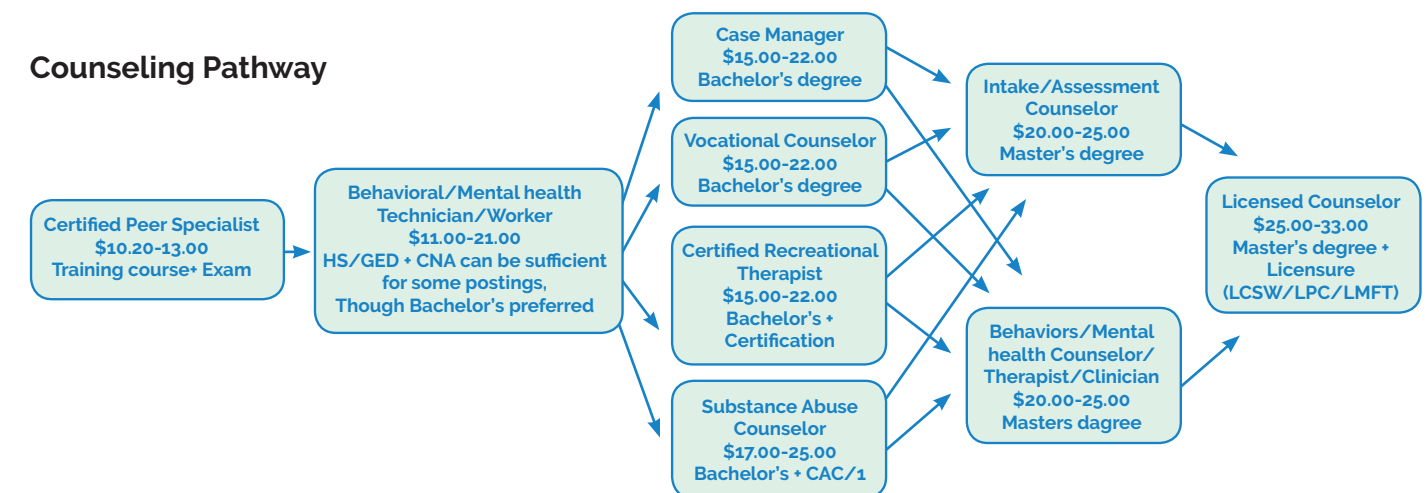
Education: Two-year degree and licensure exam for ADN; Four-year degree for BSN

ADN: Front Range Community College; Aims Community College

BSN: University of Northern Colorado; Front Range Community College

BEHAVIORAL HEALTH

Counseling Pathway



PHARMACY TECHS

Pharmacy Techs are able to assist in the preparation of prescribed medications, including retrieve, count, pour, weigh, measure, and mix medications. They are qualified to work as a pharmacy technician in a retail pharmacy, hospital, nursing home, assisted living facilities or mail-order pharmacies.

Salary: \$12.50 - \$19.00/ hour

Education: One-year certificate

Front Range Community College



SURGICAL TECHS

The Surgical Technologist is an integral member of the surgical team including the surgeon, anesthesiologist, and nurse to deliver patient care before, during and after surgery. Before an operation, surgical technologists help prepare the operating room by setting up surgical instruments and equipment. During the surgery, technologist pass instruments and other sterile supplies to surgeons and assistants.

Salary: \$20 - \$27/hour

Education: Two year degree

Front Range Community College



Watch for this event at your local high school!



Who We Are:

Ward Electric Company, Inc. is a full service electrical contractor. We specialize in transmission & distribution, substations, hydroexcavation, renewable energy, engineering, commercial, industrial & residential electric projects.

Products:

We engineer, design, build, repair, restore and maintain all facets of electric power lines. We can also install new power to your equipment, your office lighting or your parking lot lighting. We can add outlets, switches and fixtures to serve your residential power needs. Project management, inspection, and traffic control are additional services that we can provide.

Markets/Customers:

We serve private companies, Electric Cooperatives, government entities, businesses and individuals. If you need electricity, we can work for you.

Fun Stuff:

We take pride in the fact that none of the decisions at Ward are made by one person. We work as a team and value the input/feedback of every single one of our employees.

Career Opportunities/Benefits:

We are always looking for skilled employees! We are looking for Journeyman Lineman, Staking Technicians & Engineers. Potential for advancement is very good depending on how much you are willing to work and learn.



INFO

3690 Stagecoach Road
Longmont, CO 80504

(303) 682-0066

www.wardelectriccompany.com

Employees: 275

Year founded: 2005

CEO: Mark Ward
VP: Matt Ward

HR Director: Brandy Sydow

(303) 709-6236

brandysydow@wardelectriccompany.com

Facebook: @wardelectriccompany
LinkedIn: Ward Electric Company, Inc.



Krystopher Cell

Foreman

Age: 36

Years at Company: 5

What are your job Duties?

Krystopher is a working Foreman for Ward Electric. It is Krys's job to oversee his crew, keeping jobs on track for completion and to "make sure everyone goes home at night."

What does this job and working at this Company mean to you?

Krys enjoys the opportunities that working at Ward gives him. He likes to travel, enjoys storm calls and overtime and likes that Ward is a "flexible" Company.



5

Foreman
\$50/hour

4

Journeyman
Lineman
\$43/hour



3

Apprentice
\$25/hour

2

Operator Trainee
\$18/hour

1

Groundsman
\$13-\$14/hour

The Job

Requirements/Skills:

- Skilled in methods, materials, and tools of the trade
- Thorough knowledge of the hazards of the work.
- Ability to supervise the work of others.
- Ability to interpret and work from instructions and plans.

What You'll Do:

- Oversee a crew of skilled workers
- Insure safety standards are withheld
- Keep jobs on track for completion

Career Path:

Krys started with Ward Electric Company in 2005 as a Groundsman. He then became an operator trainee, an apprentice, a journeyman lineman and finally a Foreman.

\$13-\$14/hour

Starter

\$25/hour

Experienced

\$50/hour

Expert





Who We Are:

Agfinity is a locally owned and operated cooperative that has been serving the needs of Northern Colorado since 1905. Being a cooperative make us unique since we are owned by the customer members who use our products and services.



Products:

Agfinity offers products and services in Agronomy, Feed, Energy and Retail including Cenex convenience stores, a tire and car care center and an ACE Hardware store. Agfinity also operates Colorado Commodities.

Markets/Customers:

Agfinity's talented and experienced team members provide services and products in the Northern Colorado area. We serve agricultural, commercial and residential customers.

Career Opportunities/Benefits:

As a cooperative, we are distinguished from our competitors by our excellence in customer service and our people, which we consider our greatest asset. There are multiple opportunities to join the Agfinity team. From Tire and Line Technicians to Feed Mill Operators to Applicators, there is a place for you at Agfinity!

Agfinity has a competitive benefits package including Health, Dental, Vision, Pension Retirement Plan, 401(k) Match Plan, Paid Time Off, Clothing Allowance, Paid Training and merit/performance wage increases.



Community Engagement:

Agfinity is deeply involved and committed to the communities that we serve. You will see us out and about at local fairs and rodeos, at your local highschool career fair and giving feed mill tours for community groups.

INFO

260 Factory Road
Eaton, CO 80516
Additional Company Locations:
Gillcrest, Mead, Lucerne, Greeley,
Henderson, Brighton

(970) 454-4000
www.agfinityinc.com
careers@agfinityinc.com

Employees: 210
Year founded: 1905
President & CEO: Jason Brancel



\$3000 to Build your Tool Set!

Invest in your future with Agfinity's Tool Incentive Program

Join the Agfinity team as a
Diesel Mechanic or Line Technician
and receive \$3000 to build your tool set!

Paid Training » Advancement Opportunities » Full Benefit Package » Paid Time Off

Contact careers@agfinityinc.com to start your
automotive journey today!



careers@agfinityinc.com
970-454-4000
agfinityinc.com



Who We Are:

HighPoint Resources, formed through the combination of Bill Barrett Corporation and Fifth Creek Energy, is a Denver-based exploration and production company focused on the development of oil and natural gas assets located in the Denver-Julesburg Basin of Colorado. Our assets are located in the NE Wattenberg and Hereford Fields in rural settings that are favorable for oil development.

Career Opportunities:

The success of every company depends on people and at HighPoint Resources our employees are some of the best in the industry. Do you want a chance to work with proven professionals? Visit our website where you can find out about our current job openings! Careers with HighPoint Resources include:

- Accounting
- Administration
- Denver Operations
- Environmental, Health & Safety
- Field Operations
- Finance
- Geology
- Human Resources
- Information Technology
- Land
- Legal
- Marketing
- Regulatory

Fun Stuff:

Employee Engagement is a huge component of the way we operate at HighPoint Resources. Our Engagement Committee is tasked with planning multiple monthly company events. The focus of the committee is to get employees engaged in social events, educational learning experiences, and volunteer work.

- Educational Field Trips
- Friendly Employee Competitions
- Seasonal Social Events
- Quarterly Lunch & Learns
- Volunteer Opportunities

Join Our Team:

- Competitive pay and benefits including a 401(k) match, generous paid time off and affordable health benefits for employees and their families
- Opportunity to work with some of the industry's top personnel
- Exposure to a wide variety of projects
- Immediate responsibility and value-added contributions to HighPoint Resources' success
- Exceptional operational reputation
- Strong commitment to work-life balance

Fun Fact:

Rocks are cool and can lead into a great career!

INFO

1099 18th St. Suite 2300
Denver CO, 80202

(303) 312-8588

www.hpres.com

hr@hpres.com

Employees: 150+

Year founded: 2002

CEO: R. Scot Woodall

Vice President of HR: Michele Choka

(303) 312-8130

mchoka@hpres.com

LinkedIn: <https://www.linkedin.com/company/hpres/>



Benefits Offered:



Matt Crespin

Lead Lease Operator

AGE: 29

Years at Company: 3.5

What are your job Duties?

- Oversees daily oil & gas production, helps with equipment maintenance, database entries, optimizing wells, new facility turn-ons & pressure testing, and handles all issues that arise daily. Matt had the opportunity to grow with the company and was promoted to a lead position within 3 years.
- "I enjoy working for a company where everyone knows your name and you aren't just a number; where I always feel the company's support for my family and myself."

What does this job and working at this company mean to you?

- Matt loves being able to work outside with his hands, being self-motivated - accomplishing projects and tasks on his own without the need for constant supervision, and working for a family-based company where he is part of a great team, where there is comradery and opportunities for more growth and promotions.

The Job

Requirements:

- Must have valid driver's license
- Understand & safely operate pigging facilities
- Knowledge of safe work behavior and habits
- Refined computer skills with multiple programs
- Analyze & solve mechanical problems
- Excellent written and verbal communication skills
- Safe operation of valves & high-pressure facilities

What You'll Do:

- Perform daily operational checks of wells & production facilities, troubleshoot & maintain gas lift facilities, plunger lifts, rod pumps, hydraulic & ESP wells; and assist with training, mentoring and increasing other lease operators' skill sets.

Starting at **\$20+/hr**



Leo Rascon

Compressor Technician 2

AGE: 26

Years at Company: 1

What are your job Duties?

- Maintains compression equipment, oversees new compression construction projects, performs strategic performance analyses for gas flow & compression equipment, and coordinates with other contractors to maintain surface equipment. Leo likes working for a company that promotes teamwork and supports him as an individual.
- "I like working with a team who always supports me and are there for each other. I like the feeling of knowing that someone within the company has my back at all times."

What does this job and working at this company mean to you?

- Leo likes working for a company that gives him the opportunity to expand his knowledge and grow his career as a compressor technician. He loves the new construction side of gas compression, which challenges him to think outside of the box and explore new tasks that he hasn't performed before.

The Job

Requirements:

- Ability to repair pumps, compressors & motors
- Knowledge of basic gas processing equipment
- Computer skills & ability to read blueprints
- Work independently with diverse groups and multi-task
- Ability to read compressor station equipment gauges
- Maneuver heavy objects & operate heavy machinery
- Safe work behavior and habits

What You'll Do:

- Operate, maintain, troubleshoot, repair and overhaul gas compression equipment along with preparing compression reports. Perform major mechanical maintenance, and follow safe operating practices, maintaining a safe working environment.

Starting at **\$25+/hr**



Who We Are:

Hexcel is a global leader in advanced composites technology. Our composite solutions make a wide range of products stronger, lighter and tougher. We have a strong commitment to research and development and a culture of continuous improvement.

Products:

As a leading producer of carbon fiber reinforcements and resin systems, and the world leader in honeycomb manufacturing for the commercial aerospace industry, we are the strength within hundreds of products offered in multiple markets across the globe. Our Windsor, Colorado facility specializes in glass and carbon prepregs for various industrial applications

Markets/Customers:

Hexcel is a leading supplier of composite materials for Commercial Aerospace, Space & Defense and Industrial markets. Our Industrial markets include Energy, Automotive and Industrial Specialty applications. Hexcel has been supporting the wind energy market globally with high performance composite materials for more than 20 years. Our Windsor facility was established in 2009 to expand our support to the US wind energy market.

Career Opportunities/Benefits:

Hexcel offers a variety of opportunities at our Windsor, Colorado facility. Our process associates manufacture the products we ship every day to our local and global customers. Our material handlers help maintain the fast-paced flow of materials in, out and throughout our facility. We also have supporting roles in production, quality, engineering, supply chain, logistics, customer support, finance and human resources. Hexcel encourages growth and career advancement for all of our employees by offering training and tuition reimbursement, and by promoting from within. We invite you to become part of the strength within by joining the Hexcel team.

Community Engagement:

Hexcel Windsor strives to be a part of the community in which we operate. This has included donating toys during the Christmas season, making donations to various charities, sponsoring teams in charity events, and engaging in discussions with local leaders on how to become more involved in the Northern Colorado area.

Environmental Awareness:

Hexcel Windsor has recently achieved ISO 14001 certification which demonstrates our commitment and responsibility to our environment. We have embraced a culture that ensures we are continuously finding ways to reduce our footprint on the environment.



INFO

31815 Great Western Dr
Windsor, CO 80550

(970) 371-6284

www.hexcel.com

XXXXXX

Employees: 60+ in Windsor;
6,500+ worldwide

Year founded: 1946

CEO: Nick Stange



Who We Are:

Comcast NBCUniversal creates technology and entertainment connecting millions of people to the moments and experiences that matter most.

Through innovation, investment and involvement in Colorado, Comcast NBCUniversal employs engineers, designers, creators, storytellers, and entrepreneurs who are reimagining industries, reinventing technologies, and building the networks bringing people and our communities together.

Products:

Comcast is one of the nation's largest video, high-speed Internet and phone providers to residential and business customers. Comcast has invested in technology to build a sophisticated advanced fiber network that delivers the fastest broadband speeds, and brings customers personalized video, communications, business and home management offerings.

Community Engagement:

Comcast helps communities across Colorado realize the transformative potential of media and technology to solve problems, improve lives and create opportunity. Through our Internet Essentials Program serving eligible lower-income Coloradans, Comcast Cares Day and involvement with local community groups, we are increasing access to technology, providing skills to help individuals participate in the digital economy, and empowering innovators, entrepreneurs and our employees to use media and technology for good.

Career and Job Opportunities:

At Comcast NBCUniversal, your options are endless as you grow in your career. We are always looking for career-minded individuals who want to start their journey here. From being on the frontline working with our customers to helping design the latest products and technology, we building an inclusive workforce that encourages and celebrates diversity of thought, people, and experiences.



INFO

1899 Wynkoop Street, Suite 550
Denver, CO

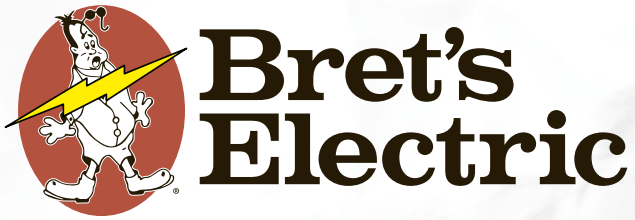
Http://Colorado.Comcast.Com

Employees: Nearly 10,000 in Colorado

Year founded: 1963

Colorado Leader: Rich Jennings, Senior
Vice President, Mountain West Region.





Bret's Electric

Who We Are:

Bret's Electric celebrates 25 years in business and is comprised of knowledgeable, quality-conscious team members. We pride ourselves in superior electrical work, a commitment to excellence, and continuous education, including entry-level certified apprenticeship programs.

Products:

Bret's Electric offers electrical engineering and design / build services, to include project planning, construction management, consulting, and facility electrical system design. Our expertise expands from auto dealerships, commercial and industrial construction, healthcare facilities, schools, and multi-family residences. Our cost-effective and efficient approach meets our customer's budget considerations, while still exceeding expectations! Simply stated, "Don't Be Shocked By Our Quality!"

Markets/Customers:

Bret's Electric services Northern Colorado and the Front Range. Based in Frederick, CO, with easy access to the I25 corridor, customers include large businesses across town and sophisticated projects, all that make an impact in the community! A Fort Collins' customer describes it best: "Bret's employees are team-players. They are knowledgeable, honest, reliable, and conscientious!"

Fun Stuff:

We enhance the lives of our employees by building a workplace that is satisfying, meaningful, and fun! In doing so, we always make certain safety and health are top priorities and treat each other with dignity and respect.

Career Opportunities/Benefits:

Bret's offer on-the-job training, along with entry-level apprenticeship programs through the Independent Electrical Contractors association, to include scholarships and tuition reimbursement. No experience is necessary, simply a willingness to learn!



Health Insurance



Bonuses



Vacation (paid time off)



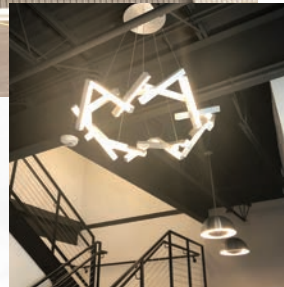
Tuition

Community Engagement:

Our community and neighbors depend on us, just as we depend on them! We strive to improve the lives in the communities we are a part of. We strive to provide for those in need, either by volunteering our time and expertise, providing educational assistance, or sharing our economic possessions.

Environmental Awareness:

Bret's is environmentally aware by recycling fluorescent lamps and wire and by installing high efficiency LED lighting and state-of-the-art lighting controls to minimize energy use.



INFO

8312 Raspberry Way
Frederick, CO 80504

720-494-8944

www.bretselectric.com

janet@bretselectric.com

Employees: 95

Year founded: 1993

President: Bret Martin

HR Director: Janet Martin

(720) 494-8944

janet@bretselectric.com

Facebook: <https://www.facebook.com/BretsElectric/>

LinkedIn: <https://www.linkedin.com/company/bret's-electric-llc/>

Twitter: https://twitter.com/brets_electric



Trenten Quinn

Assistant Project Manager

AGE: 29

Years at Company: 1-1/2

What are your job Duties?

"We are always developing from within, so no matter what level you start at, you can reach the top." Truth: Trenten has already earned a promotion to assistant project manager in his 18-month time!

What does this job and working at this Company mean to you?
Trenten enjoys the fast-paced nature of the construction industry, and Bret's Electric provides great opportunity as a family-owned business. It's a friendly atmosphere, and employees are invested in, with great growth and learning opportunities.



The Job

Requirements/Skills:

- Great interpersonal communication skills
- Adaptable to continuous change in tasks, projects, and priorities
- Problem-solving skills and constant improvement in processes
- Strong work ethic and moral compass

What You'll do:

- Product and process knowledge in the electrical industry
- Basic mechanical skills, learning circuitry tactics on the job
- Determine alternate methods of building to gain efficiency
- Understand and adhere to a project schedule



Justin Martin

Pre-Construction / Sr. Project Manager

AGE: 37

Years at Company: 25

What are your job Duties?

A licensed electrician at age 19 and a master electrician at age 23, Justin can personally testify to the industry's success now, the future, and for the next generation at Bret's Electric.

What does this job and working at this Company mean to you?
Seeing his self-made father launch Bret's, Justin loves the opportunity. At an early age, anyone can learn the trade, succeed faster than peers, earn a higher wage, and have a foundation for future entrepreneurship.

The Job

Requirements/Skills:

- Eagerness to grow and learn
- Attention to detail, with good analytical skills
- Commitment to excellence both personally and professionally
- Strong work ethic and moral compass

What You'll do:

- Understand goals, requirements, and customer vision
- Adhere to a project schedule, ensuring deadlines are met
- Conduct installations according to safety and jurisdiction requirements
- Build a job well done together as a team

\$25K - \$150K Annual

Starter - Expert

Career path

Bret's Electric offers endless growth opportunities from entry level field positions to upper management; it is simply dependent on one's passion, learning the business, adhering to safety standards, and a job well done!



JUST FOR STUDENTS

With or without college, the NOCO Manufacturing Partnership wants to help you explore a world of career options!

- OnSite Tours at places like OtterBox
- In Class Presentations
- Apprenticeships
- Scholarships
- Career Day Events
- Parent's Night at Woodward on 11/15!



CAREERWISE PROGRAM

The CareerWise Program was designed in hopes of getting high school students into paid apprenticeship opportunities with local manufacturing companies. The program has enabled youth to increase their skills, explore career options and gain exposure to the manufacturing industry. It has also allowed manufacturing companies to provide opportunities to their future workforce. Below are some quotes from a company and intern that participated in the program.

"We felt honored to pass along our knowledge and mentor these young people."

"It opened up the possibility of becoming an electronics engineer. Watching how the engineer came up with solutions seemed like a career I might want to look into in the future."

LEARN MORE AT NOCOMFG.COM/STUDENTS-EDUCATORS/

SAVE THE DATE - NOCOM 2019

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NoCo Mfg Partnership puts students at the top of our priority and we want students aware of career opportunities that exist in manufacturing. The annual trade show offers students interaction time with local manufacturers.



NOCOM Student Experience:

- Catered lunch with a local manufacturer including a question and answer time
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- Interact with companies on work-based opportunities such as apprenticeships and job shadowing.
- Learn more about what manufacturing has to offer

Thursday, April 11, 2019 | 9 am - 5 pm | The Ranch, Loveland, CO

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Electrical Contractors

(Ranked by number of employees)

| Rank | Company | Number of employees Number of electrical contractors | Products/Services | Phone Website | Person in charge, Title Year founded |
|------|--|---|---|---|--|
| 1 | Ward Electric Co. Inc. 3690 Stagecoach Road Longmont, CO 80504 | 210 12 | Full service Electrical Contractor. Residential, Commercial, Industrial, Transmission, Distribution, Substations, Renewable Energy, Boring, Engineering. | 303-682-0066 www.wardelectriccompany.com | Mark Ward, CEO 2005 |
| 2 | Barnes Electrical Contracting Inc. 1375 Horizon Ave. Lafayette, CO 80026 | 110 25* | Commercial and residential electrical contracting. Apartment complexes, housing communities, hotels, office and big-box retail. | 303-665-6188 www.barneselectrical.com | David Barnes, president 1986 |
| 3 | Gregory Electric 3317 N. Lincoln Ave. Loveland, CO 80538 | 98 40* | Electrical contracting and service. | 970-669-7609 www.gregoryelectricinc.com | Rod Bryant, president 1988 |
| 4 | Encore Electric Inc. 225 N. Lemay Ave., Unit 5 Fort Collins, CO 80524 | 88 329 | New construction, service & maintenance, preconstruction services, prefabrication, technology and system integration services. | 970-221-3311 www.encoreelectric.com | Andrew Gordon, Director of Wyoming and Northern Colorado 2003 |
| 5 | Interstates Construction Services Inc. 2636 Midpoint Drive Fort Collins, CO 80525 | 70* 50* | Single-source electrical construction & service, electrical engineering, instrumentation, automation control systems and UL listed panel fabrication services for industrial and commercial facilities. | 970-221-1776 www.interstates.com | Joshua Barber, regional manager 1953 |
| 6 | Accent Electrical Services Corp. 7223 W. 118th Place, Unit L Broomfield, CO 80020 | 69* 26* | Commercial electrical contractor specializing in design-build, new construction, tenant finish and service work. Licensed in Colorado and Wyoming. | 303-466-8966 www.accentes.com | 2003 |
| 7 | Bret's Electric 9250 Bruin Blvd., Suite C Frederick, CO 80504 | 65* 25* | Electrical contractor for design-build projects, commercial, industrial, multi-family. | 720-494-8944 www.bretselectric.com | Janet Martin, director of business & finance 1993 |
| 8 | Core Electric Inc. 197 S. 104th St., Suite A Louisville, CO 80027 | 65 1 | Commercial, industrial, residential and service. | 720-887-3877 www.coreelec.com | Wayne Nemitz, president 2001 |
| 9 | Malm Electrical Contractors LLC 266 Basher Drive, Unit 2 Berthoud, CO 80513 | 50 18 | Commercial, industrial, multi-family and design-build services. | 970-532-9900 www.malmelectric.com | Trent Malm; Roy Maynes; Chris Raskay, partners 2002 |
| 10 | Eckstine Electric Co. 13739 Weld County Road 25 1/2 Platteville, CO 80651 | 30 12 | Design-build, industrial and commercial. | 970-785-0601 www.eckstineelectric.com | Rick Hiatt, president, owner; Ean Logan, vice-president, owner 1954 |
| 11 | EMF Electrical Corp. 7240 Weld County Road, No. 1 Longmont, CO 80504 | 28* 24* | Power and data distribution. | 303-772-2530 www.emfelectrical.com | Joseph Walck, president 1961 |
| 12 | Lightscape Electric Inc. 623 Homestead St. Lafayette, CO 80026 | 8 1 | New and remodel residential and commercial electrical. Service work and maintenance on residential and commercial. | 303-661-3999 lightscape-electric.com | Peter Matthews, president 1998 |
| 13 | Blueline Electric LLC 3757 Dalton Drive Fort Collins, CO 80526 | 8 1 | Commercial, residential & service. | 970-568-8239 N/A | Vinny Rios, owner 2010 |

Region surveyed includes Boulder, Broomfield, Larimer and Weld counties and the city of Brighton.
1 BizWest estimate.

Researched by BizWest

Commercial General Contractors

(Ranked by number of employees)

| Rank | Company | Number of local employees | Services provided/ | Phone Website Year founded | Person in charge, Title |
|------|---|---------------------------|---|---|--|
| 1 | Hensel Phelps Construction Co. 420 Sixth Ave. Greeley, CO 80631 | 338 | Planning and design, construction and facility management. | 720-592-2000 www.henselphelps.com 1937 | Jeffrey Wenaas, CEO; Michael Choutka, president & COO |
| 2 | FCI Constructors Inc. 4015 Coriolis Way Frederick, CO 80504 | 135 | Construction management, design-build and general contracting. | 970-535-4725 www.fcicoll.com 1978 | Jeff Erker, senior vice president |
| 3 | Sun Construction & Design Services Inc. 1232 Boston Ave. Longmont, CO 80501 | 121 | Construction and renovation of industrial and commercial buildings. | 303-444-4780 www.sunconstruction.com 1985 | Andrew Welch, president |
| 4 | Brinkman Construction 3528 Precision Drive, Suite 100 Fort Collins, CO 80528 | 121 | Commercial construction services. | 970-267-0954 www.brinkmanpartners.com 2005 | Jim Ciesla, president & CEO |
| 5 | The Neenan Co. 3325 S. Timberline Road, Suite 100 Fort Collins, CO 80525-4427 | 102 | Integrated design-build firm specializing in education, health-care, government and commercial buildings. | 970-493-8747 www.neenan.com 1966 | David Shigekane, president |
| 6 | Golden Triangle Construction Inc. 700 Weaver Park Road Longmont, CO 80501 | 97 | Commercial construction, general contractor, including office, medical facilities, retail, educational, parks and warehouse construction. | 303-772-4051 www.gtct1.net 1977 | Brian Laartz, president; Jeff Nading, CEO |
| 7 | Saunders Heath 141 Racquette Drive Fort Collins, CO 80522 | 69* | Commercial, industrial construction management and general contracting. | 970-221-4195 www.heathconstruction.com 1977 | Dave Sandlin, president |
| 8 | Dohn Construction Inc. 2642 Midpoint Drive Fort Collins, CO 80525 | 60 | General contracting and construction management. | 970-490-1855 www.dohnconstruction.com 1992 | Doug Dohn; Connie Dohn, owners |
| 9 | Roche Constructors Inc. 361 71st Ave. Greeley, CO 80634 | 58 | Construction manager/general contractor. | 970-356-3611 www.rocheconstructors.com 1971 | Tom Roche, CEO/president |
| 10 | Hall-Irwin Corp. 301 Centennial Drive Milliken, CO 80543 | 50 | Vertical construction, water storage and land development construction. | 970-587-6928 www.hall-irwin.com 1963 | Bret Hall, CEO |
| 11 | ECI Site Construction Management Inc. 2526 14th St. S.E. Loveland, CO 80537 | 44 | General contractor and construction manager of multi-faceted infrastructure and recreation projects. Typical projects include turn-key public spaces, parks, drainage and redevelopment construction. | 970-669-6291 www.ecisite.net 1983 | Theodore Johnson, president; Ted Johnson, President; Brian Peterson, president |
| 12 | Krische Construction Inc. 605 Weaver Park Road Longmont, CO 80501 | 44 | Commercial building, municipal and community projects, medical, lab and clean room facilities, educational buildings and upgrades. Pre-construction services, estimating and project management. | 303-776-7643 www.krischeconstruction.com 1987 | Mark Pilkington, president |
| 13 | Melton Design Build 3082 Sterling Circle Boulder, CO 80301 | 40 | Design-build remodeling company for residential and commercial projects, with an in-house architecture and design department. | 303-473-9542 www.meltondesignbuild.com 1993 | Ty Melton, president |
| 14 | Haselden Construction 330 S. College Ave., Suite 300 Fort Collins, CO 80524 | 40 | General contracting, construction management, design-build, real estate development. | 970-232-2096 www.haselden.com 1973 | Ken Baumgartner, regional director |
| 15 | Bryan Construction Inc. 4700 Innovation Drive, Building C Fort Collins, CO 80525 | 39 | Construction management, general contracting, preconstruction services, new construction, design/build, renovations and tenant finish. | 970-377-0937 www.bryanconstruction.com 1978 | Todd Blanks, executive manager, Northern Colorado group |
| 16 | Symmetry Builders Inc. 5375 Western Ave., Suite B Boulder, CO 80301 | 33 | Commercial general contractor headquartered in Boulder with projects across the Front Range. | 303-444-1044 www.symmetrybuilders.net 2011 | Henry Zurburg, president; CJ McCray, Partner |
| 17 | Sampson Construction Co. Inc. 4508 Endeavor Drive Johnstown, CO 80534 | 30 | Construction management, preconstruction services, design-build, general contractor and owner agent. | 970-203-1370 www.sampson-construction.com 1952 | Thaddeus Lienemann, vice president |
| 18 | McCauley Constructors Inc. 650 Innovation Circle Windsor, CO 80550 | 29 | Commercial and light industrial construction management; general contractor. | 970-686-6300 www.mccauleyconstructors.com. 2005 | Leon McCauley, president & CEO |
| 19 | Elder Construction Inc. 7380 Greendale Road Windsor, CO 80550 | 27 | Construction management, general contracting, pre-construction services and design-build. | 970-744-4731 www.elderconstructioninc.com 1994 | Christopher Elder, president & CFO |
| 20 | GH Phipps Construction Cos. 4800 Innovation Drive Fort Collins, CO 80525 | 27 | General contracting. Hospitals and other medical facilities, higher-education facilities, K-12, high tech, office buildings, religious facilities and civic buildings. | 970-776-5500 www.ghipps.com 1952 | Kurt Klanderud, president |
| 21 | Coe Construction Inc. 2302 E. 13th St. Loveland, CO 80537 | 19 | Commercial general contractor. | 970-663-7636 www.coeconstruction.com 1990 | Gregg Meisinger, president |
| 22 | Skycastle Construction 1245 Pearl St., Suite 202 Boulder, CO 80302 | 13 | General construction, custom green homes, tenant finish, restaurants, offices, schools. Full-service design/build. | 303-413-8556 www.skycastleconstruction.com 2001 | Scott Rodwin, president |
| 23 | Thunderpup Construction 309 S. Link Lane Fort Collins, CO 80524 | 13* | General contractor, construction management, design/build and value engineering. | 970-224-9200 www.thunderpup.com 1979 | Steve Wimp, president |
| 24 | Construction Concepts Inc. 14125 Mead St. Longmont, CO 80504 | 12 | General contracting, design-build construction. | 970-535-0600 www.constructionconceptsinc.com 1991 | Dan Grelle, president |
| 25 | Rhinotrax Construction Inc. 1035 Coffman St. Longmont, CO 80501 | 12 | Design/build. | 303-682-9906 www.rhinotraxconstruction.com 2004 | Michele Noel-King, owner |

Regions surveyed include Boulder, Broomfield, Larimer and Weld counties and the city of Brighton.
* BizWest estimate.

Researched by BizWest

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Frontier Internal Medicine

frontrange.edu/GreatLives

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FRONT RANGE COMMUNITY COLLEGE

50 YEARS

BOULDER COUNTY CAMPUS 303-678-3722 | LARIMER CAMPUS 970-226-2500 | WESTMINSTER CAMPUS 303-404-5000 | BRIGHTON CENTER 303-404-5099 | FRCC ONLINE LEARNING 303-404-5513

| Rank | Company name | Employees 2018 Employees 2017 | Products/Services | Phone Email Website | Person in charge Year founded |
|------|---|--|---|---|---|
| 1 | JBS USA 1770 Promontory Circle Greeley, CO 80634 | 4,600 ¹ 3,688 ² | Animal meat producer and exporter. | 970-506-8000 margaret.mcdonald@jbsa.com www.jbsa.com | Andre Nogueira, CEO 1953 |
| 2 | Vestas Blades America Inc. 11140 Eastman Park Drive Windsor, CO 80550 | 2,700 ³ 3,200 ⁴ | Wind turbines, blades, nacelles, towers. | 970-674-6100 vestas@vestas.com www.vestas.com | Anders Runevad, CEO 1979 |
| 3 | Ball Corp. 10 Longs Peak Drive Broomfield, CO 80021 | 2,000 2,000 | Aerospace and defense. | 303-469-3131 N/A www.ball.com | John Hayes, president & CEO; Rob Strain, President, Aerospace 1880 |
| 4 | Ball Aerospace & Technologies Corp. 1600 Commerce St. Boulder, CO 80301-2734 | 1,600 1,600 ⁵ | Develops and manufactures spacecraft, advanced instruments and sensors, components, data exploitation systems and RF solutions for strategic, tactical and scientific applications. | 303-939-6100 info@ball.com www.ballaerospace.com | Linda Comer, John Hayes, CEO, president 1956 |
| 5 | Broadcom Inc. 4380 Ziegler Road Fort Collins, CO 80525 | 1,500 1,500 | Designs and develops analog, digital, mixed signal and opto-electronics components and subsystems, with a focus in III-V compound semiconductor design and processing. | 970-288-2575 N/A www.broadcom.com | Hock Tan, CEO/president 2005 |
| 6 | Woodward Inc. 1081 Woodward Way Fort Collins, CO 80524 | 1,307 ⁶ 1,475 ⁶ | Components and systems that enable energy control, efficient operations and lower emissions in large industrial engines. | 970-482-5811 corpinfo@woodward.com www.woodward.com | Thomas Gendron, president, CEO & chairman 1870 |
| 7 | Seagate Technology PLC 389 Disc Drive Longmont, CO 80503 | 1,300 ⁷ 1,300 ⁷ | Data-storage company. | 720-684-1900 N/A www.seagate.com | Stephen Luczo, CEO/president 1979 |
| 8 | Halliburton Energy Services Inc. 2990 Weld County Road 27 Fort Lupton, CO 80621 | 1,030 690 ⁸ | Providers of products and services to the global energy industry. | 303-825-4346 N/A www.halliburton.com | 1919 |
| 9 | Hunter Douglas Inc., Window Fashions Division 1 Duette Way Broomfield, CO 80020 | 950 968 ⁹ | Window shades and blinds, window shadings, modern Roman shades, privacy sheers, Hunter Douglas Platinum technology. | 303-466-1848 consumer@hunterdouglas.com www.hunterdouglas.com | Doug Barr, president & general manager 1946 |
| 10 | Medtronic Surgical Technologies 826 Coal Creek Circle Louisville, CO 80027-9750 | 900 ⁷ 900 ⁷ | Biomedical engineering in the research, design, manufacture and sale of instruments and appliances. | 720-890-3200 N/A www.medtronic.com | Omar Ishrak, CEO 1949 |
| 11 | Emerson Process Management, Micro Motion Division 7070 Winchester Circle Boulder, CO 80301 | 830 ⁹ 830 ⁹ | Coriolis flow and density measurement technology. | 03-530-8400 InfoCentral@EmersonProcess.com www.micromotion.com | David Farr, CEO 1977 |
| 12 | Hach Co. 5600 Lindbergh Drive Loveland, CO 80539 | 800 750 | Water-analysis systems and hydro lab instruments. | 970-669-3050 umueller@hach.com www.hach.com | Kevin Klau, president 1947 |
| 13 | Tolmar Inc. 701 Centre Ave. Fort Collins, CO 80526 | 649 635 | Fully integrated pharmaceutical company. Product development, clinical trial expertise and manufacturing. | 970-212-4500 info@tolmar.com www.tolmar.com | Michael Duncan, CEO 2006 |
| 14 | Advanced Energy Industries Inc. 1625 Sharp Point Drive Fort Collins, CO 80525 | 584 584 | Power and control technologies for high-growth, precision power conversion solutions. | 970-221-4670 carol.anderson-reinhardt@aei.com www.advanced-energy.com | Yuval Wasserman, CEO/ president 1981 |
| 15 | Sierra Nevada Corp. Space Systems 1722 Boxelder St. Louisville, CO 80027 | 580 580 | SNC's Space Systems is a full-service space mission provider & product supplier of space technologies & advanced spacecraft for civil, commercial & national security applications. | 303-530-1925 sng@snccorp.com www.snccspace.com | Eren Ozmen, owner and president ; Fath Ozmen, owner and CEO 1963 |
| 16 | Anheuser-Busch Fort Collins Brewery 2351 Busch Drive Fort Collins, CO 80524 | 570 570 | Brewing company. | 970-490-4500 media@anheuser-busch.com www.anheuser-busch.com | Eugene Bocis, general manager 1852 |
| 17 | Leprino Foods 1302 N. First Ave. Greeley, CO 80631 | 535 450 | Dairy food and ingredient company. | 970-351-6041 N/A www.leprinofoods.com | Mike Durkin, president 1950 |
| 18 | Aurora Organic Dairy 7388 Colorado Highway 66 Platteville, CO 80651 | 500 445 ⁶ | Certified organic milk and butter. | 720-564-6296 info@aodmilk.com www.aodmilk.com | Scott McGinty, CEO 2003 |
| 19 | Circle Graphics 120 Ninth Ave. Longmont, CO 80501-4594 | 460 500 | Digital printing: Billboards and consumer wall decor. | 303-532-2370 info@CircleGraphicsOnline.com www.circlegraphicsonline.com | Andrew Cousin, CEO 2000 |
| 20 | Advanced Forming Technology Inc. 7040 Weld County Road 20 Longmont, CO 80504 | 450 N/A | Metal injection molding. | 303-833-6000 N/A www.aftmim.com | 1993 |
| 21 | New Belgium Brewing Co. 500 Linden St. Fort Collins, CO 80524 | 425 665 ⁶ | Belgian-style, hoppy and experimental craft beers. | 970-221-0524 nbb@newbelgium.com www.newbelgium.com | Kim Jordan, co-founder; Steve Fechheimer, CEO 1991 |
| 22 | Carestream Health Inc. 2000 Howard Smith Ave. West Windsor, CO 80550 | 400 380 | Medical film. | 970-304-4600 N/A www.carestream.com | Chris Schmachtenberger, director, WW media manufacturing and site manager 2007 |
| 23 | Corden Pharma Colorado Inc. 2075 55th St. Boulder, CO 80301-2880 | 350 ⁹ 210 | Develops and produces pharmaceutical intermediates and active ingredients. | 303-442-1926 boulder.reception@cordenpharma.com www.cordenpharma.com | Brian McCudden, CEO 1946 |
| 24 | Spectra Logic Corp. 6285 Lookout Road Boulder, CO 80301 | 312 350 | Scalable "deep storage" solutions that utilize automated tape libraries and disk systems to store data. | 303-449-6400 sales@spectrallogic.com www.spectrallogic.com | Nathan Thompson, CEO 1979 |
| 25 | Carefree of Colorado 2145 W. Sixth Ave. Broomfield, CO 80020 | 300 300 ⁹ | Develops, manufactures, markets and sells shade products and accessories in recreational, residential and commercial applications. | 303-469-3324 N/A www.carefreeofcolorado.com | Scott Thompson, president 1971 |

Regions surveyed include Boulder, Broomfield, Larimer and Weld counties

- 1 Includes all locations in region.
- 2 Did not respond, 2015 information.
- 3 Includes Brighton plants.
- 4 BizWest estimate, includes Windsor and Brighton plants.
- 5 BizWest estimate.
- 6 Includes facilities in Fort Collins, Loveland and Windsor.
- 7 Includes Boulder and Louisville locations.
- 8 Did not respond, 2016 information.
- 9 Includes employees at 4876 Sterling Drive in Boulder.

Researched by BizWest
Not previously published

| Rank | Company name | Employees 2018 Employees 2017 | Products/Services | Phone Email Website | Person in charge Year founded |
|------|---|--------------------------------------|--|---|--|
| 26 | Colorado Premium Foods 2035 Second Ave Greeley, CO 80631-7201 | 250 250 | Provides a variety of fresh, frozen or consumer-ready meats to major U.S. retailers, restaurant chains and food-service companies worldwide. | 970-313-4400 zack.henderson@coloradopremium.com www.coloradopremium.com | Kevin LaFleur, co-founder & president 1998 |
| 27 | O-I Glass Container 11133 Eastman Park Drive Windsor, CO 80550-3398 | 208 N/A | Glass containers | 970-674-3800 N/A N/A | 2005 |
| 28 | Walker Manufacturing Co. 5925 E. Harmony Road Fort Collins, CO 80528 | 205 180 | Manufacturer of commercial-grade riding lawn mowers and attachments. | 970-221-5614 bobw@walkermowers.com www.walkermowers.com | Bob Walker, president 1959 |
| 29 | Nite Ize Inc. 5660 Central Ave. Boulder, CO 80301 | 200 225 | Outdoor accessory company, using LED lighting. | 303-449-2576 info@niteize.com www.niteize.com | Rick Case, CEO & founder 1989 |
| 30 | Array BioPharma Inc. 3200 Walnut St. Boulder, CO 80301 | 200 170 | Discovers, develops and commercializes targeted small molecule drugs to treat patients afflicted with cancer. | 303-381-6600 N/A www.arraybiopharma.com | Ron Squarer, CEO 1998 |
| 31 | Xilinx Inc. 3100 Logic Drive Longmont, CO 80503 | 200 ⁹ 200 ⁹ | All programmable FPGAs, SoCs, 3DICs, design tools. | 720-652-3600 N/A www.xilinx.com | Moshe Gavrielov, president/CEO 1984 |
| 32 | SomaLogic Inc. 2945 Wilderness Place Boulder, CO 80301 | 200 150 | Develops clinical diagnostics and research tools based on its proprietary and novel proteomics technologies. | 303-625-9000 information@somallogic.com www.somallogic.com | Byron Hewett, CEO 2000 |
| 33 | DMC Global Inc. 5405 Spine Road Boulder, CO 80301 | 195 ⁹ 195 | Explosion welding, explosion-welded clad products and advanced perforating systems and components. | 303-665-5700 info@dynamicmaterials.com www.dynamicmaterials.com | Kevin Longe, president & CEO 1965 |
| 34 | Intel Corp. 1921 Corporate Center Circle, Suite 3B Longmont, CO 80501 | 185 185 | Data-storage solutions. | 503-264-1330 bill.mackenzie@intel.com www.intel.com | 1968 |
| 35 | Kodak Alaris 9952 Eastman Park Drive Windsor, CO 80551 | 185 ⁹ 185 ⁹ | Imaging | 970-686-7611 kodakalaris.com www.kodakalaris.com | Stephen Kozak, Kodak Alaris site manager 2013 |
| 36 | Water Pik Inc. 1730 E. Prospect Road Fort Collins, CO 80553 | 180 145 ⁹ | Waterflossers, sonic toothbrushes and replacement showerheads. | 970-484-1352 cafitzgerald@waterpik.com www.waterpik.com | Bart Prins, CEO 1962 |
| 37 | Boulder Scientific Co. 4161 Specialty Place Longmont, CO 80504 | 177 150 ⁹ | Manufacturer of advanced organometallic catalysts, ligands, and co-catalysts. | 970-535-4494 dlmorrison@bouldersci.com www.bouldersci.com | Don Morrison, director of business development 1972 |
| 38 | Agilent Technologies Inc., Nucleic Acid Solutions Division 5555 Airport Road Boulder, CO 80301 | 175 175 | Flexible therapeutic oligonucleotide development services and manufacturing for the biotech and pharmaceutical industries. | 303-222-4900 N/A www.agilent.com | 1999 |
| 39 | Golden Aluminum Inc. 1405 E. 14th St. Fort Lupton, CO 80621 | 173 173 ⁹ | Aluminum coil manufacturing. | 303-654-8301 sales@goldenaluminum.com www.goldenaluminum.com | Ted Blakely, vice president of operations 1983 |
| 40 | Noosa Yoghurt LLC 4120 County Road 25E Bellvue, CO 80512 | 160 160 | Cultured dairy products. | 970-493-0949 info@noosayoghurt.com www.noosayoghurt.com | Wade Groetsch, president/COO 2010 |
| 41 | Avery Brewing Co. 4910 Nautilus Court N Boulder, CO 80301-3242 | 152 195 | Craft-beer manufacturing and sales to distributors. Retail beer sales, tap room and restaurant with draft and growler beer sales, full-service food and retail merchandise | 303-440-4324 info@averybrewing.com www.averybrewing.com | Adam Avery, president/owner 1993 |
| 42 | Meadow Gold Dairy 450 25th St. Greeley, CO 80631 | 148 148 ⁹ | Dairy products. | 970-352-7860 scott_johnson@deanfoods.com www.deanfoods.com | Scott Johnson, sales manager; John Guerin, general manager 1937 |
| 43 | Viega LLC 12303 Airport Way, Suite 395 Broomfield, CO 80021 | 145 N/A | Manufactures pipe-fitting installation technology. | 800-976-9819 insidesales@viega.us www.viega.us | Dave Garlow, president & CEO 1989 |
| 44 | Sparkfun Electronics 6333 Dry Creek Parkway Niwot, CO 80503 | 140 140 ⁹ | Online retail store that sells the bits and pieces to make your electronics projects possible. Our products and resources are designed to make the world of electronics more accessible. | 303-284-0979 spark@sparkfun.com www.sparkfun.com | Nathan Seidle; Nathan Seidle, CEOs 2003 |
| 45 | Aleph Objects Inc. 626 W. 66th St. Loveland, CO 80538 | 139 139 | Products include the LulzBot line of desktop 3D printers, accessories, and 3D printing filament materials. | 970-377-1111 marketing@alephobjects.com www.alephobjects.com | Jeff Moe, CEO; Steven Abadie, Chief Operating Officer; Harris Kenny, President 2011 |
| 46 | Tharp Cabinet Co. 1246 N. Denver Ave. Loveland, CO 80537 | 135 147 ⁹ | Full-service manufacturer of custom residential, commercial, and specialty cabinets. | 970-667-7144 info@tharpcabinets.com www.tharpcabinets.com | Garth Rummery, president 1971 |
| 47 | In-Situ Inc. 221 E. Lincoln Ave. Fort Collins, CO 80524 | 130 130 | Manufactures environmental monitoring and sampling systems used to assess the quantity and quality of groundwater and surface water. | 970-498-1500 sales@in-situ.com www.in-situ.com | John Pawlikowski, president & CEO 1976 |
| 48 | Advance Tooling Concepts LLC 33 S. Pratt Parkway Longmont, CO 80501 | 125 125 | One of the industry's leading injection molding companies and injection mold manufacturers that services the medical clean room mold community. Parent company is ARC Group Worldwide. | 303-772-2525 parentsales@atcmold.com www.atcmold.com | 1999 |
| 49 | Creative Foam Composite Systems 2221 Clayton Place Berthoud, CO 80513 | 125 N/A | Manufactures foam core for wind-energy and aerospace companies. | 970-444-4711 info@creativefoam.com www.creativefoam.com | Dave Stuck, general manager 1969 |
| 50 | CCX Corp. 1399 Horizon Ave. Lafayette, CO 80026 | 125 125 | Fiber-optic cables, wire harness, data cables. | 303-666-5206 amyw@ccxcorp.com www.ccxcorp.com | Dave Videon, president 1995 |

Regions surveyed include Boulder, Broomfield, Larimer and Weld counties

- 1 BizWest estimate.
- 2 Did not respond, 2016 information.

Researched by BizWest
Not previously published

Hospitals

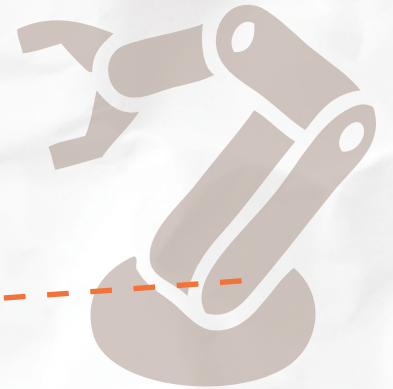
Includes Boulder Valley & Northern Colorado, ranked by number of licensed beds.

| Rank | Hospital | No. of licensed beds No. of employees (FTE) | Admissions in-patients 2017 Admissions acute patients 2017 | Outpatient visits 2017 | Avg. length of stay (days) acute 2017 Avg. length of stay (days) total 2017 | Operating revenue 2017 Revenue 2017 | Administrator, Title Year founded |
|------|--|--|---|------------------------|--|--|--|
| 1 | Banner Health — North Colorado Medical Center 1801 16th St. Greeley, CO 80631 970-810-4121/N/A www.bannerhealth.com/ncmc | 378 1,719 | 10,726 10,726 | 110,024 | 4 4 | \$24,993,000 \$371,409,000 | Margo Karsten, CEO 1904 |
| 2 | SCL Health — Good Samaritan Medical Center 200 Exempla Circle Lafayette, CO 80026 303-689-4000/303-689-6999 www.goodsamaritancolorado.org | 324 1,600 | 13,041 13,041 | 94,176 | 4 4 | \$318,000,000 \$318,000,000 | Jennifer Alderfer, president, Good Samaritan Medical Center 2004 |
| 3 | UCHealth Poudre Valley Hospital 1024 S. Lemay Ave. Fort Collins, CO 80524 970-495-7000/N/A www.uchealth.org | 275 2,569 | 17,555 15,889 | 288,148 | 4 3 | \$0 \$0 | Kevin Unger, president & CEO; Elizabeth Concordia, president & CEO, UCHealth 1925 |
| 4 | Centura Health — Longmont United Hospital 1950 Mountain View Ave. Longmont, CO 80501 303-651-5111/303-484-4164 www.centura.org | 201 700 | 6,616 6,215 | 169,134 | 4 4 | \$183,037,000 \$184,377,000 | Christina Johnson, Chief Executive Officer 1959 |
| 5 | UCHealth Medical Center of the Rockies 2500 Rocky Mountain Ave. Loveland, CO 80538 970-624-2500/N/A www.uchealth.org | 187 1,621 | 13,320 11,946 | 34,721 | 4 4 | \$0 \$0 | Kevin Unger, president & CEO; Elizabeth Concordia, president & CEO, UCHealth 2007 |
| 6 | Banner Health — McKee Medical Center 2000 N. Boise Ave. Loveland, CO 80538 970-820-4640/N/A www.bannerhealth.com/McKee | 115 577 | 3,323 3,323 | 58,526 | 3 3 | \$10,810,000 \$136,049,000 | Margo Karsten, CEO 1976 |
| 7 | SCL Health — Platte Valley Medical Center 1606 Prairie Center Parkway Brighton, CO 80601 303-498-1600/N/A www.pvmc.org | 98 650 | N/A N/A | N/A | N/A N/A | N/A N/A | John Hicks, CEO/president 1960 |
| 8 | Clear View Behavioral Health 4770 Larimer Parkway Johnstown, CO 80534 970-800-5555/970-461-3668 www.clearviewbh.com | 92 180 | 2,132 2,132 | 187 | 7 7 | N/A \$0 | Dan Zarecky, CEO 2015 |
| 9 | UCHealth Longs Peak Hospital 1750 E. Ken Pratt Blvd. Longmont, CO 80504 720-718-7000/N/A www.uchealth.org | 51 430 | 0 0 | 0 | 0 0 | \$0 \$0 | Dan Robinson, CEO 2017 |
| 10 | Northern Colorado Rehabilitation Hospital 4401 Union St. Johnstown, CO 80534 970-619-3400/970-278-9341 www.ncrh.ernesthealth.com | 40 150 | N/A N/A | N/A | N/A N/A | N/A N/A | Elizabeth Bullard, CEO 2005 |
| 11 | Banner Fort Collins Medical Center 4700 Lady Moon Drive Fort Collins, CO 80528 970-821-4000/N/A www.BannerHealth.com/FortCollins | 23 194 | 1,080 1,080 | 7,176 | 2 2 | \$0 \$33,770,000 | Margo Karsten, CEO 2015 |
| 12 | Estes Park Health 555 Prospect Ave. Estes Park, CO 80517 970-586-2317/970-586-9514 www.eph.org | 23 350 | N/A N/A | N/A | N/A N/A | N/A N/A | Larry Learning, CEO 1975 |
| 13 | Northern Colorado Long-Term Acute Hospital 4401A Union St. Johnstown, CO 80534 970-619-3663/970-619-3668 NCLTAH.ernesthealth.com | 20 200 | N/A N/A | N/A | N/A N/A | N/A N/A | Lamar McBride, CEO 2007 |

* BizWest estimate.

Researched by BizWest

Manufacturing Resources



EDUCATION

Aims Community College

5401 W. 20th St.
Greeley, CO 80634
970-330-8008
www.aims.edu
Products & services: Community college offering more than 200 different programs and degrees, including industrial-technology programs.

Aims Community College

260 College Ave.
Fort Lupton, CO 80621
303-857-4022, ext. 4022
fortlupton@aims.edu
www.aims.edu
Products & services: Community college.

Aims Community College

104 E. Fourth St.
Loveland, CO 80537
970-667-4611
loveland@aims.edu
www.aims.edu
Products & services: Community college.

Aims Community College

Automotive and Technology Center
1120 Southgate Drive
Windsor, CO 80550
970-339-6610
nan.printz@aims.edu
www.aims.edu
Products & services: Automotive and technology center, public-safety institute.

APICS Northern Colorado

2150 Orchard Ave.
Boulder, CO 80304
apicsnoco@gmail.com
www.apicsnoco.org
Products & services: APICS Northern Colorado provides educational and networking opportunities for supply-chain and operations-management professionals in Northern Colorado, Wyoming and Western Nebraska.

Black Fox Training Institute

701 Delaware Ave., Suite B
Longmont, CO 80501
303-684-0135
sharonm@blackfox.com
www.blackfox.com
Products & services: Training in electronics manufacturing.

Boulder Technical Education Center

www.bvscd.org/high/arapahoe/Pages/TEC.aspx
Boulder TEC coursework is coordinated with the Colorado Community College System's coursework. This crosswalk provides the opportunity for students to receive free community college credit for successful completion of a TEC program. Most TEC programs have a number of community college classes that can be transferred to a transcript without charge by the agreeing community college once a student certifies in the program and enrolls in a particular community college and transcripts one class. Students must complete the certification requirements within a program to transfer credits to the community college.

CareerRise

200 W. Oak St., Suite 5000
Fort Collins, CO 80521
970-498-6600 970-498-6670
www.larimer.org/ewd/young-adults/careerrise
Products & services: Helps young action-takers take on more responsibility for realizing early career achievements. This program of the Larimer County Workforce Center partners with resources across Larimer County to provide forward-thinking training, employment skills development, paid opportunities, entrepreneurial workshops, and educational assistance for the younger job-seekers in the community to serve, work, and excel using their unique talents.

Careers in Colorado

www.careersincolorado.org
Products & services: Career guide for advanced manufacturing, business operations, construction, cybersecurity, health care and information technology.

CollegeAmerica

4601 S. Mason St.
Fort Collins, CO 80525
970-221-2769
www.collegeamerica.edu
Products & services: Offers programs in health care, business, technology and graphic arts.

Colorado State University

www.colostate.edu
Products & services: Advanced manufacturing research, including advanced materials and process development; credit manufacturing-engineering courses; noncredit business and manufacturing-related courses; and much more.

EduFactor

www.edufactor.org
Products & services: Resources and tools for educators and business leaders to inspire the next generation of makers.

Emily Griffith Technical College

www.emilygriffith.edu
Products & services: School offering courses in health care, creative arts, skilled trades, English language, high-school equivalency and apprenticeships.

Front Range Community College — Larimer Campus

4616 S. Shields St.
Fort Collins, CO 80526
970-226-2500
www.frontrange.edu
Products & services: Community college that offers almost 100 degrees and certificates, including machining and manufacturing, advanced-manufacturing technology, and many more.

Front Range Community College — Boulder County Campus

2190 Miller Drive
Longmont, CO 80501
303-678-3722
www.frontrange.edu
Contact: George Newman, machining program director
george.newman@frontrange.edu
Products & services: Community college that offers almost 100 degrees and certificates, including machining and manufacturing, advanced-manufacturing technology, and many more.

Greeley-Evans/Weld County District 6 Career Pathways

www.greeleyschools.org/Page/2711
Products & services: Students have the option to follow a number of career pathways including but not limited to Health Academy, STEM, International Baccalaureate, Advanced Placement, and The High School of Business, as well as participate in concurrent enrollment and the Career Academy Scholarship program with various Colorado colleges.

Institute of Business & Medical Careers

3842 S. Mason St.
Fort Collins, CO 80525
970-223-2669
www.ibmc.edu
Products & services: Provides career training.

Institute of Business & Medical Careers

2863 35th Ave.
Greeley, CO 80634
970-356-4733
www.ibmc.edu
Products & services: Provides career training.

Institute of Business & Medical Careers

2315 N. Main St.
Longmont, CO 80501
303-651-6819
www.ibmc.edu
Products & services: Provides career training.

NoCo Inspire

Contact: Tanya Alcaraz, talcaraz@psdschools.org
www.nocoinspire.org
Products & services: NoCo Inspire gives Poudre School District students a chance to explore careers and industries by connecting them with local employers and community mentors. The goals are to give students career readiness skills by having them interact and build relationships with businesses and future employers, and to support a sustainable future workforce.

Manufacturing Resources

Northern Colorado Health Sector Partnership

www.nocohealthsector.org
Products & services: Brings health-sector employers together with educators and workers to meet growing workforce needs.

PaCE (Professional and Community Experience) Program

Fort Collins High School — Pamela Davidson, pdavidso@psdschools.org
 Fossil Ridge High School — Tanya Alcaraz, talcaraz@psdschools.org
 Poudre High School — Rob Breshears, rbreshea@psdschools.org
 Rocky Mountain High School — Robert Papp, rpapp@psdschools.org
 Through PaCE, juniors and seniors in the Poudre School District gain job skills through internships, apprenticeships, paid work and volunteer experiences. Students explore careers through industry tours, real-world professional experiences, and by building a professional network.

PWR (Post-secondary and Workforce-Ready) Internships

Contact: Kelly Kappel | kkappel@psdschools.org
 www.pwrinternshipspsd.com
Products & services: The PWR Internship program through Poudre School District gives students opportunities to explore careers they are interested in while earning high school credit. Students spend 75 hours one semester with an employer/mentor, participating in professional experiences to help determine their career or educational choices after high school. Students earn five elective credits. College credit through concurrent enrollment is not available.

Thompson Valley School District — CareerWise

Contact: Susan Scott, susan.scott@thompsonschools.org
Products & services: Modern youth apprenticeships are offered in the fields of financial services, information technology, advanced manufacturing, business operations and health care, and are designed to create education and career options in a rigorous combination of work-based and classroom learning. Administered in Loveland and Berthoud through the Thompson Valley School District and the Larimer County Economic and Workforce Development Department.

University of Colorado Boulder

www.colorado.edu
Products & services: Advanced-degree and continuing-education programs.

WorkNow

www.work-now.org
Products & services: Colorado Resource Partners integrates training and community-resource partners for comprehensive construction workforce readiness and career success through the employment platform WorkNow.

EMPLOYER RESOURCES

Associated General Contractors of Colorado

1114 W. Seventh Ave., Suite 200
 Denver, CO 80204
 303-388-2422
 www.agcolorado.org
Products & services: Professional association for the state's commercial building industry.

CareerWise Colorado

400 S. Colorado Blvd., Suite 700
 Denver, CO 80246
 303-997-5990
 info@careerwisecolorado.org
 www.careerwisecolorado.org
Products & services: Modern apprenticeships that provide students with multiple pathways to success.

Colorado Advanced Manufacturing Association

1449 Seventh St., Suite 435
 Denver, CO 80204
 720-274-9776
 www.coloradomanufacturing.org

Colorado Procurement Technical Assistance Center

www.coloradoptac.org
Products & services: Colorado Procurement Technical Assistance Center helps small businesses grow with federal, state and local government contracts.

EWI Colorado

815 14th St. SW, Bldg. D190
 Loveland, CO 80537
 970-635-5100
 www.ewi.org
Products & services: EWI develops and deploys new technologies that enable companies to bridge the gap between R&D and manufacturing implementation.

Manufacturer's Edge

2650 E. 40th Ave.
 Denver, CO 80205
 303-592-4087
 info@manufacturersedge.com
 www.manufacturersedge.com
Products & services:

Manufacturer's Edge encourages the strength and competitiveness of Colorado manufacturers through coaching, training, and consulting, collaboration-focused industry programs, and by leveraging government, university and economic development partnerships.

Northern Colorado Manufacturing Partnership

NoCoMfg@gmail.com
 www.nocomfg.com
Products & services: Supporting Northern Colorado manufacturers of all types, the NoCo Manufacturing Partnership works to expand sustainable manufacturing and support the industrial process. The organization embraces education, collaboration and community involvement.

Skillful: A Markle Initiative

1536 Wynkoop St., Suite 525
 Denver, CO 80202
 303-405-6728
 www.skillful.com
Products & services: Skillful focuses on the skills it takes to do a job, helping employers find qualified candidates, empowering career coaches to better help job seekers and supporting job seekers in using their capabilities to advance their careers.

Society for Mining, Metallurgy & Exploration

303-948-4200
 www.smenet.org
Products & services: SME advances the worldwide mining and underground construction community through information exchange and professional development.

TalentFound

633 17th St., Suite 1200
 Denver, CO 80202
 www.talentfound.org
Products & services: The TalentFound gateway connects individuals and businesses with the most relevant tools and resources of the Colorado talent-development network, helping students, job seekers, workers, and employers create their own unique paths to career and business success.

WORKFORCE CENTERS

Broomfield Workforce Center

100 Spader Way
 Broomfield, CO 80202
 303-464-5855
 www.broomfield.org/1426/Workforce-Center

Colorado Workforce Development Council

633 17th St., Suite 1200
 Denver, CO 80202
 303 318-8038
 cwdc@state.co.us
 www.colorado.gov/pacific/cwdc

Employment Services of Weld County

315 N. 11th Ave., Building B
 Greeley, CO 80631
 970-353-3800
 www.weldgov.com/departments/human_services/employment_services

Larimer County Workforce Center — Estes Park

1601 Brodie Ave.
 Estes Park, CO 80517
 970-577-2140
 www.larimerworkforce.org

Larimer County Workforce Center — Fort Collins

200 W. Oak St., Suite 5000
 Fort Collins, CO 80521
 970-498-6600 970-498-6670
 www.larimerworkforce.org

Larimer County Workforce Center — Loveland

418 E. Fourth St.
 Loveland, CO 80537
 970-619-4650
 www.larimerworkforce.org

Workforce Boulder County

515 Coffman St.
 Longmont, CO 80501
 720-864-6600
 www.bouldercounty.org/departments/community-services/workforce-boulder-county/

Workforce Boulder County

5755 Central Ave.
 Boulder, CO 80301
 303-413-7555
 www.bouldercounty.org/departments/community-services/workforce-boulder-county

The Game of Life

The game that helps you get serious about your future

With an organized game plan, you can leave high school a winner! Just watch out for Zings — wrong moves that can set you back — and Wings — good ideas that will help you soar.

DURING YOUR JUNIOR YEAR

1 Even if you don't think you're going to college, take the PSAT. You may be surprised by the response from schools you never even heard of. The PSAT can be taken during your freshman, sophomore or junior years. Make sure you will have enough credits to graduate on time.

WING — Talk to older friends who have been there, done that, either in school or on the job — **GET AHEAD** with a heads-up.

2 Use the Colorado Department of Labor and Employment website at www.coworkforce.com to research careers and training programs, and sign up for the Governor's Summer Job Hunt, <https://www.colorado.gov/gsjh>, which matches young people with employers throughout the state. Stop by a Colorado Workforce Center to assess your job skills, write a resume, practice filling out a job application and see what kind of part-time jobs are available. Start gathering all the information you can about trade schools, colleges and majors that might interest you.

ZING — Show up late for your job — **LOSE** the chance to get a glowing letter of recommendation.

3 Start researching scholarship opportunities and apprenticeship programs. Find out exactly what kind of training is needed for different careers.

WING — Volunteer at a local nursing home or food bank. Add an impressive item to your resume.

4 Take the SAT or ACT. Make plans to visit campuses over the summer. Travel, study, stay involved with volunteer or service activities. Find a summer job that teaches you new things as well as puts cash in your pocket.

WING — Include challenging courses in your senior-year schedule. Score a victory over dread Senioritis.

DURING YOUR SENIOR YEAR

5 Retake the SAT or the ACT. Make copies of application forms, or open an application account online from colleges you'd like to attend and start filling them out. Keep looking for scholarships, grants and other sources of financial aid, but beware of scams that sound too good to be true — they probably are.

6 Don't slack off. Senior year can be fun, but you need to keep your study skills sharp to tackle freshman year at college, or to begin courses at a trade school. Potential employers aren't impressed by transcripts that show you didn't bother to show up, either mentally or physically.

7 Keep track of important deadlines for submitting applications. Give yourself enough time to put together everything that's required — including application fees, essays, recommendations — so you can send it in two weeks before it's due. Yes, you can.

8 Bug your parents to do their income taxes early, so you can have numbers to complete the Free Application for Federal Student Aid. (They don't have to pay early, just do the math.) Even if

you aren't applying for government grants or loans, most colleges, training programs and scholarship committees use the information on the FAFSA when considering awards.

WING — Apply for as many scholarships as you can — go to school on other people's money.

9 If you're thinking about the military or a law-enforcement career, stop by a recruiting station or your local cop shop. Take the ASVAB military entrance exam; your score can translate into serious amounts of money for college in the future. If you're turning 18, be sure to register for Selective Service within 30 days — it's the law.

10 When you get that big fat letter of acceptance from the college or trade school of your choice — and you will — talk with your parents about the financial-assistance offers, work-study options and other important issues. Send in the required paperwork and deposits. Plan to attend freshman orientation before classes begin.

WING — Keep your grades up even after you've been accepted — make sure the college or trade school doesn't take back its offer.

ZING — Heading straight to the workforce? Make sure you respond when an employer indicates interest in you. Not returning calls or emails for whatever reason could close a door in the future.

11 Congratulations! You've finished high school! Use this summer to make some money and get ready for what's next!



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Colorado Advanced Manufacturing Association

“My apprenticeship
with REO has made
my dreams a reality!”

– Kimberly Mendez, Apprentice,
REO/Excelitas Technologies

CAMA is the Statewide
Connection Between
Industry and Workforce

Get Connected Today
ColoradoManufacturing.org



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precision optical solutions

EXCELITAS
TECHNOLOGIES®

