

# MERCURY



# 100



**NORTHERN  
COLORADO'S  
FASTEST-  
GROWING  
COMPANIES**

**BizWest**  
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# CONTENTS

**Flight I**

For culture of quality, OtterBox makes the case..... 4B

**Flight II**

Madwire growing faster than a speeding bullet..... 6B

**Flight III**

You dream it, Savant Homes can build it ..... 8B

**Flight IV**

Aggie Plumbing: Services at your disposal..... 10B

**Flight V**

Huston Graphics & Printing weathers the storms ..... 12B

**LISTS**

**Companies with 2013 revenues**

|   |     |
|---|-----|
| More than \$20,000,000 .....              | 5B  |
| Between \$7,100,000 and \$20,000,000..... | 7B  |
| Between \$3,200,000 and \$7,000,000 ..... | 9B  |
| Between \$1,400,000 and \$3,100,000.....  | 11B |
| Between \$150,000 and \$1,390,000. ....   | 13B |



**MERCURY 100 METHODOLOGY**

The Mercury 100 list is a ranking of the fastest-growing companies in Northern Colorado.

Companies on the 2014 Mercury 100 were first sorted based on reported revenues for 2013, then, based on the size of their revenue, separated into “flights” of 20 companies each.

The first flight features companies with the 20 highest revenues, those \$20 million and higher. The second flight is of companies with revenues of \$7.1 million to \$20 million, the third is companies with revenues \$3.2 million to \$7 million the fourth is \$1.4 million to \$3.1 million and finally the fifth is \$150,000 to \$1.39 million.

After companies were placed into their appropriate flights, each flight was then sorted based on percentage of revenue growth from 2011 to 2013.

To be considered for the list, companies had to be for-profit, privately owned and headquartered in Larimer or Weld counties. Companies also had to be in business for the full two years in which revenue numbers were collected, and had to have reported revenues of at least \$150,000 in 2011.

Revenues for some companies on the list have been verified by Denver-based accounting and consulting firm Anton Collins Mitchell.



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# 'Mercury 100' honors fastest-growing

Few local business-related events generate as much enthusiasm – and fun – as the Mercury 100, honoring the fastest-growing private companies in Northern Colorado!

Locally based private companies are ranked based on two-year revenue growth, in this case from 2011 to 2013. We publish five lists, or Flights, recognizing 20 companies within each. The 2013 revenue for Flight I must be more than \$20 million, Flight II with revenues between \$7.1 and \$20 million, Flight III with revenues between \$3.2 and \$7 million, Flight IV with revenues between \$1.4 and \$3.1 million, and Flight V with revenues between \$150,000 and \$1.4 million.

For me, Mercury is probably my favorite event because it fosters connection with fast-growing, high-energy companies that are led by some amazing entrepreneurs. Who could not be energized by speaking with executives who have led their company to 315 percent growth? That was the case with Aggie Plumbing & Service Inc., which jumped from \$360,000 in revenue in 2011 to \$1.6 million last year.



**PUBLISHER**  
Jeff Nuttall

Or how about Madwire Media, which grew from \$4.2 million in revenue two years ago to \$13.4 million last year? That represents growth of 214 percent.

Together, Aggie and Madwire represent two very different companies, each experiencing amazing growth. However, with the Mercury 100 we see companies from marketing, technology, construction, transportation, printing, professional services, health care, real estate and retail.

Therein lies another reason that Mercury 100 has become my favorite event: the variety of industries represented, and the intermingling that occurs as these entrepreneurs gather in one room.

Some years, the Mercury lists might be dominated by one sector or another. During the heyday of economic growth, Northern Colorado's list saw many construction-related



companies, for example. (Come to think of it, this year's lists also include many such companies, signaling that the construction sector is bouncing back.)

But Mercury, for the most part, is all about diversity in terms of the industries represented.

This is the 15th year that BizWest (formerly the Northern Colorado Business Report) has presented awards based on this list. It actually started as a list of 75 companies in 1997, and has grown and evolved with the economy. This year sets a precedent for a new and innovative way to look at the data that allows for a comparison of companies with like size and earnings, rather than with companies much larger or smaller.

The 2014 Mercury 100 rankings are based on revenue figures for

2010 and 2011 submitted to the BizWest research department. A random verification of revenues was conducted by the accounting and consulting firm of Anton Collins Mitchell. All businesses based in Larimer and Weld counties that submitted revenue figures were eligible for consideration.

My thanks goes out to our event sponsors: Anton Collins Mitchell Accountants and Consultants; First National Bank; Windsong Estate Events Center; Palmer Flowers; Mercedes Benz of Loveland; Poudre Valley REA; Employer Solutions Group; The Monfort College of Business; The Better Business Bureau serving Northern Colorado and Wyoming; and DaVinci Sign Systems Inc.

Thanks to our chief researcher, Mariah Tauer, for her work on the Mercury 100 lists.

Congratulations to all companies, large and small, for the terrific comeback that you have made in recent years. All the best in 2014!

Jeff Nuttall can be reached at 970-232-3131 or [jnuttall@bizwestmedia.com](mailto:jnuttall@bizwestmedia.com).

## Inside the Business Owner's Brain:

I NEED A PARTNER TO TAKE THESE OFF MY PLATE

- Discuss product launch with Marketing
- Plan executive retreat
- Write awards dinner speech
- Lunch with investors this Friday
- Update employee handbook
- Look in to wrongful termination suit
- Go through resumes for new VP position
- Focus on what I do best.



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# For culture of quality, OtterBox makes the case

BY MICHELLE VENUS  
news@bizwestmedia.com

FORT COLLINS – You can't miss OtterBox.

Headquartered in Old Town Fort Collins, the company known for its playful and innovative culture and its indestructible protective cases for smartphones, tablets and eReaders is a wunderkind in the technology sector – and it has a swirly slide in its building.

Mobile technology has become

## MERCURY 100

### OTTERBOX

2012 revenue: \$573,925,713

2013 revenue: \$923,621,000

2-year revenue growth: 163.892%

ubiquitous across daily life. Who doesn't rely on phones and tablets for just about everything – directions, contacts, email, photos, video, Facebook.

Some people even use their phone as a phone. Imagine that.

The quality of OtterBox products must be attributed to the quality of the people behind them. Culture is so important that the human-resources team actually

► See **Otter, 15**



JONATHAN CASTNER/BIZWEST

Employees – known in the company culture as “Otters” – assemble durable cases for smartphones and other devices at OtterBox's headquarters in Fort Collins.

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**BIZWEST LIST**

# Mercury 100 Fastest-Growing Private Companies - Flight I

Companies with 2013 revenues more than \$20,000,000

| RANK | Company   | 2-year revenue growth | Revenues 2013<br>Revenues 2011 | Employees<br>2014 | Products/Services   | Phone<br>Website                                  | Person in charge<br>Title<br>Year founded                    |
|------|---|-----------------------|--------------------------------|-------------------|---|---|--|
| 1    | OtterBox<br>209 S. Meldrum St.<br>Fort Collins, CO 80521  | 164%                  | \$923,621,000<br>\$350,000,000 | 750               | Innovators of protective solutions for mobile technology.   | 855-688-7269<br>www.ottinbox.com                  | Brian Thomas<br>CEO<br>1998                                  |
| 2    | Brinkman Partners LLC<br>3003 E. Harmony Road, Suite 300<br>Fort Collins, CO 80528                      | 132%                  | \$158,000,000<br>\$68,000,000  | 80                | Integrated real estate services including construction, commercial brokerage, development, capital markets and real estate management.  | 970-267-0954<br>www.brinkmanpartners.com          | Paul Brinkman<br>Kevin Brinkman<br>founding partners<br>2005 |
| 3    | Baessler Homes<br>3505 Holman Court<br>Greeley, CO 80631  | 103%                  | \$22,580,000<br>\$11,100,000   | 22                | Homebuilder with the ability to fully customize homes to meet our customers needs along with the flexibility to build anywhere in Northern Colorado with average build times around 3.5 months.     | 970-356-6251<br>www.baesslerhomes.com             | Jamie Baessler<br>president<br>1968                          |
| 4    | Employment Solutions Personnel Services Inc.<br>4206 S. College Ave., No. 107<br>Fort Collins, CO 80525 | 95%                   | \$26,002,000<br>\$13,365,000   | 35                | Staffing services.  | 970-407-9675<br>www.employmentsolutions.com       | Rick Wagner<br>president<br>1994                             |
| 5    | Obermeyer Hydro Inc.<br>303 W. County Road 74<br>Wellington, CO 80549                                   | 86%                   | \$20,531,968<br>\$11,041,638   | 65                | Large scale water-control gates for water storage, flood control, river diversion, environmental flow release, irrigation and hydro-power. Hydroelectric turbines.                                  | 970-568-9844<br>www.obermeyerhydro.com            | Henry Obermeyer<br>president<br>1987                         |
| 6    | Phase 2 Co.<br>216 Hemlock St.<br>Fort Collins, CO 80522  | 80%                   | \$24,371,801<br>\$13,565,000   | 310               | Drywall, paint, acoustics.  | 970-482-7000<br>www.phase2co.com                  | Alison Larsen<br>president<br>1973                           |
| 7    | Burgener Trucking-Transpo Inc.<br>7301 S.W. Frontage Road<br>Fort Collins, CO 80528                     | 54%                   | \$38,102,657<br>\$24,735,389   | 125               | Transportation, loading and stockpiling of dry bulk commodities.  | 970-482-4888<br>www.gotranspro.com                | Curt Burgener<br>president<br>1946                           |
| 8    | King Buick GMC<br>4175 Byrd Drive<br>Loveland, CO 80538   | 46%                   | \$89,950,000<br>\$61,570,000   | 109               | New and used cars, automotive repair and parts sales.   | 970-667-8905<br>www.kinggm.com                    | Rex King<br>president<br>1998                                |
| 9    | McCauley Constructors Inc.<br>650 Innovation Circle<br>Windsor, CO 80550                                | 33%                   | \$24,460,000<br>\$18,400,000   | 28                | Commercial and light industrial construction management; general contractor.  | 970-686-6300<br>www.mccauleyconstructors.com      | Leon McCauley<br>president<br>2005                           |
| 10   | Ehrlich Dealerships<br>4627 W. 20th Street Road, Suite A<br>Greeley, CO 80634                           | 31%                   | \$180,845,642<br>\$138,376,462 | 240               | Auto dealerships.   | 970-573-5000<br>www.ehrlichmotors.com             | Scott Ehrlich<br>president<br>1946                           |
| 11   | Ghent Motor Co.<br>2715 35th Ave.<br>Greeley, CO 80634  | 26%                   | \$45,833,273<br>\$36,452,396   | 63                | Sells, leases, services new Chevrolets, Cadillacs, parts, all makes of used vehicles, collision center.   | 970-339-2438<br>www.ghentmotors.com               | Bob Ghent<br>owner<br>1989                                   |
| 12   | Co's Auto Group Inc.<br>4150 Byrd Drive<br>Loveland, CO 80538   | 24%                   | \$62,775,000<br>\$50,810,000   | 72                | BMW and MINI Cooper automobiles, sales, parts, service, pre-owned cars and trucks.  | 970-292-5200<br>www.cosbmw.com, minioflovland.com | Christina Dawkins<br>owner<br>1974                           |
| 13   | New Horizons Travel Agency Inc.<br>300 E. Boardwalk Drive<br>Fort Collins, CO 80525                     | 23%                   | \$21,396,000<br>\$17,423,419   | 20                | Full-service travel agency specializing in corporate and athletic group travel.   | 970-223-7400<br>www.travelnewhorizons.com         | Dale Clarken<br>president/owner<br>1980                      |
| 14   | United Power Inc.<br>500 Cooperative Way<br>Brighton, CO 80603  | 13%                   | \$158,650,036<br>\$140,389,000 | 160               | Rural electric cooperative providing electric service to homes and businesses throughout Colorado's northern front range.   | 303-659-0551<br>www.unitedpower.com               | Ronald Asche<br>CEO<br>1938                                  |
| 15   | J-U-B Engineers Inc.<br>3538 JFK Parkway, Suite 1<br>Fort Collins, CO 80525                             | 12%                   | \$42,370,000<br>\$37,700,000   | 5                 | Civil consulting engineering services to both private and public clients, including transportation, municipal, structural, site civil, land development, planning, public involvement/facilitation. | 970-377-3602<br>www.jub.com                       | Jeff Temple<br>area manager<br>1955                          |
| 16   | Good Day Pharmacy<br>3780 E. 15th St., Suite 102<br>Loveland, CO 80538                                  | 7%                    | \$30,000,000<br>\$28,000,000   | 134               | Family-owned retail pharmacy chain. Specialties include compounding, bio-identical hormone replacement therapy, medical equipment sales and rentals, specialty long term care pharmacy.             | 970-461-1975<br>www.gooddaypharmacy.com           | Vicki Einhellig<br>RPh, COO<br>1985                          |
| 17   | Drahota<br>4700 Innovation Drive, Building C<br>Fort Collins, CO 80525                                  | 6%                    | \$34,000,000<br>\$32,000,000   | 36                | Full-service construction manager and general contractor staffed with LEED-accredited professionals.  | 970-204-0100<br>www.drahota.com                   | Terry Drahota<br>president<br>1973                           |
| 18   | Walker Manufacturing Co.<br>5925 E. Harmony Road<br>Fort Collins, CO 80528                              | 5%                    | \$51,138,000<br>\$48,537,000   | 160               | Commercial-grade riding lawnmowers and attachments.   | 970-221-5614<br>www.walkermowers.com              | Bob Walker<br>president<br>1959                              |
| 19   | Gray Oil Co.<br>804 Denver Ave.<br>Fort Lupton, CO 80621  | 5%                    | \$102,027,014<br>\$96,930,653  | 75                | Fuel, lubes, DEF and chemicals.   | 800-464-4729<br>www.grayoil.net                   | Tina Powell<br>president<br>1937                             |
| 20   | Poudre Valley Rural Electric Association Inc.<br>7649 REA Parkway<br>Fort Collins, CO 80528             | 3%                    | \$98,901,776<br>\$95,938,480   | 90                | Electric utility.   | 800-432-1012<br>www.pvrea.com                     | Jeff Wadsworth<br>CEO<br>1939                                |

Researched by Mariah Tauer

Region surveyed includes Larimer and Weld counties and the city of Brighton.

Source: BizWest Survey

# Madwire growing faster than a speeding bullet

BY MICHELLE VENUS  
news@bizwestmedia.com

LOVELAND – Take a walk through Madwire Media and it's hard to miss the superhero decorating theme. It's quite possible that the father-and-son team, Joe and JB Kellogg, who founded the digital marketing and design agency have donned capes of their own, considering all that has been accomplished since Madwire opened its doors in 2009.

## MERCURY 100

**MADWIRE MEDIA**  
2012 revenue: \$6,417,775  
2013 revenue: \$13,407,670  
2-year revenue growth: 213.565%

Five years ago, it was just the two of them. Now, Madwire is one of the fastest growing businesses in Colorado, with 175 employees. The plan is to grow that number to 350 by 2018. Revenues have increased by more than 213 percent, leaping in (almost) a single bound from \$4.76 million in 2011 to \$13.4 million in 2013. The company has seen a 5,254 percent growth in a three-year period.

The accolades continue to pour in:



JONATHAN CASTNER/BIZWEST

JB Kellogg, the son in the father-son team that founded Madwire Media, was named Young Professional of the Year in January by the Loveland Chamber of Commerce.

At BizWest Media's annual Bravo Awards ceremony in March,

the Kelloggs received a Loveland Entrepreneur Award to recognize

the company's rapid growth. Two months earlier, the Loveland Chamber of Commerce named JB Kellogg its Young Professional of the Year.

Inc. 5000 rated Madwire No. 10 on its list of the top 100 digital marketing and advertising firms in the nation, No. 51 overall and second among the top 100 companies in Colorado. Madwire ranked third in the Inc. Hire Power awards. ColoradoBiz recognized it two years running as a top 50 family-run company.

This is not the first time Madwire has received a Mercury Award. Holy trophies in the case, Batman!

Last year, Madwire crafted more than 2,000 websites for its clients, earning more than 300,000 conversions for them. Madwire officials point to analytics citing more than 10 million inbound visitors driven to clients' websites. There's a gym in the basement, a garden on the roof and foosball in the break room.

In the words of Rocket J. Squirrel, "And now, here's something we hope you'll really like": Last November, Madwire sponsored UFC 167: St-Pierre vs. Hendricks, a mixed martial arts event at the MGM Grand Garden Arena in Las Vegas. Ka-pow!

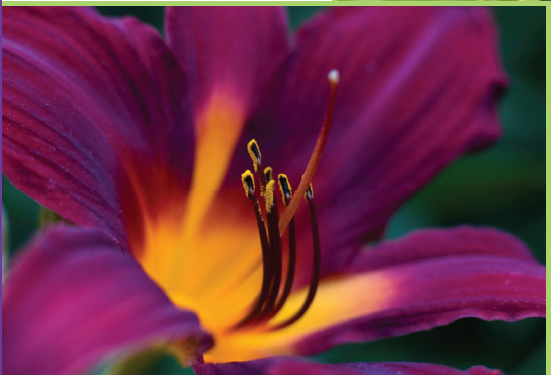
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## MERCURY 100

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# BIZWEST LIST

## Mercury 100 Fastest-Growing Private Companies - Flight II

Companies with 2013 revenues between \$7,100,000 and \$20,000,000

| RANK | Company  | 2-year revenue growth | Revenues 2013<br>Revenues 2011 | Employees 2014 | Products/Services  | Phone<br>Website                             | Person in charge<br>Title<br>Year Founded                         |
|------|--|-----------------------|--------------------------------|----------------|--|--|---|
| 1    | Madwire Media<br>550 W. Eisenhower Blvd.<br>Loveland, CO 80537                     | 214%                  | \$13,407,670<br>\$4,275,877    | 175            | 360° inbound digital marketing and design firm offering innovative marketing technologies for small businesses with a global reach.  | 970-663-7635<br>www.madwiremedia.com         | Joe Kellogg<br>JB Kellogg<br>owners<br>2009                       |
| 2    | SAFEbuilt Colorado<br>3755 Precision Drive, Suite 140<br>Loveland, CO 80538        | 102%                  | \$16,380,210<br>\$8,108,777    | 144            | Community development solutions for local government. Services include building department, planning and zoning and code enforcement functions.  | 970-566-2495<br>www.safebuilt.com            | Mike McCurdie<br>president<br>1992                                |
| 3    | Devoe Contracting LLC<br>26015 County Road 46<br>Kersey, CO 80644                  | 80%                   | \$11,150,000<br>\$6,205,000    | 93             | Dirt construction, oil service, heavy-duty towing.   | 970-284-7824<br>N/A                          | Shaun DeVoe<br>manager<br>1969                                    |
| 4    | Vista Solutions Corp.<br>2619 Midpoint Drive, Suite F<br>Fort Collins, CO 80525    | 77%                   | \$10,781,817<br>\$6,080,692    | 14             | IT partner with business-class technology; customized hardware, software and services; local cloud computing.  | 970-212-2940<br>www.vistasolutions.net       | Linda Vomaske<br>owner<br>Robert Vomaske<br>CEO/president<br>1992 |
| 5    | Safe Site Inc.<br>5803 Lockheed Ave.<br>Loveland, CO 80538                         | 53%                   | \$18,234,457<br>\$11,941,235   | 230            | Utility locating, subsurface utility engineering, utility mapping, utility engineering services, utility pole attachment and code compliance audit. Safety inspection and compliance audits. | 970-622-9792<br>www.safesiteco.com           | Diane McIntosh<br>president<br>2005                               |
| 6    | Burrows Enterprises Inc.<br>2024 E. Eighth St.<br>Greeley, CO 80631                | 49%                   | \$7,424,028<br>\$4,970,171     | 21             | Farm equipment manufacturers. Wholesale to equipment dealers throughout the world.   | 970-353-3769<br>www.rotogrind.com            | Royal Burrows<br>president<br>1977                                |
| 7    | Dairy Specialists LLC<br>3309 Empire St.<br>Evans, CO 80620                        | 47%                   | \$16,288,741<br>\$11,100,000   | 52             | Design, installation, equipment, services and supplies for dairies, feed yards and waste-management systems.   | 970-330-1870<br>www.dairyspecialists.com     | Randy Sorensen<br>CEO<br>1991                                     |
| 8    | Tharp Cabinet Corp.<br>1246 N. Denver Ave.<br>Loveland, CO 80537                   | 46%                   | \$12,610,000<br>\$8,625,000    | 112            | Manufacturer of residential, commercial and specialty cabinets. Cabinet refacing and refinishing.  | 970-667-7144<br>www.tharpcabinets.com        | Don Fraley<br>president<br>1971                                   |
| 9    | Sears Trostel Lumber Co.<br>125 Airpark Drive<br>Fort Collins, CO 80524            | 44%                   | \$7,932,000<br>\$5,500,000     | 48             | Custom wood moldings, arched moldings, hardwood lumber, wood flooring; wholesale and manufacturing.  | 970-482-0222<br>www.sears-trostel.com        | Curt Viehmeyer<br>general manager<br>1929                         |
| 10   | SteelStar Corp.<br>101 Miller Drive<br>Dacono, CO 80514                            | 29%                   | \$10,785,644<br>\$8,372,184    | 48             | Steel fabrication.   | 303-828-4303<br>www.steelstar.com            | Kris McLean<br>CEO<br>1997  |
| 11   | ECL Site Construction Management Inc.<br>2526 14th St., SE<br>Loveland, CO 80537   | 29%                   | \$13,650,000<br>\$10,600,000   | 21             | General contractor and construction manager of multi-faceted infrastructure projects.  | 970-669-6291<br>www.ecsite.net               | Brian Peterson<br>president<br>1983                               |
| 12   | Denver Plastics Colorado LP<br>560 Dahlia St.<br>Hudson, CO 80642                  | 27%                   | \$19,000,000<br>\$15,000,000   | 145            | Custom thermoplastics injection molding, two shot molding, vertical molding, large tonnage molding, assembly, printing and secondary operations.   | 303-654-1202<br>www.dpcolorado.com           | Robert Doebele<br>general manager<br>1950                         |
| 13   | Gregory Electric<br>3317 N. Lincoln Ave.<br>Loveland, CO 80538                     | 26%                   | \$16,745,000<br>\$13,250,000   | 90             | Electrical contractor.   | 970-669-7609<br>www.gregoryelectricinc.com   | Rod Bryant<br>president<br>1988                                   |
| 14   | Naranjo Civil Constructors Inc.<br>1863 Second Ave.<br>Greeley, CO 80631           | 23%                   | \$9,000,000<br>\$7,300,000     | 50             | Structural and flatwork concrete construction, drainageway reconstruction in urban environments, stormwater/irrigation related utilities.  | 970-356-7909<br>www.naranjocivil.com         | Jerry Naranjo<br>Herman Naranjo<br>owners<br>1982                 |
| 15   | Miramont Lifestyle Fitness<br>901 Oakridge Drive<br>Fort Collins, CO 80525         | 10%                   | \$10,346,882<br>\$9,426,616    | 300            | All-inclusive health club featuring health and wellness programs to meet any interest and ability level.   | 970-282-1000<br>www.miramontlifestyle.com    | Shane Hunsinger<br>COO<br>1979                                    |
| 16   | Verus Bank of Commerce<br>3700 S. College Ave., Unit 102<br>Fort Collins, CO 80525 | 9%                    | \$15,533,904<br>\$14,190,170   | 20             | Banking and financial services.  | 970-267-6564<br>www.verusboc.com             | Gerard Nalezny<br>Mark Kross<br>CEOs<br>2005                      |
| 17   | Affordable Roofing Inc.<br>217 W. Trilby Road<br>Fort Collins, CO 80525            | 6%                    | \$9,333,512<br>\$8,781,486     | 18             | Roofing services.  | 970-207-0000<br>www.affordableroofinginc.com | Troy Jennings<br>president<br>Jim Simpson<br>co-owner<br>2005     |
| 18   | Coe Construction Inc.<br>2302 E. 13th St.<br>Loveland, CO 80537                    | 5%                    | \$7,900,000<br>\$7,500,000     | 16             | Commercial general contractor.   | 970-663-7636<br>www.coeconstruction.com      | Gregg Meisinger<br>president<br>1990                              |
| 19   | Harsh International Inc.<br>600 Oak Ave.<br>Eaton, CO 80615                        | 5%                    | \$20,000,000<br>\$19,000,000   | 82             | Cattle-feed mixers, hydraulic dumping equipment, contract laser and water-jet cutting and environmental solutions.   | 970-454-2291<br>www.harshenviro.com          | Robert Brown<br>president<br>1948                                 |
| 20   | Connecting Point<br>2401 17th St.<br>Greeley, CO 80634                             | 5%                    | \$7,566,000<br>\$7,199,000     | 30             | Network integration, remote managed services, cloud services, network security, unified communications (VoIP), technical outsourcing, product sales.   | 970-356-7224<br>www.cpgreeley.com            | Ted Warner<br>president<br>1985                                   |

Researched by Mariah Tauer

Region surveyed includes Larimer and Weld counties and the city of Brighton.

Source: BizWest Survey

# You dream it, Savant Homes can build it

BY MICHELLE VENUS  
news@bizwestmedia.com

FORT COLLINS – The folks at Savant Homes are in the business of making dreams come true.

For founders and owners Alan and Kim Strope, helping clients realize their dream home is what they do every day – and they’ve been doing it since 1998. Sometimes the dream is small: a new deck, a remodel or an addition. Sometimes the dream takes on epic propor-

**MERCURY 100**

**SAVANT HOMES**

2012 revenue: \$5,174,018

2013 revenue: \$6,502,626

2-year revenue growth: 190.622%

tions. Savant Homes has designed and built million-dollar custom homes.

If you can dream it, they can build it.

The northern Colorado natives take pride in their local roots. Alan and Kim are graduates of Colorado State University, with respective degrees in construction management and interior design.

► See **Savant, 15**



PHOTO COURTESY SAVANT HOMES

Troy and Heather Hiebsch survey the complete remodeling that Savant Homes did on their home at 620 W. Oak St. in Old Town Fort Collins.



# BIZWEST LIST

## Mercury 100 Fastest-Growing Private Companies - Flight III

Companies with 2013 revenues between \$3,200,000 and \$7,000,000

| RANK | Company  | 2-year revenue growth | Revenues 2013<br>Revenues 2011 | Employees 2014 | Products/Services  | Phone<br>Website                                 | Person in charge<br>Title<br>Year Founded                                 |
|------|--|-----------------------|--------------------------------|----------------|--|--|---|
| 1    | Savant Homes Inc.<br>P.O. Box 2066<br>Fort Collins, CO 80522                                       | 191%                  | \$6,502,626<br>\$2,237,489     | 10             | Residential contractor and light commercial contractor. Focus on custom homebuilding in new construction, remodeling and commercial tenant finish.   | 970-472-5667<br>www.savanthomesinc.com           | Alan Strope<br>president<br>1998  |
| 2    | Green Ride CO Inc.<br>344 E. Foothills Parkway, Suite 29<br>Fort Collins, CO 80525                 | 144%                  | \$5,343,716<br>\$2,192,000     | 120            | Transportation.  | 970-226-5533<br>www.greenrideco.com              | Ray Schofield<br>co-founder<br>2008                                       |
| 3    | Roberts Excavation Corp.<br>1801 First St.<br>Berthoud, CO 80513                                   | 121%                  | \$3,605,000<br>\$1,632,000     | 24             | Commercial, industrial, residential earthwork, site grading and utility construction, environmental reclamation.   | 970-532-1440<br>www.roberts-excavation.com       | Gerald Roberts<br>president<br>1991                                       |
| 4    | Encompass Medical Partners LLC<br>1236 E. Elizabeth St., Suite 2<br>Fort Collins, CO 80524         | 118%                  | \$3,433,459<br>\$1,573,383     | 47             | Health care billing and practice management services.  | 970-488-1668<br>www.encompassmedical.com         | Judson Standard<br>CEO<br>1984  |
| 5    | RMG - Rocky Mountain Group<br>1601 37th St.<br>Evans, CO 80620                                     | 113%                  | \$4,294,000<br>\$2,020,000     | 7              | Architectural, civil engineering, geotechnical engineering, structural engineering, materials testing, forensic engineering, land planning, residential and commercial.                              | 970-330-1071<br>www.rmgengineers.com             | Tom Cope<br>Northern Colorado geotechnical group manager, partner<br>1986 |
| 6    | Affordable Restoration<br>217 W. Trilby Road<br>Fort Collins, CO 80525                             | 106%                  | \$3,305,354<br>\$1,601,686     | 27             | Fire and water restoration.  | 970-207-0000<br>www.affordablestore.com          | Troy Jennings<br>Jim Simpson<br>Cory Braesch<br>owners<br>2008            |
| 7    | Schlosser Signs Inc.<br>3597 Draft Horse Court<br>Loveland, CO 80538                               | 102%                  | \$5,050,000<br>\$2,496,000     | 40             | Surveys, permit acquisition, zoning analysis, code appeal, planned sign program development, design, custom fabrication, installation, removals, maintenance/repair, and lot lighting.               | 970-593-1334<br>www.schlossersigns.com           | Carla Schlosser<br>CEO<br>1999  |
| 8    | Malm Electrical Contractors LLC<br>266 Basher Drive, Unit No. 2<br>Berthoud, CO 80513              | 83%                   | \$5,500,000<br>\$3,003,251     | 30             | Commercial, industrial, multi-family, design build services.   | 970-532-9900<br>www.malmelectric.com             | Trent Malm<br>general manager, partner<br>2002                            |
| 9    | Alpine Cabinet Co. Inc.<br>4125 Main St.<br>Timnath, CO 80547                                      | 60%                   | \$5,666,000<br>\$3,540,000     | 50             | Kitchen cabinets and bathroom vanities for both residential and commercial use.  | 970-484-9030<br>www.alpinecabinetco.com          | James Chinn<br>president<br>1968  |
| 10   | Miramont Family Medicine<br>4674 Snow Mesa Drive, Suite 140<br>Fort Collins, CO 80528              | 49%                   | \$6,772,211<br>\$4,548,390     | 84             | Patient-centered medical home offering primary care in family medicine, x-ray, mammography, in-house lab, prescription dispensing, aesthetics, immunotherapy, INS/ DOT physicals, behavioral health. | 970-482-0213<br>www.miramont.us                  | John Bender<br>CEO<br>1940  |
| 11   | Exponential Engineering Company<br>328 Airpark Drive<br>Fort Collins, CO 80524                     | 46%                   | \$6,000,000<br>\$4,100,000     | 34             | Professional electrical engineering consulting.  | 970-207-9648<br>www.exponentialengineering.com   | Thomas Ghidossi<br>president<br>1993                                      |
| 12   | Home Instead Senior Care<br>3711 John F. Kennedy Parkway, Suite 317<br>Fort Collins, CO 80525      | 41%                   | \$5,505,071<br>\$3,895,309     | 350            | Licensed non-medical home care.  | 970-494-0289<br>homeinstead.com/northerncolorado | Mike Maguire<br>president<br>Carol Maguire<br>owner<br>2001               |
| 13   | Duran Excavating Inc.<br>418 N. Ninth Ave.<br>Greeley, CO 80631                                    | 39%                   | \$6,958,916<br>\$5,012,817     | 60             | Earthwork, utilities and roadwork.   | 970-351-0192<br>www.duranexcavating.com          | Ernest Duran<br>president<br>1979   |
| 14   | Arkins Park Stone Corp.<br>5975 N. Larimer County Road 27<br>Loveland, CO 80538                    | 38%                   | \$3,340,000<br>\$2,429,000     | 40             | Quarry, stone.   | 970-663-1920<br>www.arkinsparkstone.com          | Arlis Sprague<br>president<br>1955  |
| 15   | E.I. Medical Imaging<br>110 12th St. SW, Unit 102<br>Loveland, CO 80537                            | 36%                   | \$5,000,000<br>\$3,687,000     | 16             | Manufacturer of portable ultrasound devices for veterinarians and livestock producers.   | 970-669-1793<br>www.eimedical.com                | Charles Maloy<br>president<br>1984  |
| 16   | Express Employment Professionals<br>2711 W. 10th St.<br>Greeley, CO 80634                          | 35%                   | \$4,445,195<br>\$3,303,594     | 7              | Full-time and temporary staffing and job placement. Also provides human resource services and consulting.  | 970-353-8430<br>www.expresspros.com              | Kathy Egan<br>owner<br>Tami Inskeep<br>general manager<br>1971            |
| 17   | Anderson Consulting Engineers Inc.<br>375 E. Horsetooth Road, Building 5<br>Fort Collins, CO 80525 | 25%                   | \$3,986,000<br>\$3,188,287     | 21             | Water resources, civil, environmental and river restoration.   | 970-226-0120<br>www.acewater.com                 | Bradley Anderson<br>president<br>1998                                     |
| 18   | High Plains Mechanical Service Inc.<br>2020 Airway Ave.<br>Fort Collins, CO 80524                  | 22%                   | \$5,071,604<br>\$4,159,100     | 26             | HVAC service, maintenance and installation.  | 970-221-5645<br>www.hpmservice.com               | Paul Finger<br>Joyce Finger<br>owners<br>1983                             |
| 19   | EnergyLogic Inc.<br>309 Mountain Ave.<br>Berthoud, CO 80513-9261                                   | 21%                   | \$3,452,109<br>\$2,861,162     | 47             | Energy ratings, energy audits, rater training, rater partner providing, LEED consulting and project management, energy guarantees and quality assurance.   | 970-532-3220<br>www.nrglogic.com                 | Steve Byers<br>CEO<br>2006  |
| 20   | Alpine Gardens<br>7029 S. College Ave.<br>Fort Collins, CO 80525                                   | 19%                   | \$4,522,000<br>\$3,800,000     | 57             | Commercial and residential landscape design, installation and maintenance.   | 970-226-2296<br>www.alpinelandscaping.com        | Jack Fetig<br>Chris Fetig<br>owners<br>1978                               |

Researched by Mariah Tauer

Region surveyed includes Larimer and Weld counties and the city of Brighton.

Source: BizWest Survey

# Aggie Plumbing: Services at your disposal

BY MICHELLE VENUS  
news@bizwestmedia.com

FORT COLLINS – Ask Craig Unter, president of Aggie Plumbing & Service, Inc., why his company stands out from its competitors and he is quick to reply:

“It’s our customer service. And our employees. And our pricing structure. And we don’t keep customers waiting for hours for someone to show up – we schedule appointments.”

## MERCURY 100

**AGGIE PLUMBING & SERVICE INC.**  
2012 revenue: \$1,100,000  
2013 revenue: \$1,645,000  
2-year revenue growth: 356.944%

Unter should know. He worked for two large Northern Colorado plumbing companies starting in 1993 before founding Aggie Plumbing & Service. While he was learning the skills that earned him his master plumber license, Unter was observing how the plumbing business worked (or didn’t work) and began making notes. He saw a big gap between standard of service and upper management’s desire to increase the profit margin.



PHOTO COURTESY AGGIE PLUMBING & SERVICE INC.

Craig Unter, president of Aggie Plumbing and Service Inc., has seen phenomenal growth of his Fort Collins-based company. Now all he needs are more plumbers.

It was this observation and his notes that helped him develop a customer-focused business model when he finally struck out on his own in 2005 with just himself and one other employee.

Now, nine years later, “We’re cruising right along,” Unter said.

Cruising may be a bit of an understatement. In three years, Aggie Plumbing and Service has gone from two employees – Unter and his wife,

Melissa – to nine people on staff. Revenues have grown during the same time frame from \$360,000 to \$1.645 million.

“We started this company right at the downturn of the economy, so we had nowhere else to go but up,” said Unter.

For Unter, the reasons behind his company’s success are a return to old-fashioned values and delivering quality service at a fair price. Most

repair jobs can be done in less than an hour or two. The Aggie Plumbing & Service team charges by the hour, plus the cost of materials and parts. It’s that straightforward.

It also has been about building relationships and referrals. Aggie Plumbing & Service specializes in all aspects of the plumbing business, from working with commercial and residential new construction to commercial property owners and managers as well as homeowners looking to fix a pesky leak, install a new hot water heater, gas lines or a sprinkler system.

With the improving economy and new construction starts, Unter is facing a problem. He can’t find enough talented, quality plumbers to build up his staff and take on as many projects as he would like. Many of the people who would be firing off resumes to him are taking advantage of the oil boom and opting into that industry instead. It’s the biggest hurdle he faces while planning a growth strategy.

“We take a lot of pride in the fact, that as a small company, we offer all of our employees health insurance and contribute to their retirement plans,” said Unter. “It all goes back to those core values. We take care of our people and they take care of our customers.”

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# BIZWEST LIST Mercury 100 Fastest-Growing Private Companies - Flight IV

Companies with 2013 revenues between \$1,400,000 and \$3,100,000

| RANK | Company  | 2-year revenue growth | Revenues 2013<br>Revenues 2011 | Employees<br>2014 | Products/Services  | Phone<br>Website                                 | Person in charge<br>Title<br>Year Founded                         |
|------|--|-----------------------|--------------------------------|-------------------|--|--|---|
| 1    | Aggie Plumbing & Service Inc.<br>1739 Rolling Gate Road<br>Fort Collins, CO 80526                                | 357%                  | \$1,645,000<br>\$360,000       | 9                 | Plumbing contractor, new residential construction, new commercial construction and plumbing service. Commercial tenant finish. Residential additions and remodel. Water heater replacement.              | 970-226-9979<br>www.aggieplumbing.com            | Melissa Unter<br>vice president<br>2005                           |
| 2    | AGPROfessionals<br>3050 67th Ave.<br>Greeley, CO 80634   | 113%                  | \$3,052,000<br>\$1,436,000     | 18                | Developers of agriculture; engineering, land-use planning, real estate, surveying, environmental management, public relations exclusively for agriculture.   | 970-535-9318<br>www.agpros.com                   | Thomas Haren<br>CEO<br>1996                                       |
| 3    | Ram Glass Service<br>5727 Bueno Drive<br>Fort Collins, CO 80525  | 89%                   | \$1,765,000<br>\$933,500       | 9                 | Glass, shower doors, mirrors, storefronts, table tops, chair mats, custom glass cutting, cabinet glass. Residential and commercial glass of any type.  | 970-207-1914<br>www.ramglass.com                 | Clu Tamlin<br>Kathy Tamlin<br>owners<br>2000                      |
| 4    | G & N Construction<br>628 First Ave.<br>Ault, CO 80610   | 87%                   | \$1,400,000<br>\$750,000       | 8                 | Pre-engineered metal buildings, structural steel, concrete, epoxy flooring.  | 970-834-0382<br>N/A                              | Nancy White<br>Gary White<br>owners<br>1996                       |
| 5    | Linden<br>223 S. Howes St.<br>Fort Collins, CO 80521   | 85%                   | \$2,400,000<br>\$1,300,000     | 16                | Marketing and communications company. Provides market research, branding, website design, online marketing, social media, public relations.  | 970-221-3232<br>www.golinden.com                 | Susie Cannon<br>owner<br>1996                                     |
| 6    | AlphaGraphics Inc.<br>5803 Lockheed Ave.<br>Loveland, CO 80538   | 77%                   | \$2,513,970<br>\$1,418,955     | 19                | Products and services include offset printing, digital printing, high-speed duplicating, over-sized printing and online ordering. Design and marketing services.   | 970-223-6316<br>www.agnoco.com                   | Guy (Skip) McIntosh III<br>Diane McIntosh<br>owners<br>2006       |
| 7    | CARE Research LLC<br>P.O. Box 272577<br>Fort Collins, CO 80527   | 75%                   | \$1,400,000<br>\$800,000       | 14                | Preclinical contract research; protocol development and regulatory guidance; multispecies pharmacokinetics and toxicokinetics; toxicology, feed, nutrition and range finding studies.                    | 970-493-2660<br>www.caresearchllc.com            | Rajan Bawa<br>CEO, CTO<br>Beena Bawa<br>CFO<br>2010               |
| 8    | C&T Custom Fabrication Inc.<br>345 Basher Drive<br>Berthoud, CO 80513  | 48%                   | \$2,674,000<br>\$1,807,000     | 20                | Metal fabrication including precision welding, water-jet cutting, CNC machining, CNC punching and bending.   | 970-532-2444<br>www.ctcustomfab.com              | Cameron Matthie<br>Terry Dettmann<br>owners<br>1997               |
| 9    | Loveland Design Carpet One Floor & Home<br>360 S. Lincoln Ave.<br>Loveland, CO 80537                             | 48%                   | \$3,100,000<br>\$2,100,000     | 15                | Retail and commercial flooring, ceramic tile, natural stone and carpet; vinyl, Marmoleum, area rugs. New construction and remodels. New window treatment department. Insurance renovation. Installation. | 970-667-3590<br>www.lovelanddesigncenter.com     | Cindy Corbett<br>proprietor<br>1967                               |
| 10   | Advanced Interiors Inc.<br>821 E. Mulberry St.<br>Fort Collins, CO 80524-3105                                    | 41%                   | \$2,400,000<br>\$1,700,000     | 9                 | Retail and contract sales of flooring and interior products.   | 970-482-6242<br>www.advancedinteriorsinc.net     | Shawn Matz<br>president<br>Chris Carney<br>vice president<br>2002 |
| 11   | Action Plumbing and Heating Inc.<br>201 12th St. S.W.<br>Loveland, CO 80537                                      | 41%                   | \$1,568,171<br>\$1,110,826     | 11                | New commercial and residential plumbing, service and repair commercial and residential plumbing, hydronic heating sales and service, drain cleaning, repair/replacement of sewer lines.                  | 970-669-6093<br>www.actionplumbingandheating.com | Dick Zastrow<br>owner<br>1993                                     |
| 12   | Envision IT Partners<br>333 W. Drake Road, Suite 30<br>Fort Collins, CO 80526                                    | 33%                   | \$2,310,914<br>\$1,735,000     | 15                | IT consulting services and support.  | 970-377-0333<br>www.envisionitpartners.com       | Michael O'Donnell<br>CEO<br>2003                                  |
| 13   | Weld County Bi-Products Inc.<br>1138 N. 11th Ave.<br>Greeley, CO 80631   | 32%                   | \$1,995,959<br>\$1,506,786     | 12                | Frozen meat for pet food, hides and calf skins.  | 970-352-1788<br>N/A                              | Lonna Ulrich<br>secretary, treasurer<br>1965                      |
| 14   | Cochran, Freund & Young LLC<br>2026 Caribou Drive, Suite 201<br>Fort Collins, CO 80525                           | 30%                   | \$2,346,000<br>\$1,808,000     | 15                | Patent, copyright, trademark and trade secret law and technology licensing.  | 970-492-1100<br>www.patentlegal.com              | William Cochran<br>managing member<br>2000                        |
| 15   | Fort Collins Veterinary Emergency and Rehabilitation Hospital LLC<br>816 S. Lemay Ave.<br>Fort Collins, CO 80524 | 26%                   | \$2,400,000<br>\$1,900,000     | 40                | Emergency veterinary services, rehabilitation and urgent care.   | 970-484-8080<br>www.vetemergencyandrehab.com     | Jon Geller<br>managing partner<br>2003                            |
| 16   | Graham's Carpet Network<br>451 N. Denver Ave.<br>Loveland, CO 80537  | 26%                   | \$3,100,000<br>\$2,468,363     | 12                | Residential and commercial flooring, countertops and window covering materials and installation.   | 970-612-0214<br>www.grahamscarpetwork.com        | Scott Graham<br>president<br>2003                                 |
| 17   | Just Office Furniture<br>6002 Byrd Drive<br>Loveland, CO 80538   | 18%                   | \$2,000,000<br>\$1,700,000     | 8                 | New and used commercial furniture. Asset management, space planning, office design, installation, relocation and reconfiguration.  | 970-493-9039<br>www.justofficefurniture.com      | Alexa Hepler<br>Mike Hepler<br>owners<br>1979                     |
| 18   | St. Vrain Block Co.<br>5150 Grand View Blvd.<br>Dacono, CO 80514   | 17%                   | \$2,100,000<br>\$1,800,000     | 17                | Concrete blocks, landscaping products, pavers, retaining wall block and structural units.  | 303-833-4144<br>www.stvrainblock.com             | Colleen Ryan<br>owner<br>1946                                     |
| 19   | Rebound Sports & Physical Therapy<br>2211 S. College Ave., Suite 300<br>Fort Collins, CO 80525                   | 2%                    | \$1,634,000<br>\$1,608,000     | 16                | Outpatient orthopedic physical therapy and therapeutic massage therapy. Sport specific fitness screenings.   | 970-663-6142<br>www.reboundssportspt.com         | Casey Robinson<br>general manager<br>2008                         |
| 20   | Fort Collins Nursery<br>2121 E. Mulberry St.<br>Fort Collins, CO 80524   | 1%                    | \$2,782,648<br>\$2,756,398     | 30                | Retail nursery and garden center, trees, shrubs, seeds, houseplants, bedding plants, vegetables, tropical plants, fountains, statuary, benches, arbors, gardening tools and supplies.                    | 970-482-1984<br>www.fortcollinsnursery.com       | Jesse Eastman<br>owner<br>1932                                    |

Researched by Mariah Tauer

Region surveyed includes Larimer and Weld counties and the city of Brighton.

Source: BizWest Survey

# Huston Graphics & Printing weathers the storms

BY MICHELLE VENUS  
news@bizwestmedia.com

WINDSOR – Huston, we have a problem.

When Luke and Lisa Burton purchased silk screening and printing company Huston Graphics & Printing in 2005, they had no idea they were walking into the start of a recession that would last years. Three years later, their facility was flattened by the level F4 tornado that ripped through Windsor.

## MERCURY 100

### HUSTON GRAPHICS & PRINTING

2012 revenue: \$602,000

2013 revenue: \$1,200,000

2-year revenue growth: 175.862%

For some new business owners, those events might have been enough to make them chalk up their losses and walk away. But not the Burtons. They set up shop in a temporary location while their building was being rebuilt and continued to struggle for the next three years with the blows the recession was raining on their business.

When Lisa Burton reflects on the last nine years, she credits a lot of hard work, superior customer ser-



COURTESY HUSTON GRAPHICS & PRINTING

Work goes on in the production room at silk screening and printing company Huston Graphics & Printing in Windsor, which has survived a recession and an F4 tornado.

vice and maintaining high-quality products for getting the company through the rough times.

Huston Graphics & Printing has added items to its service roster. Initially the company provided silk screening for clients such as school sports teams and corporations. Now it has branched out to include embroidery and laser etching. It also

has expanded its client list, taking advantage of the nearby oil and gas boom to provide companies with apparel specific to the needs of its industry.

“When we first started, the emphasis was definitely on screen printing for athletics stores and teams,” said Lisa Burton. “We’ve since tried to be strategic with our

client base, adding more corporate clients. We now provide promotional items that go beyond apparel and caps. But we still strive to stay relevant to our (company) roots, but also grow to meet our clients’ demands.”

Huston Graphics & Printing certainly has accomplished its goals. From 2011 to 2012, the company’s revenues increased by nearly \$200,000. The strategy it employed doubled revenues the following year to \$1.2 million.

“It’s challenging to keep up and maintain the quality of the product,” admitted Lisa Burtom. “We want to make sure we’re growing with intent: not too fast, and keeping up with the varied needs of our clients. We’re working hard to be strategic and intentional in how we’re bringing on new staff and purchasing equipment and keep a good balance.”

What lessons have been learned and what would the Burtons do differently given the chance?

“If we had the first two years to do over again,” she mused, “I would have put more money aside in cash reserves to deal with the downturn we experienced. We’ve since changed our approach and won’t let that happen again.”

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# Mercury 100 Fastest-Growing Private Companies - Flight V

Companies with 2013 revenues between \$150,000 and \$1,390,000

| RANK | Company   | 2-year revenue growth | Revenues 2013<br>Revenues 2011 | Employees<br>2014 | Products/Services   | Phone<br>Website  | Person in charge<br>Title<br>Year Founded                      |
|------|---|-----------------------|--------------------------------|-------------------|---|---|--|
| 1    | Huston Graphics & Printing<br>700 Automation Drive, Unit B<br>Windsor, CO 80550                                   | 176%                  | \$1,200,000<br>\$435,000       | 9                 | Screen printing, embroidery, laser engraving, promotional products and signage.   | 970-686-0174<br>www.hustongraphics.com                  | Lisa Burton<br>managing partner<br>Lucas Burton<br>CEO<br>1997 |
| 2    | TLC Payroll & Insurance<br>201 S. College Ave., Suite 215<br>Fort Collins, CO 80524                               | 175%                  | \$700,000<br>\$255,000         | 12                | Payroll and health insurance services for businesses with one to 2,500 employees.   | 970-568-8613<br>www.myltcteam.com                       | Kevin Welch<br>CEO/president<br>2010                           |
| 3    | Washburn Land Surveying<br>3621 Muskrat Creek Drive<br>Fort Collins, CO 80528                                     | 170%                  | \$430,000<br>\$159,000         | 7                 | Land surveying, constructing layout, topographic surveys, condominium maps, ALTA/ACSM land title surveys, oil well permit surveys.  | 970-232-9645<br>www.washburnsurveying.com               | Chad Washburn<br>principal<br>2010                             |
| 4    | A Through Z Computing<br>1008 Pinnacle Place<br>Fort Collins, CO 80525  | 164%                  | \$547,537<br>\$207,374         | 2                 | Computer and network consultants.   | 970-204-4778<br>www.athroughzcomputing.com              | James Jenson<br>Jim Jenson<br>owners<br>2004                   |
| 5    | Sounds of the Rockies Entertainment Group LLC<br>P.O. Box 273008<br>Fort Collins, CO 80527                        | 105%                  | \$1,350,652<br>\$658,384       | 200               | Full-service event entertainment. DJ, casino, photo booths, mobile ropes course, outdoor extreme rides, lighting, décor, production, team building.                                     | 970-613-1886/888-696-1399<br>www.soundsoftherockies.com | Don Kennedy<br>Michelle Kennedy<br>owners<br>1995              |
| 6    | A-Train Marketing Communications Inc.<br>125 S. Howes St., Suite 502<br>Fort Collins, CO 80521                    | 104%                  | \$1,357,000<br>\$665,000       | 9                 | Branding, research, strategic planning, public relations, print materials, websites, event planning and nonprofit marketing.  | 970-419-3218<br>www.etrainmarketing.com                 | Gretchen Gaede<br>president<br>1998                            |
| 7    | Pisacka, Baker & Associates LLC<br>375 E. Horsetooth Road Shores, Building 2, Suite 201<br>Fort Collins, CO 80525 | 71%                   | \$591,387<br>\$346,632         | 7                 | Certified public accountant.  | 970-488-1888<br>www.pisackabaker.com                    | Cody Pisacka<br>managing member<br>2007                        |
| 8    | Re/Max Eagle Rock<br>6028 Stallion Drive<br>Loveland, CO 80538  | 70%                   | \$331,536<br>\$195,000         | 37                | Commercial and residential real estate.   | 970-593-0999<br>www.nocoresidential.com                 | Ryan Bach<br>owner<br>2010                                     |
| 9    | Jet Marketing LLC<br>1929 W. County Road 56<br>Fort Collins, CO 80524   | 68%                   | \$630,000<br>\$375,000         | 4                 | Full-service marketing agency.  | 970-218-4797<br>www.jetmarketing.net                    | Jackie O'Hara<br>owner<br>2009                                 |
| 10   | Mantooth Marketing Co. LLC<br>8334 Coeur D'Alene Drive<br>Fort Collins, CO 80525                                  | 67%                   | \$990,000<br>\$593,105         | 12                | Full-service marketing, social media, design and event planning company.  | 970-663-1888<br>www.mantoothcompany.com                 | Connie Hanrahan<br>owner<br>1995                               |
| 11   | Blazen Illuminations<br>2631 Cedar Drive<br>Loveland, CO 80538  | 64%                   | \$575,000<br>\$350,000         | 5                 | RGB LED lighting, DMX controls, automation systems and lighting design services, installation and custom fabrication.   | 800-980-4155<br>www.blazenlights.com                    | Nate Webb<br>co-owner<br>1999                                  |
| 12   | TAIT & Associates Inc.<br>6163 E. County Road 16<br>Loveland, CO 80537  | 59%                   | \$920,000<br>\$577,000         | 8                 | Land surveying, civil and environmental engineering. Fuel system design, installation, maintenance and testing.   | 970-613-1447<br>www.tait.com                            | Tracy Letzring<br>vice president<br>1964                       |
| 13   | Colorado WaterJet Co.<br>5186 Longs Peak Road, Unit F<br>Berthoud, CO 80513                                       | 55%                   | \$1,131,900<br>\$731,000       | 7                 | Machine job shop: abrasive water jet shape-cutting services. Standard, dynamic and five-axis waterjet cutting.  | 970-532-5404<br>www.coloradowaterjet.com                | Dan Nibbelink<br>president<br>1997                             |
| 14   | Energy Solutions Unlimited LLC<br>1720 Topaz Drive<br>Loveland, CO 80537  | 45%                   | \$950,118<br>\$656,000         | 5                 | Energy efficient lighting products and design for existing commercial properties.   | 970-685-4441<br>www.esultd.com                          | Michael Doran<br>principal<br>1997                             |
| 15   | Mack Web Solutions<br>204 Walnut St., Suite D<br>Fort Collins, CO 80524   | 44%                   | \$350,000<br>\$243,000         | 6                 | An online community and brand building company. We develop and execute measurable integrated marketing strategies.  | 970-377-2358<br>www.mackwebsolutions.com                | Mackenzie Fogelson<br>owner<br>2003                            |
| 16   | Squarei Technologies<br>1315 Oakridge Drive, Suite 100<br>Fort Collins, CO 80525                                  | 39%                   | \$1,081,335<br>\$780,000       | 8                 | Custom applications, mobile apps (iOS, Android), database, web, content management systems, project management solutions, business process automation and database driven applications. | 970-377-0077<br>www.squarei.com                         | Kent Bejcek<br>president<br>1996                               |
| 17   | The Fine Art and Frame Co.<br>119 W. Oak St.<br>Fort Collins, CO 80524  | 35%                   | \$323,312<br>\$239,352         | 4                 | Fine art, limited editions, posters, custom framing, mirrors and art consulting.  | 970-490-1001<br>www.thefineartandframecompany.com       | Wendy Foster<br>proprietor<br>1992                             |
| 18   | Healthy Addictions<br>1281 E. Magnolia St., Unit D-232<br>Fort Collins, CO 80524                                  | 32%                   | \$432,479<br>\$327,686         | 3                 | Wholesale snack food distribution and coffee specializing in many all natural, gluten free and Kosher products.   | 970-472-1883<br>www.healthyaddictions.net               | Kim Cunningham<br>manager<br>2007                              |
| 19   | The Currier Inn<br>1221 Ninth Ave.<br>Greeley, CO 80631   | 29%                   | \$198,191<br>\$154,043         | 3                 | Ten guest rooms, dining rooms, high-speed Internet and cable TV in each room. Conference and event facilities.  | 970-392-1221<br>www.thecurrierinn.com                   | Stephanie Boulton<br>Derek Boulton<br>owners<br>1997           |
| 20   | AMS Automotive Machine & Supply Inc.<br>401 S. Link Lane, Unit 3<br>Fort Collins, CO 80524                        | 24%                   | \$760,266<br>\$614,000         | 6                 | Engine rebuilding, engine parts, high performance parts.  | 970-221-1059<br>www.amsautomachine.com                  | Craig Jones<br>owner<br>2001                                   |

Researched by Mariah Tauer

Region surveyed includes Larimer and Weld counties and the city of Brighton.

Source: BizWest Survey



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**SAVANT** from 8

“Our motto is ‘Experience the local difference,’ ” said Alan Strope. “We put a lot of effort into allowing our customers to build their home, not just a home. What they end up with is the home they’ve always wanted.”

“Every house we do is customized for the home-owner, even if it’s a base plan,” added Kim Strope. “We sit down and discuss their likes and dislikes and make whatever modifications that suit their needs.”

Savant Homes has done this for more than 600 houses.

Over the past 16 years in the design/build industry the Stropes have cultivated business relationships with subcontractors and suppliers, which allows them to provide the best service possible within their clients’ budgets. Savant Homes has an in-house team that does everything from design and rendering to choosing materials and finishes. It supervises the hand-picked construction team.

What has kept Savant Homes striding through tough economic times is its ability to be diverse

and nimble. When new housing starts decreased, the focus shifted to remodels and additions. The company stretched beyond its Front Range boundaries to work with clients in mountain towns and in Wyoming.

This approach weathered the recession well. While other design/build companies went out of business, Savant Homes stayed put and rallied with the economic upswing. Revenue has nearly tripled since 2011, growing from slightly more than \$2 million to more than \$6.5 million last year. The staff has nearly

doubled in that time frame, reaching a high of 11 in 2013.

The Great Recession has changed what clients are looking for in their homes, said Alan Strope. Smaller homes with more features and details and less square footage are gaining in popularity.

“We’re not getting as many requests to build those big-box houses,” he said. “Clients are wanting cozier, more intimate homes. So that’s the direction we’re going.”

And the dreams keep coming true.

**OTTER** from 4

hires to it. A candidate may be a 100-percent skill fit for an open position, but if there isn’t a culture fit, the company keeps looking until the right person is found.

“In a nutshell, it’s great employees who are committed and dedicated to making the company successful, having a good strategy and an undying passion for serving the customer,” said chief executive Brian Thomas. OtterBox strives to maintain a culture where employees – called Otters – feel empowered to innovate every day, either in their

specific role or in a system or process that could improve the company.

When it came to the recession, OtterBox chose not to participate. It just wasn’t an option.

“We always believed we could grow, and should,” Thomas said. “We didn’t buy into the thought that the economy would impact our business, and it didn’t. We had to be creative to find new ways to get sales, but when others see obstacles and pull back, we saw opportunities to hire the best people, make capital investments

and share our value proposition with customers.”

That’s a strategy that is working. OtterBox has seen revenues jump from \$350 million in 2011 to more than \$920 million in 2013. It added more than 500 Otters to its roster in slightly more than three years. It’s building and buying all over Old Town; one of the company’s recent acquisitions is the Sunset Events Center building on Linden Street and Riverside Avenue.

It’s easy to be an armchair quarterback and re-evaluate business

decisions. Not so at OtterBox. This company celebrates the learning curve. Thomas put it this way:

“Our mistakes, failures, bumps and bruises have made us the company we are as much as any of our successes or wins have. Each of the failures we have made has allowed us to learn and grow stronger because they happened.

“We have two rules from making mistakes: 1. Make them fast and make them early. 2. Learn from them so they don’t happen again.”



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