

2010

# MERCURY



**NORTHERN COLORADO'S 100 FASTEST GROWING COMPANIES**



Special Section B  
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# People key to companies' growth despite recession

When we started putting together this year's Mercury 100 list of Northern Colorado's fastest-growing companies, there was some concern that we might have to rename it the Mercury 10, or maybe call it Northern Colorado's slowest-shrinking companies. But then we crunched the numbers, and despite the dismal economy for the past three years, our top winners in both the under- and over-\$2-million revenue categories posted triple-digit increases between 2006 and 2009.

But what allows companies large and small, newly formed and longtime going concerns, to continue to thrive during such challenging economic times? Ask our top companies and the answer is obvious: It's the people.

Clay Pot Creative, our top small company, was created to provide better customer service to clients. To avoid layoffs during the worse of the downturn, founder Julia Leach turned her staff's impressive talents to pro bono work, to give back to the people and businesses in the community.

CEO Curt Richardson of Otter Products — our No. 1 large company — put it best two weeks ago when he accepted our Bravo! Entrepreneur Award for Fort Collins: "Otter is as much about people development as it is product development."

Richardson's Bravo! profile can be found online under Special Publications at www.ncbr.com. This section includes profiles of some of the other top companies in each category.

On a more personal note, one of the first stories that appeared in the *Northern Colorado Business Report* 15 years ago was about David E. Schump moving Baker Instrument Co. into a brand-new building in southeast Fort Collins. Schump, who grew up in Greeley and lived in Windsor, built the company into an international corporation that appeared on more than one Mercury list over the years. He sold it in 2007 to enjoy retirement with his wife Elizabeth, and we mourn their passing earlier this month as a loss to the entire business community.

Sincerely,



**Jeff Nuttall**  
Publisher

*Northern Colorado Business Report*

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**ON COVER** – Photos are from the 2009 Mercury 100 event held at Centerra, Rangeview IV. All photos are *Business Report* file photos.

# Clay Pot helps small businesses get creative

By **Kate Hawthorne**  
khawthorne@ncbr.com

Clay Pot Creative was born of frustration.

In 2000, Julia Leach was working as a project manager for a Web development firm as a project manager, but became discouraged when so many custom solutions she proposed for smaller clients got shot down.

"I saw the need to work with small businesses, but the company would only offer cookie-cutter solutions," she recalled. "Small businesses could either pick package A, B, or C or spend tens of thousands of dollars for custom design, which they couldn't afford. I got fed up, and decided to strike out on my own."

The wisdom of that decision is obvious, 10 years later, when 280 percent revenue growth since 2007 has catapulted Clay Pot to the top spot on the Mercury 100 list among companies with revenues of \$2 million and under.

For Leach, it wasn't just about making money.

"I felt the bigger agencies were taking advantage of small businesses, and not offering any kind of education on what is a good Web strategy," she said.

Leach, whose varied background also includes programming and design, started out as a one-person shop. She focused on local businesses that were "big enough to need a marketing team not big enough to be able to afford one in-house." For her team, she called on a network of freelancers, and grew her client list almost strictly through referrals.

"Some of our current clients have been with us from Day 1," she said. "Some have outgrown us, and needed more capabilities than we can provide, but we're proud that we helped them reach their goals."

After two years, she knew she needed help running the business, so her husband, Andrew, joined her as co-principal in Clay Pot. His background in statistics brings a practical perspective to website functionality as well as the ability to monitor and quantify the effectiveness of clients' marketing efforts. A year later they added a full-time art director, who used to be one of their subcontractors.

The couple moved the business out of



Krista Watzel, Northern Colorado Business Report

**COUPLE OF CREATIVES** – Andy and Julia Leach, co-principals of Clay Pot Creative in Fort Collins, founded the marketing firm to offer clients something beyond "cookie-cutter" solutions.

**"Some of our current clients have been with us from Day 1."**

Julia Leach, co-principal  
Clay Pot Creative

their house into a bigger office on Drake Road in Fort Collins three years ago, not

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**No. 1, Revenues \$2 million and under**

only to add more services and a more professional location, but also to help them separate work from family life. The firm now employs seven professionals and serves about 50 clients across the country each year, with about 10 to 20 projects in the works at any one time.

The Great Recession has hit many of Clay Pot's clients and competitors hard, precisely because they are small to medium-sized businesses.

"The recession changed the rules," Leach said. "It redefined how they did business and how they presented themselves. Expectations have changed, and the standard plan won't cut it anymore.

It's forced us to be even more creative."

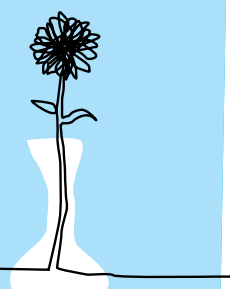
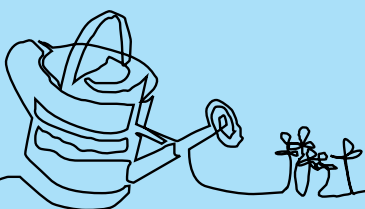
She said some clients reacted by cutting their marketing budget in half, and others asked, "What if I double my budget while everyone else is cutting theirs?"

Things seem to be picking up since the first of the year, according to Leach, and while the Clay Pot team has had no layoffs during the downturn, there have been gaps in the production schedule. Leach said to keep busy, they have concentrated on pro bono work, to give back to the community as well as to show "we could keep strong and grow in a recession."

It seems to be working.

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# Mercury Fastest Growing Companies Under \$2 Million

## Ranked by 3-year revenue growth

RANK	COMPANY ADDRESS PHONE/FAX	3-YEAR REVENUE GROWTH 2-YEAR REVENUE GROWTH 1-YEAR REVENUE GROWTH	REVENUES 2009 REVENUES 2008 REVENUES 2007 REVENUES 2006	EMPLOYEES 2010 EMPLOYEES 2009	PRODUCTS/SERVICES	E-MAIL WEB SITE	PERSON IN CHARGE FISCAL YEAR END YEAR FOUNDED
1	<b>CLAY POT CREATIVE</b> 323 W. Drake Road, Suite 120 Fort Collins, CO 80526 970-495-6855/970-495-6896	280% 50% 1%	\$360,000 \$356,854 \$239,229 \$94,800	7 6	Graphic design, Web development, marketing, and branding.	info@claypotcreative.com www.claypotcreative.com	Julia Leach Andrew Leach, Owner, Principals December 2000
2	<b>JCL ARCHITECTURE INC.</b> 401 S. Mason St. Fort Collins, CO 80524 970-224-5710/970-224-5715	277% 20% 4%	\$565,554 \$546,000 \$470,000 \$150,000	8 8	Sustainable commercial and residential architecture, historical preservation, interior design, and master planning.	justin@theartofconstruction.com www.theartofconstruction.com	Justin Larson, AIA, CEO N/A 2004
3	<b>ENERGY SOLUTIONS UNLIMITED LLC</b> 2601 S. Lemay Ave. Fort Collins, CO 80525 970-282-0755/970-631-8651	160% 124% 8%	\$545,000 \$504,000 \$243,000 \$210,000	4 3	Energy efficient lighting.	mdoran@energysolutionsunlimited.com www.energysolutionsunlimited.com	Mike Doran, Principal Dec. 31 2002
4	<b>SCHEDULING CONSULTANTS LTD.</b> 4025 Automation Way, F-3 Fort Collins, CO 80525 970-224-2503/970-226-5182	159% 70% 9%	\$1,199,500 \$1,100,000 \$706,786 \$464,000	9 8	Development and monitoring of detailed construction schedules.	carmelita@schedulingconsultants.com www.schedulingconsultants.com	Carmelita Thorndike, Chief operating officer, vice president Dec. 31 1988
5	<b>J. P. MORAN DESIGN INC.</b> 1112 Oakridge Drive, Suite 104 Fort Collins, CO 80525 970-481-8489/970-207-9889	115% 30% -1%	\$219,138 \$221,431 \$169,000 \$102,000	1 1	Graphic design and consulting services for print, Web and trade show.	info@jpmorandesign.com www.jpmorandesign.com	J. Patrick Moran, President Dec. 31 2000
6	<b>ENERGYLOGIC INC.</b> 309 Mountain Ave. / P.O. Box N Berthoud, CO 80513 970-532-3220/970-532-5074	114% 58% 19%	\$1,900,000 \$1,600,000 \$1,200,000 \$886,234	80 29	Energy efficiency consulting and testing for homebuilders and homeowners. Also working in LEED-NC and EB, and performing commercial energy audits and recommissioning.	info@nrglogic.com www.nrglogic.com	Steve Byers, Principal Dec. 31 2006
7	<b>EARTH CHEM INC.</b> P.O. Box 272627 Fort Collins, CO 80527 970-223-4998/970-223-9775	89% 46% 19%	\$1,377,000 \$1,160,500 \$940,300 \$729,550	5 5	Soil-stabilization polymers.	info@earthchem.com www.earthchem.com	Kevin Loucks, President Dec. 31 1995
8	<b>TOOLBOX CREATIVE</b> 325 Cherry St., Suite 104 Fort Collins, CO 80521 970-493-5755/970-419-0070	75% 20% 24%	\$674,618 \$544,000 \$560,000 \$385,000	10 8	Advertising and design; specializing in marketing communications.	hello@toolboxcreative.com www.toolboxcreative.com	Dawn Putney Tom Gallo Campbell, Co-owners Dec. 31 2002
9	<b>KRUGER &amp; CLARY CPAS, PC</b> 515 S. Howes St. Fort Collins, CO 80521 970-482-6947/970-472-4061	73% 50% 6%	\$563,000 \$530,000 \$374,701 \$325,000	8 8	Tax preparation and planning, accounting services, QuickBooks consulting. Small business consulting.	info@krugercpas.com www.krugercpas.com	Melissa Clary, President Dale Kruger, Vice president Dec. 31 1993
10	<b>A-TRAIN MARKETING COMMUNICATIONS INC.</b> 215 W. Oak St., Suite 800A Fort Collins, CO 80521 970-419-3218/970-482-3442	49% 36% 14%	\$612,000 \$538,400 \$450,000 \$410,000	6 6	Branding, research, strategic planning, public relations, print materials, websites, event planning and nonprofit marketing.	info@atrainmarketing.com www.atrainmarketing.com	Gretchen Gaede, President, CEO Dec. 31 1998
11	<b>A-Z SAFETY SUPPLY</b> 1554 Riverside Ave. Fort Collins, CO 80524 800-457-3687/970-482-9931	47% 47% 62%	\$586,088 \$361,525 \$397,363 \$397,756	4 4	Safety product sales including safety glasses, earplugs, respirators, gloves, fall protection equipment, gas detectors, sorbents, First Aid and fire extinguishers.	joe@azsafetysupply.com www.azsafetysupply.com	Joe Ricciardi, President Dec. 31 2000
12	<b>C&amp;T CUSTOM FABRICATION INC.</b> 5186 Longs Peak Road Berthoud, CO 80513 970-532-2444/970-461-0284	47% -9% -29%	\$1,369,000 \$1,914,779 \$1,506,826 \$930,729	13 11	Metal fabrication, including precision welding, water-jet cutting, CNC machining, CNC punching and bending. C&T provides services to many leading edge industries.	cam@ctcustomfab.com ctcustomfab.com	Brian Jones Cameron Matthei Terry Dettmann Dec. 31 1997
13	<b>COLORADO BUSINESS EXCHANGE</b> 19 Old Town Square Fort Collins, CO 80524 970-224-3339/970-797-1933	46% -11% -55%	\$73,000 \$161,000 \$82,000 \$50,000	2 3	Business brokerage, valuation, and exit planning services. "Where Businesses are Bought and Sold."	jim@cobizex.com www.cobizex.com	Jim DeShayes, Owner Dec. 31 2005
14	<b>POUDRE PROPERTY SERVICES</b> 706 S. College Ave., Suite 202 Fort Collins, CO 80524 970-224-9204/970-224-0242	43% 32% 14%	\$1,250,000 \$1,100,000 \$950,000 \$875,000	15 15	Full-service property management.	jwbickerton@poudreproperty.com www.poudreproperty.com	John W. Bickerton, Vice president Sandra Bickerton, General manager Dec. 31 1996
15	<b>LAWN DOCTOR</b> P.O. Box 1784 Fort Collins, CO 80522 970-221-0441/970-221-0805	33% 15% 2%	\$1,125,000 \$1,100,000 \$975,000 \$843,000	19 15	Lawn and tree care.	group193@lawndoctor.com www.lawndoctor.com	Mike Verde, President Dec. 31 1983
16	<b>ROCKY MOUNTAIN ENVIRONMENTAL CONSTRUCTION INC.</b> 1060 E. County Road 6C Berthoud, CO 80513 970-532-1717/970-532-3634	30% 50% 8%	\$1,946,000 \$1,800,000 \$1,300,000 \$1,500,000	26 26	Landscape design and construction, irrigation installation, water features and associated hardscapes.	RMECINC@att.net N/A	Shawn Flynn, President/Owner July 31 1989
17	<b>ALBERT PIT BARBECUE</b> 3201 E. Mulberry St., Unit F Fort Collins, CO 80524 970-213-7427/N/A	30% -21% -17%	\$151,000 \$181,000 \$192,000 \$116,590	4 4	Catering company specializing in hickory-smoked barbecue- hand-pulled pork, sliced beef brisket, outstanding ribs, homemade sauce.	korey@albertpitbbq.com www.albertpitbbq.com	Korey Albert, Proprietor Dec. 31 2002
18	<b>COMPUTER SUPERHEROES INC.</b> 5325 Gary Drive Berthoud, CO 80513 720-205-5250/970-532-3189	27% 6% -7%	\$318,000 \$343,000 \$300,000 \$250,000	3 3	Quality, affordable Managed IT Services and Support for individuals and small business.	info@computersuperheroes.com www.computersuperheroes.com	Jeff Lorenzen, President Dec. 31 2001
19	<b>BIO-MEDICAL JANITORIAL INC.</b> P.O. Box 272982 Fort Collins, CO 80527 970-266-1065/970-266-8442	27% 14% 2%	\$825,000 \$810,000 \$722,000 \$650,000	41 46	Specialized janitorial service for the medical community.	mromero@biomedjif.com BioMedicalJanitorial.com	Marquita Romero Ben Romero, Owners Dec. 31 1998
20	<b>SQUAREI TECHNOLOGIES</b> 1315 Oakridge Drive, Suite 100 Fort Collins, CO 80525 970-377-0077/(970) 377-8488	25% 31% 6%	\$708,000 \$668,870 \$540,000 \$565,000	8 7	Content management systems, project management solutions, business process automation and database driven applications.	info@squarei.com www.squarei.com	Kent Bejcek, President/CEO Dec. 31 1996
21	<b>ALL OCCASIONS CATERING</b> 446 S. Link Lane Fort Collins, CO 80524 970-224-5643/970-224-5632	25% -10% -29%	\$690,000 \$969,000 \$769,871 \$552,699	7 7	On and off premise catering	aoc@all-occasions-catering.com www.all-occasions-catering.com	Paul Pellegrino, Owner Dec. 31 1996
22	<b>AMERICULE INC.</b> 14266 Mead St. Longmont, CO 80504 970-535-9007/970-535-9014	21% 2% -17%	\$1,033,000 \$1,251,000 \$1,012,000 \$856,000	6 5	Custom molders of elastomeric products for use in wear or abrasion applications. Also produces piping, spray nozzles, screen balls and non-sparking mallets.	americule@hotmail.com www.americule.com	James H. McLaughlin, President Dec. 31 1993
23	<b>AVALIS WAYFINDING SOLUTIONS INC.</b> 301-C Smokey St. Fort Collins, CO 80525 970-223-9211/970-223-9230	16% 0% -12%	\$1,100,000 \$1,244,000 \$1,100,000 \$950,000	10 15	Interior sign systems of distinction. Services include ADA compliance audits, signage, wayfinding analysis, design, project management.	louanne@avalisway.com www.avalisway.com	L. Wilton Lyles, President Dec. 31 1989
24	<b>LAWRENCE ARCHITECTURE INC.</b> 1151 Eagle Drive, Unit 311 Loveland, CO 80537 970-222-8448/N/A	15% 17% 36%	\$150,000 \$110,000 \$128,000 \$130,500	1 1	Architecture, home design, space planning, commercial building design.	lawarch@mcleodusa.net www.lawarch.com	Rick L. Lawrence, AIA, President Dec. 31 1979
25	<b>COTNEY PEAK BODY &amp; BATH</b> P.O. Box 1458 Fort Collins, CO 80522 970-493-0254 or 800-258-7627/ 970-419-8585	13% 6% 19%	\$95,000 \$80,000 \$90,000 \$84,000	2 2	Bath and body products, targeting small "mom and pop" stores, catalogs and small department stores & direct mail to end users. As well as, live shows Nationwide.	sales@cotneypeak.com www.cotneypeak.com	Gretchen Brokamp, Director of operations 12/31 1990

Region surveyed is Larimer and Weld counties and Brighton.  
N/A - Not Available

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

# Mercury Fastest Growing Companies Under \$2 Million

## Ranked by 3-year revenue growth

RANK	COMPANY ADDRESS PHONE/FAX	3-YEAR REVENUE GROWTH 2-YEAR REVENUE GROWTH 1-YEAR REVENUE GROWTH	REVENUES 2009 REVENUES 2008 REVENUES 2007 REVENUES 2006	EMPLOYEES 2010 EMPLOYEES 2009	PRODUCTS/SERVICES	E-MAIL WEB SITE	PERSON IN CHARGE FISCAL YEAR END YEAR FOUNDED
26	<b>AGTOWN TECHNOLOGIES</b> 800 Eighth Ave., Suite 321 Greeley, CO 80631 970-353-6227/970-392-2646	11% 1% -23%	\$389,000 \$505,000 \$385,000 \$350,000	5 5	Fully managed business partner, providing services in software and website development, e-commerce, Internet and traditional marketing for the ag industry.	contact@agtown.com www.agtown.com	Clair Orr, Founder Matthew Furister, CEO Dec. 31 1999
27	<b>COMPLIANCE PARTNERS INC.</b> 4038 Timberline Road, Suite 100 Fort Collins, CO 80525 970-206-4443/720-489-3902	6% -20% 14%	\$680,000 \$597,000 \$848,000 \$641,000	5 7	Air quality, emission inventory, greenhouse gas emissions, waste audits, dispersion modeling.	gmcfaddin@compliance-partners.com www.compliance-partners.com	Gary McFaddin, President Dec. 31 1997
28	<b>JVA INC.</b> 25 Old Town Square, Suite 200 Fort Collins, CO 80524 970-225-9099/970-225-6923	3% -10% -21%	\$590,000 \$750,000 \$655,000 \$575,000	4 5	Full-service structural and civil consulting engineering firm.	mmcdonald@jvajva.com www.jvajva.com	Michael McDonald, Regional manager Dec. 31 1956
29	<b>BAS BLEU THEATRE CO.</b> 401 Pine St. Fort Collins, CO 80524 970-498-8949/970-498-9272	1% -28% 7%	\$540,792 \$503,379 \$755,795 \$534,194	5 5	Year-round Theatre company, Entertainment venue and conference/meeting space. Discounts for nonprofits and multiple events scheduled in one booking.	basbleu@basbleu.org www.basbleu.org	Matt Strauch, General manager Aug. 31 1992
30	<b>ABRAHAMSON ENGINEERING INC.</b> 3101 Kintzley Court, Unit D Laporte, CO 80535 970-221-2569/970-221-2671	1% -11% -27%	\$467,000 \$639,000 \$523,000 \$462,700	6 6	Mechanical & consulting engineering, HVAC & plumbing design for schools, offices, universities, churches.	rogera@abrahamsoneng.com abrahamsoneng.com	Roger D. Abrahamson, President Dec. 31 1981
31	<b>OPENSTAGE THEATRE &amp; CO. INC.</b> P.O. Box 617 Fort Collins, CO 80522 970-484-5237/970-482-0859	1% 21% 0%	\$305,883 \$305,883 \$251,768 \$303,989	2 2	Live theater produced in Fort Collins.	denisef@openstage.com www.openstage.com	Denise B. Freestone, Artistic director N/A 1973
32	<b>THE CRAIG C. CAMPBELL AGENCY INC.</b> 262 E. Mountain Ave., No.100 Fort Collins, CO 80524 970-484-1400/970-484-9018	-5% -1% 1%	\$508,000 \$503,000 \$311,370 \$531,988	6 6	Property and casualty, life, commercial, variable products. Farmers Insurance products.	ccampbell@farmersagent.com www.farmersagent.com/ccampbell	Craig C. Campbell, President Dec. 31 1969
33	<b>TECHSMART SOLUTIONS INC.</b> 328 Airpark Drive, No. 200 Fort Collins, CO 80524 970-498-0808/970-472-0247	-6% -14% -21%	\$1,225,000 \$1,550,000 \$1,420,000 \$1,300,000	7 8	IT consulting, services and products for small business and individual users.	ahensen@onlinepchelp.com www.onlinepchelp.com	Andrew Hensen, President Dec. 31 1998
34	<b>PEAK ENGINEERING &amp; AUTOMATION CO.</b> 599 W. 71st St. Loveland, CO 80538 970-622-9601/970-622-9602	-7% -13% -17%	\$847,562 \$1,016,574 \$976,400 \$910,000	8 10	Custom automation/engineering house, full machine shop; job shop machining including powder coating.	Kurt@skybeam.com www.peakengineering.biz	Allen Schultz, President Kurt Pflock, Vice president Dec. 31 1994
35	<b>WINDLION INC. DBA EXPRESS EMPLOYMENT PROFESSIONALS</b> 2711 W. 10th St. Greeley, CO 80634 970-353-8430/970-353-9485	-7% -21% -15%	\$1,670,000 \$1,960,000 \$2,117,500 \$1,800,497	2 4	Temporary help, professional recruiting, HR audits & consulting.	kathy.egan@expresspros.com www.expresspros.com	Kathy L. Egan, Owner Dec. 31 1976
36	<b>RICHMOND ASSOCIATES ARCHITECTS</b> 4801 Brenton Drive Fort Collins, CO 80524 970-224-3140/970-224-3140	-8% -3% 20%	\$180,000 \$150,000 \$185,000 \$195,000	3 3	Architectural services, estate residential builder. Specializing in residential, condo, patio, multi-family, medical offices, vet clinics, churches.	info@richmondassociates.com www.richmondassociates.com	Donald L. Richmond Dec. 31 1986
37	<b>WESTERN HERITAGE CO.</b> 532 W. 67th St. Loveland, CO 80538 970-663-1450/800-303-5703/ 970-461-0529	-12% -18% -16%	\$1,070,000 \$1,270,000 \$1,300,000 \$1,217,000	15 12	Identity marketing in bronze, silver, pewter casting of custom logo items; specialty advertising items, embroidery and custom awards.	ranger@westernheritage.com www.westernheritage.com	Mike Lynch, President Dec. 31 1976
38	<b>INDIGO GALLERY - THE FINE ART CO.</b> 119 W. Oak St. Fort Collins, CO 80524 970-490-1001/970-407-8264	-16% -25% -12%	\$338,000 \$385,000 \$452,726 \$403,700	6 6	Fine art, limited editions, posters, custom framing, mirrors and art consulting.	wendy@indigogallery.com www.indigogallery.com	Wendy Foster, Owner Dec. 31 1992
39	<b>COLORADO WATERJET CO.</b> 5186 Longs Peak Road, Unit F Berthoud, CO 80513 970-532-5404/970-532-5405	-17% -30% -21%	\$504,000 \$642,000 \$722,000 \$605,000	4 4	Machine job shop; abrasive waterjet shape-cutting services.	sales@coloradowaterjet.com www.coloradowaterjet.com	Dan Nibbelink, President Dec. 31 1997
40	<b>RC TELECOM INC.</b> 6250 W. 10th St., Suite 1 Greeley, CO 80634 970-356-4572/970-352-5004	-17% -28% -8%	\$338,900 \$369,452 \$469,374 \$410,000	4 5	Avaya, Comdial, Iwatsu, NEC, 3com and structured cabling.	paulaj@rctelecom.com www.rctelecom.com	Steve Johnson Paula Johnson, Owners Dec. 31 1991
41	<b>ARMSTEAD CONSTRUCTION INC.</b> 5100 S. College Ave. Fort Collins, CO 80525 970-472-1113/970-472-8313	-18% 37% 70%	\$1,980,000 \$1,165,000 \$1,450,000 \$2,400,000	3 3	Residential and remodeling contractor.	jeff@armsteadconstruction.com www.armsteadconstruction.com	Jeffrey J. Schneider, President Dec. 31 1990
42	<b>OGLESBY SHERMAN DESIGN LLC</b> 123 N. College Ave., No. 390 Fort Collins, CO 80524 970-416-8829/970-416-8876	-20% -39% -33%	\$490,000 \$727,628 \$800,329 \$613,000	4 4	Commercial interior design with an emphasis on hospitality and corporate.	coachko@msn.com www.oglesbysherman.com	Dawn Oglesby, Owner, President Renee Sherman, Partner N/A 2005
43	<b>MOBILITY AND MORE</b> 1447 N. Denver Ave. Loveland, CO 80538 970-461-8400/970-461-8118	-23% -6% -15%	\$1,005,000 \$1,180,000 \$1,070,000 \$1,300,000	7 7	Home medical equipment, powerchairs, walkers, hospital beds, scooters, lift chairs, diabetic shoes, bariatric equipment, vehicle-accessibility accessories sales and service.	kblack@mymobility.biz www.mymobility.biz	Tom Black, CEO Kyleen R. Black, President N/A 2003
44	<b>FORT COLLINS MUSEUM OF CONTEMPORARY ART</b> 201 S. College Ave. Fort Collins, CO 80524 970-482-2787/970-482-0804	-23% -38% -25%	\$271,119 \$363,000 \$438,600 \$351,985	3 3	Art exhibitions and educational programs.	info@fcmoca.org www.fcmoca.org	Marianne Lorenz, Executive director Dec. 31 1985
45	<b>HAMPTON INN</b> 5500 Stone Creek Circle Loveland, CO 80538 970-593-1400/970-593-1415	-23% -30% -11%	\$1,604,547 \$1,800,158 \$2,288,658 \$2,091,991	17 18	Complimentary hot buffet breakfast, in-room refrigerator, coffeemaker, microwave, iron/board, indoor heated pool w/outdoor sun deck, whirlpool, fitness room.	hamloveland@sbcos.com www.hampton-inn.com/hi/loveland	Christina Lee, General manager Dec. 31 1996
46	<b>WELD COUNTY BI-PRODUCTS INC.</b> 1138 N. 11th Ave. Greeley, CO 80631-9501 970-352-1788/970-356-3890	-25% -32% -18%	\$1,010,719 \$1,233,989 \$1,484,819 \$1,342,233	10 10	Frozen meat for pet food, hides and calf skins.	lulich862@aol.com N/A	Lonna Ulrich, Secretary/ Treasurer Elmer Ulrich, President Dec. 31 1965
47	<b>GREELEY COMPUTER SERVICES</b> 3810 W. 10th St., Suite A2 Greeley, CO 80634 970-304-1315/970-351-8080	-33% -9% -17%	\$400,000 \$480,000 \$440,000 \$600,000	4 5	Repair and manufacture of personal and small business computers and laptop computers, networking, virus/spyware repair and control.	tom@greeleycomputer.com www.greeleycomputer.com	Tom Selders Dec. 31 1993
48	<b>MAVERICK MOLD &amp; MACHINE INC.</b> 3762 Imperial St. Frederick, CO 80516 303-833-5877/N/A	-34% -21% -18%	\$428,000 \$520,000 \$539,000 \$650,000	4 4	Injection molds.	maverickmold@aol.com N/A	Brian Bradley, President Dec. 31 2001
49	<b>COLOR KEY DISPLAYS INC.</b> 4499 Cushing Drive Loveland, CO 80538 970-613-2020/970-613-2022	-37% -34% -25%	\$320,000 \$425,000 \$482,000 \$508,000	1 3	Sales and consulting services for clients who use trade shows as a marketing tool.	lori@colorkeydisplays.com www.colorkeydisplays.com	Lori Beaty, Owner Dec. 31 1997
50	<b>WERNSMAN ENGINEERING INC.</b> 1011 42nd St. Evans, CO 80620 970-353-4463/970-353-9257	-41% -32% -30%	\$190,000 \$270,000 \$280,000 \$320,000	1 1	Engineering services.	wei86@comcast.net N/A	Steve Wernsman, President Dec. 31 1986

Region surveyed is Larimer and Weld counties and Brighton.  
N/A - Not Available

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

# Mercury Fastest Growing Companies Over \$2 Million

## Ranked by 3-year revenue growth

RANK	COMPANY ADDRESS PHONE/FAX	3-YEAR REVENUE GROWTH 2-YEAR REVENUE GROWTH 1-YEAR REVENUE GROWTH	REVENUES 2009 REVENUES 2008 REVENUES 2007 REVENUES 2006	EMPLOYEES 2010 EMPLOYEES 2009	PRODUCTS/SERVICES	E-MAIL WEB SITE	PERSON IN CHARGE FISCAL YEAR END YEAR FOUNDED
1	<b>OTTER PRODUCTS LLC</b> 1 Old Town Square, Suite 303 Fort Collins, CO 80524 970-493-8446/970-493-1755	744% 728% 377%	\$48,605,992 \$10,185,670 \$5,870,678 \$5,758,403	145 72	Innovators of protective solutions for mobile hand-held technology.	info@otterbox.com www.otterbox.com	Curt Richardson, CEO Dec. 31 1996
2	<b>INVIRAGEN, INC.</b> 2619 Midpoint Drive, Suite A Fort Collins, CO 80525 970-672-4918/970-372-0693	523% 153% 15%	\$2,383,679 \$2,075,000 \$944,000 \$382,828	27 12	Focused on vaccines for emerging infectious diseases worldwide. Developing vaccines for dengue fever, hand, foot and mouth disease, Japanese encephalitis, West Nile, HPV, chikungunya, influenza and plague.	info@inviragen.com www.inviragen.com	Dan T. Stinchcomb, CEO Dec. 31 2005
3	<b>RIVERSIDE TECHNOLOGY INC.</b> 2950 E. Harmony Road, Suite 390 Fort Collins, CO 80528 970-484-7573/970-484-7593	262% 169% 31%	\$25,000,000 \$19,028,322 \$9,300,000 \$6,900,000	112 80	Consulting and integrated solutions for science, engineering and information technology.	brian.ash@riverside.com www.riverside.com	Larry E. Brazil, Ph.D., PE, President Dec. 31 1985
4	<b>MIRAMONT FAMILY MEDICINE - FORT COLLINS</b> 4674 Snow Mesa Drive, Suite 140 Fort Collins, CO 80528 970-482-0213/970-482-9646	236% 68% 34%	\$2,687,731 \$2,000,001 \$1,600,000 \$800,000	45 36	Patient-centered medical home, with walk-in clinic, laser aesthetics, X-ray, laboratory, extended hours, pharmacy.	info@miramont.us www.miramont.us	John Lumir Bender, Director Teresa Bender, Practice administrator Dec. 31 1940
5	<b>INTEGWARE INC.</b> 1612 Specht Point Drive, Suite 101 Fort Collins, CO 80525 970-282-0400/970-282-0500	221% 169% 48%	\$14,000,000 ① \$9,446,608 \$5,198,860 \$4,360,544	120 106	PLM implementation services and ENOVIA Life Science Accelerators.	chris.kay@integware.com www.integware.com	Chris Kay, CEO, President Dec. 31 1992
6	<b>HOME INSTEAD SENIOR CARE</b> 375 E. Horsetooth Road, Bldg. 6, Suite 201 Fort Collins, CO 80525 970-494-0289/970-416-5365	195% 101% 2%	\$2,653,815 \$2,613,555 \$1,319,381 \$901,000	220 210	America's trusted non-medical source of companionship and home care for seniors.	mike.maguire@homeinstead.com www.homeinstead.com	Mike P. Maguire Carol Maguire, Owners Dec. 31 2001
7	<b>RT3 ENTERPRISES LLC</b> 661 Innovation Circle, Unit A Windsor, CO 80550 970-686-7000/970-674-9215	180% 48% 4%	\$3,687,000 \$3,534,000 \$2,496,000 \$1,317,000	12 18	Commercial flooring; carpet, resilient floors, tile, stone / slabs, wood.	tommy.sporleder@rt3ent.com www.rt3ent.com	Tommy Sporleder, Manager member Dec. 31 2004
8	<b>M &amp; E PAINTING</b> 540 W. 66th St. B1 Loveland, CO 80538 970-207-1005 Ext. 800/970-613-0772	161% 69% 25%	\$2,001,000 \$1,598,000 \$1,187,000 \$766,000	30 23	Residential and commercial painting services	matt@mandepainting.com www.mandepainting.com	Matt Shoup, President Dec. 31 2004
9	<b>J-9 CROP INSURANCE AGENCY LLC</b> 217 First St. Ault, CO 80610 970-834-1160/970-834-0348	132% 51% 0%	\$6,500,000 \$6,500,000 \$4,300,000 \$2,800,000	5 4	Crop insurance.	janine@j9crop.com http://www.j9crop.com/	Janine Freeman Mike Freeman, Owners Dec. 31 1997
10	<b>RESURRECTION CHRISTIAN SCHOOL</b> 6508 E. Crossroads Blvd. Loveland, CO 80538 970-612-0674/970-612-0975	110% 37% 13%	\$3,500,000 \$3,100,000 \$2,550,000 \$1,667,935	64 60	K-12 education.	ahowlett@rez.org www.rcschool.org	Allen Howlett, Superintendent Dec. 31 1998
11	<b>BRINKMAN PARTNERS</b> 3003 E. Harmony Road, Suite 300 Fort Collins, CO 80528 970-267-0954/970-206-1011	105% 10% -47%	\$34,149,945 \$64,166,742 \$31,146,539 \$16,619,073	51 42	Integrated real estate services, construction, development, real estate brokerage, vacation properties, asset management.	pete.meyer@brinkmanpartners.com www.brinkmanpartners.com	Paul E. Brinkman Kevin Brinkman, Principals Dec. 31 2003
12	<b>COLORADO CUSTOMWARE INC.</b> 1109 Oak Park Drive, Suite 100 Fort Collins, CO 80525 970-212-4001/970-223-4204	96% 87% 45%	\$10,844,579 \$7,458,357 \$5,795,964 \$5,539,854	103 82	Assessment and tax collection software for state and local government.	info@cci.ws www.coloradocustomware.com	Lori Schlottter, CEO, Owner, President Dec. 31 1989
13	<b>DATASPLICE ENTERPRISE INTEGRATION SUITE</b> 414 E. Oak St. Fort Collins, CO 80524 970-484-0841/970-484-0965	87% 62% -2%	\$2,400,000 \$2,460,000 \$1,480,000 \$1,282,000	17 15	DataSplice provides mobile hand held computing solutions to allow remote users to interface with enterprise CMMS systems.	datasplice@datasplice.com www.datasplice.com	Scott Kunze, CEO Dec. 31 2001
14	<b>PREMIER EMPLOYMENT SCREENING SERVICES</b> 113 S. College Ave. Fort Collins, CO 80524 970-491-9655/970-491-9619	87% 6% 5%	\$3,181,944 \$3,025,288 \$2,992,613 \$1,700,305	40 32	Background-screening products, employee/position assessment, drug testing and more.	kzwetzig@premieress.com www.premieress.com	Katie Zwetzig, COO Chris Baker Dec. 31 1995
15	<b>GROFF AG</b> P.O. Box 990 Wellington, CO 80549 877-568-9816/970-568-3684	83% 60% 15%	\$2,200,000 \$1,905,600 \$1,373,400 \$1,200,000	7 7	Minimum-till and no-till planter attachments.	winickfarms@cowisp.net www.groffag.com	Allan E. Winick, President N/A 1992
16	<b>S.A. TECHNOLOGY</b> 3985 S. Lincoln St., Suite 100 Loveland, CO 80537 970-663-1431/970-663-5898	82% 2% -0%	\$16,615,903 \$16,645,953 \$16,364,000 \$9,122,000	165 130	Complete design, engineering, fabrication and testing of remotely operated and robotic equipment and containment systems. Carbon fiber manufacturing including hand-layup and winding, and autoclave and oven curing. Custom machining and waterjet cutting.	info@satechnology.com www.sarobotics.com	Michael Cappello, CEO Dec. 31 1992
17	<b>NORTH RANGE BEHAVIORAL HEALTH</b> 1300 N. 17th Ave. Greeley, CO 80631 970-347-2120/970-347-9800	81% 54% 9%	\$18,200,000 \$16,650,000 \$11,800,000 \$10,059,526	247 309	Comprehensive community mental health and substance abuse disorder treatment center for Weld County.	N/A www.northrange.org	Wayne A. Maxwell, Executive director June 30 1972
18	<b>CGRS</b> 1301 Academy Court Fort Collins, CO 80524 970-493-7780/970-493-7986	80% 50% 13%	\$9,000,000 \$8,000,000 \$6,000,000 \$5,000,000	40 50	Petroleum fueling system services, petroleum fueling compliance, environmental remediation.	info@cgrs.com www.cgrs.com	Eric Hick, CEO, President Dec. 31 1987
19	<b>BURROWS ENTERPRISES INC.</b> 2024 E. Eighth St. Greeley, CO 80631 970-353-3769/970-353-0839	72% 20% -7%	\$3,700,000 \$3,960,000 \$3,080,000 \$2,151,000	17 19	Roto-Grind tub grinder, Roto-Grind grain grinders, custom fabrication and machining, livestock feeding equipment.	royal@rotogrind.com www.rotogrind.com	Royal Burrows, President Dec. 31 1977
20	<b>AGLAND INC.</b> 260 Factory Road Eaton, CO 80615 970-454-4000/970-454-2144	57% 25% 10%	\$214,017,401 \$194,787,064 \$170,633,595 \$136,086,769	185 185	Fertilizer, chemicals, seed, petroleum, car-care centers, lubricants, convenience stores, country store, retread tire facility, inputs, feed and feed manufacturing.	N/A www.aglandinc.com	Mitch Anderson, CEO, General manager June 30 1905
21	<b>POUDRE VALLEY HEALTH SYSTEM</b> 2315 E. Harmony Road, Suite 200 Fort Collins, CO 80528 970-237-7000/970-237-7090	56% 23% 11%	\$568,785,000 ② \$512,797,000 \$460,697,000 \$365,000,000	4,435 4,269	Health care, including Poudre Valley Hospital, Mountain Crest Behavioral Health Center and Medical Center of the Rockies, plus numerous clinics and outpatient facilities.	pvhs@pvhs.org www.pvhs.org	Rulon F. Stacey, President/CEO Dec. 31 1925
22	<b>FCI CONSTRUCTORS INC.</b> 4001 N. Valley Drive Longmont, CO 80504 970-535-4725/970-535-4867	54% 13% -14%	\$328,000,000 \$380,000,000 \$291,000,000 \$213,000,000	94 94	Construction manager/general contractor.	sarmstrong@fciol.com www.fciol.com	Ed Forsman, President March 31 1978
23	<b>BAESSLER HOMES</b> 3505 Holman Court Greeley, CO 80631 970-356-6251/970-352-5404	51% 63% 0%	\$6,500,000 \$6,500,000 \$4,000,000 \$4,300,000	7 7	Design and building of custom homes.	Jamie@BaesslerHomes.com www.BaesslerHomes.com	Moritz (Ted) E. Baessler, President Jamie E. Baessler, Vice president July 31 1968
24	<b>EXPONENTIAL ENGINEERING CO.</b> 328 Airpark Drive Fort Collins, CO 80524 970-207-9648/970-207-9657	50% 24% 0%	\$3,110,000 \$3,100,000 \$2,500,000 \$2,080,000	24 25	Professional electric power engineering, including wind farm systems and interconnections and large scale designs.	support@exponentialengineering.com www.exponentialengineering.com	Thomas A. Ghidossi, President Dec. 31 1993
25	<b>NEW BELGIUM BREWING CO.</b> 500 Linden St. Fort Collins, CO 80524 970-221-0524/970-221-0535	49% 40% 34%	\$125,000,000 \$93,000,000 \$89,000,000 \$84,000,000 ③	225 220	Belgian-style craft beers, including seven year-round and four special-release brews.	nbb@newbelgium.com www.newbelgium.com	Kim Jordan, CEO Jeff Lebesch, Co-founders Dec. 31 1991

Region surveyed is Larimer and Weld counties and Brighton.  
N/A - Not Available  
NR - Not Previously Ranked  
Citadel Advisory Group, No. 1 in 2009, declined to participate.  
① Estimate not audited.

② Net revenue estimate

③ Business Report estimate

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

# Mercury Fastest Growing Companies Over \$2 Million

## Ranked by 3-year revenue growth

RANK	COMPANY ADDRESS PHONE/FAX	3-YEAR REVENUE GROWTH 2-YEAR REVENUE GROWTH 1-YEAR REVENUE GROWTH	REVENUES 2009 REVENUES 2008 REVENUES 2007 REVENUES 2006	EMPLOYEES 2010 EMPLOYEES 2009	PRODUCTS/SERVICES	E-MAIL WEB SITE	PERSON IN CHARGE FISCAL YEAR END YEAR FOUNDED
26	<b>MERIT ELECTRIC INC.</b> 2643 Midpoint Drive, Suite F Fort Collins, CO 80525 970-266-8100/970-266-1640	44% 5% -18%	\$11,076,000 \$13,478,256 \$10,500,000 \$7,700,000	63 67	Electrical construction and services.	merit@meritelec.com www.meritelec.com	Royce Glader, CEO N/A 1984
27	<b>HENSEL PHELPS CONSTRUCTION CO.</b> 420 Sixth Ave. Greeley, CO 80632 970-352-6565/970-352-9311	42% 20% -9%	\$3,024,757,000 \$3,337,000,000 \$2,519,286,000 \$2,130,902,000	2,253 2,964	General contracting and construction.	mreizt@henselphelps.com www.henselphelps.com	Jerry L. Morgensen, Chairman and CEO Jeffrey K. Wenaas, President & COO May 31 1937
28	<b>POUDRE VALLEY RURAL ELECTRIC ASSOCIATION INC.</b> 7649 REA Parkway Fort Collins, CO 80528 970-226-1234/970-226-2123	40% 24% 6%	\$90,582,090 \$85,300,000 \$73,266,951 \$64,865,651	91 96	Electric utility. 501(c)12	pvrea@pvrea.com www.pvrea.com	Robert "Brad" Gaskill, CEO Dec. 31 1939
29	<b>GALLEGOS SANITATION INC.</b> 1941 Heath Parkway, Suite 2 Fort Collins, CO 80521 970-484-5556/970-484-0662	39% 13% -1%	\$13,333,130 \$13,466,740 \$11,841,000 \$9,607,000	130 160	Recycling & waste collection for home, business, or construction projects, including special events and portable restroom rentals.	CustService@gallegossanitation.com www.GallegosSanitation.com	Gerald E. Gallegos, President Dec. 31 1959
30	<b>FARMERS BANK</b> 119 First St. Ault, CO 80610 970-834-2121/970-834-1351	37% 2% -11%	\$15,350,000 \$17,205,075 \$15,115,738 \$11,189,453	30 30	Full-service bank.	info@farmersbank-weld.com www.farmersbank-weld.com	Fred J. Bauer, President Dec. 31 2001
31	<b>ANDERSON CONSULTING ENGINEERS INC.</b> 375 E. Horsetooth Road, Bldg. 5 Fort Collins, CO 80525-3155 970-226-0120/970-226-0121	37% 9% 13%	\$3,556,460 \$3,156,000 \$3,260,000 \$2,603,000	23 22	Water resources, civil, environmental and river restoration.	baanderson@acewater.com www.acewater.com	Bradley A. Anderson, President Dec. 31 1998
32	<b>ESC ENGINEERING</b> 3540 JFK Parkway Fort Collins, CO 80525 970-224-9100/970-224-9137	30% 18% 2%	\$12,050,000 \$11,840,000 \$10,220,000 \$9,292,000	78 77	Electrical engineering, controls & automation, GIS mapping, electrical utility design, planning and rates, and electrical facility design.	esc@thinkESC.com www.thinkESC.com	Kevin P. Hartig, President Dec. 31 1978
33	<b>VISTA SOLUTIONS CORP.</b> 2619 Midpoint Drive, Suite F Fort Collins, CO 80525 970-212-2940/970-212-2950	30% -16% 3%	\$6,199,511 \$6,046,888 \$7,341,086 \$4,786,317	15 15	Full-service IT partner, offering business-class technology; unique and customized hardware, software, and services.	info@vistasolutions.net www.vistasolutions.net	Linda Vomaske, Owner Dec. 31 1992
34	<b>UNITED POWER INC.</b> 500 Cooperative Way Brighton, CO 80601 303-659-0551/303-659-2172	29% 14% 2%	\$126,713,000 \$124,111,024 \$111,598,735 \$97,996,773	165 160	Electric utility.	hstorz@unitedpower.com www.unitedpower.com	Robert Broderick, CEO Dec. 31 1938
35	<b>HIGH PLAINS MECHANICAL SERVICE INC.</b> 2020 Airway Ave. Fort Collins, CO 80524 970-221-5645/970-221-5645	27% 1% 7%	\$3,650,000 \$3,400,000 \$3,600,000 \$2,879,000	20 20	HVAC.	info@hpmervice.com www.hpmervice.com	Paul Finger Joyce Finger, Owners Dec. 31 1983
36	<b>ELEMENTS</b> Ⓞ 3600 Mitchell Drive, Suite 50-A Fort Collins, CO 80525-5920 970-206-0236/970-206-0276	24% -35% -38%	\$2,165,000 \$3,500,000 \$3,342,000 \$1,750,000	3 63	Office furniture, demountable wall and floor covering sales. Also, design, installation, inventory storage, reconfiguration, repair, refinish, and moving of office furniture.	kstoesz@workplaceelements.com www.workplaceelements.com	Pearl Stolarczyk, Office manager Sept. 30 2003
37	<b>GOOD DAY PHARMACY - COMPANY WIDE</b> 653 Denver Ave. Loveland, CO 80537 970-461-1975/970-461-4042	22% 16% 5%	\$22,000,000 \$21,000,000 \$19,000,000 \$18,000,000	94 93	Medical equipment sales & rentals, medical supplies, Rx compounding, specialty pharmacy for assisted living & long-term care.	goodday@gooddaypharmacy.com www.gooddaypharmacy.com	Vicki Einhellig, R.Ph., President, COO Dec. 31 1985
38	<b>ACCESS COMPUTER PRODUCTS INC.</b> 451 W. 69th St. Loveland, CO 80538 970-612-2060/970-612-1135	22% 19% 18%	\$20,000,000 \$17,002,000 \$16,769,000 \$16,400,000	105 95	Recycles used ink and printer cartridges, computers, laptops, monitors, Palm Pilots, cell phones, iPods, and other electronic items.	access@accessftc.com www.accessrecycling.com; www.cartridgesforkids.com; www.accesscellphones.com	Joe Goodell, President Dec. 31 1987
39	<b>SIMPSON CO.</b> 321 Basher Drive Berthoud, CO 80513 970-282-0022/970-282-0020	21% -8% -21%	\$16,500,000 \$21,000,000 \$18,000,000 \$13,600,000	52 65	Design, manufacture, install and service commercial HVAC systems.	kentc@simpsonair.com www.simpsonair.com	Tom Wasmer, Manager Kent S. Campbell, Manager/ Member Dec. 31 1947
40	<b>OBBERMEYER HYDRO INC.</b> 303 W. Larimer County Road 74 Wellington, CO 80549 970-568-9844/970-568-9845	20% -32% -42%	\$6,497,789 \$11,298,000 \$9,596,554 \$5,397,482	42 57	Large scale water-control gates for water storage, flood control, river diversion, environmental flow release, irrigation and hydro-power.	hydro@obermeyerhydro.com www.obermeyerhydro.com	Henry Obermeyer, President Dec. 31 1987
41	<b>THE NEENAN CO.</b> 2620 E. Prospect Road, Suite 100 Fort Collins, CO 80525 970-493-8747/970-493-5869	19% -22% -34%	\$119,000,000 \$179,445,000 \$152,000,000 \$100,000,000	202 201	Integrated design-build firm specializing in education, health care, government and commercial buildings.	info@neenan.com www.neenan.com	David G. Neenan, Founder Randy Myers, CEO, President Dec. 31 1966
42	<b>AYRES ASSOCIATES</b> 3665 JFK Parkway, Bldg. 2, Suite 200 Fort Collins, CO 80525 970-223-5556/970-223-5578	18% -14% -14%	\$7,700,000 \$9,000,000 \$9,000,000 \$6,500,000	44 39	Water resources and municipal engineering services.	quastt@ayresassociates.com www.ayresassociates.com	Jim Schall, Vice president Dec. 31 1967
43	<b>MCCAULEY CONSTRUCTORS INC.</b> 650 Innovation Circle Windsor, CO 80550 970-686-6300/970-686-6320	18% 107% 7%	\$12,733,212 \$11,890,000 \$6,150,000 \$10,800,000	16 13	Commercial & light industrial construction management; general contractor with projects ranging from interior finishes and remodels to large scale site development, building construction and industrial process facilities.	corporate@mccauleyconstructors.com www.mccauleyconstructors.com	Leon J. McCauley, President Dec. 31 2005
44	<b>NORTHERN COLORADO PAPER</b> 295 71st Ave. Greeley, CO 80634 970-353-8787/970-353-4518	18% 5% -2%	\$43,845,000 \$44,808,000 \$41,665,716 \$37,286,515	120 111	Distribution for paper products, janitorial supplies, disposable food service products and packaging materials.	contact@ncpaper.com www.ncpaper.com	Tim Warde, President Dec. 31 1978
45	<b>GRAY OIL CO.</b> 804 Denver Ave. Fort Lupton, CO 80621 800-464-4729/303-857-1641	16% 15% -0%	\$111,117,003 \$111,339,555 \$96,387,872 \$95,797,778	60 65	Fuel, lubes and chemicals.	tina@grayoil.net www.grayoil.net	Tina Jurhee Powell, Owner, President June 30 1937
46	<b>VISIBLE PRODUCTIONS</b> 213 Linden St., Suite 200 Fort Collins, CO 80524-2459 970-407-7240/970-407-7248	16% -1% 4%	\$2,662,900 \$2,562,850 \$2,700,000 \$2,300,000	25 23	Software: 3-D modeling, 3-D model libraries, 3-D visualization services and biomedical illustration.	vip@visibleproductions.com www.visibleproductions.com	Paul M. Baker, CEO Dec. 31 1996
47	<b>EMPLOYMENT SOLUTIONS PERSONNEL SERVICES INC.</b> 4206 S. College Ave., No. 107 Fort Collins, CO 80525 970-407-9675/970-407-1214	15% -26% -31%	\$6,250,000 \$9,010,000 \$8,395,000 \$5,427,177	8 10	Staffing services.	Rick@EmploymentSolutions.com www.EmploymentSolutions.com	Rick Wagner, Owner, President Dec. 31 1994
48	<b>FRII</b> 3350 Eastbrook Drive Fort Collins, CO 80525 970-212-0700/877-629-6627	14% 0% -2%	\$5,700,000 \$5,800,000 \$5,700,000 \$5,000,000	35 42	Internet service provider, custom Internet communication structures using: wireless mesh network, high-speed broadband, fiber, VoIP, spam and virus filtering, e-mail vaulting, Web design and hosting, collocation, Internet security, T1 - OC12 and beyond.	business@frii.com www.frii.com	William (Bill) N. Ward, CEO Dec. 31 1995
49	<b>PIONEER PRESS OF GREELEY INC.</b> 2965 27th Ave. Greeley, CO 80631 970-330-4800/970-339-5107	12% 11% -7%	\$3,800,000 \$4,100,000 \$3,425,000 \$3,400,000	25 25	Commercial printing, desktop publishing, electronic digital services and specialty label printing.	mbradley@pioneerpresscolorado.com www.pioneerpresscolorado.com	J. Paul SoRelle, President 12/31 1976
50	<b>K L &amp; A INC.</b> 421 E. Fourth St. Loveland, CO 80537 970-667-2426/970-667-2493	12% -59% -61%	\$9,100,000 \$23,300,000 \$22,250,000 \$8,150,000	34 44	Structural engineering, structural steel design/build, steel construction management and steel detailing.	drutledge@klaa.com www.klaa.com	M. Douglas Rutledge, COO Dec. 31 1994

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N/A - Not Available  
NR - Not Previously Ranked  
Citadel Advisory Group, No. 1 in 2009, declined to participate.  
Ⓞ formerly Rocky Mountain Desk Co.

Based upon responses to Business Report survey researched by Noelle Maestas  
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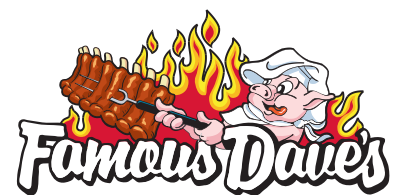


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# Energy Solutions provides turn-key lighting service

## Energy-efficient lighting systems grow in popularity

By Steve Porter  
sporter@ncbr.com

FORT COLLINS — It's no secret anymore: Efficient lighting saves energy and money.

Over the last decade, it's become almost a no-brainer that new buildings — especially commercial or governmental — will have energy-efficient lights installed as a matter of course.

And that's definitely a good thing for Mike Doran and Energy Solutions Unlimited LLC. With the increasing popularity of LEED — the green building rating program of the U.S. Green Building Council — the installation of energy-efficient lighting has become a starting point.

"For LEED certification, it's a requirement," said Doran, principal of the Fort Collins company. "The fastest payback and lowest cash outlay is through lighting. It's the least expensive way to upgrade a commercial building."

Energy-efficient lighting does cost more upfront, but Doran notes that payback on an investment in cost- and energy-saving lighting can come as quickly as three months.

Doran has a background in lighting

that goes back 25 years. But just being involved with lighting took a turn toward entrepreneurship in 2000, he said.

"In the year 2000, utility companies began offering these incentives and it made it a much more attractive proposition to start a business," he said. In 2002, Doran created Energy Solutions, located at 2601 S. Lemay Ave.

It's a business that's thrived, achieving 160 percent revenue growth over the last three years and bringing in \$545,000 last year. That achievement earned Energy Solutions Unlimited one of the top spots on this year's Mercury 100 list of Northern Colorado's fastest-growing companies as surveyed by the *Northern Colorado Business Report*.

Doran said his business has been steadily increasing, and a tougher economy has made its contribution.

"I think there's definitely more of an awareness about energy efficiency," he said. "The economy is making people look at how they can be more efficient. Those are the things that are having people look at my business."

Doran said Energy Solutions works exclusively with those involved in commercial projects. "The crux of our business is either to retrofit existing light fixtures with new fixtures that are 40 percent or more efficient or install new fixtures," he said.

One thing that makes his business appealing is the fact that it does it all for the client. "We do everything," he said.



Krista Watzel, Northern Colorado Business Report

**COMPLETE SOLUTION** — Mike Doran, principal of Energy Solutions Unlimited, offers clients everything from initial energy audits to rebate processing.

## MERCURY

100

No. 3, Revenues \$2 million and under

"We work very closely with the utility companies to process the rebates for the customers. We're kind of a turn-key operation as far as that goes. We can take the customer from start to finish."

Doran said that includes an initial audit of what's needed for a project, a quote on what it will cost, sourcing the

labor to install the equipment, applying for the rebates, managing the project and final processing of the rebates.

Doran said 2010 looks like another good year for Energy Solutions. "It started a little slow, but the second quarter is definitely picking up and the rest of the year looks promising," he said.

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# Scheduling Consultants take out guesswork

## Fort Collins firm helps clients save time and money

By Steve Porter  
sporter@ncbr.com

FORT COLLINS — A large construction site can resemble an anthill of activity at first glance, with workers, vehicles and heavy equipment scrambling around each other all day long.

But in Northern Colorado there's a business filling the unique niche of bringing order to that seemingly chaotic activity, getting the job done on time and on budget. Scheduling Consultants Ltd., located at 4025 Automation Way, has been helping commercial and residential construction companies schedule and monitor their work projects since 1988.

The business was founded by Craig Olsen; he was visiting a construction project in Park City, Utah, and unavailable for comment for this story. But his business partner and the firm's chief operating officer, Carmelita Thorndike, was happy to tell the story of the creation of the company.

Thorndike said in the late 1980s Olsen had been traveling extensively — more than 320 days a year — doing productivity studies through time-lapse photography for another company. And while that was enjoyable, Olsen was just starting a new family and wanted to spend less time on the road.

"He decided he needed to be home more," she said. "He had a background in construction since graduating high school and while looking for a job decided he wanted to work for himself. So he invested \$15,000 and started the company."

Thorndike said Olsen built the company on his own knowledge of construction and how companies operate once they begin a project.

"He had been involved in scheduling as a construction superintendent, so it was kind of an interest he kept at," she said. "It's a need (construction) companies have. It's unbelievable how unproductive people can be, and not intentionally."

Thorndike said Scheduling Consultants' nine employees have the mix of a construction background and knowledge of the use of software programs that make good scheduling and project monitoring possible.

"There's people who know how to use (the software) and there's people who know how to build but don't know the software," she said. "We come from a background of builders, but they also have that software know-how."

Thorndike said the company's senior schedulers take the lead on projects, working closely with construction company officials at the beginning on an overall plan. Then assistant schedulers take over monitoring the project to its completion.

Thorndike said construction companies have a strong interest in making sure their projects are completed on time and on budget.

"There's got to be a level of planning and scheduling in order to be successful," she said. "Projects are measured in time and money. Everybody's worried about

the money, but if you can have both, you're going to be successful."

Thorndike said G.E. Johnson was the company's first client and has maintained a close relationship with Scheduling Consultants over the years. Other local clients have included R.C. Heath Construction, Drahot Construction, J.E. Dunn Construction and Alliance Construction. She said the company also works with companies located all over the West.

"In just about every state from Colorado west we have a project going," she said. "Right now we've got about \$3.4 billion in construction that we're monitoring for companies."

That heavy work schedule has resulted in Scheduling Consultants recording 159 percent growth over the last three years and taking in 2009 revenues of \$1,199,500, making it one of the fastest-growing companies in Northern Colorado.



Krista Watzel, Northern Colorado Business Report

**CONSTRUCTION COORDINATORS** — The Scheduling Consultants team, from left, Josh Schaefer, Anita Vacek, Carmelita Thorndike, Kaylee O'Dwyer and Adam Dragul (founder Craig Olsen not pictured) help construction companies schedule and monitor work projects.

## MERCURY

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No. 4, Revenues \$2 million and under

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# Inviragen's global partners bring vaccine closer

## Partnership could get dengue vaccine to market by 2015

By **Kristen Tatti**  
ktatti@ncbr.com

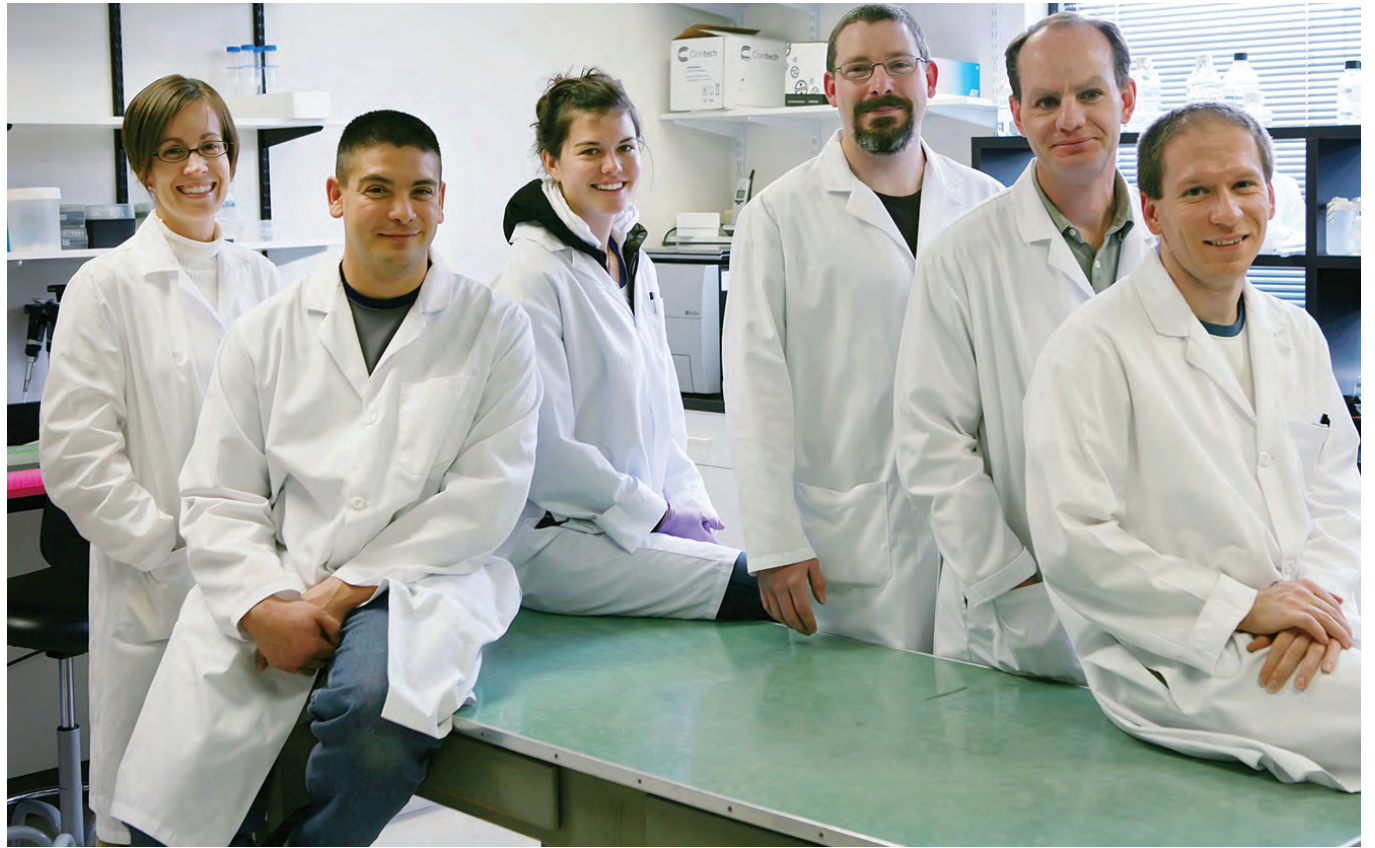
After years of focusing on treating diseases in the far reaches of the globe, Inviragen found a merger partner there, too. The partnership with SingVax of Singapore allowed the company to land its first major round of venture financing.

Inviragen was founded by Jorge Osorio and Dan Stinchcomb in 2004 to bring vaccines from the research stage to the market. It has been working through the long process of approval for a vaccine against the dengue virus, called DENVax. The four strains of dengue viruses threaten more than 3.6 billion people in the world's subtropical and tropical regions.



**STINCHCOMB**

Inviragen has formed numerous relationships and partnerships around the world through its work. Stinchcomb said that the company had considered Singapore for a potential office in 2007, and even investigated the potential of  
**See INVIRAGEN, 13B**



*Courtesy Inviragen*

**DENGUE FIGHTERS** – Jill Livengood, John Arguello, Kaitlyn Mulhern, Shawn Silengo, Tim Powell and Laszlo Varga make up Inviragen's science staff in Fort Collins.

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No. 2, Revenues over \$2 million

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## INVIRAGEN, from 12B

partnering with SingVax back then.

"It just wasn't a good fit at that time," Stinchcomb said, explaining that the other company's focus was on products that didn't necessarily complement Inviragen's portfolio.

Fast-forward three years, through a couple of rounds of pre-clinical trials and several grant awards. Inviragen made major strides toward getting its dengue vaccine to the clinical trial stage. Despite the company's three-year 523 percent revenue growth, which landed it at No. 2 on this year's Mercury 100 list, the team knew it would need quite a bit more to get to the commercial stage.

Until last October, revenue was driven by grant awards from organizations such as the National Institutes of Health and the Pediatric Dengue Vaccine Initiative. In 2009, Inviragen earned revenue of \$2.38 million.

"(The grants were) the key to business model, really," Stinchcomb said.

The grants not only bring non-resource capital to the table — a good draw for potential investors — they also bring a level of validation. Inviragen started seriously considering a round of venture funding in late 2006, but even with a mountain of accolades and grant partners it took three years and a merger to complete.

### Critical point

SingVax and Inviragen were both coming to a critical point for funding. Since 2007, SingVax had hired a new CEO and was moving forward with dif-

ferent vaccines. Specifically, SingVax's new focus on its Hand, Foot and Mouth Disease vaccine complemented Inviragen's product lineup.

The companies, aided by venture capitalist Fred Schwarzer, started down the road to merger in early 2009. It took most of the year to combine budgets and business plans, complete due diligence and round up investors.

The combined companies retained the Inviragen name and Fort Collins headquarters, and landed a total of \$15 million from Schwarzer's Charter Life Sciences, Venture Investors, Bio\*One Capital and Phillip Private Equity. The company also retained its overall business plan of moving from the bench through clinical testing, but Stinchcomb explained it will likely partner with a larger firm to move into commercialization.

The partnership is likely to occur as early as 2012 to get the vaccine to market by 2015.

Inviragen started clinical trials on DENVax this month through a partnership with the St. Louis University and the NIH. Clinical trials will also be launched in Columbia, which has the second highest concentration of dengue virus in the world and happens to be the birthplace of co-founder Osorio. The company will also complete the manufacturing work for its Hand, Foot and Mouth Disease vaccine, taking it a step closer to human clinical trials. Inviragen will also move a number of other vaccines into the preclinical stages.

"We have plenty in the pipeline now," Stinchcomb said, adding that the company will also be on the lookout for the next emerging disease to tackle.

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# Riverside Technology helps clients make fluid decisions

## Consulting firm naturally takes well to water

By Noah Guillaume  
nguillaume@ncbr.com

When it comes to water management, a deluge of data is better than a trickle. But the ability to make accurate decisions from that data can be compromised when the amount of information pouring in becomes a virtual flood. Riverside Technology inc. provides its clients a life raft to navigate the overflow.

What started as an environmental engineering firm in 1985 providing environmental consulting services for environmental permitting has morphed and expanded into a science, engineering and IT consulting firm providing decision-support systems to clients in the private sector as well as local, state and federal government agencies.

"We're providing decision makers with the information to make informed decisions," said Riverside President and CEO Larry Brazil.

Celebrating its 25th anniversary this month, Riverside has worked on over 1,000 projects in 30 countries. Those projects include river basin modeling, reservoir operation studies, hydropower dam modeling and flood forecasting, to name a few.



Courtesy Riverside Technology

**THE WATER IS WIDE** — Nils Babel, GIS group manager for Riverside Technology, inc., works on a flood risk mapping project in Ethiopia last year.

## MERCURY

100

No. 3, Revenues over \$2 million

"We're involved in a lot of different projects," Brazil said.

Data analysis has always been Riverside's strength, according to Brazil, but the firm has moved up the information chain to include data collection. "Better to get involved higher up the chain, involved with the systems that produce the data," he explained.

That involvement, as a partner of the

National Oceanic Atmospheric Administration, includes leading a National Environmental Satellite, Data and Information Service project, designed for NOAA's next generation environmental satellite systems slated to launch in 2014.

Things have become busier for Riverside with the increased focus on climate change. To support its grow-

ing federal government client base, in 2007 Riverside opened a second office in Silver Spring, Md. The expansion brings Riverside's total staff to about 110, split almost evenly between the new office and the Fort Collins headquarters.

Brazil notes, however, that the work Riverside does is not just government contracts, data crunching and satellites. The firm also works on projects in developing countries where there is too much water or not enough: flood mitigation, irrigation planning and dams to produce electricity.

"We have an appreciation for projects that are going to help people," said Brian Ashe, Riverside's manager of business development.

In 2009, the NOAA/NESDIS Integrated Program Office nominated Riverside for the U.S. Small Business Administration's Small Business of the Year Award. One of two companies nominated in Region VIII by federal contracting officers, Riverside received the SBA 2009 Administrator's Award for Excellence in recognition of the firm's outstanding contribution and service to the nation.

Riverside has quietly worked its way up the Mercury 100 list to be this year's third-fastest growing company with revenues over \$2 million. Brazil gives credit for the company's success — and its 262 percent growth since 2006 — to its employees.

"We have great people with innovative ideas," he said. "They care about their work and keep us at the leading edge."

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# Integware plants, cultivates growth, success

By Kristen Tatti  
ktatti@ncbr.com

Even with more than 200 percent revenue growth in three years and plans for a new 50,000-square-foot facility, Integware President and CEO Chris Kay feels his company is still just planting the seeds for the future.

The software and consulting firm, No. 5 on the Mercury 100 list of companies with revenues over \$2 million, went through a major reinvention in 2004. That's when Kay purchased the company, which up until then had provided general systems integration services. Integware counted some very large companies among its clients, including Apple, General Electric and Ford, but the field was replete with competition from the industry's giants.

Kay stripped the company down to its bare bones and narrowed its focus to the medical device industry, where Food and Drug Administration regulation requires intensive product lifecycle management systems. In 2008, Integware added custom software development to its consulting and implementation services. Through a partnership with Paris-based Dassault Systèmes — one of the "big four" of PLM solutions — Integware started linking all systems associated to product development through one software solution.

Today, the company's clients encompass about half a dozen enterprise-level medical device firms. While he declined

to name names, Kay described his customer list as including two of the top five major medical device companies. It might not sound like an astounding number, but consider that the deployment time on one large project can be up to three years. One deployment includes three different businesses and 16,000 users at 42 sites around the globe.

"That kind of process just takes time," he said, adding that Integware has also completed a number of smaller implementations. About 25 percent of total company revenue comes from selling the software, but Kay anticipates that will change this year as the larger deployments are finalized.

In 2009, Integware's revenue reached \$14 million, up from \$9.45 million in 2008 and \$4.36 million in 2006. It is also planning to build a new facility. The company's employees are now spread out in several offices at the One Prospect office park as well as across Prospect Road in the former Neenan building. Integware has property under contract in the Harmony Technology Park to build a 50,000-square-foot facility that will put all of its 120 local employees under one roof.

#### Different success in different sectors

Integware hasn't seen screaming successes in all of its endeavors. The company used to market to the packaged consumer goods industry subject to some of the same FDA requirements as the medical device sector.

"The value proposition for medical device companies is higher," Kay said. "We just don't have enough time (to focus on both)."

He added that the consumer goods market is harder hit by recessionary periods, whereas medical device firms are generally not impacted at all. The company is now testing the waters of another recession-proof industry that has a lot to lose if its systems aren't fine-tuned — pharmaceuticals.

Integware just started working with a small pharmaceutical firm based in Finland. The shift requires Integware to think in terms of recipes and formulas instead of parts, but Kay said he feels the processes will translate well. As in the medical device sector, the pharmaceutical industry must be able to meticulously track and trace each step of development, production, manufacturing and even product complaints.

Integware is starting small as a learning experience, but if all goes well it will be a huge boon for the company; the pharmaceutical market is five times bigger than medical devices.

In addition to a new industry market, Integware is opening up new geographical markets. The company will conduct detailed training with Dassault Systèmes, which has sales representatives worldwide, and hopes to expand sales through its



Courtesy Integware

**BIG PLANS** — Integware President and CEO Chris Kay feels his company is in the "planting and cultivation" stages.

international partnership. Integware is now actively selling a scaled-down solution for small to mid-sized companies that could use an out-of-the-box PLM package.

There is obviously a lot going on for Integware now, but the company is always planning for the future.

"You have to plan early and be prepared for very long sales cycles," Kay said.

Even with some major projects coming online, Kay feels Integware is still in the "planting and cultivation" stages, with perhaps its steepest growth trajectory on the horizon. He added that the company is committed to its culture, which he credits for the success so far.

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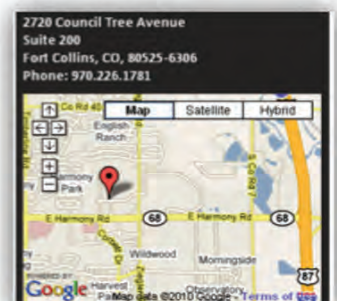


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