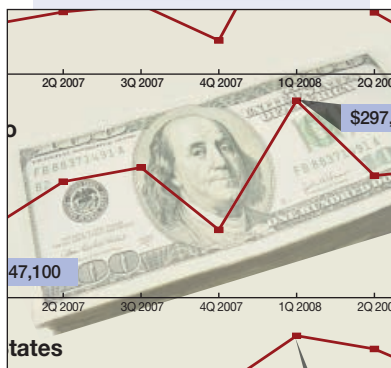


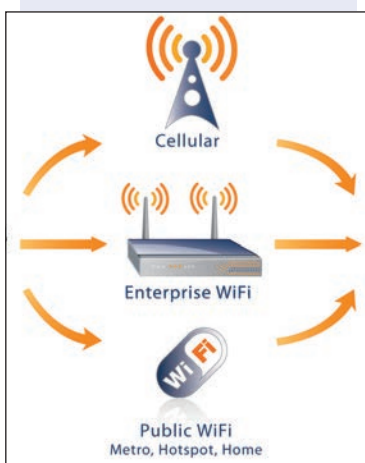
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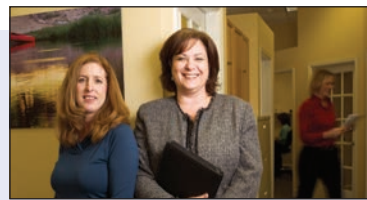
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# BOULDER COUNTY BUSINESS REPORT

Serving Boulder and Broomfield Counties | Vol. 28 | Issue 3 | Jan. 23 - Feb. 5, 2009

**\$1**



**The Edge**  
Job hunting tactics in a recession **11A**

## Vacancy rates up in downtown Boulder

BY DAVID CLUCAS

Staff Writer

BOULDER – For the past two years, local real estate brokers would boast that companies couldn't find any space more than 5,000 square feet in downtown Boulder.

A low real estate vacancy rate of 4 percent to 5 percent was the sign of an extremely healthy market.

But at the onset of 2009 the story is changing.

Suddenly there are a dozen or so spaces more than 5,000 square feet available – a couple more than 10,000 square feet, and one coming on the market at 20,000 square feet.

The majority of new space available are subleases – or space that existing tenants offer to fill out the remainder of their lease commitments. That's not a good sign of the

economy, local real estate brokers say. It means businesses are falling short of their growth projections when they originally signed the lease. The companies are likely reducing employees and therefore cutting back on space.

The only silver lining is for firms that have been yearning get into downtown Boulder, brokers said. Now could be a good opportunity.

▶ See **Vacancy, 10A**



DOUG STORUM

Don Fitzgerald, left, president of Roche Colorado, and other top executives in the Boulder Valley participated in the Boulder County Business Report's first CEO Roundtable on Jan. 13. Next to Fitzgerald are, from left, Frances Draper of the Boulder Economic Council who moderated the roundtable, Joe Coleman, area manager for Chase Bank; and Scott Berdan, a partner with law firm Holland & Hart.

## Executives analyze ways to weather recession storm

BY RYAN DIONNE

Staff Writer

BOULDER – Chief executives in the Boulder Valley agree that businesses are in for a ride in 2009.

Regardless of the industry, company management must continue to fine-tune their budgets and how they operate while planning for the worst and hoping for the best.

### Riding Out the Recession

From marketing and real estate to health care and biopharmaceuticals, local chiefs shared thoughts and insights about the recession at the Boulder County Business Report's first CEO Roundtable on Jan.

▶ See **Executives, 15A**

### CEO Roundtables

The Boulder County Business Report held its first CEO Roundtable Jan. 13. Eleven more monthly roundtables are scheduled in 2009. The roundtables are closed to the public, but the Business Report will report on each roundtable in its print editions and post a complete transcript of each roundtable on its Web site at [www.bcbcr.com](http://www.bcbcr.com). For a schedule, see 15A.

## Layoffs spark rise in claims of wrongful termination

BY JEFF THOMAS

Business Report Correspondent

The pain may just be beginning for companies forced to lay off employees in the face of trying economic times.

The state branch of U.S. Equal Employment Opportunity Commission, or EEOC, is already citing a "drastic" upturn in wrongful termination claims, and local employment attorneys are likewise girding their legal briefs in preparation for upcoming litigation battles.

"Our charges have gone up dramatically," said Patricia McMahon, the spokeswoman and small-business ombudsman for the Denver Field Office of the EEOC. "I will always tell a company if they are concerned (about impending layoffs) they should consult an attorney. I can only tell them about the law. I don't know all the facts."

Local employment attorneys noted they have only seen the initial rumblings of cases, which first must proceed through the EEOC of the Colorado Civil Rights Division before a lawsuit can be filed. Still the writing on the wall is clear for businesses both large and small, as experts stressed the need to be extremely prepared and careful when laying off employees.

"Last year was a good year for me, and this year is going to be a very good year for me," said attorney Scott Reese of Louisville, who represents employees in employment disputes. "Economic times like these always bring out the

▶ See **Claims, 23A**





# Seagate Technology to cut 187 jobs in Longmont

LONGMONT – In the same week Scotts Valley, Calif.-based Seagate Technology LLC's chief executive and chief financial officer resigned, the disk-drive maker said it will lay off 187 employees and reduce pay for nearly everyone else at its Longmont campus as part of a companywide downsizing.

The Longmont campus now has 1,463 employees.

"It pretty much impacted nearly every discipline here at the site," said Seagate spokeswoman Cindy Martini. "We're talking engineering, IT, communications, HR, you know, pretty much every discipline."

Laid off employees will remain on the payroll until mid-March and receive a severance package based on length of service.

The company's chief executive and executive vice presidents will see a 25 percent pay reduction, senior vice presidents will see a 20 percent reduction, vice presidents will see a 15 percent reduction, and all other salaried employees will see a 10 percent pay cut.

William Watkins, the company's former CEO, resigned on Jan. 12 after working for Seagate for more than 15 years. COO David Wickersham also resigned on Jan. 12 and will be replaced by the company's former chief technol-

ogy officer, Bob Whitmore.

Seagate (Nasdaq: STX) announced on Jan. 12 it would reduce 10 percent of its U.S. work force to help reduce costs in a struggling economy. The plan also included cutting about 6 percent, or 2,950, of its worldwide jobs, according to a Securities Exchange Commission filing.

The entire plan is suspected to cost the



company \$90 million in pretax charges primarily from termination charges, the filing states. Seagate anticipates eventually saving \$130 million annually from layoffs and an additional \$80 million annually from salary reductions.

## Range Fuels receives loan

BROOMFIELD – The United States Department of Agriculture has awarded Range Fuels Inc., a Broomfield-based producer of cellulosic ethanol, a conditional commitment for an \$80 million loan guarantee for the development and construction of Range Fuels' commercial cellulosic ethanol plant near Soperton, Ga.

The loan is issued through the Biorefinery Assistance Program and is intended to assist in developing new and emerging technologies that produce advanced biofuels.

Range Fuels broke ground on the Soperton plant in fall 2007. The plant is on track to begin production in late 2010, according to the company.

In April 2008, the company received more than \$100 million of Series B private financing, which was used in the first-phase construction of its cellulosic ethanol plant in Soperton.

In 2007, Range Fuels received a \$76 million grant from the U.S. Department of Energy and a \$6 million grant from the state of Georgia.

## Oskar Blues in Longmont

LONGMONT – This spring Oskar Blues LLC plans to open a restaurant in Longmont, much like its one in Lyons.

The new restaurant will be at 1555 S. Hover Road where the Silo Sports Bar and Grill formerly was located.

The 6,400-square-foot restaurant, which has a 2,500-square-foot patio, will have the same type of American- and Cajun-style food as the brewery's restaurant in Lyons as well as a full line of Oskar Blues brews and "guest tap beers," said Dale Katechis, Oskar Blues' owner.

Katechis said he hopes to open the location by April or May, but he has yet to set a target date.

The Lyons-based brewery moved most

## BCBR Opinion Poll

### Our online question:

What are you going to do with your discretionary income in 2009?

Spend it – 3%

Save it – 32%

Invest it – 18%

I don't have any – 47%

— 34 total votes

Take the **BCBR Opinion Poll** online at [BCBR.com](http://BCBR.com).

of its brewing operations to Longmont in March 2008.

## MD-IT secures funding

BOULDER – MD-IT Inc., a medical transcription and software company, has

► See **Daily, 21A**

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# Arts group finds home on Main in Longmont

BY BETH EDWARDS  
Staff Writer

LONGMONT – The Committee for the Cultural and Performing Arts has moved forward in its effort to create an arts center in downtown Longmont and will lease part of the 77,000-square-foot Main Street School building at 820 Main St. in Longmont beginning this fall.

The arts group will be sharing the building with the St. Vrain Valley School District adult education program, but negotiations on space planning have not yet begun.

The facility currently is occupied by the Twin Peaks Charter School. The school will vacate the facility this summer to make way for the arts center, which will include classrooms, studio space and galleries.

“We met with the school district last evening (Jan. 14) and presented all our investigations and studies and reviewed our vision for the school,” said Dr. Peter Schmid, chairman of the cultural committee. “We’re going to call it the Longmont School for the Arts, and it will be a platform project for a performing arts complex in Longmont we hope to complete by 2014 or 2015.”

Built in 1907, the Main Street School has a 475-seat theater, which will be used as a performance space for small dance troupes, music venues and community high school performances.

In the second phase of the school’s development, the cultural committee plans to add an 800-seat theater to serve as a hub for a downtown cultural arts entertainment district in Longmont.

“Our community has been searching for a project to revitalize downtown,” Schmid said. “We think this will be the most important catalyst for the project to develop a cultural and arts district.

An historical education facility like Twin Peaks fits in very well with our design to revive historic downtown Longmont.”

The committee raised \$85,000 from private donors, businesses and organizations to pay for assessments, a business plan and theater consultant. The cultural committee will start a capital campaign to raise money to restore the building and theater.

Schmid, who is a plastic surgeon in Longmont, also owns and teaches sculpture at the Longmont Sculpting Studio.

Contact writer Beth Edwards at 303-440-4950 or e-mail [bedwards@bcbr.com](mailto:bedwards@bcbr.com).

## Boulder mom makes T-shirt in honor of U.S.’s 44th president

There’s Generation X, there’s Generation Y, and now there’s Generation O – as in Obama.

Boulder mom Danica Powell designed T-shirts that state “I am Generation ‘O’” on the front and “Change” on the back in honor of the nation’s new president and the impact he’ll have on all generations.

The organic T-shirts come in baby, kids and adult sizes. They are available online at [www.genotees.com](http://www.genotees.com) and cost just under \$20. The Eye is wondering if it might get one in a size O for orb.



What happens when a young man growing up in Africa heads off to England to “find himself — only to land in the finest of tea houses receiving classical training as a tea taster?

Award-winning author Barry W. Cooper shares his path to becoming the “Indiana Jones of Tea” in “Silver Spoons, Mad Baboons, and Other Tales of Tea.”

Cooper, the CEO and chairman of Cooper Tea Company in Louisville, manufactures premium iced teas. Cooper

► See **Eye**, 31A



PETER WAYNE

Edward Donisvitch and Lisa Fraser, co-owners of Pompadours Hair Salon in Boulder, maintain a brisk business by keeping up to date. “We stay on top of the latest trends and techniques, and we work hard to ensure we have a staff that’s passionate about the business,” Fraser said.

## On top of the latest hairstyles

*Pompadours relies on education for the trendy cut*

BY JULES MARIE  
Business Report Correspondent

BOULDER – Pompadours Hair Salon opened in downtown Boulder nearly 19 years ago, and according to owner Lisa Fraser, “... everyone left with their hair blow-dried into a pompadour that day.”

The salon - named after the high-rise hairdo - has stayed ahead of the trends while Fraser and co-owner Ed Donisvitch still work in their original shop on the historic Pearl Street Mall.

Donisvitch became a co-owner in 1998 after apprenticing for a year. The salon’s staff styles more than 100 clients per day, and appointments with master stylists can take up to six

weeks during busy times; two weeks, otherwise.

Wendy Ellison, the Salon’s manager, tries to suggest another stylist if one is too busy.

“We work as a team, we share everything. We find that we all thrive by sharing information. If you have a difficult consultation we’ll make sure that we work together on the best course we can for you,” Fraser said. Women’s hairstyle costs range from \$30 to \$65, and men’s cost from \$30 to \$60, depending on the stylist’s experience.

Pompadours has 13 staff members, including eight stylists (junior, advanced and master) and two apprentices. The apprentice program reteaches the basics

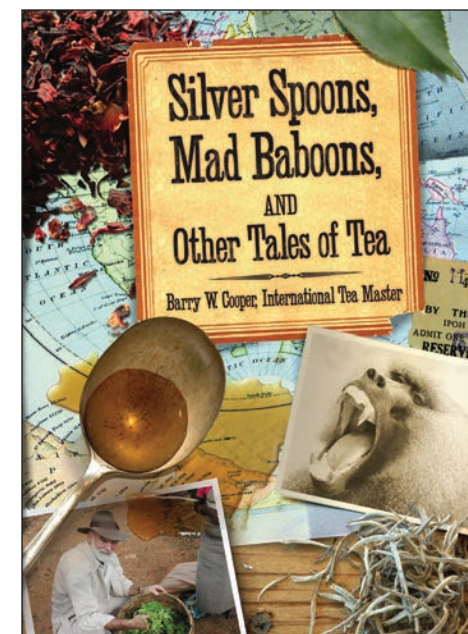
to licensed professionals with little to no experience. Apprentices assist the experienced stylists and receive weekly hands-on classes in addition to taking clients. Pompadours promotes from within in the hope that the apprentice will become a master stylist.

“We stay on top of the latest trends and techniques, and we work hard to ensure we have a staff that’s passionate about the business,” Fraser said.

The staff is required to take ongoing education classes in cutting and coloring techniques, style trends and customer service, and all stylists are required to teach one class per quarter.

“Our customers tell us all the time that they get stopped in the parking

► See **Hairstyles**, 31A

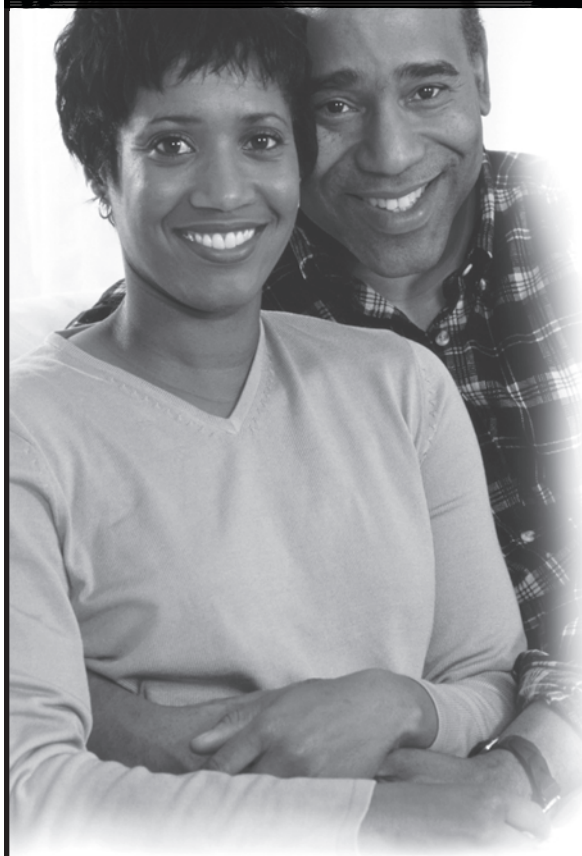


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Barry Cooper’s book, “Silver Spoons, Mad Baboons, and Other Tales of Tea,” tells of the teamaker’s worldwide adventures.



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## KATIE LARSON APPOINTED TO ELEVATIONS CREDIT UNION BOARD

Elevations Credit Union's Board of Directors has appointed Katie Larson to fill an open position on the Board. Ms. Larson brings a wealth of financial expertise and qualifications to this role. For the past three years she has been employed as a Treasury Analyst for Chipotle Mexican Grill in Denver and earned her B.A. in Economics with an emphasis in Finance from St. Olaf College, Northfield, MN in 2002.

At 28 years old, Ms. Larson represents the youngest person ever appointed or elected to serve on the Board of Directors at Elevations Credit Union.

"I believe that Ms. Larson will make a strong addition to the Board at Elevations, and will represent the best interests of our members," said Eric Jones, Elevations Board Chair. "She will also provide us added perspective on the behalf of younger members. This perspective will prove invaluable as we continue to look for more and better ways to both attract and serve Gen X and Gen Y members to position the organization for future growth."

Ms. Larson remarked that "My goal as a member of the Elevations Board is to be a voice and a representative for younger members of the credit union."

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# Event center operator wants to terminate 20-year contract

**BY BOB McGOVERN**  
Managing Editor

BROOMFIELD – Citing slow ticket sales, Broomfield Sports and Entertainment has asked out of its contract to run the city-owned Broomfield Event Center.

Tim Wiens, principal of the company, sent the request via a letter to the Broomfield City Council.

There will be no "immediate change to the day-to-day operations of the Event Center," according to Gene Felling, chief executive officer of Broomfield Sports and Entertainment and general manager of the Broomfield Event Center.

"Me and my staff are going to continue with the bookings. I have assured the city that Event Center operations will continue," Felling said. "The city is having discussions and interviewing new operators."

Felling said the current economic climate was one of the major reasons for Wiens asking out of the operating contract. The contract was for 20 years and started in 2006, the year the arena opened, according to Felling.

"We're getting the events, but the ticket sales are down at most of the events - not just here but across the country," he said. Felling added the slumping economy has forced Wiens to focus on his core business, which is real estate development.

George Di Ciero, Broomfield's city and county manager, said Wiens will assist the city in finding a new operator for the facility. He said the process may take three or more months.

The arena is owned by the Broomfield Urban Renewal Authority, which contracted Broomfield Sports and Entertainment to deal with operations including all risks involved.

All employees at the Broomfield Event Center are employed by Broomfield Sports

**“We're getting the events, but the ticket sales are down at most of the events – not just here but across the country.”**

### Gene Felling

CHIEF EXECUTIVE OFFICER,  
BROOMFIELD SPORTS AND ENTERTAINMENT



Wiens



DiCiero



Felling

and Entertainment, including Felling. It will be up to the new operator to decide, "who they want to keep and who they want to bring in," Di Ciero said.

Broomfield Sports and Entertainment also owns the Colorado 14ers of the National Basketball Development League and the Rocky Mountain Rage of the Central Hockey League, which use the center for home games. Di Ciero said it was unclear whether a future operator would assume ownership of the two teams.

"That's something else that we will have to discuss with Broomfield Sports and Entertainment – that's not really clear right now," he said.

Di Ciero did not know the exact length of the contract or whether or not there is a buyout clause. He said there may have to be amendments made to the current contract.

The city will look at a variety of operators, and Di Ciero said one possibility would be a company with a larger portfolio than Broomfield Sports and Entertainment, which only operates the Broomfield Event Center.

"Maybe we will look at another operator that has a broader reach. We're looking at all options right now," he said.

The Broomfield Event Center is 180,000 square feet and cost \$45 million to build in 2006. It has 25 suites, 900 club seats, up to 8,000 total seats, a sit-down restaurant, three themed bars and a separate basketball practice facility.

Contact writer Bob McGovern at 303-440-4950 or e-mail [bmcgovern@bcbr.com](mailto:bmcgovern@bcbr.com).

## BOULDER COUNTY BUSINESS REPORT

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# Business leaders see slowdown from street-level view

*Venture capital funding for technology sector has dropped significantly*

BY DAVID CLUCAS  
Staff Writer

BOULDER – Local business leaders see a “hunkering down mentality” among their peers heading into 2009.

Looking beyond the dry economic statistics that fill the newspapers daily, Boulder Economic Council Executive Director Frances Draper gathered a cross-section of local business leaders to share their “street-level” view of the economy at the Boulder Chamber on Jan. 16.

The human sentiment on the economy isn’t that different from the numbers, but local business leaders did have some optimistic opinions on how to weather the downturn.

Tim Miller, chief executive of Boulder-based Rally Software Development Corp., said venture capital funding in the tech sector has dropped significantly, although the story is different at each stage of company growth.

“The early-stage companies are doing OK, because the venture capitalists are betting on returns three to five years out,” he said.

It’s the mid-stage companies that are taking the biggest hit, Miller said – parti-



DAVID CLUCAS

The Boulder Economic Council held an economic forecast event at the Boulder Chamber on Jan. 16 featuring local business leaders sharing their views on the economy. The panel included, from left, Rally Software Development Corp. Chief Executive Officer Tim Miller, The Community Foundation Serving Boulder County President Josie Heath and Liquor Mart General Manager Jack Stoakes.

cularly those that can’t see profits in the near future. Many investors are abandoning these firms, and they either go out of business, or get purchased at a discount by successful growing companies like Rally, Miller said.

Josie Heath, president of The Community Foundation Serving Boulder

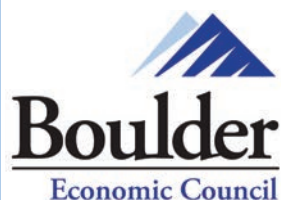
County, said the good news is that donations for basic needs and services distributed by local nonprofits has remained stable in the economic downturn, the bad news is that the demand for those services has increased by 20 percent.

She encouraged the national and local

governments not only to put money into infrastructure “shovel-ready” developments – something she termed “men’s projects” – but also concentrate on health, education and the arts.

Jack Stoakes, general manager of Liquor Mart in Boulder, added some levity to

► See **View, 12A**



We sincerely thank the sponsors of our recent event, **2009 Economic Forecast: Boulder & Beyond**, for their role in making it a big success. Nearly 250 business, government, and community leaders joined us for a special presentation by Leeds School of Business economist Dr. Richard Wobbekind on the outlook for the national, state, and local economy.

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# Boulder County will handle recession better than rest of U.S.

*Jobs in professional, high-tech sectors will buffer economic blow*

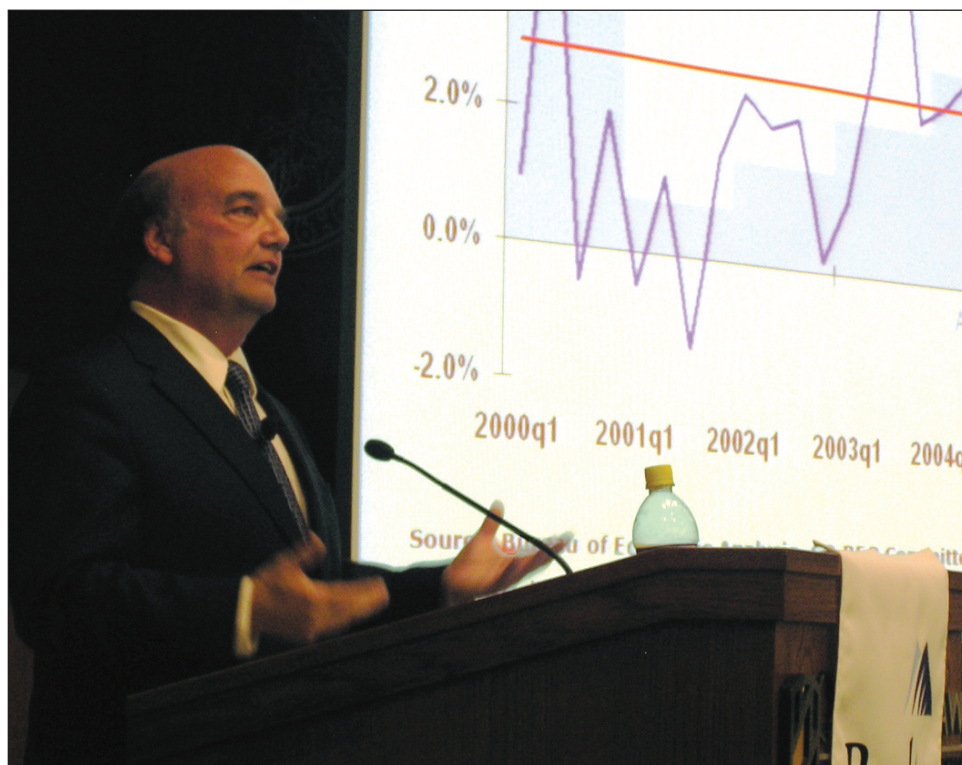
BY DOUG STORUM  
Editor

BOULDER – National and global factors affecting the economy are changing so fast predicting how long the recession will last or how deep it will go is an impossible task, but economist Richard Wobbekind said Boulder's economy won't be hit as hard or as long as the rest of the country.

After painting a dismal picture for the U.S. economy, Wobbekind softened his outlook for the Boulder Valley and the state.

"We are living in a better part of the U.S. economy," Wobbekind told a crowd of about 250 people attending the 2009 Economic Forecast: Boulder and Beyond presented by the Boulder Economic Council on Jan. 14 at the Wolf Law Building on the CU campus in Boulder.

Wobbekind, director of the Business Research Division and associate dean for MBA and Enterprise Programs at the University of Colorado, said Boulder County's professional and high-tech sectors will help offset job losses in construction and manufacturing, but lamented that an index that measures confidence among Colorado's business leaders has



Economist Richard Wobbekind believes the recession won't hit Boulder County as hard as the rest of the country. Wobbekind presented his 2009 Economic Forecast: Boulder and Beyond hosted by the Boulder Economic Council on Jan. 14 at the Wolf Law Building on the CU campus in Boulder.

reached an all-time low.

"There has been a significant collapse in confidence among state companies," he said, referring to the quarterly Business Leaders Confidence Index that has dropped dramatically in the last two quarters. Those surveyed were discouraged about their prospects for increased investments in labor and capital expen-

ditures, he said.

Consumer spending has slowed affecting retail sales tax, a key revenue source for municipalities, but he views this recession as a wake up for consumers who are responding by reducing spending and increasing savings.

"Credit was crack cocaine for the U.S. economy," Wobbekind said referring

“Credit was crack cocaine for the U.S. economy. You just can't spend more than you make.”

**Richard Wobbekind**

DIRECTOR OF BUSINESS RESEARCH DIVISION,  
UNIVERSITY OF COLORADO

to consumer spending. "You just can't spend more than you make."

He also expressed concern about deflation, citing the rapid rise and drop of oil prices within the last year that went from \$50 per barrel to \$140 per barrel and back to \$38 per barrel.

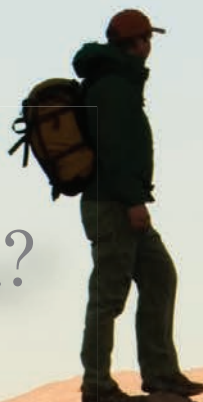
"This is not a good price for either the conventional or renewable energy sectors," he said.

And while a drop in housing starts and commercial building permits is hammering local construction companies, Wobbekind views this as an inevitable and necessary correction.

"We had too much inventory."

► See **Recession, 9A**

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# Nonprofit provides expertise to developing communities

*Engineers Without Borders uses volunteers to work on sustainable projects*

**BY BOB McGOVERN**  
Managing Editor

BOULDER—Whether it's an irrigation project in Mali or a complete infrastructure overhaul in Rwanda, Boulder-based Engineers Without Borders is ready and willing to help.

The nonprofit, which moved from Longmont to the Gunbarrel region north of Boulder in September, implements sustainable engineering projects for developing communities both in the United States and abroad.

"We also work with the community to get the funding mechanisms in place to maintain the projects over time," said Cathy Leslie, the nonprofit's executive director.

Engineers Without Borders has more than 300 chapters worldwide in both professional and educational settings. The 32 employees at the Boulder office are responsible for supporting active project and fundraising, according to Leslie.

All engineers who work on Engineers Without Borders' projects do so on a volunteer basis.

"We ask our volunteers to partner with that community for five to 10 years," Leslie said. "During that time you actually do five to 10 smaller projects that support where that community wants to go."



MICHAEL MYERS

Cathy Leslie, executive director of Boulder-based Engineers Without Border, makes sure the nonprofit stays true to its mission of operating in a sustainable and responsible manner. The nonprofit implements engineering projects for developing communities both in the United States and abroad.

In order for a community to receive help from the nonprofit it has to fill out an application and commit to provide a labor force. The communities typically are smaller and do not have an established government infrastructure.

However, Engineers Without Borders also has done some work in American inner cities and helped with "repair

work" in New Orleans after the Hurricane Katrina disaster in 2005.

A community in need typically learns about the nonprofit through word of mouth or its reputation. Engineers Without Borders does not advertise its services.

"They find out about us through a myriad of different ways. A lot of it is discovered through Peace Corps because

## Engineers Without Borders

4665 Nautilus Court, Suite 300  
Boulder, CO, 80301  
303-772-2723

[www.ewb-usa.org](http://www.ewb-usa.org)

Cathy Leslie, executive director

**Employees:** 32

**Primary service:** Implementing sustainable engineering projects in developing communities

**Founded:** 2002

a lot of us were in Peace Corps in the past," Leslie said. "They find out about us through the U.S. Embassy and through our past projects in different areas of the country."

When choosing a project, Leslie said the nonprofit also takes safety into account and will not go into war-torn countries. "We pay attention to the safety concerns. So, depending upon the country, we may or may not choose to have a project at that point in time."

Several engineering firms with a local presence – such as Tetra Tech Inc. in Boulder and CH2M HILL in Englewood – support the nonprofit and use the program as a source to train younger employees.

Leslie said some of the projects lend a different kind of challenge to engineers of all ages.

"Sometimes we go to places that don't  
► See **Nonprofit, 8A**

## WHY WIND? Craig Mataczynski Knows.



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Renewable Energy Systems (RES) was founded in 1982 by the Sir Robert McAlpine Construction Group and RES Americas has been active in the U.S. market since 1997. Their current projects represent more than 30% of the wind capacity currently under construction in the U.S. Craig is pictured here at the Marengo Wind Farm in Dayton, Washington, where 78 wind turbines generate 140 MW of energy—enough electricity to power 1,400 homes each year.

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# Mingilton to head BBB serving Denver/Boulder

BY BUSINESS REPORT STAFF

DENVER – Longtime banker and community supporter Dale Mingilton has been named president and chief executive of BBB Denver/Boulder, succeeding Jean Herman who retired.

Mingilton, who retired after 22 years with FirstBank, will be spearheading a new initiative designed to enhance the Better Business Bureau's accredited businesses' ability to ensure consumer confidence.

Mingilton will lead the \$3.8 million

bureau, with 7,500 accredited businesses, a staff of 40 people, a board of directors and volunteers.

During his tenure, FirstBank received the Colorado Ethics in Business Alliance award as a top ethical role model in 2005.

A key goal going forward will be to build alliances and relationships with key leaders in the community to further the bureau's mission.

In his new leadership role Mingilton will promote BBB's new A through F rating system for local businesses, along with newly developed "Standards for Trust."

"We want consumers to contact us before hiring a contractor, plumber or electrician, or buying a home or new car," Mingilton said. "We'd rather they check with us first to avoid problems later."

The BBB is also working on a new program to recognize those businesses that go the extra mile to serve their customers, and to help businesses improve their customer service and business practices to achieve higher customer satisfaction and trust.



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### NONPROFIT from 7A

have running water or a set infrastructure like we have here in Boulder," she said. "It's part of the challenge. You know us technical folks, we can overcome any challenge you throw our way."

Leslie has gone on several projects during her time with Engineers Without Borders, but since becoming the full-time executive director in March 2008, she has travelled within the United States to raise awareness about the nonprofit.

"I make sure we stay true to our mission and make sure we operate in a sustainable and responsible manner," she said. "I would like to get out there again."

Engineers Without Borders incorporated in June 2002 after Bernard Amadei, a professor of civil engineering at the University of Colorado at Boulder, came back from a volunteer project in San Pablo, Belize.

He recruited eight University of Colorado students in civil and environmental engineering, as well as Denis Walsh, a civil engineering expert from Boulder, to work on a water-delivery system in the village. The entire project was completed at a cost of about \$14,000 during May 2001 with the help of the local community.

According to the nonprofit's Web site, the project "demonstrated the potential of professional and student engineers working together to help a local, under-developed community create a sustainable solution."

After the project Amadei invited a group of University of Colorado faculty, professionals and students to launch Engineers Without Borders.

Contact writer Bob McGovern at 303-440-4950 or e-mail [bmcgovern@bcbr.com](mailto:bmcgovern@bcbr.com).



## AWARDS

Chris Welch was named 2008 Realtor of the Year by the Boulder Area Realtor Association. Welch, a Realtor since 1990, opened the **Boulder Market Center of Keller Williams** in 1995.



Welch

Dan Caruso, chief executive and president of **Zayo Group** in Louisville, has been named Communications Executive of the Year by Communications Technology Professionals, a Colorado association. He was selected because of his demonstrated leadership of Zayo Group and his long history with the national and international telecommunications industry.



Caruso

**Natural Habitat Adventures**, an eco-travel company in Boulder, has been named to the top 10 in the "Do-It-All" category in National Geographic Adventure magazine's 2009 "Best Adventure Travel Companies." Adventure travel companies were individually scored on education, sustainability, quality of service, spirit of adventure and client satisfaction.

The **University of Colorado Technology Transfer Office** in Boulder recognized 13 honorees that have helped advance technological advancements in Colorado. Theodore Randolph, a University of Colorado at Boulder chemical and biological engineering professor, along with CU-Denver professor John Carpenter, were named co-recipients of the Distinguished Interdepartmental Inventors Award for their work to develop better methods to stabilize vaccines during freeze drying and storage. Richard Noble, another CU chemical and biological engineering professor, was named Inventor of the Year for developing liquid crystal membranes for nanofiltration and fuel cell applications. Hang Yin, a CU chemistry and biochemistry professor, was named New Inventor of the Year, for his involvement with identifying drugs that could prevent and treat opioid drug dependence as well as various diseases. Tim Bour, executive director of the **Boulder Innovation Center**, was named the Business Adviser of the Year, for his role in helping businesses excel in any area in which they need assistance. **Kapteyn-Murnane Laboratories Inc.**, a Boulder-based manufacturer of short pulse lasers, was named the Physical Sciences Company of the Year. KM Labs was founded by CU physics professors Margaret Murnane and Henry Kapteyn.

Arno Niemand, founder and chairman of **Body Bar Systems Inc.**, a Boulder-based manufacturer of fitness equipment, will be inducted into the National Wrestling Hall of Fame and Museum in June. He is being inducted for his long history of supporting men's and women's wrestling.

**Covidien**, a Bermuda-based medical products company with operations in Boulder, received the American Association for Respiratory Care Zenith Award for 2008. The association selected five winners out of 400 entries, based on quality of equipment and/or supplies, accessibility and helpfulness of sales personnel, responsiveness, service record, truth in advertising and support of the respiratory profession.

## RECESSION from 6A

Wobbekind said the key issues facing the local economy are employment growth, government finance, small-business survival and commodity prices.

"The bright news is that half of the jobs in Boulder are in the professional and tech sectors, and job growth in those sectors tends to be positive with high wages."

Unemployment rates in the Boulder Valley are lower than the rest of the state and the country indicating that employment losses here will be fewer than the last recession in 2001, he said. "It took 81 months to recover the jobs lost from the 2001 recession." Wobbekind said the state will need to generate 125,000 jobs to keep up with population growth.

"People want to live in Colorado," he said, adding that the state has a good image, housing prices are competitive and companies are taking notice.

Contact writer Doug Storum at 303-440-4950 or e-mail [dstorum@bcbr.com](mailto:dstorum@bcbr.com).


GoodBelly, a probiotic fruit drink created by Boulder's **NextFoods**, was included in the Los Angeles Examiner's "Top Ten Best Food Product Introductions for 2008", an end-of-the-year list that encompasses the best new food products introductions of last year. Also, the product was named one of the best new brand names of 2008 in a Best and Worst brand name list compiled by Pollywood, a Minneapolis-based naming and branding agency.

**New Horizons Computer Learning Centers** was selected to this year's "Top 20 Companies in the IT Training Industry" by TrainingIndustry.com. New Horizons is based in Denver with operations in Broomfield.

Christopher W. Fairall, a physicist with the **National Oceanic & Atmospheric Administration's** Earth System Research Laboratory in Boulder, won the 2009 Sverdrup Gold Medal from the American Meteorological Society. Fairall earned the medal "for important, continuing contributions to air-sea interaction research, particularly the observation and modeling of physical and gaseous transfers in conditions ranging from calm to storms, tropical to arctic," according to the society.

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# In times like these, who you going to call? Recession-busters

I went looking for some recession-busters – ideas that local businesses have to beat the slowdown blues.

The one consensus I heard seems simple enough: Turn off the TV news. No one, by the way, mentioned turning off their BlackBerries.

I get it, but it's hard for me. I'm an incurable news junkie who writes better with a Jake Jabs commercial playing. I need my morning groans about the latest layoffs or Ponzi schemes. Today's Journal had Nortel Networks' Chapter 11 and Microsoft job cut rumors. The closest thing to an upbeat story was that more people are heading to public libraries; of course, they're using free Wi-Fi to search for jobs.

The recession's a reality. We listened to endless forecasts of when it would get here, now we have endless forecasts of how long it will last.

So what are local businesses doing? No matter how cautious you were in '08, was it enough? It seems like there is some uncovered financial surprise around every corner.

In 18 years of running my own business, there were few I met with a more positive attitude than Karen Bernardi, who runs Bernardi Real Estate Group at Coldwell Banker.

We met again at a New Year's Eve party, and she was dancing, celebrating

**THE RECESSION'S A REALITY. We listened to endless forecasts of when it would get here, now we have endless forecasts of how long it will last.**

2009 like the stock market had topped 20,000. Didn't you hear about the housing bubble Karen? You had to know Colorado had the fifth-highest foreclosure rate in the nation last year.

Call the Bernardi Group, and listen as the receptionist makes you feel like it's your birthday and hers, too.

Karen's team practices everyday on how they talk to customers and what they're going to say. "We are a sales organization, and everything comes down to the number of people you talk to." The goal of positive thinking: "We interact better."

Bernardi Group has a strategic plan. It's called higher sales. "Interest rates are down, and I try to focus on that, the things that are positive in this market."

CNN? Karen doesn't watch it. "National news sells negativity," something not in her formula for closing sales. She knows the stats and reads publications that keep her informed, but she also knows she "can't change the national economy." With her energy, I'm not so sure.

Cut back on marketing to lower costs? No way. Bernardi increases her advertising in tougher times, while trying to "spend our money wisely."

Most people downtown know Sam Sussman. Click on the Web site of Eight Days A Week Imaging, and you're greet-

ed by a video of two smiling staffers. Sam said he tried harder last year to get "back to the basics," cutting expenses and renegotiating some deals with his biggest vendors.

Just the same, he admits to being surprised by the severity of the year-end economic "meltdown." Sam also mentioned negative national news for keeping people down. "Media just makes its message a little more extreme," he said.

Sam, who campaigned for Obama, said he watched "the best come out" from friends and other businesspeople working for a change in the White House. He believes the psychology of the marketplace will swing soon toward a more positive note.

"I think we're entering a new age of personal responsibility. The people he (Obama) is putting in office are not idealists, they are pragmatists."

The good news, he adds, is Boulder's economy still seems "pretty solid," and he's expecting brighter signs nationally, maybe as soon as the second quarter.

Brian Cleveland, CEO at Parallel Path, a Boulder Internet marketing agency, has his own ideas to beat the recession blues. It doesn't hurt, of course, that his business actually doubled in 2008.

"Standing out in the crowd is going to

be very important in 2009," Brian said. And his company is investing in "new tools to improve customer communications."

Freeze in your tracks and just try to ride it out? Brian takes the other track, working on a new product (and new revenue stream) to help "brick and mortar retail businesses who may have never considered using SEO (search engine optimization) techniques to drive traffic to their Web sites."

In a city that thrives on entrepreneurial startups, shouldn't we be just a little worried? A survey of VCs found a national consensus of an investing slowdown and continued weakened exit markets in 2009.

Foundry Group partner Brad Feld pointed me to his "Downturn Lessons" on his popular Feld Thoughts blog. The first is "Don't Forget to Play." "Don't forget to hang out and have fun with the people you work with. Lunch anyone?"

Another is "Give Your Sales People All the Knives." No, it's not about carrying your Swiss Army knife to work, it's about the attitude necessary to reach each quarter's sales target. "This is in direct conflict with what you might think if all you do is read the newspaper and watch the television," Brad wrote.

OK, maybe I need to change. "Comedy Central" is my new channel. Wolf Blitzer, I'm gonna miss ya.

*Jerry W. Lewis is a contributing columnist. Reach him by e-mail at [jwl@boulder.comcast.net](mailto:jwl@boulder.comcast.net). He also writes a blog at [www.boulderreport.typepad.com](http://www.boulderreport.typepad.com).*



**BOULDER LENS**

*Jerry W. Lewis*

## VACANCY from 1A

nity to jump in.

"It's a significant shift for downtown Boulder because those are going to be first-class spaces at a slight discount rate because they are subleases," said Eric Brynstad, a commercial real estate broker with Jones Lang Lasalle.

Collective Intellect is looking to sublease 16,000 square feet at 1433 Walnut St., DTJ Design has 12,000 square feet at 1881 9th St., Texture Media has 10,000 square feet at 929

Walnut St., Marketforce has 10,000 square feet at 1877 Broadway, Fuser has 7,700 square feet at 1360 Walnut, First National Bank is subleasing 7,000 square feet at 1155 Canyon Blvd., and Greenhouse Partners has 7,000 square feet at 1011 Walnut St.

Several brokers said they know of another upcoming downtown Boulder sublease of more than 20,000 square feet.

Chris Jensen, director of operations at Boulder-based Keys Commercial

real estate, said he hasn't seen lease rates drop in downtown, yet. They might drop a little in 2009, but not by much, he said.

"Fortunately, downtown Boulder enters this market with a considerably low vacancy rate," Jensen said. Despite the new space available, the downtown market still boasts only a 7 percent to 8 percent vacancy rate. Anything below 10 percent is considered healthy.

Brokers said the average office lease rates in downtown Boulder are running at \$18 to \$22 per square foot, triple net – and about \$25 per square foot for some of the newer construction downtown.

"I think businesses that are successful will slowly absorb those subleases, and we'll start to come out of this dip at the end of 2009," Jensen said.

Chris Boston, vice president of brokerage services at Boulder-based Gibbons-White Inc., is a bit more bullish on the market. He predicts the spaces available now will be filled up within the first six months of 2009.

"Overall, the end of 2008 was very slow, but 2009 is getting off to a fast start," Boston said.

Boston and Jensen said the downtown retail real estate market has remained steady so far – not much space has become available on the Pearl Street

“I think businesses that are successful will slowly absorb those subleases, and we’ll start to come out of this dip at the end of 2009.”

**Chris Jensen**

DIRECTOR OF OPERATIONS,  
KEYS COMMERCIAL REAL ESTATE

Mall. But behind the scenes, experts said retailers are hurting.

"We have had an unprecedented number of retail tenants coming to us requesting help on their lease," said Boulder-based W.W. Reynolds Cos. President Jeff Wingert at a recent economic forecast event.

The Jan. 16 announcement of Circuit City's complete liquidation and store closings will soon leave about 30,000 feet of retail space available just east of downtown.

Contact David Clucas at 303-440-4950 or e-mail [dclucas@bcbr.com](mailto:dclucas@bcbr.com).

## Camera hopes to sell building by March

BOULDER – Officials with Prairie Mountain Publishing Co. LLP are evaluating the offers it has received to purchase its Camera newspaper building in downtown Boulder.

The deadline for bids to purchase the 76,635-square-foot building at 1048 Pearl St. passed on Dec. 19. E.W. Scripps and MediaNews Group, which equally own Prairie Mountain Publishing, announced on Nov. 6 their intention to sell the property.

Real estate brokers with Jones Lang LaSalle, representing the publishing group, said the owners will narrow the bids to a short list and hope to have the property under contract by March.

Specific details on how many bids have been received, or who they are from, is not being released. Brokers said the group represents a range of interested purchasers along the Front Range, not limited to just Boulder.

An asking price, or bid range for the building also has not been released.

Local brokers have speculated that the 1.37-acre property, which is ultimately more valuable for its land in downtown Boulder, could go anywhere from \$9 million to \$18 million depending on the purchaser's planned use of the property.

– David Clucas



## THE EDGE

# You still can control your career path

*Keep confident attitude to help sell yourself to prospective employer*

BY KEELY BROWN

Business Report correspondent

If you're looking for good news during this downward trend in the economy, you can take some comfort from the fact Boulder County's unemployment rate is still significantly lower than the national average.

While the nation's unemployment rate rose to 7.2 percent last December, Colorado's unemployment rate is hovering at 5.7 percent. And in Boulder and Longmont, the unemployment rate is even lower, at 4.8 percent as of November.

The bad news is that in November 2007 the unemployment rate for the Boulder/Longmont area was 3.4 percent and has increased 1.4 percent within the last 12 months.

The Colorado Bureau of Labor Statistics numbers reflect the grim reality that there are thousands of Coloradans looking for a job in a market affected by the economic recession. According to experts, there are still ways you can control your career path and successfully land the job you need.

At Bolder Staffing in Boulder, operations manager Betsy Tarpley said within the last several months she has seen a significant increase in the number of people who have been laid off from high-paying positions. These job seekers often have higher expectations, which may hinder their job search.

"Expectation levels can keep people out of work," Tarpley said. "We've had people come in who made \$75,000 a year and were laid off, but they won't take a salary cut in their next job."

If you're willing to keep an open mind and take a few steps back on the pay scale, you can sometimes go far with a new company — and it may not take long to get back to where you were on the salary scale, Tarpley said.

While it's good to keep an open mind, Tarpley advised caution if you're thinking about a complete career move right now. It's important to remember, she said, that you'll be competing with job seekers who may have years of experience in the industry you want to move to.

Whether you want to stay in your own field or pursue a new one the most important thing to do is to make job hunting your full-time job while you're out of work, Tarpley said.

"The longer you're out of work, the harder it's going to be to find something," she said. "The biggest mistake is for people to take time off and stay home in



JONATHAN CASTNER

Jackie Osborn, left, owner of Bolder Staffing Inc., and Betsy Tarpley, operations manager, help job hunters find employment. Tarpley said within the last several months she has seen a significant increase in the number of people who have been laid off from high-paying positions. These job seekers often have higher expectations, which may hinder their job search.

their pajamas."

But with online networking sources such as LinkedIn and Jobs.com, today's job seekers can be tempted to stay home and glue themselves to the computer while job searching.

According to Owen Jones, owner of Colorado Careers, which has offices in Boulder, Denver and Colorado Springs, this is one of the worst things you can do.

"I call it 'job searching with bunny slippers,'" Jones said. "You need to get that shoe leather out on the street, and talk to people. Otherwise you're sending all these resumes out into cyberspace and getting no response, so you end up thinking that something is wrong with you."

Jones said there are two types of job seekers — reactive and proactive. The category you belong to may help or hinder your search, depending on how quickly you need to get hired.

"Reactive job searching is an emergency response — such as when you've just been laid off and you need to get a job right away," Jones said. "In a reactive search you're not looking for a career, you're just looking for a job."

"But proactive job searching, which you do while you have a job, is something you should do every day of your life — because you can't afford to get comfortable," he added. "Proactive job seekers don't wait to be out of work to

find another job; they develop a proactive network with a few influential people and build relationships."

Whether your job search is proactive or reactive, Jones said that it's important not to get into the routine of dispatching resumes wherever you can.

"Just putting out applications and resumes ad nauseum tends to land you in jobs you're not a good fit for," he said. "There's a study that says that only 10 percent of the jobs that are filled are jobs that were actually published (or) advertised for. The other 90 percent is what you should go after."

Instead of sending out the same resume to every company, Jones said you should customize it to fit the needs of each company you're considering.

"Your resume has to be full of your accomplishments, not just your job descriptions. It has to express your value," he said. "You need to say what you've accomplished and how you made a difference to your company, and follow through with that in your cover letter as well. It's better to send out five great customized resumes, rather than 50 standard ones."

Extensively researching the company you want to work for will help you decide if you're a good fit — and will also help you write a more customized application and resume, Jones said.

"The more you understand about the company, the more you understand their needs and the better you can write an intelligent letter and resume," he said. "You need to make it easy for the company to understand what you can do for them."

And while many job consultants recommend networking with Web sites such as Facebook and LinkedIn, Jones said it's more important to first choose the company you want to work for and then begin to network with its employees at every level finding out as much as you can about in-house job opportunities as well as working conditions.

"Choose who's going to employ you, and then start networking with them," he said. "Remember, most companies want to hire people that someone in the company already knows or can recommend."

No matter how tough the search, Jones said the most important thing is to believe in yourself and your own value.

"If you're not careful, your sense of self-worth can get so eroded that you can go into an interview and behave like you've lost already," he said. "Keep in the front of your mind that you're a person of value, no matter how many times you're rejected."

"Otherwise, you start behaving like your circumstances, instead of realizing they're just temporary and rising above them."



## ON THE JOB

### ADVERTISING, COMMUNICATIONS

Margaret-Ann Burness and Jen Sterling have been named senior account directors for the **Sterling-Rice Group**, a brand-strategy and marketing firm in Boulder. Laura Slavec has been named account director, and Lobelia Buckner has been promoted to senior account manager.

### ARCHITECTURE, CONSTRUCTION

Julie Edwards, staff member at **OZ Architecture**, has been elected to the board of directors of the U.S. Green Building Council, Colorado Chapter. Edwards will serve a two-year term among 11 other elected board members. OZ has offices in Boulder and Denver.



Edwards

Tad Jones, co-owner and architect with **Jones & Jones Design Studio Inc.** of Boise, Idaho, obtained a license to practice architecture in Colorado. Jones & Jones specializes in residential and commercial architecture in high snow load areas.



Jones

Ron Flax has been promoted to associate with **Rodwin Architecture** of Boulder. He is co-authoring a new green home design book with company founder Scott Rodwin and is leading the firm's LEED work. Brandon David has become LEED accredited and has been promoted to job captain. Kristen Snobeck has been promoted to job captain.

### BANKING, FINANCE

Jennifer C. Cottrell and Brian J. Manske have been named principals of assurance services for **GHP Horwath**, a certified public accountant in Denver.



Cottrell



Manske

Katie Larson has been appointed to the board of directors for **Elevations Credit Union** based in Boulder. She has worked as a Treasury Analyst for Chipotle Mexican Grill in Denver for the past three years.



Larson

Robert Edmonson has been appointed executive vice president and chief financial officer for **Premier Members Federal Credit Union**, based in Boulder. He

has served in the financial industry more than 30 years, including positions at various East Coast credit unions.

### BIOSCIENCE

Derek Cole has been appointed vice president of investor relations and corporate communications for **ARCA Biopharma Inc.**, a Broomfield-based bioscience company aimed at heart failure and other cardiovascular diseases. He brings more than 17 years of capital markets and strategic planning experience.

### ENGINEERING

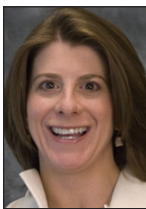
Von Campbell of Agilent Technologies Inc. has been elected president of the Niwot-based **LXI Consortium** board of directors. The consortium is a nonprofit organization comprised of leading test and measurement companies that certify Web-enabled test systems created by engineers.

David Barnes has been hired as chief financial officer for **MWH**, a Broomfield-based provider of environmental engineering, construction and strategic consulting services. Barnes, who last worked for Western Union Co., will replace David Harper, who plans to retire. Richard Parry has been named chief risk and legal officer for MWH. He last worked at Jacobs Engineering Group where he led the legal team for the North American sector.

### HIGH TECH

Dan Gibson has been named vice president and general manager for the Systems Engineering Solutions business unit for **Ball Aerospace & Technologies Corp.**, a Boulder-based subsidiary of Broomfield-based Ball Corp. He has been with Ball Aerospace since 1997 and most recently served as director of the unit. Jim Oschmann has been named vice president and general manager of the Antenna & Video Technologies business unit, a new unit.

Lisa Trank-Greene has been named marketing associate for **PEI**, a technology consultancy and service provider headquartered in Boulder. She has worked in marketing, public relations and communications for more than 10 years in the nonprofit, higher education, technology and entertainment industries.



Anderson

### LAW

Andrea Anderson and Chris Gunlikson, attorneys in the Boulder office of **Holland & Hart LLP**, have been elected partners to the firm. Anderson's practice focuses on trademark and unfair competition litigation, dispute resolution and counseling. Gunlikson is a transactional attorney with a practice emphasizing commercial real estate, corporate and tax matters, and banking and



Gunlikson

finance, including real estate acquisition, sales, construction, development, financing, lending, commercial leasing, affordable housing development, and low-income housing tax credit financing and syndication.

Steve Lokensgard has joined the health-care and nonprofit organization practice of **Faegre & Benson LLP**, a firm with Boulder and Denver offices. He will work from the Denver office and help hospitals with Medicare and Medicaid requests.

### NONPROFIT

John Lovell has been hired as executive director for **Flatirons Habitat for Humanity**, an affordable housing organization in Boulder. He was formerly director of business development at Pitney Bowes Inc.

Joanne Keys has been named executive director of **Alliance for Sustainable Colorado** in Denver, dedicated to unifying the sustainability movement in Colorado. She most recently served as president of NANA Pacific, a technology corporation.

**Community Cycles**, a Boulder organization educating and advocating for the safe use of bicycles, named three new board members. Theo Horesh is owner of Conscious Coaching and Consulting and host of the Conscious Business Show, Nick Lindsey is an undergraduate student at the University of Colorado at Boulder and Community Cycles CU Liaison, and Gary Matthews is the accountant with Shambhala Meditation Center.

### PUBLIC SECTOR

Steven E. Koch, director of the Global Systems Division of the **National Oceanic & Atmospheric Administration's** Earth System Research Laboratory in Boulder, has been named one of 28 new Fellows of the American Meteorological Society. The honor recognizes outstanding contributions to the atmospheric or related oceanic or hydrologic sciences, or their applications, during a substantial period of years.



Koch

### RETAIL

Keith Kinsey, chief financial officer and chief operating officer for **Noodles & Co.**, has joined the company's board of directors. Noodles & Co. is a Broomfield-based fast-casual restaurant chain.

### REAL ESTATE

Cindy Sullivan has been named broker associate for **Coldwell Banker Residential Brokerage** in Boulder. She previously owned her own real estate marketing firm and completed international studies in interior design.



Sullivan



Revelle



Marshall



Holley

Lorraine Revelle has been named productivity coach and assistant team leader for **The Boulder Market Center of Keller Williams Realty**. Steve Marshall has been named director of Keller Williams Commercial for The Boulder Market Center. Rebecca Holley has been honored as Rookie of the Year, and Shannon Peitsmeyer was appointed by Keller Williams International as a support analyst for 20 market centers covering four states.



Peitsmeyer

### SECURITIES

Randi Grassgreen has been named director of family wealth planning for **Crestone Capital Advisors LLC**, a wealth management firm in Boulder. She brings more than 10 years of experience in the areas of wealth, estate, gift and income tax planning, as well as income tax and business succession planning.

### SERVICES

The **Regional Transportation District**, the Denver metro-area public transportation provider, elected its 2009 board of directors. Officers are: Lee Kemp, chairman; Chris Martinez, first vice chair; Noel Busck, second vice chair; Bruce Daly, secretary; and John Tayer, treasurer.



Grassgreen

### OTHER

Jennifer Barnes has been hired as a senior consultant in the California office of **Summit Blue Consulting LLC**, a utility and energy consulting company based in Boulder. She will lead work in the areas of demand-side planning, energy efficiency programs, utility resource planning, climate change policy analysis and renewable resources.

*Deadline to submit items for On the Job is three weeks prior to publication of each biweekly issue. Mail to Editor, Boulder County Business Report, 3180 Sterling Circle, Suite 201, Boulder, CO 80301; fax to 303-440-8954; or e-mail to news@bcbr.com with On the Job in the subject line. Photos submitted will not be returned.*

## VIEW from 5A

an otherwise downbeat retail forecast.

"I don't know that my business is recession proof, but it is about 80 proof," Stoakes said, noting that the beverage industry was down about 20 percent on Wall Street compared to the broader 40 percent drop in other sectors.

He said Boulder retailers will feel the reality of a national downturn, and some are already going out of business.

"There's a lot of gloom and doom, but the fittest will survive with good service," he said.

Janet Martin, president of Communication Arts Inc. in Boulder, said her design firm was already feeling the effects of a down economy, and she read a letter from a recently laid-off employee.

"That's fewer employees downtown," she said, detailing the cascading effects of then fewer restaurant patrons, holiday parties, banks loans, nonprofit donations and commercial space leased – an effect to all the other panelists businesses.

"A friend of mine said her new motto is 'Flat is the new up,'" Martin said. "I think some firms will go out of

business, but some will be energized to change."

Pat O'Brien, Boulder-area president of Wells Fargo Bank, said the residential real estate market continues to feel pressure and the high-end market in Boulder – homes more than \$700,000 – sales have plummeted.

But with lower interest rates and the opportunity to buy some homes at a discount – such as short sales – there are some signs of life.

O'Brien also surveyed his business clients, which said they had a pretty good 2008, but the last two months way down.

"Across the board, everyone has a hunkered down mentality," O'Brien said.

Dan Pirrallo, general manager of the Millennium Harvest House Hotel in Boulder, said the hotel industry nationwide has seen about an 8 percent to 10 percent drop in revenues per room. It's the same story in Denver and Boulder, but in the mountain communities there's been a larger 20 percent drop.

Specifically in at the Millennium in

“There's a lot of gloom and doom, but the fittest will survive with good service.”

### Jack Stoakes

GENERAL MANAGER,  
LIQUOR MART

Boulder, Pirrallo said he saw significant drops in individual leisure and individual corporate clients, but group bookings remained strong due to the University of Colorado, the federal laboratories and tech businesses.

"We will still be down 8 to 10 percent in 2009, and the industry doesn't predict an increase until

mid-2010," he said. Pirrallo said he was also concerned to see numerous hotels under construction or proposed along the U.S. 36 corridor.

"When you have supply going up and demand going down, that's not a good situation," he said.

Jeff Wingert, president of W.W. Reynolds Cos., said commercial real estate and development companies have been hit with a "double whammy of increasing operating costs and decreasing lease activity."

Wingert predicted higher vacancy rates in 2009 as companies downsize. He also expressed some concern looking to 2010 and 2011 when he said a lot of commercial real estate short-term debt would be due.

All of the business leaders stressed that a key tactic to weather the downturn would be for residents to buy local. Some also asked city council leaders to restrain on any new taxes or laws that would restrict or hinder development, density and business.

*Contact writer David Clucas at 303-440-4950 or e-mail dclucas@bcbr.com*



# BANKING & FINANCE

Checklist for securing capital, 14A

## VC funding expected to slow in 2009

### Credit crunch limits lenders' cash sources

BY DAVID CLUCAS  
Staff Writer

BOULDER – Along with banks and mortgage lenders, venture capital funding in the Boulder Valley has taken a hit from the global credit collapse.

That's leading to a tougher environment for local startups to raise money.

"It's been pretty tough," said Krista Paul, co-founder of TravelFli Inc. The company, which came out of TechStars last year, helps consumers manage all their frequent flyer miles and award programs.



Lefkoff

"We started raising money in August and everyone was excited, and then after September things came crashing down. It was like night and day."



Hyde

The sudden change in investor interest didn't have anything to do with TravelFli's business model; rather it had everything to do with what was happening on Wall Street and the global credit markets.



Paul

Nervous investors pulled back sharply on lending in September as an increased number of loans in the housing and commercial markets failed. That spurred stocks and other investments to drop sharply, further reducing available equity in the markets. As investors assessed their risk to the collapse, few were willing to lend out money for anything.

But the venture capital isn't all dried up, Paul said.

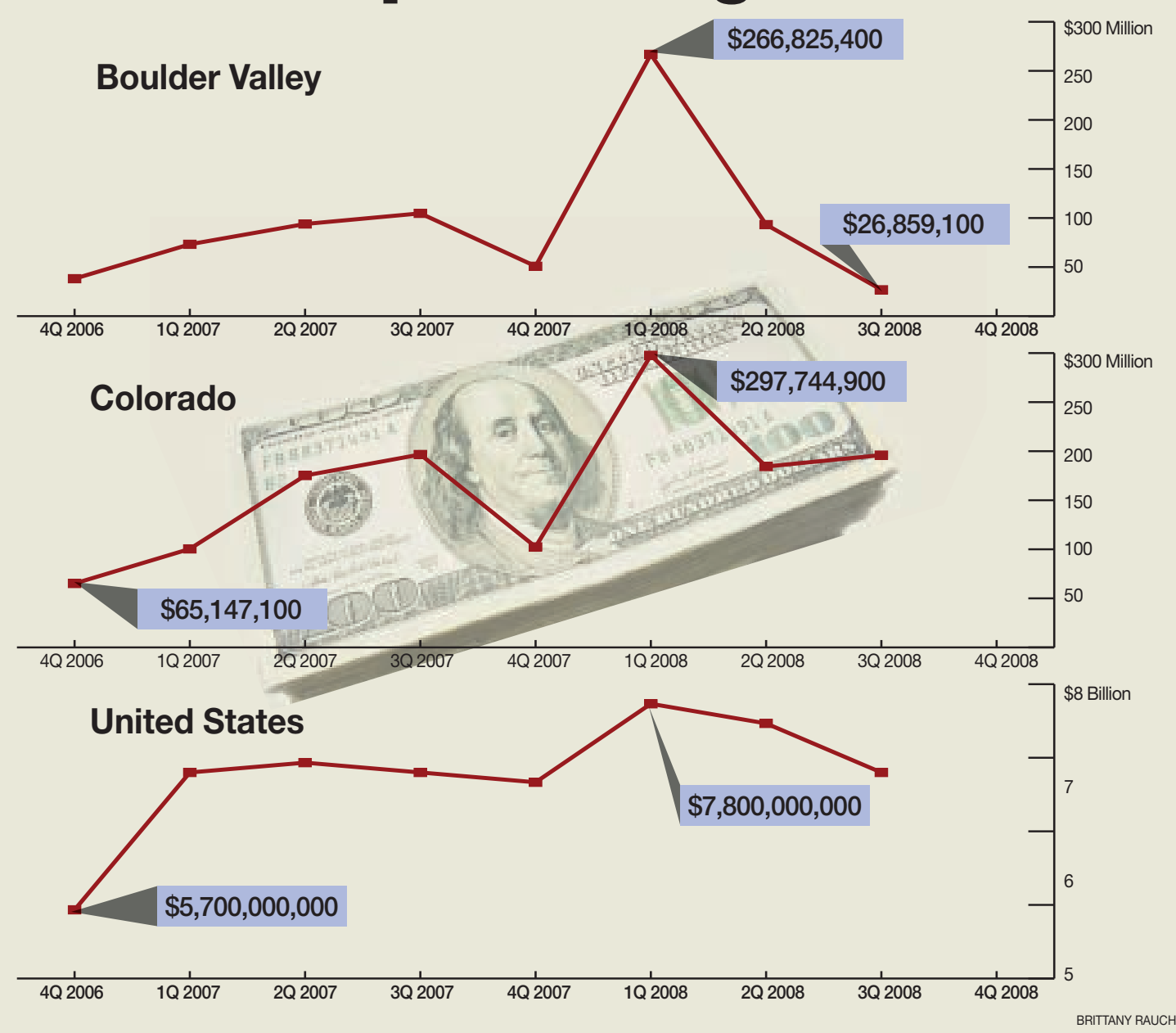
As of late, she sees investors getting "more used to the recession." Their willingness to invest venture capital has returned, albeit it's not as strong.

TravelFli is seeking about \$500,000 in a bridge round of funding to keep the company operational for six to seven months. In March, it plans to set out for \$2 million in a series A round of funding.

"We will have to take what we can get and use it more wisely," Paul said. "Valuations are not as high as a year ago. Investors will have more leverage."

What that means is that venture capital investments will be on sale in 2009.

### Venture capital's long-term trend



It's no different than stocks or retail, said Kyle Lefkoff, a general partner at Boulder Ventures Ltd.

"All financial assets are on sale," he said. "This time around, we're undergoing a big economic change. It's not like the bubble of 1999 where it was self-contained to the tech industry. The good news is that what we do for a living (venture capital) doesn't look so risky now compared to investments like mortgage securities."

Valuations dropping can be a double-edged sword for venture capitalists, Lefkoff said.

"The negative is that the assets we own have probably declined in value, but the good news is we have an opportunity to buy some high-quality investments at lower prices," he said. "There will be a flight to quality. One thing you find out in a bad economy is how good your management teams are."

Lefkoff stressed that venture capital investing is usually a long-term commitment. Investors don't jump in and

**"We started raising money in August and everyone was excited, and then after September things came crashing down."**

**Krista Paul**  
CO-FOUNDER,  
TRAVELFLI INC.

out of venture capital like they do with stocks, he said. For example, Boulder Ventures recently tripled its original 2001 investment in LeftHand Networks when the Boulder-based storage firm sold to Hewlett-Packard for \$360 million in October 2008.

"That's seven years, and that's about average," Lefkoff said. "So the day-to-

day changes in the economy aren't as important to us."

As Andrew Hyde prepares for the 2009 TechStars startup incubator program in Boulder, he's aware that there will be a lot more questions about funding this year.

"We'll address the general feeling of investors," Hyde said. "You have some investors who don't have any money left, and you have some investors who have plenty of money, and they've been waiting for an opportunity like this."

Out of the 2008 TechStars, five companies have raised money, two chose not to, and three are still looking.

Not every startup out there is aggressive enough to survive in this environment, he said. So competition for venture capital funding might actually drop this year.

Applications for the 2009 TechStars are being accepted from Jan. 19 to March 21. The event runs May 11 to Aug. 7.

Contact writer David Clucas at 303-440-4950 or e-mail [dclucas@bcbcr.com](mailto:dclucas@bcbcr.com)



# What business lenders are looking for now

## Credit crunch causing closer scrutiny of plans, cash flow, experience

BY MONIQUE COLE

Business Report Correspondent

Just as businesses need credit the most, banks are becoming more conservative in their loan approvals.

Financing is still available for qualified borrowers, however, and interest rates are holding fairly steady. Documentation of past performance and articulation of future plans are the names of the game for getting approved

## Riding Out the Recession

in this environment.

"It's not dissimilar to what is going on in the mortgage world," explained David Miller, a financial consultant with the Shaw Miller Money Group of Boulder. "Every detail in the loan package has to be verified."

Miller helps clients compile the documentation for loan applications and points them toward the institutions most likely to extend credit. Increasingly, banks are becoming more reluctant to accept risk, he said. "Only the most qualified borrowers are going

to be approved. They had better have a strong background. Personal credit history should be clean."

Pat O'Brien, Boulder Area Community Banking President for Wells Fargo, agreed that lenders in general are reacting to a declining economy by looking at loan applications with a more critical eye. He said Wells Fargo has not changed its approval process, nor its availability of funds for business loans.

"We underwrite today how we did five or 10 years ago," he said. "We have a clearly defined credit culture that we're well trained to use effectively to grow commerce."

Wells Fargo offers several loan products for businesses: revolving lines of credit for operational funds, term installment loans for equipment purchases, mortgages for owner-occupied commercial buildings and Small Business Administration-backed loans.

First and foremost, O'Brien's business bankers consider an applicant's cash flow.

"We try to match credit exposure and the type of credit we extend – revolving lines of credit or term loans – to fit



O'Brien



Amoroso

### Loan approval criteria

Every business is unique, and each lender has its own approval process, but these are some of the common factors used to approve business loans:

- Cash flow statements
- Corporate tax returns
- Guarantors' personal credit and assets
- Balance sheets
- Collateral
- Inventory
- Business plan
- Venture capital equity
- Intellectual property – patents, copyrights and trademarks

comfortably underneath the cash flow of the business."

Next, O'Brien said Wells Fargo looks at an applicant's collateral and existing debt – "Do they have a comfortable level of leverage relative to their peer group?"

Finally, his bank looks at the structure and strength provided by the personal guarantors on the loan. In addition to personal assets and credit scores above the mid-600s, bankers want to see a level of industry experience in the guarantors that inspires confidence.

The experience and financial strength of the personal guarantors plays an even bigger role in SBA-backed loans, which are often approved based on projected cash flow. These loans are a good option for startups or businesses with a short track record.

For its other business loans, Wells Fargo likes to see three years worth of tax returns and financial statements, both corporate and personal. Depending on the business, they may also want to review inventory and accounts receivable reports.

"This is a custom approval process," O'Brien said. "There are a lot of intangibles." Although they don't require a "Harvard Business School" business plan, O'Brien said, it's important for applicants to be able to articulate how their business model is unique and why it has a high probability of being successful.

One of the biggest mistakes applicants make is not being fully prepared.

"It's important for them to understand the types of loans available, to show they've thought about the purpose of the loan and can outline how they will repay it," O'Brien said.

Unlike mortgage rates, O'Brien said that business loan interest rates have not decreased as might be expected, following the decrease in the prime rate.

"Overall risk has gone up, and the Federal Fund Rate has gone down – there's a disconnect," said Frank Amoroso, a Broomfield-based senior relationship manager for Silicon Valley Bank. The Fed rate was decreased artificially in an attempt to stimulate the economy, he explained. But the risk to lenders continues to increase as the economy contracts. As a result, businesses have seen the cost of capital

increase slightly.

But funds are still available, even for startups. Amoroso works exclusively with early-stage businesses. "We're lending to preprofit companies. It's not easy to do this successfully – we're unique in that regard," he said.

SVB only services clients in its target markets: high tech, biosciences, private equity and premium winemaking.

"We've seen people jump in when the market's hot, and out when the market goes south, like in 2001. We're in it for the long haul, and it's served us well over the past 25 years."

If SVB's industry niches are the target, then the bull's-eye for Amoroso's loan approvals are companies with defensible intellectual property and institutional equity sponsorship, in other words, venture capital partners. He also looks for an ability to raise successive rounds of financing.

As his job title suggests, much of Amoroso's vetting process involves the relationships with the principals of companies and the investors providing capital. He works often with what he affectionately calls "repeat offender CFOs" and "start-up junkies" – individuals who have been involved in previous enterprises.

Past failures are not necessarily a deal killer, as long as they "did the right thing" in regards to their lenders and investors, Amoroso explained.

The loan approval process is highly qualitative, rather than quantitative.

"We don't do template underwriting," he said, adding, "I don't even know how to run a credit score."

His startup clients are so dynamic that he has accepted that he won't always see a "fully baked" business plan. Amoroso also takes financial projections with more than a grain of salt. "In 17 years, only twice has one of my clients upwardly revised them."

He would, however, like to see a company's list of copyrights, patents and trademarks. This intellectual property provides a certain level of comfort that there will be some enterprise value left to a company if it burns through all its cash.

Amoroso explained that SVB does not loan directly against the perceived value of the intellectual property. "We are not technologists at SVB. The venture capitalists are vetting the technology. Our model allows us to piggyback on that due diligence."

Although SVB is not involved directly in equity investing, its Venture Exchange program often serves as a sort of "dating service" for clients and the venture capitalists in its expansive network. "We make the introduction – a warm, fully vetted introduction to parties we know quite well."

In his 17 years of experience at SVB, Amoroso has found that many entrepreneurs "come looking for loans when what they really need is equity." Debt should be used to finance assets, equipment and inventory, he said. "To finance expenses from debt is not a good idea – not anymore."

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## EXECUTIVES from 1A

13 at the offices of Holland & Hart in Boulder.

In order to survive an economic downturn companies are faced with redefining what they do.

Bill Reynolds, chief executive officer and founder of Boulder-based W.W. Reynolds Cos. Inc., primarily a real estate developing company, said he no longer considers himself a developer. He's more a property and services manager with development expertise.

He and other companies are stepping back to look at what customers really want and need, and it's changing the way they do business.

Sherri Leopard, chief executive officer of Broomfield-based Leopard Communications, said her clients are now spending strategically.

She said her clients hunkered down during the fourth quarter of 2008, which hurt her business-to-business marketing agency. Now she has hope that business will improve as companies begin to choose what expenditures will reap the most benefits.

"Fourth quarter was no spending. First quarter is looking like it's going to be limiting spending placed strategically on a handful of bets that they believe that there's an opportunity to actually kind of, take share because they're positioned very well – their portfolios are strong," Leopard said.

While looking at expenditures, many companies, no matter what the industry, are cutting jobs and scaling back on production.

Others, like Roche Colorado Corp. in Boulder, have tried to take a different approach when times are tough.

Don Fitzgerald, president of Roche Colorado, said his company experienced a drastic slowdown in demand for one of its biopharmaceuticals last year. But instead of laying off employees, Roche temporarily moved them to other areas.

"Rather than do a layoff and then recall them or do something where you lose probably your best people, we redeployed them – in some cases replaced contracts such as security guards and things, but also to do some other specific work and really to do some retrofitting and renovation work at the facility so we could maintain the work force continuity," Fitzgerald said.

Once business or demand for that drug increases, presumably in second quarter 2009, the employees will return to their original post, he said.

"It also builds loyalty within the work force because they see management trying

**“Lenders don't want any more real estate really coming back to them that they have to do something with. They'd rather renegotiate that loan and try to see if it can hang on and find some income coming in on it.”**

### Becky Gamble

PRESIDENT,  
DEAN CALLAN & CO. INC.

to do something creative to protect their jobs and to work with them," he said.

Leopard said businesses are forced to reposition themselves while looking at their employees' skills. If an employee doesn't fit the mold of where the company wants to be, isn't adaptable or doesn't want to change, those are the employees that will be laid off.

And citing a phrase from philosopher Eric Hoffer, Reynolds said the "learners" of the world will prosper in trying times while the "knowers" will be left in the dust.

Whether a "learner" or a "knower," those people who are left in the dust as their companies scale back are filing more lawsuits against their former employers.

Jude Biggs, a partner with law firm Holland & Hart, which co-sponsored the roundtable, said she becomes busier when times are rough because she works with companies that lay off employees.

Former employees, though, are not just walking away from their former jobs.

As unemployment increases and former employees can no longer find new jobs, more jobless workers turn to lawsuits in hopes of getting anything they can. Often those suits come in the form of discrimination or retaliation litigations, Biggs said.

"People don't have anything to lose," she said. "They've lost their job. It doesn't look like they are going to find another one any time soon, and they go to a plaintiff's lawyer and get the process started."

Regardless of layoffs and other cost-cutting moves, some companies still can't make ends meet or pay rent.

Becky Gamble, president of Dean Callan & Co. Inc., a Boulder-based commercial real estate company, said she has received calls from nonlocal lenders that are concerned about their buildings and whether or not tenants can continue paying the lease.

However, banks don't want the build-

the tenant defaults.

"Lenders don't want any more real estate really coming back to them that they have to do something with," Gamble said. "They'd rather renegotiate that loan and try to see if it can hang on and find some income coming in on it."

Other who participated in the roundtable were Terry Gold, CEO of Gold Systems; John Sackett, CEO of Advista Adventist Hospital; John Terela, operations site manager for IBM in Boulder, and Bob Hottman, CEO of the accounting firm EKS&H, an event co-sponsor.

Contact writer Ryan Dionne at 303-440-4950 or e-mail [rdionne@bcbr.com](mailto:rdionne@bcbr.com).

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### CEO Roundtable 2009 schedule

<b>Feb 10:</b>	Banking Roundtable, published Feb. 20
<b>March 10:</b>	Energy & Utilities Roundtable, published March 20
<b>April 7:</b>	Natural Products Roundtable, published April 17
<b>May 19:</b>	Mercury 100 Roundtable, published May 29
<b>June 16:</b>	Green-Biz Roundtable, published June 26
<b>July 14:</b>	Real Estate Roundtable, published July 24
<b>Aug. 11:</b>	Innovation Roundtable, published Aug. 21
<b>Sept. 8:</b>	Health-Care Roundtable, published Sept. 18
<b>Oct. 20:</b>	Telecommunications Roundtable, published Oct. 30
<b>Nov. 17:</b>	Bioscience Roundtable, published Nov. 27
<b>Dec. 15:</b>	Technology Roundtable, published Dec. 25



# TOP 25 BANK BRANCHES

(FDIC-insured branches in Boulder and Broomfield counties ranked according to deposits as of June 30, 2008.)

RANK	Company Full Address Phone/Fax	Deposits	Unique FDIC number	Parent Company Headquarters	Person in Charge, title Title Year Founded Web site
1	<b>WELLS FARGO - BOULDER</b> 1242 Pearl St. Boulder, CO 80302 303-441-0355/303-441-0392	\$475,111,000	1897	Wells Fargo Bank N.A. San Francisco	Mike Burnell Branch Manager 1852 www.wellsfargo.com
2	<b>CHASE - BOULDER DOWNTOWN</b> 1301 Canyon Blvd. Boulder, CO 80302 303-245-6660/	\$317,819,000	365783	JPMorgan Chase & Co. New York	Moses Hermosillo Branch Manager 2000 www.chase.com
3	<b>MILE HIGH BANKS - LONGMONT SOUTH</b> 601 S. Main St. Longmont, CO 80501 303-485-5444/303-684-8778	\$277,522,000	360622	Big Sandy Holding Co. Limon	Mark Consbruck Branch Manager 1919 www.milehighbanks.com
4	<b>FIRST NATIONAL BANK - BOULDER MAIN BRANCH</b> 3033 Iris Ave. Boulder, CO 80301 303-443-9090/303-417-4430	\$209,906,000	472086	First National Bank of Nebraska Inc. Omaha, Neb.	Roxanne Romero Branch Manager 1881 www.1stnationalbank.com
5	<b>CHASE - ARAPAHOE</b> 2500 Arapahoe Ave. Boulder, CO 80302 303-245-6620/303-449-3729	\$205,065,000	12234	JPMorgan Chase & Co. New York	Andrew Dauernheim Branch Manager 2000 www.chase.com
6	<b>WACHOVIA - BOULDER 29TH STREET MALL</b> ① 1690 28th St., Suite 249 Boulder, CO 80301-1006 303-449-3270/303-449-3965	\$172,231,000	284256	Wachovia Corp. Charlotte, N.C.	David Wuenschel Branch Manager 2001 www.wachovia.com
7	<b>NEW FRONTIER BANK</b> 2315 Main St. Longmont, CO 80501 303-772-2112/303-772-4008	\$159,217,000	456121	N/A Greeley	Brian Hundertmark Branch President 1998 www.newfrontierbank.com
8	<b>FIRSTBANK OF BOULDER</b> 6500 Lookout Road Boulder, CO 80301 303-530-1000/303-581-2538	\$159,019,000	15290	FirstBank Holding Co. Lakewood	Doug Kenkel Branch Manager 1963 www.efirstbank.com
9	<b>WACHOVIA - LONGMONT DOWNTOWN</b> 401 Coffman St. Longmont, CO 80501 303-776-1362/303-772-9870	\$144,270,000	284269	Wachovia Corp. Charlotte, N.C.	Jessica Garwood Branch Manager 2001 www.wachovia.com
10	<b>FIRSTBANK OF LONGMONT</b> 1707 N. Main St. Longmont, CO 80501 303-772-5500/303-678-4157	\$144,165,000	8273	FirstBank Holding Co. Lakewood	Bruce Robbins President 1963 www.efirstbank.com
11	<b>FIRSTBANK OF LONGMONT - TWIN PEAKS BRANCH</b> 1270 S. Hover St. Longmont, CO 80501 303-678-7000/303-684-6959	\$140,953,000	228961	FirstBank Holding Co. Lakewood	Darrin Anson Senior Officer 1863 www.efirstbank.com
12	<b>WACHOVIA BANK - BROOMFIELD MIDWAY &amp; NICKEL</b> 1700 W. Midway Blvd. Broomfield, CO 80020 303-469-1811/303-438-9072	\$140,492,000	284257	Wachovia Corp. Charlotte, N.C.	Karin Kithcart Branch Manager 2001 www.wachovia.com
13	<b>WACHOVIA - BOULDER CANYON &amp; 14TH</b> 1420 Canyon Blvd. Boulder, CO 80302 303-443-2400/303-443-3480	\$133,347,000	284290	Wachovia Corp. Charlotte, N.C.	Victoria Fogerty Branch Manager 2001 www.wachovia.com
14	<b>COLORADO BUSINESS BANK - BOULDER</b> 2025 Pearl St. Boulder, CO 80302 303-413-6000/303-786-9701	\$132,899,000	257916	CoBiz Financial Inc. Denver	Beth Coffman Branch Manager 1978 www.cobizbank.com
15	<b>GUARANTY BANK &amp; TRUST CO. - LONGMONT, DOWNTOWN</b> 401 Main St. Longmont, CO 80501 303-774-2999/303-678-4170	\$124,707,000	1933	Guaranty Bancorp Denver	Chuck Allen Regional Support Officer 1955 www.guarantybankco.com
16	<b>COLORADO BUSINESS BANK - NORTHWEST</b> 400 Centennial Parkway, Suite 100 Louisville, CO 80027 303-661-0969/	\$114,400,000	442983	CoBiz Financial Inc. Denver	Valorie Simpson Branch President 1978 www.cobizbank.com
17	<b>WELLS FARGO - BROOMFIELD</b> 2 Garden Center Broomfield, CO 80020 303-465-6740/303-465-4811	\$109,151,000	11858	Wells Fargo Bank N.A. San Francisco	Fereshteh Eftekhari Branch Manager 1852 www.wellsfargo.com
18	<b>CHASE - TABLE MESA</b> 603 S. Broadway Boulder, CO 80305 303-245-6590/303-494-8657	\$106,356,000	12404	JPMorgan Chase & Co. New York	Beth Stewart Branch Manager 2000 www.chase.com
19	<b>MILE HIGH BANKS - BOULDER</b> 3002 Bluff St. Boulder, CO 80301 303-413-0700/720-565-6358	\$104,638,000	365026	Big Sandy Holding Co. Limon	Mindy Hanson Branch Manager 1919 www.milehighbanks.com
20	<b>WELLS FARGO PRIVATE BANK</b> 1801 13th St., Suite 200 Boulder, CO 80302 303-541-2020/303-541-2059	\$102,797,000	441654	Wells Fargo Bank N.A. San Francisco	Rick Nelson Senior Vice President, Regional Private Banking Manager 1852 www.wellsfargo.com
21	<b>FIRSTIER BANK - LOUISVILLE</b> 980 Dillon Road Louisville, CO 80027 303-926-9000/720-890-1610	\$102,681,000	419027	N/A Broomfield	Arlene Orneles Branch Manager 2003 www.firstierbank.com
22	<b>FIRSTBANK OF BOULDER - SOUTH BOULDER BRANCH</b> 4770 Baseline Road, Suite 100 Boulder, CO 80303-2667 303-499-2200/303-543-3610	\$98,231,000	45539	FirstBank Holding Co. Lakewood	Erin O'Keefe Branch President 1963 www.efirstbank.com
23	<b>WELLS FARGO - LONGMONT</b> 635 Coffman St. Longmont, CO 80501 303-682-2068/303-772-3202	\$96,452,000	13176	Wells Fargo Bank N.A. San Francisco	Janet Worrell Branch Manager 1852 www.wellsfargo.com
24	<b>U.S. BANK - BOULDER MAIN OFFICE</b> 1650 28th St., Suite 1244 Boulder, CO 80301 303-444-7017/303-444-2849	\$94,667,000	12846	U.S. Bancorp Minneapolis	Rhonda Lombardi Branch Manager 1929 www.usbank.com
25	<b>MILE HIGH BANKS</b> 1726 Hover St. Longmont, CO 80501 303-684-7350/303-684-8778	\$84,363,000	452221	Big Sandy Holding Co. Limon	Kylee Allen Office Manager 1919 www.bankhorizononline.com

① Wachovia is in the process of merging with Wells Fargo.

SOURCE: BUSINESS REPORT SURVEY  
RESEARCHED BY Carol Maskus



# Largest Venture Capital Firms

## Ranked by total amount of capital under management

RANK	PREV RANK	COMPANY ADDRESS PHONE/FAX	AMOUNT OF CAPITAL UNDER MANAGEMENT CAPITAL INVESTED 2008	NO. CURRENT INVESTMENTS	MINIMUM INVESTMENT AMOUNT MAXIMUM INVESTMENT AMOUNT PREFERRED INVESTMENT AMOUNT	PREFERRED INDUSTRIES STAGES	E-MAIL WEB SITE	PERSON IN CHARGE TITLE YEAR FOUNDED
1	1	MORGENTHALER VENTURES 4430 Arapahoe Ave., Suite 220 Boulder, CO 80303 303-417-1601/303-417-1602	\$2,500,000,000 N/A	N/A	\$500,000 N/A Varies	Life sciences and information technology N/A	rchris@morgenthaler.com www.morgenthaler.com	Ralph E. Christoffersen General partner 1968
2	2	MOBIUS VENTURE CAPITAL 1050 Walnut St., Suite 200 Boulder, CO 80302 303-642-4044/303-642-4001	\$800,000,000 N/A	50	\$250,000 N/A 10,000,000	N/A Early	brad@feld.com www.mobiusvc.com	Bradley Feld Managing director 1997
3	4	ENHANCED CAPITAL PARTNERS LLC 5251 DTC Parkway, Suite 1100 Greenwood Village, CO 80111 303-810-3434/	\$450,000,000 \$25,000,000	40	\$1,000,000 20,000,000 Varies	Health care services, communications, technology, outsourced business services Late stage, buyout, growth.	dorlandella@enhancedcap.com www.enhancedcap.com	David T. Orlandella Managing director 2002
4	3	SEQUEL VENTURE PARTNERS 4430 Arapahoe Ave., Suite 220 Boulder, CO 80303 303-546-0400/303-546-9728	\$410,000,000 N/A	32	\$1,000,000 10,000,000 \$5,000,000 to \$7,000,000	Health care, life sciences and IT Early stage	info@sequelvc.com www.sequelvc.com	John Greff Partner 1997
5		BOULDER VENTURES LTD. 1900 Ninth St., Suite 200 Boulder, CO 80302 303-444-6950/303-444-0267	\$282,500,000 \$18,463,000	21	\$1,000,000 4,000,000 3,000,000	Life sciences, information technology N/A	kyle@boulderventures.com www.boulderventures.com	Kyle Lefkoff General partner 1995
6	6	FOUNDRY GROUP 1050 Walnut St., Suite 210 Boulder, CO 80302 303-642-4050/303-642-4001	\$225,000,000 \$30,000,000	11	\$250,000 20,000,000 5,000,000 to 10,000,000	Software / Internet N/A	brad@feld.com www.foundrygroup.com	Bradley Feld Managing director 2007
7	7	AWEIDA VENTURE PARTNERS 500 Discovery Parkway, Suite 300 Superior, CO 80027 303-664-9520/303-664-9530	\$100,000,000 \$11,000,000	9	\$500,000 5,000,000 1,000,000 to 3,000,000	Data storage, life sciences, renewables, automotive, IT Early stage	info@aweida.com www.aweida.com	Dan Aweida; Harry Ross and Jesse Aweida Managing partners 1988
8	9	VISTA VENTURES 19 Old Town Square Fort Collins, CO 80524 970-495-1800/970-482-0251	\$71,000,000 \$3,900,000	12	\$500,000 4,500,000 1,500,000	Networking, digital media and software Early and development stages	dave@vistavc.com www.vistavc.com	David E. Dwyer General partner 2000
9	NR	GREENMONT CAPITAL PARTNERS 1628 Walnut St. Boulder, CO 80302 303-444-0599/303-444-0603	\$54,000,000 \$5,400,000	11	\$500,000 15,000,000 1,000,000	Investments are focused on the Lifestyles of Health and Sustainability (LOHAS) market. Early stage, growth stage	contact@greenmontcapital.com www.greenmontcapital.com	David J. K. Link N/A 2004
10	12	VENTURE ASSOCIATES LTD. 4950 E. Evans Ave., Suite 105 Denver, CO 80222 303-758-8710/303-758-8747	\$20,000,000 \$5,000,000	14	\$50,000 2,000,000 500,000	None Early	arkebauer@ventureA.com www.venturea.com	James Arkebauer Partner 1982

N/A-Not Available  
NR-Not Ranked

Based upon responses to Business Report survey researched by Josh Johnson  
To be considered for future lists, e-mail research@ncbr.com



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Jan. 23 - Feb. 5, 2009

Boulder County Business Report 17A



# Report: Green industries poised for significant growth

BY BUSINESS REPORT STAFF

BOULDER – Colorado has the potential to benefit from significant growth in the renewable energy and energy efficiency industries by 2030, according to a report produced by the American Solar Energy Society and Management Information Services Inc.

The Green Collar Jobs report concluded that about 613,000 jobs and \$61.5 billion in annual revenue would be attainable in these sectors by 2030 if there are major changes in policies and initiatives.

If there are minimal changes, the forecast estimates about 192,000 jobs and about \$20 billion in revenue.

If there are moderate changes it estimates 238,000 jobs and more than \$24 billion in revenue.

The report said the “hottest” industries are wind, solar thermal, solar photovoltaics, fuel cells, biofuel, research and development, recycling, energy efficient windows/doors and green building.

The “hot jobs” include electricians, truck drivers, welders, machinists, roofers, accountants, cashiers, software engineers, civil engineers, energy effi-

cient construction and energy audit specialists.

“In a surprisingly short time Colorado has effectively positioned itself as a national leader in the green economy,” said Brad Collins, executive director of the society, in a statement. “Colorado’s experience offers a good case study for other states about how to tap into the tremendous economic opportunities in the renewable energy and energy efficiency sectors.”

In 2007 the renewable energy and energy efficiency industries generated \$10.3 billion in sales and provided over

91,000 jobs in Colorado, accounting for more than 4 percent of the gross state product, according to the report.

Boulder-based American Solar Energy Society is a nonprofit that promotes education, public outreach and research about solar energy and other sustainable technologies.

Management Information Services is a Washington D.C.-based economic research and management consulting firm with expertise in economic forecasting, analysis of energy, environmental and electric utility issues and labor markets.



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Editor and General Manager,  
Scripps Howard News Service  
Washington, DC

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Bob Morehouse, Vermilion

**VOLUNTEER OF THE YEAR**  
Karen Pickering, Hix Insurance Associates

**MEMBERS OF DISTINCTION**  
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## PRODUCT UPDATE

**Aegis Analytical Corp.**, a Lafayette maker of manufacturing-intelligence software, released Discoverant 3.3, the latest version of its process-intelligence solution. Highlights of the new release include statistical modeling, communication management and configuration management.

**Albeo Technologies**, a Boulder-based LED lighting manufacturer, introduced its SecurityLED line of general illumination light fixtures. The products are built with Albeo's white-LED TEMPR thermal technology and require little maintenance. They are designed for use in correctional facilities, security facilities, institutions, public housing, and transportation and military facilities.

**Smart Transaction Systems**, a Boulder-based provider of prepaid, gift and loyalty-card programs, released Text-2-Transact, a mobile solution. It allows merchants such as pizza delivery drivers and farmers' market vendors who are away from their standard point-of-sale system to process gift cards with a mobile phone.

**THANASI Foods LLC**, a Boulder manufacturer of branded foods, announced BIGS, a line of jumbo-size sunflower seeds with brand-name flavors. The line will launch to distributors and retailers in March, and features the flavors of Original Salted & Roasted, Frank's Red Hot Buffalo Wing, Vlasic Dill Pickle, Zesty Ranch and Bacon Salt Sizzlin' Bacon.

**TWIST**, a Boulder-based maker of eco-friendly household cleaning tools, introduced several new products at the 2009 Winter Fancy Food show in San Francisco. The new tools include the Dish Dumping, a dye-free, biodegradable sponge packaged in an agave wrapper; the Loofah Scrubby, a dye-free, biodegradable sponge covered with a loofah; the Ravioli Scrubby, a hemp burlap pouch filled with a dye-free, biodegradable sponge; and the Sponge Blossoms, small sponges that grow to full-size sponges just by adding water. TWIST also has new sizes of its Naked Sponge, and it is introducing dye-free versions of its existing products.

**APconnections**, a Lafayette-based Internet technology company, began offering network access control management services with no upfront costs. The suggested initial management package will offer users the option of utilizing a complimentary 128 kbs connection or upgrading to a high-speed 1-megabit connection for a fee.

**Enterprise Management Associates**, a Boulder-based IT management research and consulting firm, released its latest research paper, “2009 Trends and Best Practices Advice for ITSM (IT Service Management) Technologies and Processes.” Despite

the unsteady economy, the report reveals that 87 percent of IT professionals are planning strategic, enterprise-level ITSM programs with the support of senior management.

Enterprise Management Associates also released a research paper titled “A New Paradigm for End-to-End Application Management: Products, Processes, and Where to Start.” The paper is the third in a series on end-to-end application management, and focuses on products, trends and best practices, and includes profiles of key vendors in the end-to-end application management space.

**Monotype Imaging Holdings Inc.**, a Woburn, Mass.-based text company with operations in Boulder, announced the 12-font Egyptian Slate typeface family, available for viewing, licensing and downloading. The fonts were created by Rod McDonald, a designer with more than 50 fonts available in the Monotype library.

**Néve Designs**, a Boulder apparel manufacturer, launched its Fall 2009 collection. The line of women's and men's knitwear combines jewel-tone color palettes with patterns and designs collected from around the world. It uses fabrics like Merino wool, Pima cotton and silk, and PrimaLoft microfiber.

**Quark Pharmaceuticals Inc.**, a development-stage pharmaceutical company discovering and developing novel RNA interference-based therapeutics, initiated patient dosing in its Phase I/II clinical trial evaluating its siRNA drug candidate QPI-1002 for prevention of Delayed Graft Function in patients undergoing deceased donor kidney transplantation. Quark Pharmaceuticals based in Fremont, Calif. with research and development operations in Boulder.

**Seagate Technology LLC** engineers in Longmont have designed a new media player that allows users to play video, music and view photos on a television. The FreeAgent Theater HD media player connects directly to a TV via a hard drive and a docking station. Seagate Technology is based in Scotts Valley, Calif. with operations in Longmont.

**Sustainable Travel International** of Boulder is partnering with Big Five Tours & Expeditions of Florida to offer a safari to Kenya Nov. 9-20. The safari will visit top game reserves and community-operated eco-lodges that are helping to protect natural habitats and rare wildlife, as well as empowering local villagers to be economically self-reliant.

**Benjamin West**, a Lafayette-based hospitality services company, updated its Velocity design program and relaunched it as Velocity 2.0G (Green), to reflect its use of environmentally conscious products.

## INTERNET NEWS

**Copper Conferencing**, a Broomfield-based audio- and Web-conferencing company, launched Connect To Copper, an online customer portal. The service is an account-management tool for customers to manage all facets of their conferencing accounts. Visit [www.connect2copper.com](http://www.connect2copper.com).

**Information and Real Estate Services LLC**, based in Loveland, launched Walk Score service on its public site, [www.colopropeerty.com](http://www.colopropeerty.com). The service allows people to search real estate listings according to how close within walking distance amenities are from their house.

**The Painted Primrose**, a Boulder flower shop, launched its Web site at [www.paintedprimrose.com](http://www.paintedprimrose.com). It was designed by **Goozmo!** of Boulder. Customers can view floral arrangements online and order for Boulder County addresses.

**SmartDraw.com**, a San Diego-based software company, launched a three-part series of e-courses called “Recession Proof Your Business.” The 20-minute courses focus on cutting payroll without cutting output, identifying “sink-hole” projects to cut, and optimizing sales process to fight the sales slide. Visit [blog.smartdraw.com](http://blog.smartdraw.com).



## TECHNOLOGY



COURTESY POLYCOM INC.

Pleasanton, Calif.-based Polycom Inc., which has an office in Boulder and Westminster, produces high-definition videoconferencing systems that give companies a lifelike conference feel to colleagues sometimes half a world away.

# Next generation messaging

## *Videoconferencing gets lifelike; phone costs drop*

BY RYAN DIONNE

Staff Writer

BOULDER – Like every high-tech-driven industry, the communications industry is using new technology to help businesses operate more efficiently and ultimately save money.

With high-definition audio and video becoming more prevalent, telecommunications companies like Polycom Inc. are incorporating it into teleconferencing to give users a nearly lifelike meeting.

Other companies like Divitas Networks Inc. are using Wi-Fi networks to provide cell phone users with a mix of voice over Internet protocol and cell service.

And though not many companies have incorporated either, the relatively new technologies have great potential in the communications world.

### Lifelike videoconferencing

Sitting at a conference table while staring at a pixilated, jerky screen filled with colleagues who work on the other side of the country is a thing of the past.

Now, companies like Pleasanton, Calif.-based Polycom, which has local offices in Boulder and Westminster, can transform that same videoconference into a lifelike meeting.

Imagine sitting at an oval-shaped conference table built into a curved wall-size screen. There aren't any cameras visible. There aren't any microphones protruding from the ceiling.

And when colleagues appear on the

screen they are life-size and appear to be sitting across the table.

"It was like looking through a window at a person," said Terry Gold, chief executive officer of Boulder-based Gold Systems Inc., who saw an HD videoconference demonstration.

That's what videoconferencing is

**“It was like looking through a window at a person.”**

### Terry Gold

CHIEF EXECUTIVE OFFICER,  
GOLD SYSTEMS INC.

evolving into with the popularity of high-definition video and audio. Gone are the days of shoddy resolution conferences with substantial latency.

Nowadays companies can experience plasma or rear-projection screens with a frame rate of 30 to 60 frames per second instead of the 15 frames per second of years ago.

Whether a company wants to shell out between \$50,000 and \$500,000 for a telepresence room where the room is built around the videoconference, or a

less expensive \$20,000 HD option with a smaller screen placed in a traditional board room, Joan Vandermate, Polycom's marketing vice president, said companies typically have a pretty fast return on investment.

The larger the company, the faster the return.

Vandermate said most customers have a direct return on investment within a year because videoconferencing systems allow companies to travel less. It also enables some businesses to let employees work remotely which in turn saves money on office space and other related items, yet the employee can still be "present" for meetings.

HD videoconferencing may be unobtainable for many companies, but some of Polycom's customers include Turner Broadcasting System Inc. and other large corporations as well as universities and public school districts.

As costs decrease, though, more and more businesses will be able to reap the benefits of vivid high-definition video.

"This is one of the technologies that we'll be seeing in the next five years," Gold said.

### Wi-Fi and cell towers

The world of voice over Internet protocol phone systems is nothing new in the business community, but so many executives and other businessmen and businesswomen have an office phone, work cell phone and personal cell phone to constantly monitor.

With technological advancements by

► See **Next, 20A**

## Coupled systems alleviate phone tag, save time, money

RYAN DIONNE

Staff Writer

BOULDER – Playing phone tag with a business connection isn't as fun as chasing each other around on the playground. It's annoying and wastes time that many people can't afford to lose.

But with programs like Microsoft's Office Communications Server 2007, coupled with a voice over Internet protocol, or VoIP, phone system that synchronizes with a company's computer network, colleagues and contacts alike can reduce or even eliminate that back and forth messaging.

Terry Gold, chief executive officer of Boulder-based Gold Systems Inc., said his company, which is a Microsoft partner, incorporates the server software into incoming and outgoing calls, and it saves him time and money.

The system acts like a common instant messaging application but is tied to a phone, too.

If Gold picks up his phone, an away message shows his contacts that he's on the phone. If he has an appointment scheduled in his Microsoft Outlook scheduler for 1 p.m. on a given day, an away message will show that he's in a meeting.

It also displays whether or not he is available, idle for more than 15 minutes or he can manually set it to what he wants – including to "do not disturb" mode.

"It saves a lot of back and forth," Gold said.

Gold said he can easily instant message co-workers in other states, and, if needed, click a button and turn it into a voice call or videoconference.

Microsoft's software, which is installed on one or more company servers, can also manage conference calls and save companies money in the long run.

In connection with VoIP, Office Communications Server replaces a traditional private branch exchange (telephone exchange) and manages calls over the Internet instead of paying for each conference call participant.

Gold said his conferencing bills went from about \$3,000 per month to \$700 per month by using Microsoft's suite. Earlier this month he cancelled his landline and anticipates his conference-calling bill to soon be nothing.

The Redmond, Wash.-based software company plans to launch the next version of Communications Server in February and will be available for \$21 or \$97 per user depending on the number of features the company wants, according to a Microsoft spokeswoman.



companies like Mountain View, Calif.-based Divitas Networks Inc., avid phone users have an opportunity to carry one phone that does everything without eating up a substantial amount of cell minutes.

For about \$400 per user, depending on the phone chosen, and a 50-user minimum, Divitas enables specific dual-mode cell phones to switch freely between a Wi-Fi network and cell tower.

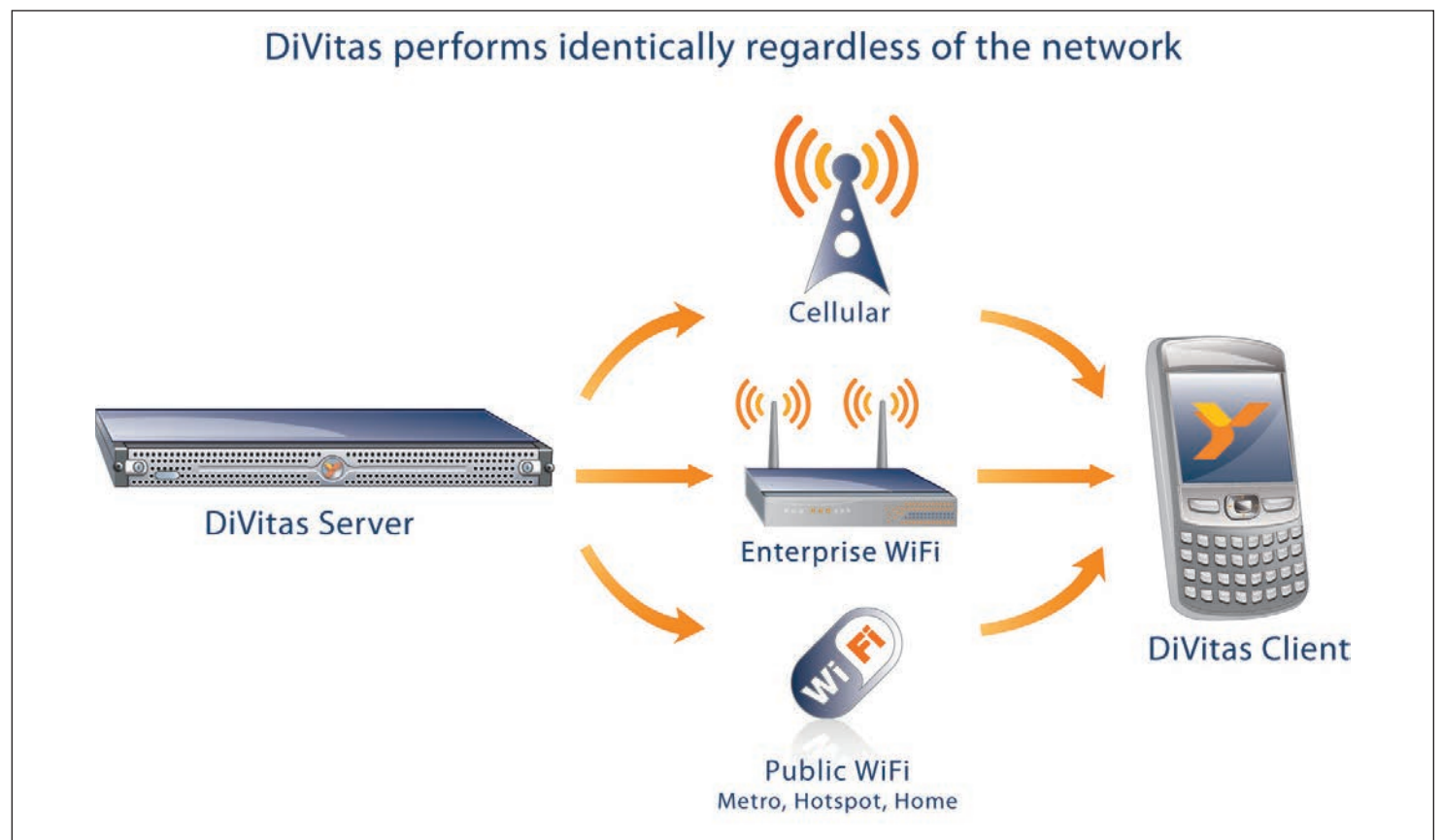
"Whenever you're in Wi-Fi you are not using cell minutes, and when you've got 1,000 employees not using cell minutes that's a big thing," said Nancy Colwell, Divitas' marketing vice president.

While the iPhone, G1 and Blackberry phones aren't currently compatible with Divitas' application, users can sign a contract with any cell phone carrier and choose from a list of supported phones. The cell phone carrier doesn't need to do anything, and the user just needs to sign a contract with a data plan.

The phone automatically tries to stay connected to a wireless Internet connection – whether that's in the office, at home, in a coffee shop or at a hotel – and if the Wi-Fi signal is too weak, it'll automatically switch to a cell tower without interrupting the call. Both caller and called may hear a beep, but that's about it.

"I see that being huge," said Doug Hanson, president of Evolve Technologies, a Boulder-based communications company.

Not only could that allow people to use fewer cell phone minutes, it could



COURTESY DIVITAS NETWORKS INC.

Companies like Mountain View, Calif.-based Divitas Networks Inc. enable cell phone users to use Wi-Fi networks to make phone calls in addition to using traditional cell towers. When using wireless Internet the phone acts as a VoIP phone saving on cell minutes and thus cell phone bills.

save on international calls and enable business travelers to use a Wi-Fi signal in a different country without being charged international calling rates.

But the call isn't entirely secure when on a Wi-Fi network.

"Yeah it's insecure, but you would really have to go out of your way to capture anything," said Richard Watson, Divitas' director of product management.

Watson said he would advise people to save sensitive phone conversations

for the office, but security of Internet-based phone systems is constantly being improved.

Contact writer Ryan Dionne at 303-440-4950 or e-mail [rdionne@bcbr.com](mailto:rdionne@bcbr.com).



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## BUSINESS DIGEST

### NEW BUSINESS

**Bark Busters**, an Australia-based dog-training company, opened a franchise in Boulder at an undisclosed address. Gary and Andrea Stradley, the owners, focus on voice control and body language to train dogs. Call 877-500-BARK or visit [www.barkbusters.com](http://www.barkbusters.com).

### BUSINESS MOVES

**Foodzie Inc.**, a Boulder-based TechStars startup, has moved its headquarters from Boulder to San Francisco. In December, Foodzie closed a \$1 million funding round that will help it expand its consumer base and hire more staff. Rob LaFave said the company is in the process of raising an additional \$250,000 that it hopes to close within the next month.

### BUSINESS BRIEFS

**American National Bank**, a Denver-based bank with a branch in Boulder, received the highest rating as a Blue Ribbon Bank from VERIBANC Inc., an independent bank-rating firm. The designation reflects that the bank is financially sound and safe. American National Bank is a member of the Sturm Financial Group Inc.

**abe Designworks LLC**, a Westminster-based architecture firm, has opened a branch office in Longmont at 353 Main St. Jon Van Benthem will be the managing principal and the single employee at the new location. Van Benthem is chairman of Longmont's Planning and Zoning Commission.

**People Productions**, a Boulder video production company, provided technical expertise and duplication services for 200 of Apple Computer's iPod Touch units for Gucci's Tattoo Heart campaign to benefit UNICEF.

**Macy's Inc.** is closing 11 of its underperforming stores, including its retail outlet at the Westminster Mall. The closing of the Westminster Macy's will result in 110 layoffs. The Macy's in Boulder at the Twenty Ninth Street retail district was not on the list of stores to be closed. Costs associated with these 11 store closings will be approximately \$65 million, most of which will be booked in fourth quarter 2008.

Five companies in the Boulder Valley have graduated from **The Boulder Innovation Center's** Natural & Organic Business Program. The Boulder-based nonprofit entrepreneurial support group's graduating class included **Altitude Spirits**, makers of Vodka 14; **Bhakti Chai**, a tea manufacturer; **Novaurora Skin Care**, a natural skincare producer; **The Organic Dish**, a creator of ready-to-eat organic meals; and **Simply Boulder**, a culinary sauce producer. The innovation center helps match startup companies with mentors in various facets of business such as finance,



COURTESY RON'S PRINTING CENTER

Ron Cheyney, owner of Ron's Printing Center of Longmont, has installed the Canon imagePRESS C7000 digital press, a short-run color printer of Canon Business Solutions Inc.

marketing and creating a business plan.

The Colorado Association of Homes and Services for the Aging in Denver announced that **Ehrhardt, Keefe, Steiner and Hottman PC** joined the association. EKS&H is a Denver-based accounting and business advisory firm with Boulder offices.

**Camp Bow Wow**, a Boulder-based doggie day-care franchise, was ranked No. 88 on Entrepreneur magazine's list of the "105 Fastest-Growing Franchises in North America." The company has more than 90 locations in the U.S. and Canada.

**Glass Doctor**, a Texas-based glass company with a Boulder franchise, was listed by Entrepreneur magazine as No. 277 in its 2009 "Franchise 500" list. The company, which serves the residential, automotive and commercial glass repair and replacement markets at more than 375 locations, was ranked No. 312 in 2008.

**LogRhythm**, a Boulder-based software company, has joined the Payment Card Industry Security Standards Council as a new participating organization. LogRhythm

will work with the council to evolve the PCI Data Security Standard and other payment card data protection standards.

The **Outdoor Industry Association**, based in Boulder, launched a nationwide initiative to strengthen specialty outdoor retailers in tough economic times. The OIA Retail Program involves training, education, research and business intelligence geared toward smaller, independent retailers with fewer than five stores.

The **PXI Systems Alliance** in Niwot added 14 new members in 2008, bringing its membership to 59. The Alliance is an industry consortium of companies that promote the PCI eXtensions for Instrumentation Standard.

**Renewable Energy Systems Americas Inc.**, a Broomfield-based developer and builder of wind-energy farms, has completed a \$350 million wind farm in Texas. The Hackberry Wind Project is in Shackelford County, Texas.

A project of **The Creative Alliance** in Lafayette was included in the "100s: Visual Ideas Logos & Letterheads" book, a part of a series of books aimed at stimulating

ideas. The work included was the alliance's corporate identity, Web site design and development, and other design work for Source Four Inc., a commercial furnishings company in Denver.

### GRANTS

**Cool Energy Inc.** has been awarded a \$500,000 grant from the National Science Foundation to help develop a way to provide heat and electricity to residences and small buildings via solar energy. The Boulder-based company, which specializes in solar energy technology, received the phase 2 Small Business Innovation Research grant for the project dubbed the SolarFlow System.

### CONTRACTS

**Emerald Forest Sugar Inc.**, a Broomfield-based maker of a natural sweetener, is now selling its sweetener at 725 Safeway grocery stores nationwide.

Lafayette-based microelectronics company **Sporian Microsystems Inc.** was awarded a contract through the Department of Defense to develop a wireless transmitter for the U.S. Army. The amount of the contract was not disclosed.

**BI Inc.**, a Boulder company, has been selected by the Virginia Beach Sheriff's Office to supply offender monitoring equipment and services for sentenced inmates who are released to the department's Home Electronic Monitoring and Work Release programs.

**Fellows Energy Ltd.**, a Broomfield-based oil and gas company, entered into an agreement with Copper King Mining Corp. to finance the Valle del Cura and Tuzgle-Tocomar advanced geothermal projects in the Andes Region of Argentina, recently acquired from Geothermia Andina SA, a private Argentine entity.

**Aegis Analytical Corp.**, a Lafayette-based manufacturing software company, signed a partnership with Excellis Consulting Corp., an IT consulting company specializing in business and integration services for Food and Drug Administration-regulated industries. Through the partnership, Excellis will provide advice and professional services for the implementation of Aegis' Discoverant software.

*Deadline to submit items for Business Digest is three weeks prior to publication of each biweekly issue. Mail to Editor, Boulder County Business Report, 3180 Sterling Circle, Suite 201, Boulder, CO 80301-2338; fax to 303-440-8954; or e-mail to [news@bcbr.com](mailto:news@bcbr.com) with Business Digest in the subject line. Photos submitted will not be returned.*

## DAILY from 2A

closed an \$11 million round of series B financing that will be used to acquire smaller transcription companies to double its size within the next year.

"By the end of this year we hope to be in approximately 20 to 25 different cities," said Robin Daigh, Boulder-based MD-IT's marketing and business development vice president. Right now, the company has offices in about 10 cities.

Daigh said by acquiring smaller transcription companies in various locations those companies still can serve their local clients while having more-advanced technology available from MD-IT.

MD-IT, which closed the round Dec. 24, 2008, has about 400 employees companywide, most of which are transcribers, and about 25 employees at its Boulder headquarters.

### LAVA to receive \$225,000

LONGMONT – The city of Longmont has approved \$225,000 for The Longmont Area Visitors Association from the city's lodgers' tax, if the tax generates \$300,000 this year as projected.

The 2 percent lodgers' tax is paid by visitors who rent rooms at hotels, motels and inns.

"If the projections are higher than \$300,000, we're still at that \$225,000 figure," Wheat said. "If the revenue doesn't meet projections, we only get 75 percent of the actual amount."

According to the contract, LAVA must work to attract conventions and events to the city, define the city's tourism message, start long-term planning for a future satellite visitors' center, attend two trade shows, produce three marketing brochures and develop its Web site.

### Newsgator receives Boulder VC

BOULDER – Two Boulder-based venture capital firms have helped Denver-based NewsGator Technologies Inc. raise \$10 million in its latest round of financing.

Mobius Venture Capital and Vista Ventures, both in Boulder, joined Cambridge, Mass.-based Masthead Venture Partners in the funding round for the Internet social and news networking solutions company.

All three venture capital firms previously have invested in NewsGator.

NewsGator said its fourth quarter 2008 revenues reached record highs but did not specify the amount. The company's Web widgets and social Web sites help media and brand companies syndicate their content. Its RSS aggregators deliver content via the Internet, desktop and mobile devices and e-mail.

### Ball Aerospace forms divisions

BOULDER – Ball Aerospace & Technologies Corp. has created two new business units to serve customers and styles

of contracting.

Dan Gibson was named vice president and general manager of the new Systems Engineering Solutions unit. Gibson, who has been a Ball employee since 1997, will be responsible for all operations and contract performance for that group.

Jim Oschmann was named vice president and general manager of the Antenna and Video Technologies unit. Oschmann, who has been with Ball since 2004, will be in charge of the strategy, acquisition and execution of the antenna, radio frequency and video technology programs for the U.S. defense needs.

### Rally acquires 6th Sense

BOULDER – Rally Software Development Corp. in Boulder has acquired the assets of a provider of an on-demand automated metrics collection and analysis solution for software development.

Terms of the deal were not disclosed.

The acquisition of Morrisville, N.C.-based 6th Sense Analytics' product capabilities and team of five experienced developers will build on Rally's recent product release to deliver more access to project data and easier ways to report progress and quality across the Agile development life-cycle, the company said in a statement.

"If you can't accurately measure software delivery, then you can't improve it," said Tim Miller, chief executive of Rally. "We're thrilled that we were able to take

advantage of this opportunity to incorporate 6th Sense Analytics' rich reporting capabilities to the Rally platform, as well as add a phenomenal development team to our staff." Rally currently employs about 140 workers.

### Array cuts jobs, spending

BOULDER – Array BioPharma Inc. has laid off 40 employees and plans to reduce research spending during the next two years.

Boulder-based Array eliminated primarily research and support jobs, which equates to about 10 percent of its work force.

Array plans to save \$10 million per quarter with the current job cuts and by reducing discovery research spending during the next two years, according to an Array press release.

The company hopes the changes will "help ensure sustainable growth through the current uncertain capital market conditions," according to the release.

### Sock company names CEO

BOULDER – Teko LLC, a Boulder-based maker of environmentally friendly performance socks, has named Chip Coe chief executive officer.

For seven years Coe served as chief operating officer of Steamboat Springs-based SmartWool Corp., which has an office in Boulder, until he retired in 2006.



## INTERNET SERVICE PROVIDERS

(Area providers serving Boulder and Broomfield counties ranked by total number of subscribers.)

RANK	PREV. RANK	Company Address Phone/fax	Total no. of subscribers Business subscribers/Residential subscribers	Set-up fee Basic svc. monthly cost Web hosting? Support availability	Highest bandwidth available	Services offered Security features	Person in charge Headquarters Year founded Web site
1	1	COMCAST 8000 E. Iliff Ave. Denver, CO 80231 303-930-2000/303-603-2077	14,700,000 N/A	\$49.95 \$24.95 Yes 24 hours, seven days	16 Mbps	McAfee virus protection, firewall, pop-up blocker, identity theft protection and parental controls.	Brian Roberts, CEO and President Philadelphia 1963 www.comcast.com
2	NR	QWEST COMMUNICATIONS INTERNATIONAL INC. 1801 California St., Suite 900 Denver, CO 80202-2609 800-899-7780/303-965-3050	2,800,000 N/A	Varies \$29.99 Yes 24 hours, seven days	20 Mbps	DSL, FTTN Windows Live service with protection firrwall, anti-virus, file backup, parental controls.	Edward Mueller, CEO Denver 1984 www.qwest.com
3	2	FRII 3350 Eastbrook Drive Fort Collins, CO 80525 970-212-0700/877-629-6627	7,842 2,951/4,891	Varies. \$5 Yes 24 hours, seven days	10 Gbps	Ethernet over Fiber, ATM DS3, ATM OC3, T1, DSL, dial-up, Web hosting, e-mail, Web development, online marketing MailArmory (spam and virus filter), monitored data center.	William (Bill) N. Ward, CEO and President Fort Collins 1995 www.frii.com
4	4	INDRA'S NET INC. 2525 28th St., Suite 136 Boulder, CO 80301 303-546-9151/303-546-6220	2,500 1,500/1,000	\$0 \$20 Yes Mon. to Thurs. 8 a.m.-8 p.m., Fri. 8 a.m.-6 p.m., Sat and Sun. noon-6 p.m.	1 Gbps MOE	DSL, dial-up, server colocation, Web development, design and hosting, T1, MOE. E-mail spam controller.	Joseph Ilacqua, CTO Boulder 1994 www.indra.com
5	6	E STREET COMMUNICATIONS INC. 3004 S. Fairfax St. Denver, CO 80222 303-584-0640/303-584-0652	2,200 1,200/1,000	\$0 \$15 Yes Mon. to Sat. phone and e-mail	7 Mbps	DSL, dial-up, T1, Bonded T1, Metro Ethernet Spam and virus filtering, basic security filtering for DSL clients.	Nick Voth, President Denver 1994 www.estreet.com
6	5	E.CENTRAL 2546 15th St. Denver, CO 80211 303-830-0123/303-377-7097	2,000 0/2,000	\$0 \$8.95 Yes Mon. to Fri. 7 a.m.-7 p.m.	7 Mbps	Dial-up, DSL, Web hosting Spam and virus filtering.	Don Bachner, CEO Denver 1995 www.ecentral.com
7	NR	FORETHOUGHT.NET 910 16th St., Suite 1220 Denver, CO 80202 303-228-0070/303-228-0077	1,800 600/1,200	Possible modem-purchase fees \$35 Yes Mon. to Fri. 8 a.m.-7 p.m., Sat 12 p.m.-5 p.m., plus 24 hour on-call support	100 Mbps	DSL, T1, Ethernet Spam filtering, modems are firewall protected.	Jawaid Bazyar, President Denver 1995 www.forethought.net
8	10	ROCKYNET INC. 1919 14th St., Suite 617 Boulder, CO 80302 720-932-7788/303-786-9102	1,000 1,000/0	Varies N/A Yes 24 hours, seven days	1,000 Mbps	T1, MOE, DS3 MailGuardian, an anti-spam software.	Paul Mako, CEO and President Boulder 1996 www.rockynet.com
NR	7	EARTHNET INC. 4735 Walnut St., Suite F Boulder, CO 80301 303-546-6362/303-546-0625	N/A N/A	\$15 or less \$19.95 N/A Phone support Mon. to Fri. 9 a.m.-5 p.m., e-mail support 24 hours, seven days	N/A	Dial-up, DSL Spam filtering.	Bahman Saleess, CEO and Paul Rennix, CIO Boulder 1994 www.earthnet.net
NR	NR	IRISH & REYNOLDS INC. P.O. Box 115 Nederland, CO 80466 303-258-3739/	N/A N/A	\$0-\$120 \$35-\$45/month No 24 hours, seven days	3000 Kbps	Fixed-point wireless Commercial firewall protecting the network. spam blocking, encryption, e-mail and Webmail.	Jeannie Reynolds, Co-owner and President and Matt Reynolds, CTO and Co-owner Nederland 2001 www.nednet.net
NR	12	LIVE WIRE NETWORKS INC. DBA LIVEWIRENET.COM 4577 Pecos St. Denver, CO 80211-0146 303-458-5667/303-458-5725	N/A N/A	Varies N/A N/A N/A	N/A	N/A N/A	James R. Hinsdale, CEO and President Denver 1990 www.livewirenet.com
NR	9	MAGNOLIA ROAD INTERNET COOPERATIVE P.O. Box 1671 Nederland, CO 80466 720-210-1969/	N/A N/A	N/A N/A N/A N/A	N/A	N/A N/A	George Watson, Managing Director Nederland 2001 magnoliaroad.net
NR	11	NEDERNET INC. P.O. Box 1244 Nederland, CO 80466 303-258-7922/	N/A N/A	N/A N/A N/A N/A	N/A	N/A N/A	Tanya Bokat, Owner Nederland 2001 www.nedernet.net

N/A: Not available.

Mbps: megabits per second. Gbps: gibabits per second. MOE: Metro Optical Ethernet. Kbps: kilobits per second.

If your company should be on this list, please request a survey by e-mailing research@bcbr.com or calling our research department at 303-440-4950.

SOURCE: BUSINESS REPORT SURVEY  
RESEARCHED BY Carol Maskus

## VoIP PROVIDERS

(Providers based in or with a major presence in CO ranked by total number of subscribers.)

RANK	PREV. RANK	Company Address Phone/Fax	Total no. of VoIP subscribers No. of VoIP business subscribers/No. of VoIP residential subscribers	Basic monthly cost E911 compliant in CO?	Revenues 2008 Revenues 2007	Public/Private Stock exchange: Stock ticker Headquarters	Person in charge Year founded Web site
1	1	COMCAST 8000 E. Iliff Ave. Denver, CO 80231 303-930-2000/303-603-2077	6,100,000 N/A	\$24.95 Yes	N/A \$7,300,000,000	Public Nasdaq: CMCSA Philadelphia	Brian Roberts, CEO and President 1963 www.comcast.com
2	2	CBEYOND INC. 3131 S. Vaughn Way, Suite 400 Aurora, CO 80014 866-424-5415/303-368-1191	42,463 42,463/0	\$495 Yes	N/A \$280,000,000	Public Nasdaq: CBEY Atlanta	James F. Geiger, Chairman, President and CEO 1999 www.cbeyond.net
3	4	UNITY BUSINESS NETWORKS 3900 E. Mexico Ave., Suite 900 Denver, CO 80210 720-227-0200/720-227-0220	8,500 8,500/0	\$399 Yes	\$5,100,000 \$4,000,000	Private Denver	Bob Paulsen, President 2003 www.unitybn.com
4	6	FRII 3350 Eastbrook Drive Fort Collins, CO 80525 970-212-0700/877-629-6627	1,822 1,822/0	\$18.95 Yes	\$5,900,000 \$5,400,000	Private Fort Collins	William (Bill) N. Ward, CEO and President 1995 www.frii.com
5 TIE	NR	PERFORMANCE ENHANCEMENTS INC. DBA PEI 5435 Airport Blvd., Suite 106 Boulder, CO 80301 303-786-7474/303-786-7822	1,400 1,400/0	Varies Yes	\$5,200,000 \$4,800,000	Private Boulder	Tim Krueger, President 1988 www.pei.com
5 TIE	7	REVEAL SYSTEMS INC. 1880 Industrial Circle, Suite D Longmont, CO 80501 303-827-2390/303-774-7160	1,400 1,400/0	\$25-\$35 Yes	N/A N/A	Private Longmont	Joe Yandrofski, Vice President, Internet Services 1994 www.revealbroadband.com
7	7	FORETHOUGHT.NET 910 16th St., Suite 1220 Denver, CO 80202 303-228-0070/303-228-0077	500 300/200	\$40 Yes	\$1,950,000 \$1,700,000	Private Denver	Jawaid Bazyar, President 1995 www.forethought.net
8	12	E STREET COMMUNICATIONS INC. 3004 S. Fairfax St. Denver, CO 80222 303-584-0640/303-584-0652	300 200/100	\$35 Yes	N/A N/A	Private Denver	Nick Voth, President 1994 www.estreet.com
NR	11	EVOLVE TECHNOLOGIES 250 Arapahoe Ave., Suite 102 Boulder, CO 80302 303-543-0470/303-543-0475	N/A N/A	N/A N/A	N/A \$2,900,000	Private Boulder	Doug Hanson, President 1995 www.evolvewithus.com
NR	9	INTERNET COLORADO 108 E. Tomichi Ave. Gunnison, CO 81230 970-641-0555/	N/A N/A	N/A Yes	N/A N/A	Private Gunnison	N/A 1994 www.internetcolorado.net
NR	10	ROCKYNET INC. 1919 14th St., Suite 617 Boulder, CO 80302 720-932-7788/303-786-9102	N/A N/A	N/A Yes	N/A \$3,000,000	Private Boulder	Paul Mako, CEO and President 1996 www.rockynet.com
NR	13	WISPTEL 31207 Keats Way, Suite 102 Evergreen, CO 80439 303-670-8400/	N/A N/A	N/A Yes	N/A \$2,200,000	Private Evergreen	Eric Tomaszewski, General Manager 2001 www.wispertel.com

N/A: Not available.

If your company should be on this list, please contact our research department to request a survey at 303-440-4950 or research@bcbr.com.

SOURCE: BUSINESS REPORT SURVEY  
RESEARCHED BY Carol Maskus



EXECUTIVE PLACEMENT COMPANIES

(Companies ranked by number of executive placements handled last fiscal year.)

RANK	PREV. RANK	Company Address Phone/Fax	No. of placements: 2008 2007	Local employees Local offices	Areas of specialization	Contingency/retainer Cities represented Largest accounts	Fee percentage Deposit per placement/search	Person in charge Headquarters Year founded Web site
1	1	ACCOUNTING PRINCIPALS/PARKER & LYNCH 1426 Pearl St., Suite 206 Boulder, CO 80302 303-473-0600/303-473-9489	250 170	5 1	Accounting and finance: direct-hire placements, contract-to-hire, consulting services, contract and temporary assignments.	Contingency Westminster to Fort Collins N/A	N/A N/A	Deborah Grass, Division Director Jacksonville, Fla. 1991 www.accountingprincipals.com, www.parkerlynch.com
2	5	GLOBAL RECRUITERS NETWORK 1200 28th St., Suite 302 Boulder, CO 80303 303-545-6600/303-545-6601	48 45	12 1	Renewable energy, sustainable industries, earth sciences and green architecture.	Both National N/A	N/A N/A	Chris Beck, President and Senior Search Consultant Downers Grove, Ill. 2003 www.grnboulder.com
3	6	INTEGRATED PEOPLE SOLUTIONS 10901 W. 120th Ave., Suite 300 Broomfield, CO 80021 303-998-0100/303-998-0400	20 24	5 1	Human resources consulting and retained executive search.	Retained National Waste Management, Benteler Automotive, Wrigley, Kaiser Permanente, Johns Manville	30 to 33 percent depending on volume First third as retainer.	Eric Pringle, Vice president Broomfield 2000 www.ipeoplesolutions.com
4	NR	MR BOULDER 4885 Riverbend Road, Suite F Boulder, CO 80301 303-447-9900/303-447-9536	14 N/A	3 1	RF engineering companies; RF wireless and microwave; executive management, mid-level management and engineering.	Both Local, national and international N/A	30 percent N/A	Jason Shirley, Owner Boulder 1976 www.mrboulder.com
5	3	HRMC INC. 2919 W. 17th Ave., Suite 200 Longmont, CO 80503 303-774-9445/303-774-9444	12 87	2 3	All levels of technical, non-technical management and individual contributor positions. High-tech, manufacturing and service industries.	Retainer, contract, modified contingency National contract N/A	N/A N/A	Robert Bowman, Manager Longmont 1988 www.hrmc.net
5	7	KUTT INC. P.O. Box 821 Louisville, CO 80027 303-440-4100	12 15	1 1	Printing industry.	Contingency National N/A	N/A N/A	Greg Neighbors, Partner Boulder 1971 www.kuttinc.com
NR	NR	LEADING EDGE MEDICAL SEARCH 6666 Gunpark Drive, Suite 200 Boulder, CO 80301 303-449-9300	N/A N/A	5 1	Medical device, biotechnology and health care.	50 percent retained, 50 percent contingency From start ups to Fortune 500 companies. Early stage VC-backed medical device companies.	25 to 33 % N/A	Roger Brooks, President Boulder 1989 www.leadingedgemedical.com
NR	NR	BOLDER PROFESSIONAL PLACEMENTS, A DIVISION OF BOLDER STAFFING INC. 555 Hwy. 287 Broomfield, CO 80020 303-465-5548/303-465-5517	N/A N/A	3 2	Direct and contract hire for executive, director, C-Level, management, accounting, operations, engineering, I.T., Manufacturing, Marketing, Sales, and many other technical and professional positions in all industries.	Contingency Metro Denver N/A	N/A N/A	Jackie Osborn; Nancy Chapple and Honey Beuf, Co-owners Boulder 1992 www.bp2recruiting.com
NR	NR	BRANCO SEARCH INC. P.O. Box 488 Niwot, CO 80544 303-652-8370/303-652-8369	N/A N/A	2 1	Permanent, contract only; food/durable goods, manufacturing companies, production, engineering, quality, distribution, general management.	Both National contract N/A	N/A N/A	Fran Boruff, Director Niwot 1972
NR	9	DONNELLY SEPP & ASSOCIATES 4450 Arapahoe Ave., Suite 100 Boulder, CO 80303 303-448-8846/303-516-9159	N/A 11	2 1	Hospitality, technology, financial services.	Both National contracts N/A	N/A N/A	James A. Cunningham, Managing Director New York 1996 www.donnellysepp.com
NR	8	COAST TO COAST EXECUTIVE SEARCH 9769 W. 119th Drive, Suite 14 Broomfield, CO 80021 303-464-1704/303-464-1553	N/A 12	1 1	Restaurants, hotels, clubs.	Both Local and national contract N/A	N/A N/A	Dennis Updyke, Principal Broomfield 1989 www.execsearch1.com
NR	NR	RESOURCEMFG <sup>①</sup> 1707 N. Main St., Suite 402 Longmont, CO 80501 303-772-7201/303-772-4669	N/A N/A	N/A N/A	Skilled manufacturing.	N/A N/A N/A	N/A N/A	Scarlett Kaari, Manager Dallas 1972 www.resourcemfg.com
NR	4	RESOURCEMFG <sup>①</sup> 2741 Mapleton Ave., Suite 1 Boulder, CO 80304 303-443-1700/303-939-0971	N/A 46	N/A 1	Clerical/administrative, accounting, call center, technical, executive search and direct-hire services.	Contingency Boulder, Westminster, Longmont, Loveland, Aurora, Lakewood, Colorado Springs N/A	N/A N/A	N/A Atlanta 1972 www.resourcemfg.com
NR	NR	SOS STAFFING 829 Main St., Suite 1 Longmont, CO 80501 303-772-7422/303-772-7353	N/A N/A	N/A 1	Executive searches nationwide for renewable energy, accounting and other professional placements.	N/A N/A N/A	N/A N/A	Tracy Roberts, Branch Manager - Direct Hire Consulting Longmont 1973 www.sosstaffing.com
NR	10	STRATEGIC HR SOLUTIONS (SHRS) 4430 Arapahoe Ave. Suite 135 Boulder, CO 80303 303-247-9500/303-247-9504	N/A 8	N/A 1	Executive and human resources.	Retainer National N/A	N/A N/A	Jean E. Imbler, Manager Boulder 2001 www.shrsnet.com

N/A: Not available.

① Formerly Staffing Solutions.

SOURCE: BUSINESS REPORT SURVEY  
RESEARCHED BY Beth Edwards

CLAIMS from 1A

bad actors.”

Reese was positively chomping at the bit to get at employers who use economic conditions to lay off what they perceive as problematic employees – ignoring the fact that financial and business rationale for laying off employees should be the yard mark for choosing who stays and who goes.

“Even if a company doesn’t have the layoffs, I’m seeing an increase in the number of disputes,” said Jude Biggs, an employment specialist with Holland and Hart of Boulder. She said most of her clients have opted to bring severance packages to the table, which means that outgoing employees sign away their rights to bring any future charges to bear against their former employers.

That tactic is even more important for many companies, attorneys said, because the cuts are going deep - including management personnel who in other times may have just gone out and gotten another job.

“If there is one thing I would emphasize it is to make sure you are working

with legal counsel, even a few minutes or hours can help you avoid very costly litigation,” Biggs said. “A lot of times I help employers make arrangement short of terminations: Close a plant for a week or two to spread the pain, so to speak. That way you can retain people for when things turn around.”

And the severity of the economic times is very much a factor in how layoffs should be handled, said the experts.

“I’m definitely seeing an up tick in litigation as a result of extensive layoffs and the inability of employees to find other work,” said Don Samuels, who chairs the Employment and Labor Practice Group at Holme, Roberts & Owen LLP of Boulder. “I’m telling (clients) to be very careful about how they handle layoffs – be sure they have legitimate business reasons and proper documentation to support those decisions.

“People are going to fight, and certainly a factor in the decision making is the extent to which they are not able to get employment. That causes them to

“Our charges have gone up dramatically. I will always tell a company if they are concerned (about impending layoffs) they should consult an attorney. I can only tell them about the law. I don’t know all the facts.”

Patricia McMahon

SPOKESWOMAN AND SMALL-BUSINESS OMBUDSMAN,  
DENVER FIELD OFFICE OF THE EEOC

focus on the circumstances of their leaving and get angry.”

At the EEOC about 60 percent of claims are found to be without cause, but even without litigation resolutions

can be expensive and drawn out because of low staffing levels at the office. Reese estimated that 90 percent of the people he talks to daily may have a good gripe but not a great case.

“We definitely are seeing more people coming in,” said Carmen Danielson, of counsel at Dietze and Davis PC of Boulder. She said most are concerned with severance packages and noncompete clauses and not necessarily with filing a discrimination complaint.

“I don’t think we’re going to see any marked increase in lawsuits or claims because people understand that the decisions that are being made are business related and therefore lawful,” Danielson said.

Businesses dealing with the situation are keeping information close to the vest. Three companies in the Boulder Valley that recently announced layoffs – Array Biopharma, Seagate and Aerogrow International – did not return phone calls.

Reese said treating your employees with dignity and respect you are likely to avoid problems in the future.



## COMPUTER TRAINING COMPANIES

(Companies in Boulder & Broomfield counties ranked by number of local employees.)

RANK	PREV. RANK	Company Address Phone/fax	No. of local employees No. of instructors	Types of software/programs taught	Target audience Course location Length of training	Teacher:student ratio Combined no. of years of instructors experience Cost per course	Person in charge Year founded Web site
1	1	<b>NEW HORIZONS COMPUTER LEARNING CENTERS</b> 11001 W. 120th Ave. Broomfield, CO 80021 303-285-1746/303-745-3608	60 22	Microsoft technical, Microsoft Office, graphic design and media, and several certifications.	Business, consumer, technical and end users. Onsite. One to five days.	1:10 or 1:20 N/A \$235 and up	Steve Chatman, General Manager 1999 www.nhcolorado.com
2	2	<b>MCAD TECHNOLOGIES INC.</b> 6610 Gunpark Drive, Suite 100 Boulder, CO 80301 303-527-0160/303-527-0159	24 4	SolidWorks essentials and advanced training courses; PDMEnterprise data management software.	Engineering industry. Onsite. Typically 16 to 32 hours.	1:5 N/A Varies.	Sue Evans, Owner and Partner 1989 www.mcad.com
3	3	<b>THE LINUX ETC COMPANY</b>  Louisville, CO 80027 303-604-2550/	10 4	Linux system and network administration as well as courses for Linux Professional Institute certifications.	Consumer/end-user, business. Varies. Varies.	1:8 N/A Varies.	Crawford Rainwater, Owner 1998 www.linux-etc.com
4	4	<b>COMM-TECH</b> 5398 Manhattan Circle Boulder, CO 80303 303-530-4976/303-245-8245	9 3	Autodesk reseller for Autocad, Civil and MAP software. Training in AutoCad-based engineering software. Courses offered: Basic Autocad, Civil and MAP.	End user, business, consumer and government. Onsite, client's site, online. One to four days.	1:6 40 \$395 to \$1,195	Mike Ontiveros, President 1992 www.ctcivil.com
5	5	<b>BOULDER DIGITAL ARTS LLC</b> P.O. Box 2161 Boulder, CO 80306 303-875-0276/	4 27	Complete resource for digital professionals, including classes and workshops in Web design, video production and digital photography; software training in Photoshop, Dreamweaver, InDesign, Final Cut Pro, Illustrator, Video Podcasting; also have a free online directory.	Business and consumer. Onsite, client's site. N/A	Usually 1:5 150 \$50 to \$450	Bruce Borowsky, Co-founder 2004 www.boulderdigitalarts.com
5	5	<b>CM IT SOLUTIONS</b> 808 S. Public Road, Suite 102 Lafayette, CO 80026 303-673-9994/303-952-8014	4 5	On-site technical support, training and troubleshooting for networked and standalone systems; training in MS Word, Excel, PowerPoint, Publisher, Access, ACT!, Outlook, QuickBooks, PhotoShop Elements, Constant Contact, PageBuilder, LinkedIn and small business marketing.	Small business. Varies. Varies.	1:5 90 \$59 to \$359	Susan Bateman, Owner 2002 www.cmitstudio.com
7	7	<b>DEVELOPINTELLIGENCE LLC</b> 580 Flying Jib Court Lafayette, CO 80026 303-395-5340/303-395-5340	3 20	Software development training across the software development lifecycle: OOAD, Java, .NET, PHP, and RIA/AJAX, Agile, RUP, and Unified Process. Training and seminars for software development managers and executives.	Software developers, business analysts, project managers, architects, managers, directors, executives. B-to-B and B-to-C. Onsite, client's site, online. One to 15 days.	1:8 50 Varies.	Kelby Zorgdrager, President 2003 www.developintelligence.com
8	8	<b>GOLDEN COMPASS</b> 13842 Legend Way, Unit 102 Broomfield, CO 80023 303-517-3584/	2 2	Michael and Sheryl are speakers and trainers covering the online world of Internet search, Web 2.0 business resources and other online topics.	Corporations, entrepreneurs, associations. Client's site. 45-minute keynotes to all-day and multi-day training sessions.	Varies. 14 \$3,500 per day - regardless of length of speech or workshop.	Michael Benidt, President 1999 www.goldencompass.com
8	8	<b>SHIFT 7 CONSULTING LLC</b>  Longmont, CO 80501 303-774-8202/303-774-0089	2 2	ACT! consulting, training and implementation.	Consumer/end user. Onsite, client's site, online. Varies.	Varies. 7 Varies.	Allison Yacht, Owner 2002 www.shift7consulting.com
10	10	<b>PC OBEDIENCE</b> 2020 Bluebell Ave. Boulder, CO 80302-8026 303-441-2900/	1 1	Word processing, spreadsheets, accounting, operating systems, presentation software, desktop publishing, personal information managers, Internet, all levels from novice to advanced.	Consumer/end user and businesses. Client's site. Varies.	1:1 25 Varies.	Diana Baranauskas, Owner 1990 www.pcobedience.com
NR	NR	<b>AEROWEBWORKS</b> 4329 Snowbird Ave. Broomfield, CO 80020 303-350-8000/720-294-1100	N/A N/A	Custom and template-based Web sites, Web hosting, Web site updates and maintenance, graphic design, training, technical support, Internet sales and marketing, and programming.	Consumer/end user. N/A N/A	Varies. N/A Varies.	Jeff Schultz, Director of Business Development 2000 www.aerowebworks.com
NR	NR	<b>AUTOEXEC SYSTEMS</b> 1408 Horizon Ave. Lafayette, CO 80026 303-666-6311/303-666-4292	N/A N/A	Hands-on computer training for most business software, database development, and computer consulting.	N/A N/A N/A	N/A N/A N/A	Mary Ann Grasser, Owner N/A N/A
NR	NR	<b>CU-BOULDER CENTER FOR ADVANCED ENGINEERING AND TECHNOLOGY EDUCATION</b> Engineering Center, 435 UCB Boulder, CO 80309 303-492-6331/303-492-5987	N/A N/A	Oracle database administration, Oracle developer, Cisco networking, Microsoft Dynamics AX, and project management courses.	Working professionals, business. N/A N/A	1:10 N/A Varies.	Lou Rutherford, Assistant Director 1911 caete.colorado.edu
NR	NR	<b>MACASSIST LLC</b> 4088 Dawn Court Boulder, CO 80304 303-245-0045/	N/A N/A	Macintosh operating system, train/tutor people and businesses in OS X and its applications.	Consumer, business. N/A N/A	Varies. N/A N/A	Mike McDaniel, Owner 1998 N/A

N/A: Not available.

If your company should be on this list, please request a survey by e-mailing [research@bcbcr.com](mailto:research@bcbcr.com) or calling our research department at 303-440-4950.

SOURCE: BUSINESS REPORT SURVEY  
RESEARCHED BY Carol Maskus

## NONPROFIT NETWORK

### BRIEFS

Students from **I Have a Dream of Boulder County** celebrated Martin Luther King Jr. Day on Jan. 19 by volunteering and participating in marches around Boulder County. The Boulder nonprofit provides educational opportunities for low-income youth.

**Community Cycles**, a Boulder-based bicycle advocacy organization, received help from more than 3,000 volunteers in 2008, who logged almost 12,000 volunteer hours, and 1,602 bikes were donated to the organization. The Community Cycles' Earn-A-Bike program saw 270 graduates.

Community Cycles also accepted a donation of approximately \$4,000 worth of parts and a check for another \$3,000 from Dave Batka, owner of bicycle parts distributor **Wheels Manufacturing** in Broomfield.

**Ehrhardt, Keefe, Steiner and Hottman PC**, a Denver-based accounting and business advisory firm with offices in Boulder, joined the Colorado Association of Homes and Services for the Aging in Denver.

**Boulder and Broomfield county** officials have received \$177,219 to supplement emergency food and shelter programs in the two counties. The counties are asking local emergency food and shelter

programs to submit applications to receive the funds. The deadline is 4 p.m. on Wednesday, Jan. 28. Contact Kelli Rucker, 303-444-4013 or [krucker@unitedfwayoothills.org](mailto:krucker@unitedfwayoothills.org).

**Social Venture Partners Boulder County**, a fund of **The Community Foundation** in Boulder, graduated **Colorado Youth Program** of Boulder and **Intercambio de Comunidades** of Boulder from its program. The program's mission is to strengthen the organizational capacity and sustainability of local nonprofits.

### FUNDRAISERS

**Complete Care Chiropractic PC** in Lafayette is offering sports physicals for students and giving 50 percent of the cost of the physical back to the school/organization of choice.

Boulder Mountainbike Alliance hosts its **BMA Annual Banquet** at 7 p.m. on Friday, Feb. 6, at the St. Julien Hotel & Spa, 900 Walnut St. in Boulder. This is an annual gathering/fundraiser for the Boulder cycling community. Contact: Herschel Goldberg at 303-570-9177 or [hhgoldberg@gmail.com](mailto:hhgoldberg@gmail.com).

### GOOD DEEDS

**BKMedia Group** of Longmont designed a Web site

for **Freeman Myre Property Advisors** of Niwot at no charge. The "Freeman Myre Corporate Challenge CTC Sunset 5K" race site details the annual race that pits businesses against one another to compete for "fastest company."

### GRANTS

**Canvastic LLC**, a Lafayette-based software company, is searching for school districts that are technology leaders nationwide. Districts will be awarded licenses of Canvastic version 3.5 valued from \$10,000 to \$200,000 or more. The company will make the award to any district that meets the qualification criteria. Visit [www.canvastic.com](http://www.canvastic.com).

**WOW! Children's Museum** in Lafayette received a \$1,000 award from **Precision Plumbing & Heating Inc.** of Boulder. The company is in the middle of a campaign to give away \$1,000 per month to local nonprofits.

**Access Counseling**, a Boulder-based psychotherapy organization, has been awarded \$1,000 from the **Wal-Mart** location in Broomfield. The money will be used to supply three new play-therapy rooms at Access Counseling's new Louisville site.

**The Dalbey Foundation** in Westminster granted \$50,000

to the **city of Boulder's Parks and Recreation Department** to add educational features to the bike park slated for construction at Valmont City Park later this year.

**Women's Health (Boulder Valley Women's Health Center)** in Boulder received a grant in the amount of \$50,000 over two years from The Colorado Health Foundation in Denver. The grant will help fund subsidized gynecology, family planning services and youth programs.

### MEETINGS

Adventure Rabbi presents **When Science Meets Religion: Intelligent Perspectives on Our World** from 7 to 8:30 p.m. on Wednesday, Jan. 28 in Boulder. An evening of discussion with Dr. Noah Finkelstein and Rabbi Jamie Korngold. Although this class is geared toward adults, children who wish to come with their parents are welcome. Cost: \$15. Contact: [www.adventurerabbi.org](http://www.adventurerabbi.org).

Boulder Ensemble Theatre Co. presents **Stop Kiss** running Feb. 12-28 at the Dairy Center for the Arts, 2590 Walnut St. in Boulder. Theater performance recommended for those ages 13+. Cost: \$15 to \$20. Contact: 303-665-1841 or [boulderensembletheatrecompany@gmail.com](mailto:boulderensembletheatrecompany@gmail.com).



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# NATURAL & ORGANIC PRODUCTS BIZ

## BIC graduates thrive in down economy

*Natural Organic Business Program fosters economic development with alumni*

BY LYLA D. HAMILTON

Business Report Correspondent

BOULDER — Four area firms that graduated last October from the Natural and Organic Business Program of the Boulder Innovation Center are today setting sales records.

“For them to be able to do that in a contracting economy reflects the value of good advice and hard work,” said Eric Gricus, the center’s director of client development.

The companies are Novaurora Organic Skin Care LLC, Altitude Spirits Inc., a producer of organic vodka; the Organic Dish LLC, which creates ready-to-cook organic meals; and Simply Boulder Foods LLC, which makes gluten-free sauces.

Gricus characterized the center’s program as custom consulting. Participating companies have bootstrapped their operations and achieved some market recognition in the form of sales of their products or services.

Public agencies and private firms fund the center.

The business program offers access to industry experts drawn from the center’s database of more than 500 volunteers in industries that are key to the area’s economic development. Among the luminaries who advise clients in the natural and organic products industry are Cecilia Atkinson, general manager of Celestial Seasonings, Steve Demos, founder of WhiteWave Foods Co., and Mark Retzl-off, whose credits include Wild Oats and Aurora Organic Dairy.

Engagements average about four months. The fee for Boulder-area clients is \$750 per month. Clients based outside the region pay \$1,200 per month.

Seth Mendelsohn, founder of Simply Boulder, was skeptical at first about the value of working with the center. “My company was moving forward. I had done a lot of planning,” he said. “I didn’t see a need. The firm wasn’t in crisis.”

The first session with his team of industry experts changed his mind. “I realized how many unanswered questions I had about marketing strategy, finance and manufacturing,” he said.

The program propelled Simply Boulder’s growth, he added. “Without it, the company would be completely different, and business would not be as good.”

For Matt Baris of Altitude Spirits, work with the center led to better use of key metrics.



MICHAEL MYERS

Pamela Lambert, owner of Novaurora Organic Skin Care LLC, shows some of her company’s organic skin-care products. Novaurora participated in the Natural and Organic Business Program at the Boulder Innovation Center and explored finance and marketing issues intertwined with her personal goals and business model.

“We integrate the data into how we act,” he said. Instead of adopting a “sell as much as we can” mindset, the company establishes goals and talks with distributors about how to achieve them. “We have a much more serious, goal-driven mentality,” Baris added.

The company, which had just one employee during the first 18 months of its existence, has five employees as it approaches its fourth birthday.

Companies often have questions about funding, Gricus said. Owners may have done all they can with capital raised from friends and family. Before embarking on a search for outside funding, he said, owners need to understand the implications. The vision of a family-owned business that will pass to the next generation, for example, may be incompatible with capital from angel investors.

Although not currently on the hunt for outside investors, Mendelsohn had his advisory team make sure he was keeping records appropriate for future financing requests. “As a result, I now have better spreadsheets for cash-flow analysis,” he said. “I hadn’t been on top of that.”

Pamela Lambert, owner of Novaurora, explored finance and marketing issues intertwined with her personal goals and business model. A fresh look at the company’s operations revealed

“It was a relief to realize that I could build a flourishing business on a different model.”

**Pamela Lambert**

OWNER,  
NOVAURORA ORGANIC SKIN CARE LLC

that she devoted considerable time and energy to retail store sales. Meanwhile, Internet sales accounted for much of the firm’s income.

“The information is there, but you may not know how to look at it,” she said.

Lambert also determined that the business model of moving products through a national distribution network required extensive travel. That conflicted with her other commitments and values. She chose to focus instead on local retail and Internet sales.

“It was a relief to realize that I could build a flourishing business on a different model,” Lambert said.

She said the program provided a reality check while allowing her to hold onto the inspiration that led her to start the company.

Toby and Beckie Hemmerling, owners of the Organic Dish, focused on their

strategic vision.

While managing day-to-day operations and growth, Toby Hemmerling said, “we need to keep in mind where we want to be in six to 12 months.”

The company strives to be a responsible employer, creating an environment in which employees thrive and want to work. The owners are also mindful of the company’s impact on the community and especially the waste it produces.

The center offers “an amazing array of resources,” Toby Hemmerling noted.

Program manager Julie Dye assembled an advisory team and facilitated meetings for Organic Dish. “She was invaluable,” Toby Hemmerling said. “She kept us on focus and helped us make the best use of the time.”

For those considering engaging the center, he suggested, “to go with a specific need. Define what you need so you know when you’ve gotten it.”



EXISTING HOME SALES

December 2008 Statistics						Year-to-Year Comparison													
Location	Total# Sold	Inventory	Avg.Sales Price	Avg.Days to Contract	Median Sales Price	Location	Total # Sold			Average Sales Price			Location	Average Days to Contract			Median Sales Price		
							12/01/06-11/30/07	12/01/07-11/30/08	%chg	12/01/06-11/30/07	12/01/07-11/30/08	%chg		12/01/06-11/30/07	12/01/07-11/30/08	%chg	12/01/06-11/30/07	12/01/07-11/30/08	%chg
Boulder	42	304	\$736,452	66	\$600,000	Boulder	934	758	<18.8>	\$622,391	\$651,837	4.7	Boulder	68	65	<4.4>	\$551,375	\$538,000	<2.4>
Broomfield	17	158	\$342,106	70	\$297,190	Broomfield	399	358	<10.3>	\$384,849	\$389,341	1.2	Broomfield	92	86	<6.5>	\$310,000	\$338,000	9
Erie	16	126	\$320,194	98	\$279,965	Erie	307	310	1	\$350,156	\$351,075	0.3	Erie	89	90	1.1	\$300,000	\$306,645	2.2
Lafayette	13	106	\$337,465	100	\$310,000	Lafayette	323	253	<21.7>	\$399,701	\$355,837	<11>	Lafayette	76	81	6.6	\$315,500	\$311,500	<1.3>
Longmont	63	422	\$205,454	67	\$179,768	Longmont	1120	1027	<8.3>	\$280,723	\$256,166	<8.7>	Longmont	87	78	<10.3>	\$240,000	\$220,000	<8.3>
Louisville	7	52	\$332,532	71	\$305,000	Louisville	252	207	<17.9>	\$390,078	\$393,035	0.8	Louisville	46	45	<2.2>	\$355,000	\$352,500	<.7>
Superior	6	32	\$402,316	119	\$350,000	Superior	172	126	<26.7>	\$412,929	\$435,949	5.6	Superior	58	59	1.7	\$382,500	\$405,000	5.9
Mountains	20	269	\$494,973	133	\$214,000	Mountains	315	262	<16.8>	\$447,613	\$431,202	<3.7>	Mountains	120	122	1.7	\$350,000	\$365,000	4.3
Plains	12	246	\$725,425	87	\$625,000	Plains	429	305	<28.9>	\$672,691	\$628,919	<6.5>	Plains	89	83	<6.7>	\$509,750	\$480,000	<5.8>
Total	196					Total	4,251	3,606											

EXISTING CONDO & TOWNHOME SALES

December 2008 Statistics										Year-to-Year Comparison									
Location	Total# Sold	Inventory	Avg.Sales Price	Avg.Days to Contract	Median Sales Price	Location	Total # Sold			Average Sales Price			Location	Average Days to Contract			Median Sales Price		
							12/01/06-11/30/07	12/01/07-11/30/08	%chg	12/01/06-11/30/07	12/01/07-11/30/08	%chg		12/01/06-11/30/07	12/01/07-11/30/08	%chg	12/01/06-11/30/07	12/01/07-11/30/08	%chg
Boulder	34	343	\$262,066	108	\$225,000	Boulder	790	727	<8>	\$281,043	\$298,087	6.1	Boulder	74	74	0	\$240,000	\$247,900	3.3
Broomfield	3	24	\$238,295	213	\$234,000	Broomfield	101	83	<17.8>	\$234,231	\$217,504	<7.1>	Broomfield	126	136	7.9	\$237,000	\$214,699	<9.4>
Erie	1	20	\$202,169	75	\$202,169	Erie	46	25	<45.7>	\$269,903	\$254,323	<5.8>	Erie	122	107	<12.3>	\$205,000	\$180,823	<11.8>
Lafayette	8	25	\$187,975	101	\$204,900	Lafayette	155	115	<25.8>	\$198,018	\$181,355	<8.4>	Lafayette	82	91	11	\$195,000	\$168,000	<13.8>
Longmont	11	128	\$155,945	120	\$144,000	Longmont	232	235	1.3	\$193,091	\$188,235	<2.5>	Longmont	114	108	<5.3>	\$182,000	\$169,500	<6.9>
Louisville	3	24	\$182,633	89	\$212,900	Louisville	90	56	<37.8>	\$216,198	\$217,921	0.8	Louisville	77	84	9.1	\$211,500	\$207,000	<2.1>
Superior	1	18	\$231,000	104	\$231,000	Superior	48	44	<8.3>	\$198,498	\$218,129	9.9	Superior	98	85	<13.3>	\$184,000	\$212,500	15.5
Mountains	0	0	0	0	0	Mountains	1	1	0	\$92,000	\$26,000	<71.7>	Mountains	99	105	6.1	\$92,000	\$26,000	<71.7>
Plains	2	25	\$160,950	105	\$134,900	Plains	96	59	<38.5>	\$194,456	\$206,848	6.4	Plains	92	103	12	\$166,450	\$192,500	15.7
Total	63					Total	1,559	1,345											

For more information contact: Kenneth Hotard 303.442.3585 • khotard@barastaff.com Datasource: IRES-Information Real Estate Services

# Apartment complex in Boulder sells for \$20.9 million

BOULDER — A 161-unit apartment complex on the northeast corner of Iris Avenue and 28th Street in Boulder has been sold for \$20.9 million.

Denver-based Griffis Group of Cos. LLC purchased The Boulders Apartments from Boulder-based W.W. Reynolds Cos. and Lee Real Estate, which partnered to build the units in 1993.

“Boulder has always been an attractive rental market,” said Tom Barta, chief financial officer of Griffis. Apartment investments won’t be immune to the economic downturn, he said, but “we think it will hold up better than other assets classes.”

This is Griffis’ first investment in the Boulder Valley. It owns three other apartment properties in Denver and four in Colorado Springs. Barta said the recent purchase in Boulder is part of an apartment-only private equity fund run by the company.

Barta said the new owners are planning for some upgrades to the one- and two-bedroom units, which are 94 percent leased. The 145,000-square-foot apartment complex also includes a clubhouse, gym, pool and spa.

**DOWNTOWN SALE:** The Pearl Street Mall building housing Art Mart at 1222 Pearl St. has been sold for \$3,025,700.

FNF REC 540 LLC, headed by local developer Stephen Tebo, purchased the 17,856-square-foot building from Wells Fargo Bank, according to Boulder County

public records.

Tebo called the property a prime location on the Pearl Street Mall, and he is evaluating options for the building. Art Mart, a local artist and gift store, will continue to lease space in the building on a month-to-month basis, he said.

The building has 10,856 square feet of retail space and 7,000 square feet of unfinished space.

Tebo has purchased two other downtown Boulder buildings as of late. In August, he purchased the 5,420-square-foot former Tom’s Tavern building at 1047 Pearl St. for \$2.1 million. And in September, Tebo purchased the 7,380-square-foot Perry’s Shoe Shop and The Attic Bar & Bistro building at 949 Walnut St. for \$1.6 million.

The local developer also is completing his mixed-use project with 26 luxury residences at 1095 Canyon Blvd. called The Arête.

**PROJECTS REVIEWED:** The Boulder City Council gave its go-ahead for a new Walgreens store along 28th Street but voted down a proposal to redevelop the former Robb’s Music Store along Canyon Boulevard.

The new 14,800-square foot Wal-

greens at 2870 28th St. would replace several older retail buildings on the property, near the southeast corner Valmont Road and 28th Street. The national pharmacy store would feature a drive-thru pharmacy pickup.

Council voted 6-3 to approve the development, with members Macon Cowles, Crystal Gray and Lisa Morzel voting against the measure.

Council was less friendly to the proposed redevelopment of the former Robb’s Music Store property at 1580 Canyon Blvd. It voted 6-3 against the project, which would have replaced the existing 11,122-square-foot retail store with a new 28,100-square-foot, four-story, retail and residential mixed-use building. 1580 Canyon Development LLC headed by Patrick Decicco of the Boulder Map Gallery is developing the project.

Council members Cowles, Angelique Espinoza and Ken Wilson were in the minority favoring the project.

Members voting against the project said they were wary of the building’s 54-foot height near a residential neighborhood.

**ROUND TWO:** The city’s planning board gave its second OK in two years to a mixed-use, co-housing redevelopment of the former Washington School at 1215 Cedar Ave. in Boulder.

By a 4-1 vote, the board approved the revised project after neighbors in the area successfully petitioned against the first approved plan in 2007. Boulder’s

city council will have 30 days to review the planning board’s decision, and decide whether to call up the project for a vote, or let it proceed.

Boulder-based Wonderland Hill Development Co. is looking to redevelop the 3-acre former elementary school property, which it purchased in April 2008 for \$4.1 million.

The first plan called for 40 homes totaling 44,316 square feet, and 6,854 square feet of office and retail space. The new plan reduces the size of the project, calling for 33 homes totaling 37,199 square feet, and 2,950 square feet of office space. The reduction bumped the amount of open space percentage from 48 percent to 59 percent of the property - well more than the 20 percent required by the city.

Some neighbors at the meeting still complained about building height - 46 feet along Broadway - and lack of useable open space, some of which is being taken by a retention pond.

**OFFICE PURCHASE:** Boulder Community Hospital purchased a 5,900-square foot office building near its Foot-hills campus for \$1.55 million.

Knudson Gloss Architects & Planners sold the building at 4820 Riverbend Road to the hospital and will lease back the space. Hospital officials said the purchase was to allow for future growth. A year ago, the hospital bought a 3,500-square-foot office nearby at 4800 Riverbend Road for \$1.5 million.

➤ See **Real Estate, 27A**



Chris Sansone, Tim Conarro and B. Scot Smith with The Colorado Group helped broker the latest deal.

**BOULDER LEASES:** Public relations firms Metzger Associates LLC signed a lease to relocate its office from 885 Arapahoe Ave. to 5733 Central Ave. The company will lease 4,607 square feet of space at the new location in east Boulder. Chris Boston, Ashley Overton and Dan Ferrick helped broker the deal.

\* Gindi Gourmet LLC, doing business as Gindi Café, signed a lease for 1,385 square feet of retail space at The Peloton. Becky Gamble and Hunter Barto with Dean Callan & Co. helped broker the deal.

#### LONGMONT

**LARGE LEASE:** A Michigan-based foams and plastics company has signed a deal to sublease about 70,000 square feet of manufacturing and warehouse space at 1800 Pike Road in Longmont.

Creative Foam Corp. is expanding to the market to be a supplier to alternative energy company Vestas Wind Systems A/S, according to the brokers involved in the real estate deal. Vestas is constructing a wind turbine blade plant in Windsor northeast of Longmont and a nacelle assembly plant and blade factory in Brighton southeast of Longmont.

Creative Foam officials declined to comment about the deal, or how many jobs would be coming to Longmont.

#### BARNES & NOBLE *Construction under way*



DAVID CLUCAS

Crews with Catamount Constructors Inc. have begun building the framework for a new two-story, 30,500-square-foot Barnes & Noble bookstore at the Crossroad Commons shopping center at 30th and Pearl streets in Boulder. The \$1.38 million project will allow the Barnes & Noble to move from its current location next door to Whole Foods. The grocery will then expand into the bookstore's former space.

The company is subleasing the space in the 103,106-square-foot building from Tegrant Protexic Brands through 2011.

Longmont Area Economic Council President and Chief Executive John Cody couldn't comment specifically on the Creative Foam deal, but said 2008 and the start of 2009 have been strong

for Longmont commercial and industrial real estate.

"Our vacancy rates dropped 3.2 percent to about 14 percent, with 1.2 million square feet available in 2008, not including this latest deal," Cody said.

Despite the 187 jobs lost with Seagate's announced reduction on Jan. 14, Cody

said several companies — announced and unannounced — have said they would add about 250 jobs in 2009.

Kirk Vanino and Dawn McCombs at Cushman & Wakefield of Colorado represented Creative Foam. Mike Wafer and Bruce Mawhinney at Grubb & Ellis represented Tegrant in the real estate deal.

#### LAFAYETTE

**ANIMAL HOUSE:** A local veterinarian has purchased a building in Lafayette to move his business there, along with several other animal-related companies.

Landry Properties LLC, headed by Robert Landry, purchased the 15,864-square-foot retail building at 287 U.S. 287 for \$1.8 million, according to Boulder County public records. The building near the southwest corner of the Baseline Road intersection used to house Pro Skate.

Landry said he plans to move his Mountain Ridge Animal Hospital and Pain Management Center to the new building in April after remodeling work is complete. The building also will house the Lafayette Animal Emergency Clinic, the Rover Retreat dog day-care center and Bark Avenue, a pet food and retail store.

Landry said he likes the idea of all the businesses being complementary pet and animal services.

"The businesses will all feed off each other," he said.

Contact writer David Clucas at 303-440-4950 or e-mail [dclucas@bcbr.com](mailto:dclucas@bcbr.com).



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**OPINION**

**SO, YOU HAVE SOME EXTRA SPACE TO LEASE  
IN DOWNTOWN BOULDER... WHAT CAN YOU DO?**

TRY EXPANDING THE  
DEFINITION OF "MIXED-USE..."



RENT THE SPACE TO  
A SIGN COMPANY...



SUDDENLY, A QUASI-LEGAL  
STRIP CLUB DOESN'T SOUND  
LIKE SUCH A TERRIBLE  
TENANT, DOES IT?



# How local businesses in Boulder Valley will be able to withstand the recession

**H**ow Boulder and Broomfield counties survive the current national recession is an open question, of course. Economists say that the U.S. economy has already been in recession for more than a year, with little sign of a rebound. Whereas some predict toward recovery in the second half of 2009, others warn that the recession could extend for three to five years.

What will be the fate of our two counties?

We're not immune, certainly. Signs of a slowdown are clear in banking, real estate, construction, automobile sales, technology, manufacturing, retail, services and government. ConocoPhillips has postponed its plans for a new renewable-energy campus in Louisville by a year. Layoffs abound at companies such as Crocs Inc., with companies in all industries reducing their work forces, or seeking other ways to trim expenses. "Cautious" is a modifier that could be applied to almost every business.

But how bad will it get? There are reasons to believe that the Boulder Valley will fare better than many parts of the country. It already looks much better than economies that felt the housing crunch much more deeply.

University of Colorado economist Rich Wobbekind, speaking at the Boulder Economic Council's economic forecast event Jan. 14, highlighted some reasons that Boulder might fare better than many other regions, and I've added a couple of my own.

• One big advantage, Wobbekind said, is the region's high concentration of professional-services workers, especially in the legal and accounting professions. Not only

are those jobs high paying, but if you're also looking for niches that are recession-proof, they're at the top of the list.

• Housing in our region, especially the city of Boulder, did not show the steep appreciation that could be seen in areas such as Las Vegas or Phoenix, or much of California or Florida. True, pockets of weakness and high foreclosures have appeared in Longmont and elsewhere, but overall, the real estate market has been much stronger. Chalk up some of that insulation to the open-space programs that help the city of Boulder avoid spikes in building permits.

• The clean-energy sector is one that will garner increasing attention on the national stage. President Barack Obama and Congress will pump billions of dollars into renewable energy, and few parts of the country are better poised to capture some of those dollars than the Front Range of Colorado. Watch for more activity from federal laboratories such as the National Renewable Energy Laboratory in Golden, and other labs right here in Boulder.

• The University of Colorado will have to weather more devastating budget cuts in the years ahead, but its presence in Boulder still represents a huge economic driver for the local economy, Wobbekind said. Ditto for federal labs such as the National Center for Atmospheric Research, the National Oceanic and Atmospheric

Administration, the National Institute of Standards and Technology and others. These are good, high-paying jobs that will help Boulder and its neighbors withstand economic downturns.

• Wobbekind pointed out that the Boulder area's quality of life and highly skilled work force will keep companies wanting to locate here. Perhaps they'll want to take advantage of any bargain deals that might crop up in the commercial real estate sector.

• Another note: This region enjoys a wealth of companies in the outdoors sector, which the Boulder-based Outdoor Industry Associations said tends to be recession-resistant. Although no sector will be immune from the downturn, it helps that people wanting more-affordable vacations or recreation might stick closer to home.

• Entrepreneurship ranks among the Boulder Valley's greatest strengths. The wealth of new ideas, especially in technology but also in consumer products, natural products, et al, truly amazes me. New companies are bound to spring up that will help absorb some of the impact of job losses.

At various speaking engagements over the years, I've used a few old jokes about economists, authors unknown. One is that there are two types of economists: those who cannot predict economic trends and those who do not know they cannot predict economic trends. Another is that if you laid every economist in the world end to end, they still would never reach a conclusion.

Neither will I, other than to offer these thoughts on Boulder's ability to withstand the recession: Escape it? No. Fare better than other parts of the country? Probably.

Christopher Wood can be reached at 303-440-4950 or via e-mail at cwood@bcbr.com.



**PUBLISHER'S  
NOTEBOOK**

Christopher Wood



## CALENDAR

### JANUARY

**24 The DaVinci Institute** presents Management by Strengths Boot Camp, from 8:30 a.m. to noon, Wolf Law Building, 2450 Kittredge Loop Road in Boulder. Teambuilding workshop that will help you quickly master the communication skills needed to accelerate collaboration, persuade more effectively, and bring out the best in others. Cost: \$79 members, \$119 guests. Contact: Deb Frey at 303-666-4133 or deb@davinciinstitute.com.

Whole Foods Market presents **Grand Re-opening Celebration**, from noon to 4 p.m., Arapahoe Avenue and Broadway in Boulder. Food, music, prizes and games with performances from Chicken Noodle Funk and Boulder High School. The first 100 people to arrive get a shopping bag full of goodies. Contact: www.wholefoods.com.

**25 PLAN-Boulder County's Annual Dinner**, starting at 5 p.m., A Spice of Life Event Center, 5706 Arapahoe Ave. in Boulder. Tom Plant will speak on Colorado's New Energy Economy. Contact: www.planboulder.org.

**26** Boulder Digital Arts presents **CSS Based Web Design - Part 1**, from 6 to 9 p.m., 2510 47th St., Suite 202, in Boulder. Learn how CSS can separate look from content and make your site code smaller and more nimble. Cost: \$120 members, \$145 guests. Contact: Kira Woodmansee at 720-331-5940 or events@boulderdigitalarts.com.

The Colorado Women's Chamber of Commerce presents **Women's Chamber Job Fair**, from 1 to 4 p.m., Wells Fargo, 1700 Lincoln St. in Denver. Showcases career opportunities from member businesses. Cost: Free and open to the public. Contact: www.cwcc.org.

**27** Boulder Digital Arts presents **Image Design Essentials**, from 6 to 9 p.m., 2510 47th St., Suite 202, in Boulder. This workshop will review the fundamentals of composition and teach you what makes strong images strong and weak ones weak. You'll learn how to use geometry, color, proportion, and dominance to make a still or moving image grab hold of the viewer. Cost: \$50 members, \$70 guests. Contact: Kira Woodmansee at 720-331-5940 or events@boulderdigitalarts.com.

**Boulder Green Drinks**, starting at 5 p.m., the b.side Lounge, 2017 13th St. in Boulder. An informal networking group of people interested in improving the environment. Cost: Free. Contact: bryan@ecogreenoffice.com.

Colorado Department of Revenue presents **Advanced Sales/Use Tax Class**, from 1 to 4 p.m., Martin Luther King Library, 9898 E. Colfax Ave. in Aurora. For current or previous business owners with sales/use tax knowledge, and/or those who have attended the Sales/Use Tax Class for Beginners. Cost: Free. Contact: www.TaxSeminars.state.co.us.

The Boulder Small Business Development Center presents **Making the Initial Contact: Getting Hold of the Decision Maker**, from 2 to 5 p.m., 2440 Pearl St., in Boulder. Steve Parry of Sales Productivity Consultants Inc. shares valuable tips to complete this crucial step in the sales process. Cost: \$35 Chamber members, \$45 guests. Contact: www.bouldersbdc.com.

**28** Boulder Digital Arts presents **CSS Based Web Design - Part 2**, from 6 to 9 p.m., 2510 47th St., Suite 202, in Boulder. Learn how CSS can separate look from content and make your site code smaller and more nimble. Cost: \$120 members, \$145 guests. Contact: Kira Woodmansee at 720-331-5940 or events@boulderdigitalarts.com.

**29** Boulder Digital Arts presents **Marketing with Social Media**, from 6 to 9 p.m., 2510 47th St., Suite 202, in Boulder. Covers the basics of social media marketing and gives you a better handle on using social media to promote your own brand or organization. Cost: \$50 members, \$70 guests. Contact: Kira Woodmansee at 720-331-5940 or events@boulderdigitalarts.com.

TiE Rockies presents **Operating in a Global Economy: Focus on India and the US**, from 5:30 to 8 p.m., PPA Event Center, 2105 Decatur St. in Denver. Former Ambassador to India, Frank Wisner, will discuss where we go next to realize the full potential of a world-class relationship between India and the U.S. Cost: Members free, \$35 guests. Contact: Jennifer Espinoza at 303-459-4869 or programs@rockies.tie.org.

**31** Boulder Digital Arts presents **Getting Started with Flash - Part 1**, from 9 a.m. to noon, 2510 47th St., Suite 202, in Boulder. This workshop covers the basics of working with this popular and powerful software. Cost: \$50 members, \$70 guests. Contact: Kira Woodmansee at 720-331-5940 or events@boulderdigitalarts.com.

Boulder Digital Arts presents **Getting Started with Flash - Part 2**, from 1 to 4 p.m., 2510 47th St., Suite 202, in Boulder. This workshop will cover dynamic Flash properties, integrating Flash elements into Web sites, and many other aspects of this powerful application. Cost: \$50 members, \$70 guests. Contact: Kira Woodmansee at 720-331-5940 or events@boulderdigitalarts.com.

### FEBRUARY

**2** The DaVinci Institute presents **Night with a Futurist**, from 6:30 to 9 p.m., MADCAP Theater, 10679 West-

minster Blvd. in Westminster. Topic is "The Coming Data Tsunami." Discusses cloud computing. Cost: Members free, \$25 guests. Contact: Deb Frey at 303-666-4133 or deb@davinciinstitute.com.

**3** The Boulder Small Business Development Center presents **Qualify, Close, and Present: Systematic Selling**, from 2 to 5 p.m., 2440 Pearl St., in Boulder. Develop your strategy with Steve Parry of Sales Productivity Consultants to determine early in your sales process if there is a reason to do business, if the prospect has budget to spend, and if their decision process meets the company's criteria. Cost: \$35 Chamber members, \$45 guests. Contact: www.bouldersbdc.com.

**4** Boulder Digital Arts presents **Getting Started With Outdoor Filmmaking**, from 6 to 9 p.m., REI, 1789 28th St. in Boulder. Covers essential equipment, how to capture good video and audio in poor conditions, how to tell a good story with a beginning, middle and end, basic editing ideas to get you on the right track, tips on working in extreme environments and more. Cost: \$35 members, \$45 guests. Contact: Kira Woodmansee at 720-331-5940 or events@boulderdigitalarts.com.

**9** Boulder Digital Arts presents **Video Storytelling in the Real World**, from 6 to 9 p.m., 2510 47th St., Suite 202, in Boulder. This course will cover holding the camera steady, getting close-ups, exposure control, and understanding white balance and color temperature. Cost: \$50 members, \$70 guests. Contact: Kira Woodmansee at 720-331-5940 or events@boulderdigitalarts.com.

**10** Boulder Green Building Guild presents **BGBG Residential Brown Bag Series**, from 11:30 a.m. to 1:30 p.m., REI Community Room, 1789 28th St. in Boulder. Topic is Green Roofs. R.S.V.P. requested. Cost: Free. Contact: www.bgbg.org.

### WEEKLY

**Boulder Lunch Group**, a no-agendas networking group for young professionals, meets weekly for lunches, happy hours and other events. Contact Dan Khadem at dan@lunchgroup.net or visit www.lunchgroup.net.

### Monday

**Foothills Kiwanis Club**, a group of professional businessmen dedicated to community service, meets from 7 to 8 a.m. in the community room at La Hacienda Restaurant, 1606 Conestoga Court, just northwest of 55th Street and Arapahoe Avenue in Boulder. Call 303-499-6869.

The **Boulder Chamber of Commerce Leads Group** meets from 9 to 10 a.m. and 11 a.m. to noon at the Chamber Center, 2440 Pearl St., Boulder. Call 303-442-1044.

**The Boulder Valley Business Leads Group** meets the first and third Monday's of each month, 11:30 a.m. to 1 p.m. at 2595 Canyon Blvd. in Boulder. Call Betsy Miller at 303-449-8447.

**One Business Connection Leads Group** meets every other week from 11:45 a.m. to 1 p.m. at Treppeda's in Niwot. Contact Donna Walker at 303-931-1144 or Greg Petri at 303-665-6447 for details. Cost: \$5.

**Boulder Chamber Leads Group** meets every week from noon to 1 p.m. at the Chamber Building, 2440 Pearl St. in Boulder. Call Charlie Fitzsimmons at 303-875-7148 or visit www.boulderbgn.com.

**Longmont Job Seekers** meets every week from 4:30 to 6:30 p.m. at Central Presbyterian Church at 402 Kimbark St., Longmont.

**Embracing the Midlife Passage**, meets 6:30 to 8:30 p.m. This support group is for women over 40 who want to explore, share and celebrate the issues of this significant transitional time. Cost: \$30 per week. Limit eight women. Contact Lynne Foote, M.A., L.P.C., at 303-447-2987.

The **Les-Bi-Gay Support Group** meets 7 to 9 p.m., at Boulder County AIDS Project House, 2118 14th St., Boulder. The group is a coming out/being out support group for those 18 and older who are lesbian, bisexual, gay or unsure. Call 303-444-6121 for more information.

**Toastmasters International Club 9395: Speaking of Success** meets at 7 p.m. at St. Louis School library south entrance), 925 Grant Ave., Louisville. Meetings are free. Call 303-666-8079 or 303-666-5419.

**Toastmasters: CU Speaks**, a public speaking, presentation and leadership organization, meets at 7 p.m. in Room 210 at the University of Colorado's Leeds School of Business. The meeting is open to nonstudents. Call 303-499-5714.

The **Toastmasters Club -- Speakeasy II** meets 7 to 8:30 p.m. in Boulder. Call Richard Ordway at 303-545-2424.

**The Boulder Shambhala Meditation Center** meets every week at 7 p.m. for Introduction to the Buddhist Path, a free class open to the public, at 1345 Spruce St., Boulder. Call 303-444-0190.

**The People's Café** meets weekly from 7 to 9 p.m. at Folsom Street Coffee (southwest corner of Folsom Street and

Canyon Boulevard) in Boulder. Come to talk about current issues, current events, what's going on in the community, and what we can do to "be the change!"

**LeTip International** Louisville/Flatirons chapter meets between 7 and 8:30 a.m. at Le Peep restaurant, 520 Zang St. in Broomfield, near Wal-Mart at Flatirons. Business professionals meet to share qualified business leads and tips; only one member per business category. Contact Jennifer Ferguson at 303-525-3218 or cookingwithjennifer@gmail.com.

### Tuesday

**Boulder Leads Club Women's Division** meets at 7:30 a.m. at Trios, 1155 Canyon Blvd., Boulder. Call Paula Moseley at 303-494-8635.

**BoulderBNI.com Networking & Leads Group** meets from 7:30 to 9 a.m. at Egg & I, 2574 Baseline Road, Boulder. BoulderBNI.com seeks business professionals from different backgrounds for weekly breakfasts and group. Contact info@BoulderBNI.com. Cost: \$10 for breakfast; annual dues to join group.

**Business Owners Debtors Anonymous** meets at 8:30 a.m. at the Boulder One, 5375 Western Ave. at the corner of 55th and Western in Boulder.

**Boulder Valley Rotary Club** meets at noon each week at A Spice of Life Event Center, 5706 Arapahoe Ave., Boulder. Cost is \$15 including lunch and program; guests are welcome. For more information contact Dean Stull at 303-589-9472 or dstull@pcisys.net.

**Boulder County Business Leads Group** meets each week from noon to 1 p.m. A dynamic group that you can use to build your business through referrals and support. Call 303-402-2642.

The **North Metro Leads Group** of the Colorado Women's Chamber of Commerce meets 4:30 to 5:30 p.m. at LVL Associates LLC, 8753 Yates Drive, Suite 200, Westminster. Call Carol Lewis at 303-426-6999.

**Boulder Evening Optimist Club**, a civic organization, meets from 6 to 8:30 p.m. the first three Tuesdays of the month at the Spice of Life Event Center, 5706 Arapahoe Ave., Boulder. Call Fred Sage at 303-499-7952 or Charles Dinwiddie at 303-442-0661.

**Boulder City Singles Toastmasters**, a group of young professionals working to improve their public speaking, presentation and leadership skills, meets at 7 p.m. at the Boulder Area Board of Realtors building, 4885 Riverbend Road, Boulder. Call Marcus Frakes at 303-673-9858.

**Artists Recovering Through the Twelve Steps A.R.T.S.-Anonymous** meets 7:30 to 9 p.m. at St. Paul's Methodist Church, 4215 Grinnell Ave., Boulder use Grinnell side entrance). No dues or fees. Call Lucy T. at 303-443-9385.

The **Boulder Jaycees** meet at 7:30 p.m. the first and third Tuesday of each month at the Depot, 30th and Pearl streets, Boulder. For more information, call 303-443-1030, e-mail to boulderjaycees@hotmail.com, or visit www.bcn.boulder.co.us/community/jaycee/.

**Nimbus Educational Outreach** offers Empowerment with Integrity, half-day sessions Tuesdays, Thursdays and Saturdays that include counseling, crisis intervention and personal/professional empowerment. Sessions are conducted by Bonnie Simrell, director of Nimbus, at Windsong in Nederland. Cost is \$50. Call 303-443-5036.

**Longmont Rotary** meets from noon to 1:30 p.m. at the First Lutheran Church at 803 3<sup>rd</sup> Ave in Longmont. Contact Jeff Korringa at 303-772-2881 or jkorringa@longmontrotary.org.

The Longmont Area Chamber of Commerce offers its **Leads Group** on the second and fourth Tuesday of every month from noon to 1 p.m. at Old Chicago at 1805 Industrial Circle in Longmont. Join a group that will extend your referral network and ultimately your bottom line. Be a guest of the group anytime. Cost: Free. Contact: Kevin Teel, 303-709-3328.

Dan Hawk, financial advisor from **Edward Jones** in Niwot, invites people to stop by for a cup of coffee and conversation about current events, the economy, and investing from 8 to 9 a.m. The office is located at 7960 Niwot Road, Suite B2 in Cottonwood Square. Contact: 303-652-4161.

### Wednesday

**LeTip of Boulder**, a professional organization with the purpose of exchanging business tips and leads, meets at 7 a.m. at The Buff Restaurant, 1725 28th St., Boulder. Call Jonathan Lieberman at 303-789-7898.

**Colorado Business Leads of Boulder**, a networking group that focuses on building relationships, meets from 7 to 8:30 a.m. Call Mark Hiatt for location and details at 303-791-3237. Cost is \$0-\$20.

The **Corporate 2 Leads Group** meets every week from 8:15 to 9:30 a.m. at Le Peep restaurant at 520 Zang St. in Broomfield. Contact Greg Petri at 303-665-6447 or greg@onebusiness.com.

**Boulder Women's Connection** meets 11:30 a.m. to 12:45 p.m. Call Betty Ann Castleberry at 303-444-6690 for location.

**One Business Connection Louisville Leads Group** meets every other week at 11:45 a.m. at Spice China restaurant in Louisville. Contact Greg Petri at 303-665-6447 for details. Cost: \$5.

**One Business Connection Loveland Leads Group** meets every other week from 11:45 a.m. to 1 p.m. at Johnny Carino's Restaurant in Loveland. Contact Greg Petri at 303-665-6447 for details. Cost: \$5.

The **Lafayette Coed Chapter of Leads Club** meets from 11:30 a.m. to 12:45 p.m. every week at Carrabba's at 575 McCaslin Blvd. in Louisville. Call Lori Clague, chapter director, at 303-774-8878.

The **Business Women's Network** meets every week from 1:15 to 2:30 p.m. in Boulder. The group is for business-women and provides leads and referrals for our members to achieve our business goals and increase our clientele. Find out more by visiting www.bwnboulder.com or by calling Kathy Wolskill at 303-258-7371.

**One Business Connection Leads Group** meets every other week at 4 to 5 p.m. at the Boulder Outlook Hotel in Boulder. For more information contact, Greg Petri 303-665-6447. Cost: \$5.

The **Children's Wellness Network** meets 8:30-9:30 a.m. every third Wednesday in Lafayette at The New Church, 1370 Forest Park Circle and every fourth Wednesday in Boulder at the Calvary Church, 3245 Kalmia Ave. Visit www.ourchildrenswellness.net or call 303-440-8887.

The Superior Chamber of Commerce offers a **Leads Group** at noon. If you are interested in finding out more about this group or would like to attend up to two meetings with no commitment please contact the Superior Chamber at 303-554-0789 or info@superiorchamber.com.

### Thursday

**Early Risers Toastmasters** meet 6:45 to 7:45 a.m. at The Atrium, Iris and 30th, Boulder. Visitors are welcome. Call Patrick Wilson at 303-516-4042 or e-mail Patrick@blackhorsecoaching.com.

The **Boulder Chamber of Commerce Leads Group** meets from 11:30 a.m. to 12:30 p.m. at the Chamber Center, 2440 Pearl St., Boulder. Call Bella Weber at 303-443-6050 or bella.weber@etradewind.com.

**East Boulder County Leads Club** meets 7:15 to 8:45 a.m. at the Plumtree Restaurant, 502 S. Public Road, Lafayette. Call Cindy Wallace at 303-460-7494.

**Boulder Valley Women's Leads Club** meets at 7:25 a.m. at The Buff Restaurant, 1725 28th St., Boulder. Call Sigrid Farwell at 303-543-9828.

**Boulder Business by Referral LLC** meets every week from 7:30 to 8:30 a.m. to exchange business leads and network with other Boulder-area professionals. Call Jack Bergstrom at 303-907-1170 for location. Cost: free for guests; \$25 per month for members. The first Thursday meeting of each month is open to members only.

**Boulder AM Leads Group** meets every other week at 8:15 a.m. at the Broker Inn, 555 30th St. in Boulder. For more information contact Greg Petri 303-665-6447.

**Kiwanis Club of Boulder** meets at 11:45 a.m. in the community room at La Hacienda Restaurant, 1606 Conestoga Court, just northwest of 55th and Arapahoe in Boulder. Call 303-499-6869.

**One Business Connection, Boulder Leads Group** meets every other week from 11:45 a.m. to 1 p.m. at Sherpa's restaurant at 825 Walnut in Boulder. Contact Greg Petri at 303-665-6447. Cost: \$5.

**Broomfield Leads Group** meets every week from 11:45 a.m. to 1 p.m. at the Canyon Café in the Flatiron Crossing mall. Contact Greg Petri at 303-665-6447 or greg@onebusiness.com.

**Toastmasters: Loquacious Lunch Bunch** meets at noon on the second, fourth and fifth Thursdays at the YWCA at 14<sup>th</sup> Street and Mapleton Avenue in Boulder. Become a better, more persuasive communicator. Contact Wally Clark, 303-330-0328.

The **Boulder Business Network**, a group of business owners and professionals who are interested in empowered networking and leads generation in a fun casual atmosphere, meets every week from 4 to 5:15 p.m. at BD's Mongolian BBQ in Boulder. Visit www.boulderbusinessnetwork.com.

**Thirstdays**, a weekly social/business networking group, meets every week from 5:30 to 7:30 p.m. Location varies, visit www.thirstdays.com for more information.

**World Marketing Alliance** meets at 7 p.m. to provide job

➤ See **Calendar, 30A**



## LEADS

### FORECLOSURES

*This section includes notices of election and demand filed by creditors alleging default on a debt. Foreclosures are not final until a Public Trustee's Deed has been issued. Included are the borrower, property address, lender, amount and date filed.*

**BORROWER: KARLA KAY REIN,** 11665 WASATCH ROAD LONGMONT, CO 80504-8025. LEGAL DESCRIPTION: 0001A Section 11 T3N-R69W. LENDER: GUARANTY BANK TRUST CO. AMOUNT DUE: \$137465. CASE NO.: 1999-1979499. DATE: 8/1/08.

**BORROWER: KATHERINE A. CRICK,** 32 NAVAJO TRL NEDERLAND, CO 80466. LEGAL DESCRIPTION: HILLTOP TERR; LOT 18. LENDER: WASHINGTON MUTUAL. AMOUNT DUE: \$250000. CASE NO.: 2006-2798257. DATE: 8/5/08.

**BORROWER: MAUREEN A. W.,** 3850 PASEO DEL PRADO ST., APT. 30 BOULDER, CO 80301-1592. LEGAL DESCRIPTION: PALO PK TOWNHOUSES CONDO BLDGS A-E; LOT 30 BLK D. LENDER: AURORA LOAN SERVICES LLC. AMOUNT DUE: \$194306. CASE NO.: 2007-2834434. DATE: 8/5/08.

**BORROWER: ROBERT S. WILLIAMS,** 1669 STARDANCE CIRCLE LONGMONT, CO 80501-8812. LEGAL DESCRIPTION: FOX MEADOW FLG 3 REPLAT A; LOT 6 BLK 12. LENDER: AURORA LOAN SERVICES LLC. AMOUNT DUE: \$750000. CASE NO.: 2006-2809458. DATE: 8/5/08.

**BORROWER: ERASMO CHIHUAN VENTURA,** 121 17TH AVE. LONGMONT, CO 80501-2804. LEGAL DESCRIPTION: HOLIDAY PARK; LOT 3 BLK 7. LENDER: SAXON MORTGAGE SERVICES INC. AMOUNT DUE: \$175140. CASE NO.: 2005-2721310. DATE: 8/5/08.

**BORROWER: RAEHELLE SLUMAN,** 810 HARRISON DRIVE LAFAYETTE, CO 80026-1815. LEGAL DESCRIPTION: LAFAYETTE PK FLG 1; LOT 32 BLK 5. LENDER: US BANK. AMOUNT DUE: \$245549. CASE NO.: 2007-2888316. DATE: 8/5/08.

**BORROWER: DEBBIE A. & DENNIS K. SCHROCK,** 4393 COAL CRK CANYON DRIVE NEDERLAND, CO 80466. LEGAL DESCRIPTION: 0010 Section 28 T1S-R72W. LENDER: CHASE HOME FINANCE LLC. AMOUNT DUE: \$282354. CASE NO.: 2007-2864832. DATE: 8/5/08.

**BORROWER: MIGUEL A. & MARIA C. ROMERO,** 1042 S. COFFMAN ST. LONGMONT, CO 80501-6613. LEGAL DESCRIPTION: SOUTHMOOR; LOT 8 BLK 22. LENDER: BANK NEW YORK. AMOUNT DUE:

\$135494. CASE NO.: 2004-2599602. DATE: 8/5/08.

**BORROWER: JOHN R. & LEZLI R. BELOHRAD,** 2427 BRISTOL ST. SUPERIOR, CO 80027-8276. LEGAL DESCRIPTION: ROCK CREEK RANCH FLG 15; LOT 22 BLK 6. LENDER: SUTTON FUNDING LLC. AMOUNT DUE: \$332295. CASE NO.: 2007-2878033. DATE: 8/5/08.

**BORROWER: DAVID E. WATKINS,** 415 KENSINGTON ST. LONGMONT, CO 80501-5669. LEGAL DESCRIPTION: MORNINGSIDE ADD REPLAT B; LOT 2 BLK 2. LENDER: PREMIER MEMBERS FEDERAL CR UN. AMOUNT DUE: \$37437. CASE NO.: 2005-2667660. DATE: 8/6/08.

**BORROWER: KATHELEEN B. NELSON,** 1108 OLYMPIA AVE. No. C10 LONGMONT, CO 80501-2379. LEGAL DESCRIPTION: SPRING VALLEY PH10 PRCLR. BLDG 1; LOT 190 BLK 10. LENDER: FLAGSTAR BANK. AMOUNT DUE: \$171554. CASE NO.: 2005-2708441. DATE: 8/6/08.

**BORROWER: LEONARDO OCAMPOFIGUEROA,** 510 WELLINGTON AVE. LAFAYETTE, CO 80026-1147. LEGAL DESCRIPTION: CHURCHILL POINTE SUB FLG 1; LOT 28 BLK 2. LENDER: BANK NEW YORK. AMOUNT DUE: \$195785. CASE NO.: 2001-2215194. DATE: 8/6/08.

**BORROWER: JUAN P. & ELVA CRESPO,** 39 SNOWMASS PLACE LONGMONT, CO 80501-3534. LEGAL DESCRIPTION: PARK RIDGE FIRST FLG; LOT 3 BLK 5. LENDER: NATIONAL CITY BANK. AMOUNT DUE: \$137642. CASE NO.: 2003-2404214. DATE: 8/6/08.

**BORROWER: HUMBERTO & JUAN NIETO,** 826 S. GAY ST. LONGMONT, CO 80501-6313. LEGAL DESCRIPTION: SKRBINA SUB FIRST FLG; LOT 12 BLK 3. LENDER: IXIS2. AMOUNT DUE: \$180000. CASE NO.: 2005-2745699. DATE: 8/7/08.

**BORROWER: RICHARD A. ROGERS,** 2430 JEWEL ST. LONGMONT, CO 80501-1223. LEGAL DESCRIPTION: MUMFORD HTS SUB SECOND FLG; LOT 4 BLK 7. LENDER: BANK NEW YORK. AMOUNT DUE: \$194377. CASE NO.: 2004-2595505. DATE: 8/7/08.

**BORROWER: ROBERT FERGUSON,** 1826 CLARK DRIVE ERIE, CO 80516-6893. LEGAL DESCRIPTION: CANYON CREEK SUB FLG 2; LOT 7 BLK 3. LENDER: TAYLOR BEAN WHITAKER MORTGAGE. AMOUNT DUE: \$185583. CASE NO.: 2006-2824361. DATE: 8/7/08.

**BORROWER: DAN SCOTT ENGELBREKTSON,** 818 HOVER ROAD LONGMONT, CO 80501-

4776. LEGAL DESCRIPTION: 2006 Section 4 T2N-R69W. LENDER: CHASE HOME FINANCE LLC. AMOUNT DUE: \$153938. CASE NO.: 2003-2423742. DATE: 8/7/08.

**BORROWER: MICHAEL L. & CONSUELO HOLLIDAY,** 531 E. 16TH AVE. LONGMONT, CO 80501-3069. LEGAL DESCRIPTION: DODD SUB SECOND FLG; LOT 12 BLK 3. LENDER: NATIONSTAR MORTGAGE LLC. AMOUNT DUE: \$267727. CASE NO.: 2005-2668183. DATE: 8/8/08.

**BORROWER: JACK S. & JACK D. PEASE,** 1725 18TH ST. BOULDER, CO 80302-6769. LEGAL DESCRIPTION: CULVERS SUB; LOT 1 BLK 22. LENDER: WACHOVIA MORTGAGE. AMOUNT DUE: \$599410. CASE NO.: 2007-2851278. DATE: 8/8/08.

**BORROWER: RICHARD H. & RAMONA ACOSTA,** 1190 NEPTUNE DRIVE LAFAYETTE, CO 80026-1222. LEGAL DESCRIPTION: CENTAUR VILLAGE N. FLG 1; LOT 63. LENDER: US BANK NATIONAL TRUSTEE. AMOUNT DUE: \$220283. CASE NO.: 2006-2749789. DATE: 8/8/08.

**BORROWER: E. RICHARD JR. CHRISTIAN,** 1324 AGAPE WAY LAFAYETTE, CO 80026-1407. LEGAL DESCRIPTION: CENTAUR SIX TOWNHOMES; LOT 9. LENDER: COUNTRYWIDE HOME LOANS INC. AMOUNT DUE: \$133797. CASE NO.: 2003-2482980. DATE: 8/8/08.

**BORROWER: KENNETH FICHTL,** 146 PINE GLADE ROAD NEDERLAND, CO 80466-9630. LEGAL DESCRIPTION: ASPEN MEADOWS; LOT 24. LENDER: BANK AMERICA. AMOUNT DUE: \$221394. CASE NO.: 2006-2816549. DATE: 8/11/08.

**BORROWER: KATHY L. ROSSER,** 904 CLOVER CIRCLE LAFAYETTE, CO 80026-1772. LEGAL DESCRIPTION: BEACON HILL SUB REPLAT; LOT 37 BLK 7. LENDER: SUNTRUST MORTGAGE. AMOUNT DUE: \$152695. CASE NO.: 2003-2477044. DATE: 8/12/08.

**BORROWER: JEFFREY E. ROHDE,** 508 LA FARGE AVE. LOUISVILLE, CO 80027-1818. LEGAL DESCRIPTION: ACME PLACE; LOT 13 BLK 1. LENDER: COUNTRYWIDE HOME LOANS INC. AMOUNT DUE: \$313882. CASE NO.: 2006-2810404. DATE: 8/12/08.

**BORROWER: LUIS E. & MARI-BEL SALOMON,** 1625 FLEMMING DRIVE LONGMONT, CO 80501-1051. LEGAL DESCRIPTION: HORIZON W. SUB FLG 2; LOT 2 BLK 2. LENDER: COUNTRYWIDE HOME LOANS INC. AMOUNT DUE: \$202284. CASE NO.: 2006-2791883. DATE: 8/12/08.

**BORROWER: MAGDALENO & MARIA BENZOR,** 619 HUBBARD DRIVE LONGMONT, CO 80501-5729. LEGAL DESCRIPTION: DOLL HOUSE VILLAGE SECOND FLG; LOT 176. LENDER: BANK NEW YORK. AMOUNT DUE: \$164800. CASE NO.: 2004-2625748. DATE: 8/12/08.

**BORROWER: KELLY MORGAN,** 8623 E. COUNTY LINE ROAD LONGMONT, CO 80504-8428. LEGAL DESCRIPTION: 0007 Section 13 T2N-R69W. LENDER: COUNTRYWIDE HOME LOANS INC. AMOUNT DUE: \$219016. CASE NO.: 2006-2766842. DATE: 8/13/08.

**BORROWER: JUDY E. WHITE,** 5116 WILLIAMS FORK TRL, APT. 203 BOULDER, CO 80301-3434. LEGAL DESCRIPTION: STONEGATE TOWNHOME CONDOS PH 1; LOT 203 BLK 3. LENDER: WELLS FARGO BANK TRUSTEE. AMOUNT DUE: \$99656. CASE NO.: 2005-2722023. DATE: 8/13/08.

**BORROWER: HOLLY FERNANDEZ,** 2060 PEARL ST. No. 3 BOULDER, CO 80302-4430. LEGAL DESCRIPTION: PEARL ST. COMPOUND CONDOS; LOT 3 BLK A. LENDER: CHEVY CHASE BANK FSB. AMOUNT DUE: \$816629. CASE NO.: 2006-2785451. DATE: 8/14/08.

**BORROWER: JOSE DONATO,** 509 ALPINE ST. LONGMONT, CO 80501-4604. LEGAL DESCRIPTION: SUNNYVALE SUB THIRD FLG; LOT 17 BLK 13. LENDER: COUNTRYWIDE HOME LOANS INC. AMOUNT DUE: \$175000. CASE NO.: 2007-2845258. DATE: 8/14/08.

**BORROWER: JULIE K. & LELAND R. JACKSON,** 1650 JUDSON DRIVE LONGMONT, CO 80501-2539. LEGAL DESCRIPTION: W. POINT ADD NO 3; LOT 27 BLK 1. LENDER: COUNTRYWIDE HOME LOANS INC. AMOUNT DUE: \$228666. CASE NO.: 2006-2813795. DATE: 8/14/08.

**BORROWER: KELLY THOMAS HICKEL,** 1002 CREEK COURT LONGMONT, CO 80503-7593. LEGAL DESCRIPTION: WILLOW CREEK ESTATES; LOT 5 BLK 1. LENDER: DEUTSCHE BANK NATIONAL TRUST T. AMOUNT DUE: \$565180. CASE NO.: 2002-2289185. DATE: 8/14/08.

**BORROWER: KENNETH W. GUAGLIARDO,** 988 MILO CIRCLE, APT. B. LAFAYETTE, CO 80026-3321. LEGAL DESCRIPTION: HEARTHWOOD SUB FLG 1 AMD; LOT 40 BLK 10. LENDER: BANK AMERICA. AMOUNT DUE: \$29735. CASE NO.: 2006-2819230. DATE: 8/15/08.

**BORROWER: CHRIS HENZE NEITENBACH,** 9185 NELSON ROAD LONGMONT, CO 80503-

9395. LEGAL DESCRIPTION: 0038 Section 8 T2N-R69W. LENDER: US BANK TRUSTEE. AMOUNT DUE: \$199160. CASE NO.: 2002-2272426. DATE: 8/18/08.

**BORROWER: MICHAEL M. VYS-KOCIL,** 613 FRONTAGE ROAD LONGMONT, CO 80501-6353. LEGAL DESCRIPTION: TRIANGLE INDUSTRIAL CENTER; LOT 7. LENDER: BANK W. AMOUNT DUE: \$609396. CASE NO.: 2003-2446323. DATE: 8/18/08.

**BORROWER: CONNIE L. COOLEY,** 2844 TROXELL AVE. LONGMONT, CO 80503-7006. LEGAL DESCRIPTION: VALLEY SUB THE; LOT 15 BLK 5. LENDER: AURORA LOAN SERVICES LLC. AMOUNT DUE: \$234034. CASE NO.: 2007-2846470. DATE: 8/20/08.

**BORROWER: VICKY L. MARCHINO,** 1604 THIRD AVE. LONGMONT, CO 80501-4804. LEGAL DESCRIPTION: CAPITOL HILL ADD LONGMONT-BLKS 1-3 AMD; LOT 25 BLK 3. LENDER: AURORA LOAN SERVICES LLC. AMOUNT DUE: \$109678. CASE NO.: 2004-2651596. DATE: 8/21/08.

**BORROWER: KEVIN P. MOERSCH,** 15747 STATE HWY 7 ALLENSPARK, CO 80510. LEGAL DESCRIPTION: 0006 Section 25 T3N-R73W. LENDER: CAPFINANCIAL PROPERTIES CV2 LL. AMOUNT DUE: \$749600. CASE NO.: 2002-2332397. DATE: 8/22/08.

**BORROWER: PATRICIA E. ADAMS,** 2221 COLLYER ST. LONGMONT, CO 80501-1512. LEGAL DESCRIPTION: WESTERN MEADOWS SECOND FLG; LOT 2 BLK 3. LENDER: BANK NEW YORK TRUSTEE. AMOUNT DUE: \$287164. CASE NO.: 2006-2752478. DATE: 8/26/08.

**BORROWER: MARGARET M. & ANDREW J. LETHERBY,** 3201 REDSTONE ROAD BOULDER, CO 80305-7177. LEGAL DESCRIPTION: SHANAHAN RIDGE EIGHT PT REPLAT SP CONDOS; LOT 12C. LENDER: GREENPOINT MORTGAGE FUNDING IN. AMOUNT DUE: \$142315. CASE NO.: 2004-2560984. DATE: 8/26/08.

**BORROWER: ADRIAN TINAJERO,** 659 ALPINE ST. LONGMONT, CO 80501-4606. LEGAL DESCRIPTION: SUNNYVALE SUB THIRD FLG; LOT 10 BLK 9. LENDER: CIT GROUP CONSUMER FINANCE. AMOUNT DUE: \$142871. CASE NO.: 2005-2711428. DATE: 8/28/08.

**BORROWER: RONALD A. & SUSANNE MACDONALD,** 1618 CENTENNIAL DRIVE LONGMONT, CO 80501-2818. LEGAL DESCRIPTION: HOLIDAY PARK SECOND FLG; LOT 4 BLK 8. LENDER: COMPASS BANK. AMOUNT DUE: \$102848. CASE NO.: 2002-2302345. DATE: 9/2/08.

**BORROWER: WAVERLY TERRY,** 2175 EAGLE AVE. SUPERIOR, CO 80027-4441. LEGAL DESCRIPTION: SADDLEBROOKE AT ROCK CREEK; LOT 2175. LENDER: HOUSEHOLD FINANCE CORP. III. AMOUNT DUE: \$178425. CASE NO.: 2004-2562668. DATE: 9/2/08.

**BORROWER: AURORA GUTIERREZ,** 3 NAVAJO TRL NEDERLAND, CO 80466. LEGAL DESCRIPTION: AMMANN MINOR SUB; LOT 1. LENDER: GOLD MORTGAGE BANC INC. AMOUNT DUE: \$371498. CASE NO.: 2007-2896561. DATE: 9/2/08.

**BORROWER: JOSEPH A. DIMASI,** 24 WILDEWOOD DRIVE NEDERLAND, CO 80466. LEGAL DESCRIPTION: BIG SPRINGS SECOND FLG; LOT 40. LENDER: DEUTSCHE BANK NATIONAL TRUST T. AMOUNT DUE: \$264718. CASE NO.: 2003-2497882. DATE: 9/3/08.

**BORROWER: MICHAEL J. & LYNETTE S. OBRIEN,** 2152 GRANT ST. LONGMONT, CO 80501-1311. LEGAL DESCRIPTION: PARK N. SUB REPLAT A; LOT 22 BLK 4. LENDER: WACHOVIA MORTGAGE. AMOUNT DUE: \$172925. CASE NO.: 2004-2654157. DATE: 9/4/08.

**BORROWER: SCOTT H. MASON,** , . LEGAL DESCRIPTION: TURNER & REED ADD; LOT 17 BLK 1. LENDER: VALLEY BANK TRUST. AMOUNT DUE: \$192465. CASE NO.: 2007-2877163. DATE: 9/8/08.

**BORROWER: LAURA ANNE RUDZIKBARKLEY,** 2162 HACKBERRY CIRCLE LONGMONT, CO 80501-0918. LEGAL DESCRIPTION: MEADOWLARK FLG 3; LOT 14 BLK 3. LENDER: ELM ST. FINANCIAL. AMOUNT DUE: \$196960. CASE NO.: 2006-2727041. DATE: 9/8/08.

**BORROWER: VIDAL & DORA ALICIA CHAVARRIA,** 10639 E. COUNTY LINE ROAD LONGMONT, CO 80501-9732. LEGAL DESCRIPTION: 0002 Section 1 T2N-R69W. LENDER: AURORA LOAN SERVICES LLC. AMOUNT DUE: \$333500. CASE NO.: 2007-2884960. DATE: 9/8/08.

**BORROWER: ADELIO JOHN & CELIA B. MARTINEZ,** , . LEGAL DESCRIPTION: 0032 Section 8 T2N-R69W. LENDER: METROPOLITAN MORTGAGE CO INC. AMOUNT DUE: \$300000. CASE NO.: 2007-2842263. DATE: 9/10/08.

**BORROWER: DAWNELLE KNUTSON,** 1228 WARRIOR WAY LAFAYETTE, CO 80026-1499. LEGAL DESCRIPTION: LAFAYETTE GREENS TWNHMS CONDO PH 1; LOT 1228 BLK G. LENDER: HSBC BANK USA NATIONAL TRUSTEE. AMOUNT DUE: \$156400. CASE NO.: 2004-2636378. DATE: 9/15/08.

## CALENDAR from 29A

search and employment information on management and marketing opportunities in the financial industry. There is an optional \$3 fee for information packet. Call 303-440-7991 for location.

**Nimbus Educational Outreach** offers Empowerment with Integrity, half-day sessions Tuesdays, Thursdays and Saturdays that include counseling, crisis intervention and personal/professional empowerment. Sessions are conducted by Bonnie Simrell, director of Nimbus, at Windsong in Nederland. Cost is \$50. Call 303-443-5036.

**A-line,** a women's leads group, meets from 11:30 a.m. to 1 p.m. in Boulder for networking, leads, and an educational segment. Visit [www.alinenetwork.com](http://www.alinenetwork.com) or call Ivete at 303-938-9221 ext. 201 for more information.

**LeTip International Broomfield Group** meets from 7 to 8:30 a.m. for breakfast at Le Peep, 520 Zang St. in Broomfield, near Wal-Mart at Flatirons. Business professionals meet to share qualified business leads and tips; only one member per business category. Contact Judy MacKenzie at 303-358-6118 or [englishrealtor@comcast.net](mailto:englishrealtor@comcast.net).

Dan Hawk, financial advisor from **Edward Jones** in Niwot, invites people to stop by for a cup of coffee and conversation about current events, the economy, and investing from 8 to 9 a.m. The office is located at 7960 Niwot Road, Suite B2 in Cottonwood Square. Contact: 303-652-4161.

**Pride Business Network,** a group of GLBT professional businesses, meets from **8:30 to 9:30 a.m. every other Thursday** at the Boulder Outlook Hotel & Suites, 800 28<sup>th</sup> St. in Boulder. Join our leads exchange organization and network with other GLBT businesses. Contact Susan Hofer, 303-442-2440.

**Friday One Business Connection Boulder Leads Group** meets every other week at 11:45 am at Sherpa's Restaurant, 825 Walnut St., Boulder. Contact Greg Petri at 303-665-6447 or [greg@onebusiness.com](mailto:greg@onebusiness.com).

**One Business Connection, Corporate Leads Group,** meets every other week at 11:45 a.m. at Spice China in Louisville. For more information, contact Greg Petri at 303-665-6447. Cost: \$5.

**One Business Connection Leads Group** meets every other week at Johnny Carino's in Longmont. Contact Greg Petri at 303-665-6447. Cost: \$5.

**Boulder Rotary Club,** an international service organization, meets at noon every week at A Spice of Life Event Center, 5706 Arapahoe Ave., Boulder, for lunch, program and networking. Admission for guests is \$13. Call 303-554-7074 for more information.

**One Business Connection Friday After Hours Leads Group** meets every other week at 4 p.m. at Sherpa's Restaurant at 825 Walnut Street, Boulder. Contact Greg Petri at 303-665-6447 or [greg@onebusiness.com](mailto:greg@onebusiness.com).

**One Business Connection Friday After Hours Leads Group** meets every other Friday at 5:15 pm at Sherpa's Restaurant, 825 Walnut Street, Boulder. Contact Greg Petri 303-665-6447 or [greg@onebusiness.com](mailto:greg@onebusiness.com) for details.

Dan Hawk hosts **Financial Workshops** at 3 p.m. at the local Edward Jones office, 7960 Niwot Road, Suite B2 in Niwot. No reservations required. For

details, call 303-652-4161.

**Saturday Nimbus Educational Outreach** offers Empowerment with Integrity, half-day sessions Tuesdays, Thursdays and Saturdays that include counseling, crisis intervention and personal/professional empowerment. Sessions are conducted by Bonnie Simrell, director of Nimbus, at Windsong in Nederland. Cost is \$50. Call 303-443-5036.

**Sunday The Boulder Shambhala Meditation Center** holds a free open house every week at 1345 Spruce St., Boulder. Call 303-444-0190.

*Deadline for Calendar items is three weeks prior to publication. The weekly events calendar alternates with the monthly events calendars; each appears once every other issue. Mail Calendar items to Calendar, Boulder County Business Report, 3180 Sterling Circle, Suite 201, Boulder, CO 80301-2338; fax to 303-440-4950 or e-mail to [news@bcbr.com](mailto:news@bcbr.com) with Calendar as subject.*



# Boulder Chamber's annual dinner will honor local business leaders

BY BUSINESS REPORT STAFF

BOULDER – Bob Morehouse, principal and creative director of Vermilion Design in Boulder, will be honored as Businessperson of the Year by the Boulder Chamber at its annual dinner on Feb. 3.

The dinner, set for 5 p.m. in CU Boulder's Glenn Miller Ballroom, will be the backdrop for the area's top business leaders to be recognized for their outstanding work in the Boulder Community.

Karen Pickering of Hix Insurance Associates will be named Volunteer of the Year.

Members of Distinction include Barb Batt, U Creative Group; Lawrence Cun-

ningham, Buffalo Sports Properties; and Jim Lieberman, Array Biopharma.

"This is recognition for a company that has been a part of the fabric of Boulder for a long time and thrives on that partnership," Morehouse said in a statement. Vermilion Design has been in Boulder for more than three decades.

In honor of Boulder's sesquicentennial anniversary the Gold Mine Silent Auction will begin at 5:30 p.m.

Journalist Peter Copeland is scheduled to be the guest speaker. To register for the event, visit [www.boulderchamber.com](http://www.boulderchamber.com). Individual seats cost \$90 and tables of eight cost \$700.

## HAIRSTYLES from 3A

lot, the gym, at Costco, wherever, by people asking them where they get their hair cut," Fraser said.

The staff travels locally for training, including to the Aveda training center in Denver, and occasionally Pompadour's will hire cut or color experts to travel to the salon and train everyone. They recently brought in an educator from Schwarzkopf Professional, a leader in hairstylist education, who had invented his own color theory.

"After being in the business as long as Donisvitch - and I have - it's great to be surprised and learn something new. It expands your way of thinking," Fraser said.

They also had training from American Crew, originally in Boulder and now in Denver, to stay on top of men's hairstyle trends.

"We hired them for private training in our salon when they first started out. Today, men are 25 percent of our business. Men's hairdressing is just as trendy as women's, and men have really started to care more about their appearance," Donisvitch said.

The co-owners added a Web site in

2003 and upgraded it a few years later when they realized how well it was working for them. They also remodeled their waiting room seven years ago to comfortably accommodate their clientele and more products.

Their preferred product brand is Aveda because of the company's dedication to creating eco-friendly products with natural ingredients.

"We set goals for our stylists - hourly, daily, weekly - and every six weeks we have a staff meeting and celebrate the person who hits their goal. We have ambitious stylists who want to see their business grow and who want to succeed," Fraser said.

Those who leave do so to open their own salon or move out of state.

Donisvitch enjoys Pompadours healthy business.

"We feel really blessed that we're in a recession-proof business," he said. He and Fraser want to grow about 10 percent every year with a foreseeable goal of \$1 million in annual revenues.

"We're close," Donisvitch said.

## EYE from 3A

per won a 2008 IPPY Independent Publishing Award for this mix of adventure and tea education.

"Barry Cooper's name has become synonymous with tea. A larger-than-life figure, Barry has helped shape the tea industry as we know it today and will surely become part of the folklore remembered for generations to come," said Joe Simrany, president of the Tea Association of the USA.

Filled with insight and adventure, this memoir reads like a page-turning novel and will be enjoyed by anyone with even a passing interest in tea."

The stories in "Silver Spoons" cover a range of territory, from the early "Safari Encounters" years in Africa to Cooper's encounters in hostile territories when searching for the perfect herbs and teas in "Guns and Golf" and "Flight Out of a War Zone."

Kudos to the folks who organized the 13th annual Lafayette Quaker Oatmeal Festival for getting the word out. The

festival, held Jan. 10, attracted more than 3,200 people from nine states.

In addition to Colorado, visitors traveled from Missouri, Wyoming, Nevada, Iowa, Ohio, Indiana, Washington and Illinois to attend the oatmeal breakfast, 5K run, health fair and other activities including the Oatmeal Baking Contest entered by 40 men, women and children.

**Laura Tretter** from Friday Harbor, Wash. won the Community Choice division as well as the Breads/Muffins category with her Honey Oatmeal Sticky Buns.

Other winners were **Wyatt and Addie Lowrie** of Louisville in the Kids Creation division with their PB&J Oatmeal Thumbprint Cookies; **Matthew Wood** of Louisville in the Desserts division with Caramelized Pear Upside-down Oatcake; **Callie Palen-Lowrie** of Louisville won the Cookies division with Glazed Almond-Cherry Oatmeal Cookies; and **Robert L. Tedy** of Brighton won the Healthy Alternatives class with his Homemade Chewy Granola Bars.

## afterHOURS

### BOULDER 150 KICKS OFF Sesquicentennial events in 2009



JERRY W. LEWIS

The Rocky Mountain Revels entertained guests, sponsors and volunteers for a kick-off reception of Boulder's Sesquicentennial year events on Jan. 10 at the University of Colorado at Boulder's Koenig Alumni Center. About 150 attended the reception, where events for Boulder's 150th anniversary were unveiled for 2009.

### HARD HAT HUMOR Boulder Economic Council chairmen have fun



DOUG STORUM

Chris Hazlitt, left, a lawyer with the law firm Faegre & Benson and outgoing chairman of the Boulder Economic Council, wears a hard hat presented by current council chairman Pat O'Brien, right, of Wells Fargo Bank. The first Hard Hat Award provides protection from the "hard knocks and head shots" that a chairman can take, O'Brien said. Also pictured is Frances Draper, executive director of the council. The occasion was the 2009 Economic Forecast: Boulder & Beyond presented by the council on Jan. 14 at the Wolf Law Building at the University of Colorado at Boulder.

### HABITAT FOR HUMANITY Longmont chamber holds event at ReStore



DOUG STORUM

Stacie Bales, left, branch manager for Bank of the West in Longmont, and April Salazar, the branch bank's retail customer service manager, enjoy refreshments at the Longmont Area Chamber of Commerce's business after hours event held Jan. 15 at Habitat for Humanity ReStore in Longmont.

### Send us your photos

The Business Report would like to publish photos of your business or nonprofit event.

E-mail event photos for After Hours to [photos@bcbr.com](mailto:photos@bcbr.com). Please include name and purpose of event and identify all individuals in photo. Include contact name and phone for further information if needed.



# Boulder County Business Report is celebrating Boulder's 150th Anniversary!

BCBR is celebrating the city's  
150th anniversary by honoring  
icons of Boulder and businesses  
that have been operating for 50  
years or more.  
Watch for this special section.

Publishing  
**FEBRUARY 6, 2009**

BOULDER COUNTY  
**BUSINESS  
REPORT**

