

Local companies still growing despite recession

Whether it feels like the Great Recession ended in June 2009, as government economists maintain, some Northern Colorado companies are acting like it. The companies on this year's Mercury 100 list of fastest growing companies in the region all reported revenue growth of at least 1 percent between 2009 and 2010.

This is the 12th year that 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. Previous lists measured growth over two and three years, and were divided into companies with revenue over and under \$2 million, to accommodate all the firms worthy of recognition.

But after September 2008, growth became harder to sustain for many businesses. And we discovered that comparing revenue figures for 2010 with 2007 and 2008 severely limited candidates for this list. As we've said before, flat had become the new spike.

So we went back to our roots this year, measuring revenue growth from 2009 to 2010 to find a meaningful comparison of post-recession growth. We also recombined the companies into one list, including businesses that posted at least \$150,000 in 2009 regardless of the dollar amount of revenue in 2010.

We hope to be able to measure sustained growth over two years in our new Mercury list. This year, we are happy to salute these businesses for working their way through the Great Recession, and look forward to honoring even more in 2012.

Sincerely,

Jeff Nuttall Publisher



Publisher Northern Colorado Business Report



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Our Number One Job is to Make You Look Spectacular!

Benchmark Electrical Solutions hits the mark in just three years

By Michelle LeJeune *news@ncbr.com*

FORT COLLINS — Just three years ago as the recession roared through the country at full tilt catching up businesses and tossing them like so many trees in a tornado, Dave Aguiar started Benchmark Electrical Solutions. And quietly began to succeed.

From year one to date, Benchmark Electrical Solutions increased its project count from one to two in 2008, four projects in 2009, and 20 projects and numerous service clients in 2010. In the same time period staffing at Benchmark increased from one to 25 employees. Profit margins doubled from 2008 to 2010, and revenue grew from \$150,000 in 2009 to \$2.2 million in 2010.

That growth placed Benchmark at the top of the Mercury 100 list of fastest growing companies in Northern Colorado this year.

"We've been smart," Aguiar said. "We aren't using profits to get the best furniture in the office. We've been using it for tools."

Aguiar is philosophical about the timing of Benchmark's beginning. "It was the right time in my life, just the wrong time in the economy," he said.

The timing was right for him because his kids were in middle and high school. He'd worked the bulk of his career as a project manager for Sturgeon Electric in Denver. Following that job, he worked as a consultant for a renewable energy company, Range Fuels, as the electrical and instrumentation control lead helping with plans for a \$300 million plant in Georgia.

With nearly 20 years in the business, Aguiar said he felt he'd amassed enough experience to go out on his own. That meant providing the same sorts of services larger electrical companies do such as pre-construction, construction, maintenance and servicing. He hired exceptional workers.

Encourage innovation

"The scope of our work is typical of larger electrical guys like Sturgeon," he said. "In addition, we encourage innovation. We're process-oriented in operations. We work on building relationships."

He said that Benchmark's ability to



Kate Hawthorne, Northern Colorado Business Report

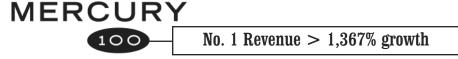
HITTING THE BENCHMARK – David Aguiar, left, president of Benchmark Electrical Solutions, pictured with Kayla Evavold, office manager; and Robert Fowler, estimator, has been smart with his company's success opting to upgrade tools and equipment instead of office furniture.

diversify to work with public projects such as schools as well as private jobs such high-end residences has helped his company grow. "Industrial jobs and servicing were the balance we needed to stabilize in tough economic times," he said.

Benchmark is serious about service. When an industrial facility in Berthoud wanted to swap out all its lights to energy-efficient florescent bulbs, Benchmark also helped the company obtain available tax rebates and incentives, so that it would see a return on the investment.

Sometimes, a client company knows what it wants to do, but isn't sure how to get there. In the case of Sundrop Fuels, a solar gasification-based renewable energy company with corporate headquarters in Louisville, Benchmark worked nearly daily for six months with company engineers to get the job done. The Sundrop project was a good example of what Benchmark can do, Aguiar said. Benchmark installed a fully automated feed stock production system and heating expansion, as well as upgraded electrical utilities. worked in hazardous locations where explosions were possible and everything was urgent."

Benchmark's resume includes wellknow public and private companies throughout the state and into Wyoming

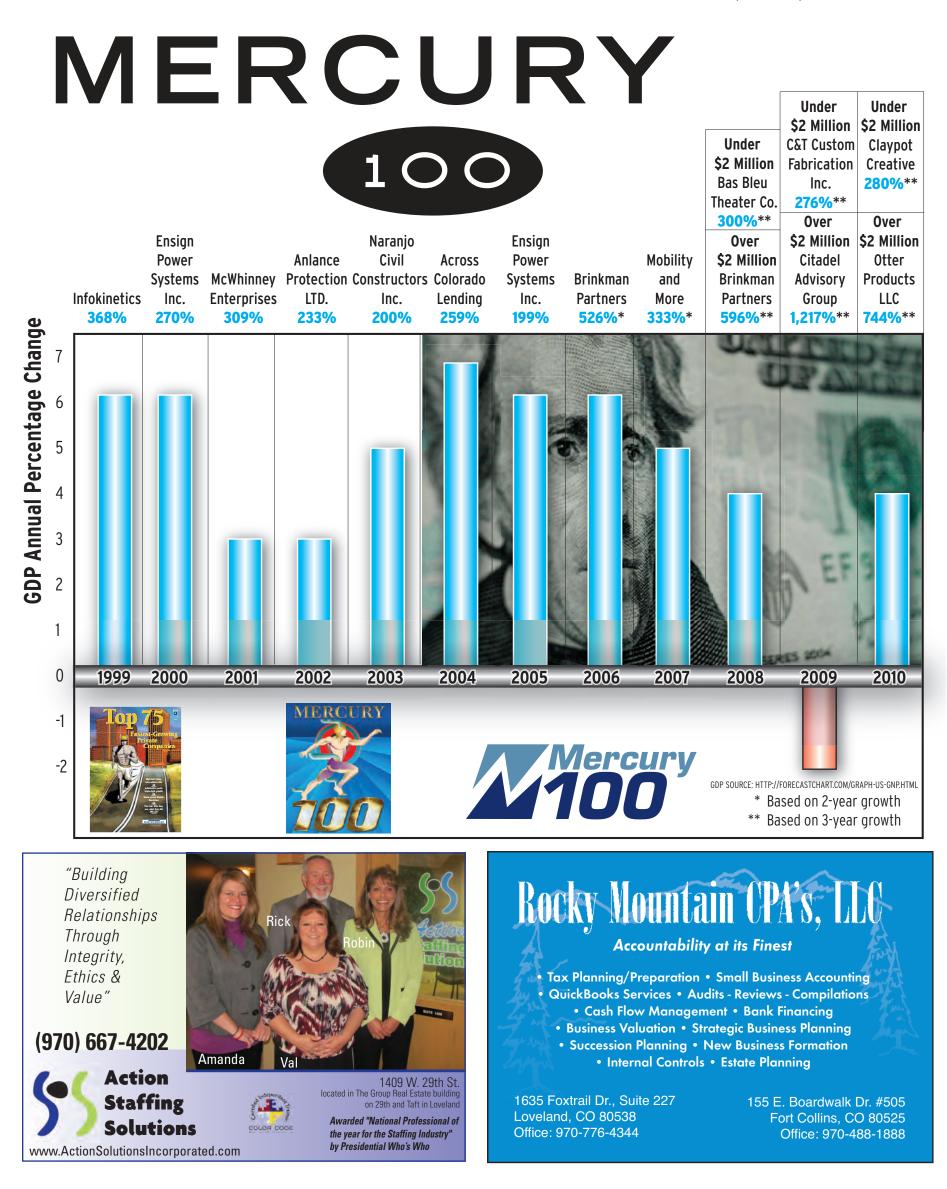


"With renewable energy, we are building while design is being done," Aguiar explained. "It's more of crystalball construction. There was lots of interfacing with engineers, sometimes a few times a day. We had to ask a lot of questions to make sure nothing had changed. Most of the time it had. We including the Poudre Valley REA administrative offices; the Federal Center in Denver; buildings in the Weld County School District; The Abby of Saint Walberga; Our Lady of the Valley; East Morgan City Library, and the Pierce Wastewater Treatment facility, just to name a few.





Mercury 100 Fastest Growing Private Companies 1999-2010 Percentage growth from previous year vs. United States Gross Domestic Product (GDP)



Companies employ different strategies to keep on growing

By Kate Hawthorne

khawthorne@ncbr.com

A funny thing happened on the way to the Mercury 100 awards this year, especially if you find humor in numbers.

In short, this is the year that we here at the *Northern Colorado Business Report* had to rethink our methodology for computing the fastest-growing companies in the region. We had been using first two-year, then three-year revenue growth to find the firms that exhibit not just rapid growth – that crazed one-year spurt that marked the dot-com bubble, for example – but the kind of growth that could be sustained for the long haul.

It was a good plan, but the economic downturn that turned into the market meltdown that fueled the housing crash that eventually developed into a fullblown, lingering recession got in the way. That allegedly ended about two years ago, although some economists are still concerned about the possibility of a double-dip, and there have been tentative signs of the beginning of the start of a recovery recently.

The graphic on the opposite page tells

How we picked the Mercury 100

The Great Recession hit Northern Colorado Business Report's Mercury 100 selection process this year. In 1999, the first Mercury event honored 75 of the region's fastest growing companies, regardless of size. By 2008, the list was divided into two lists of 50 - companies with revenues over and under \$2 million - to reflect the continuing growth that was going on throughout the region. That was May; the economic landscape shifted in September, and comparing 2010 revenue to pre-recession times is no longer meaningful.

So this year's criteria for companies to be included on the single Mercury 100 list are at least \$150,000 of revenue in 2009; at least 1 percent of revenue growth between 2009 and 2010; and a company must be a for-profit, private business with corporate headquarters or local ownership in Larimer or Weld counties.

the story. There is no meaningful way to compare the disastrous economic year that was 2009 to 2007 in search of sustainable growth. Call it a reset this year, back to the most recent year's growth. We hope we can get back to long-term growth calculations in the near future.

More diverse economy

The good news is that here in Northern Colorado we are coming out of the recession with a more diverse economy. That is reflected in this year's Mercury honorees.

Where in years past the list was dominated by high-tech companies and those in all aspects of the real estate and construction industry – not only general contractors, but also mortgage lenders, commercial developers, real estate brokers — the 2011 list features marketing firms and mental-health counselors; transportation and "green" businesses; manufacturers and movers.

Construction-related companies are still here, as are technology firms. But the ones with the strongest growth tell us that the recession rocked their world, to say the least, and they attribute their success to being willing to make hard choices and take a different path than the one they were on before September 2008.

Others on the list were started almost simultaneously with the recession — not

necessarily by design — and have known nothing but hard times. They could be part of a renaissance of innovation like that in the 1970s, when so many entrepreneurial ventures arose from the economic turmoil of galloping inflation, rampant unemployment and global uncertainty.

Still others have taken the opportunity presented by the Great Recession to rethink and redesign the way they have always done business. There are some car dealerships on the list, for example, the ones who have been able to adapt to the 21st-century realities of Internet sales and make it work for their bottom line.

There are also some old friends on the list, those who make a perennial appearance near the top of the Mercury list - Otterbox, which will soon be moving into its new corporate HQ in Old Town Fort Collins; EnergyLogic in Berthoud, on the cutting edge of energy efficiency services; marketing firm One Tribe Creative and background-checkers Tandem Select, formerly known as Employment Premier Screening Services. They prove that a solid business plan coupled with excellent execution and the flexibility to meet changing market demands - will sustain a company in any economic conditions.

We have profiled some of the companies with the strongest growth in this section, but everyone who appears on this list has a story to tell. And we can learn something from every one.



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PEAK SERVICE | PINNACLE RESULTS

Green Ride Colorado Shuttle cruising along

By Steve Porter *sporter@ncbr.com*

FORT COLLINS — A shuttle service that provides rides from Northern Colorado and Wyoming to Denver International Airport is finding business is picking up.

Green Ride Colorado Shuttle saw its 2010 revenues increase by 289 percent over the previous year and finished No. 2 on this year's Mercury list of the region's fastest-growing companies as tabulated by the Northern Colorado Business Report.

Green Ride Colorado was founded in May 2009 by Robert Flynn and Ray Schofield, two former employees of Shamrock Taxi and Shamrock Airport Express. Since then, the service has grown to 13 vehicles and 65 employees, hauling 150 to 250 passengers in 21 trips to DIA each day.

"It's essentially a 24-hour service," said Schofield. "We have trips that start at 3:30 a.m. and that go to DIA hourly with the last van leaving Fort Collins at 11:30 p.m."

Green Ride Colorado goes head-tohead with SuperShuttle — another DIA shuttle service — but both Schofield and Flynn say that's not their main competition.

"We compete against SuperShuttle, but we think it's the people who drive themselves to the airport that we're aiming for," said Schofield. "We believe the two of us (Green Ride and SuperShuttle) have less than 10 percent of the market. There's about 5,000 passengers leaving Northern Colorado for the airport each day."

Green Ride Colorado's vehicle fleet is mostly gasoline-powered, but that's because suitable, affordable alternativefuel vehicles are not yet available for the service, Flynn said. "I think we'll eventually get

there and should be a part of the future for all transportation companies," he said.

Other shades of green

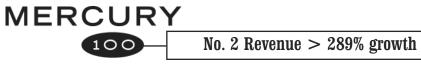
Flynn said the "green" aspect of the company lies in the fact that the service reduces vehicle emission pollution and traffic congestion by transporting passengers who would otherwise drive.

"The shared ride is reducing pollution and congestion and it's simply safer when you're taking vehicles off the road," he said.

But Green Ride Colorado has other "green" dimensions to its operations, including dis-

patchers that

take reservation from their homes who don't have to drive to work and a strong recycling ethic that's resulted in the com-



ceaseless trips back and forth across the region, according to Flynn and Schofield.

They've looked at propane and natural gas-powered vehicles, as well as electric vehicles, but none are yet at a stage of development that makes sense for the pany earning the 2010 Environmental Business of the Year Award from the Fort Collins Chamber of Commerce and gold membership in the city of Fort Collins' Climate Wise program.

And the company fosters a strong community ethic in its business model.



Courtesy Green Ride Colorado Shuttle

employees and 150 to 250 passengers in 21 trips to DIA each day.

GREEN THE WAY TO GO - Founded in 2009 by Robert Flynn, left, and Ray Schofield, Green Ride Colorado has grown to 13 vehicles, 65

"We believe we have an extremely unique business model in this industry," Schofield said. "All of our drivers are employed by the company and not independent contractors as most others have. We're really trying to grow a culture that's all about this community."

Green Ride Colorado has served about 30,000 unique riders in its first two years of operation, and 2011 is looking very good for the company.

"We're experiencing about 100 percent month-over-month growth," said Schofield. "We just had the best week for reservations in our history, and May has started very, very strongly."

Flynn said recent steady increases in

gasoline prices have not yet caused the company to raise its fares, although that remains a possibility. But putting the rider first is what the company is all about, he said.

"We want people to recognize that we respect our travelers, so we operate from a position of trust and respect," he said. "Our passengers are our friends and neighbors, and building that culture differentiates us from other companies that aren't growing as fast."

That philosophy propelled their strong business growth in 2010 and is carrying them forward in 2011.

"We're looking forward to an even better year this year," Flynn said.





Safe Site protects lifelines of the community

By Anne Cumming Rice *news@ncbr.com*

Johnstown — How does a company go from \$80,000 in sales to \$9 million in five years and in the middle of a recession?

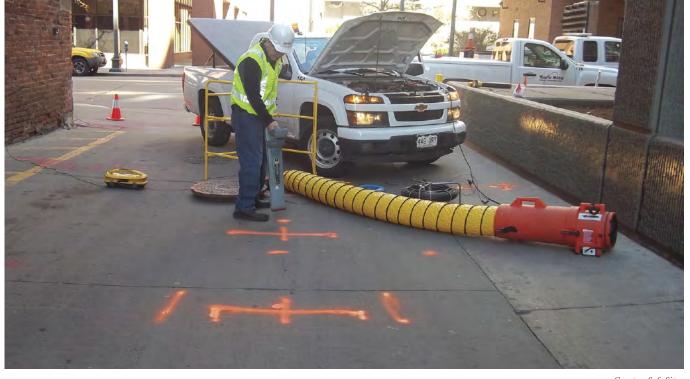
"It all goes back to performance," said Skip McIntosh, vice president of Safe Site, a Johnstown-based utility contractor that started in 2005. "In today's economy, the businesses that will survive are the ones that step up their level of service."

Safe Site contracts with Xcel Energy and CenturyLink (formerly Qwest Communications) to respond to "811" calls, the "call before you dig" requests that builders and homeowners make to locate underground utility lines before they start on a project.

Safe Site responds to about 2,000 requests a day, covering Northern Colorado and north Denver for Qwest and the entire state for Xcel Energy. In the last year the company has doubled the number of its employees, now at 150.

It has also grown its revenues from \$2.9 million to \$6.5 million between 2009 and 2010 alone, placing it at No. 5 on this year's Mercury 100 list of fastest growing companies in Northern Colorado.

"It's been a challenge to grow this fast," McIntosh said. "But we know a lot of people would love to have the oppor-



Courtesy Safe Site

SAFE TO DIG – A Safe Site employee locates utility lines before street repairs can begin. The company also performs utility safety inspections, utility code compliance and mapping of underground utilities.

Skip McIntosh attributes Safe Site's growth to simply doing things better than their competitors.

"We've taken market share from our competitors because we've done good work," he said. "You have to deliver online-locating request once it comes in, Safe Site developed custom software to manage its work. The company also does other utility services, including safety inspections, code compliance audits and mapping of underground utilities.

Skip McIntosh said the business philosophy behind Safe Site is the same for Alphagraphics — taking care of customers and doing a good job.

"We are successful because of our employees," he added. "I can't speak highly enough of them. In this economy a lot of people are looking for work, but it's still hard to find good people. But we've found good people."

No. 5, Revenue > 122% growth

tunities we've been given."

McIntosh and his wife Diane own Safe Site, with Diane as the majority owner. Before starting Safe Site, they were minority shareholders in a similar company. Skip McIntosh has been in the utility contracting business for 35 years.

The McIntoshes also own Alphagraphics, a printing company in Fort Collins. Both companies are family businesses, with their daughter Jeannette Flores at Alphagraphics while their son Justin, Skip's younger brother and his father all work for Safe Site. time, accurate work. In this business, if you can't do things accurately, people are going to get hurt, their lines will get cut, their lights or Internet will go out. We literally protect the lifelines of the community."

The company started contracting with Xcel in Northern Colorado, was asked to bid on the north Denver contract and was awarded it, then added Qwest Communications in 2010. Last fall, the company was awarded the Xcel contract for the entire state.

With two days to complete a utility-

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Mercury Fastest Growing Companies Ranked by 1-year revenue growth

RANK	COMPANY ADDRESS PHONE/FAX	1-YEAR REVENUE GROWTH	REVENUES 2010 REVENUES 2009	EMPLOYEES 2011 EMPLOYEES 2010	PRODUCTS/SERVICES	E-MAIL WEB SITE	PERSON IN CHARGE FISCAL YEAR END YEAR FOUNDED
1	BENCHMARK ELECTRICAL SOLUTIONS INC. 5739 Bueno Drive Fort Collins, CO 80525 970-229-1885/970-229-1895	1,367%	\$2,200,000 \$150,000	25 22	Electrical contractors.	kayla@benchmarkelectricalsolutions.com www.benchmarkelectricalsolutions.com	Dave Aguiar, President Dec. 31 2008
2	GREENRIDE 344 E. Foothills Parkway, Suite 29 Fort Collins, CO 80525 888-472-6656/N/A	289%	\$1,360,500 \$350,000	N/A 60	Transportation.	support@greenrideco.com www.greenrideco.com	Ray Schofield, Owner Dec. 31 2009
3	OTTERBOX 1 Old Town Square, Suite 303 Fort Collins, CO 80524 970-493-8446/970-493-1755	253%	\$170,000,000 \$48,200,000	269 220	Innovators of protective solutions for mobile hand-held technology.	info@otterbox.com www.otterbox.com	Curt Richardson, Founder and CEO Dec. 31 1998
4	ENERGYLOGIC INC. 309 Mountain Ave. Berthoud, C0 80513 970-532-3220/970-532-5074	142%	\$4,600,000 \$1,900,000	80 80	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, CEO Dec. 31 2006
5	SAFE SITE INC. 1309 Poplar St. Johnstown, C0 80534 970-622-9792/970-622-9593	122%	\$6,537,079 \$2,938,431	139 75	Utility locating, subsurface utility engineering, utility mapping, utility engineering services, utility pole attachment and code compliance audit. Safety inspection and compliance audit of all facilities. Field services.	gmcintosh@safesite1.com www.safesiteco.com	Diane L. Mcintosh, President Dec. 31 2005
6	COLORADO IRON & METAL INC. 903 Buckingham St. Fort Collins, C0 80524 970-530-2690/970-530-2691	108%	\$8,980,135 \$4,318,539	35 25	Full-service scrap metal recycling services and precision metal fabrication shop.	kentgarvin@coloradoironmetal.com www.coloradoironmetal.com	Kent Douglas Garvin, President and CEO Dec. 31 1995
7	JET MARKETING LLC 1929 W. County Road 56 Fort Collins, CO 80524 970-218-4797/970-224-1047	98%	\$396,000 \$200,000	3 2	Full-service marketing agency generating on-time, on- budget, and on-brand solutions.	jackie@jetmarketing.net www.jetmarketing.net	Jackie O'Hara, Owner, Account manager Dec. 31 2009
8	GHENT MOTOR CO. 2715 35th Ave. Greeley, CO 80634 970-339-2438/970-339-8120	86%	\$28,972,743 \$15,596,241	49 45	Sells, leases, services new Chevrolets, Cadillacs, parts, all makes of used vehicles, collision center.	greatdeals@ghentmotors.com www.ghentmotors.com	Bob Ghent Dec. 31 1989
9	S.A.TECHNOLOGY 3985 S. Lincoln St., Suite 100 Loveland, C0 80537 970-663-1431/970-663-5898	74%	\$28,841,178 \$16,615,903	120 150	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 water jet cutting.	info@satechnology.com www.satechnology.com	Brian Dyck, President and COO Dec. 31 1992
10	FOUNDATIONS COUNSELING LLC 155 E. Boardwalk Drive Fort Collins, CO 80525 970-227-2770/970-776-3301	73%	\$563,000 \$325,600	8 5	Marriage and family counseling and mental health therapy.	chris@foundationscounselingIIc.com www.foundationscounselingIIIc.com	Chris Berger, Owner and Manager Dec. 31 2007
11	AFFORDABLE ROOFING 3621 Richmond Drive Fort Collins, C0 80525 970-207-0000/970-207-0289	70%	\$5,272,044 \$3,095,066	12 2	Roofing services.	amyaffordableroofing@gmail.com www.affordableroofinginc.com	Troy Jennings, President Jim Simpson, VP Dec. 31 2005
12	ONE TRIBE CREATIVE 114 E. Oak St. Fort Collins, CO 80524 970-221-4254/970-224-1448	65%	\$828,800 \$502,400	7 7	Branding, marketing, public relations, websites, product packaging, presentations, trade-show booths.	info@onetribecreative.com www.onetribecreative.com	Paul Jensen, Creative director, Owner Dec. 31 1985
13	TANDEM SELECT 113 S. College Ave. Fort Collins, CO 80524 970-491-9655/970-491-9619	65%	\$5,236,310 \$3,181,944	53 40	Background screening and drug testing solutions.	kzwetzig@tandemselect.com.com www.tandemselect.com	Katie Zwetzig, COO Chris Baker, CEO Dec. 31 1995
14	PAYMENT SOLUTIONS 4065 St. Cloud Drive Loveland, CO 80538 970-685-3181/866-775-0075	62%	\$5,770,962 \$3,558,272	92 75	Credit card processing, ACH/check processing, credit card equipment, financial services, gift and loyalty cards, wireless terminals and Internet gateways.	info@paymentsolutionsdirect.com www.paymentsolutionsdirect.com	Kenneth Matthew Salazar, President and CEO Dec. 31 2004
15	AATA INTERNATIONAL INC. 300 E. Boardwalk Drive, No. 4A Fort Collins, C0 80525 970-223-1333/970-223-9115	59%	\$3,665,000 \$2,300,000	650 4	International environmental consultants for large natural resource developments, USA and worldwide. Water expertise.	info@aata.com www.aata.com	John G. Aronson, President Dec. 31 1989
16	OBERMEYER HYDRO INC. 303 W. Larimer County Road 74 Wellington, C0 80549 970-568-9844/970-568-9845	56%	\$10,153,921 \$6,497,789	48 43	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 Rob D. Eckman, VP Dec. 31 1987
17	WERNSMAN ENGINEERING INC. 1011 42nd St. Evans, C0 80620 970-353-4463/970-353-9257	53%	\$290,000 \$190,000	1 2	Engineering services.	wei86@comcast.net N/A	Steve Wernsman, President Dec. 31 1986
18	RTN ROOFING SYSTEMS 5854 Lockheed Ave. Loveland, C0 80538 970-593-1100/970-593-1119	50%	\$3,006,000 \$2,008,000	13 12	Commercial and industrial roofing systems.	jeff.lozon@rtnroofing.com www.rtnroofing.com	Jeffrey S. Lozon, President Dec. 31 1996
19	ENVISION NETWORKS INC. 333 W. Drake Road, Suite 30 Fort Collins, CO 80526 970-377-0333/N/A	49%	\$1,128,000 \$755,000	11 8	IT consulting services and support.	mike@envnetworks.com http://envnetworks.com/	Michael O'Donnell, CEO Dec. 31 2003
20	WINDLION INC. DBA EXPRESS EMPLOYMENT PROFESSIONALS 2711 W. 10th St. Greeley, CO 80634 970-353-8430/970-353-9485	47%	\$2,460,817 \$1,670,000	4 2	Temporary help, professional recruiting, HR audits and consulting.	kathy.egan@expresspros.com www.expresspros.com	Kathy Wallace Egan, Owner Dec. 31 1976
21	DAVINCI SIGN SYSTEMS INC. 4496 Bent Drive Windsor, CO 80550 970-203-9292/970-203-9293	45%	\$2,900,000 \$2,000,000	26 N/A	Award-winning architecture and electric signs. LED message centers. Signs for schools, hospitals, financial institutions, and retail. Custom metal fabrication, stone masonry. Electronic signage for interior and exterior applications. LCD displays.	info@davincisign.com www.davincisign.com	John "JJ" Shaw, President Dec. 31 2004
22	NUMERICA CORP. 4850 Hahns Peak Drive, Suite 200 Loveland, C0 80538 970-461-2000/970-461-2004	44%	\$9,189,570 \$6,367,014	49 47	Scientific research, advanced algorithm development and sub-system software solutions in the areas of: integrated air and missile defense, GIS, full-motion video tracking, layered sensing, chemical and biological detection, cyber security and space situational awareness.	info@numerica.us www.numerica.us	Jeff Poore, President and COO Sept. 30 1996
23	COE CONSTRUCTION INC. 2302 E. 13th St. Loveland, CO 80537 970-663-7636/970-669-4329	43%	\$8,100,000 \$5,650,000	13 13	Commercial general contractor.	admin@coeconstruction.com www.coeconstruction.com	Gregg Meisinger, President Dec. 31 1990
24	BAESSLER HOMES 3505 Holman Court Greeley, CO 80631 970-356-6251/970-352-5404	42%	\$9,200,000 \$6,500,000	8 8	Custom home builder.	jamie@baesslerhomes.com www.baesslerhomes.com	Jamie E. Baessler, Vice president Corie J. Baessler, VP of operations Kevin A. Archer, VP of estimating and purchasing July 31 1968
25	EXODUS MOVING & STORAGE INC. 1730 E. Prospect Road Suite 102 Fort Collins, C0 80525 970-484-1488/970-484-4388	42%	\$3,170,000 \$2,240,000	63 56	Professional moving and storage; residential, commercial, local, national and international.	movers@exodusmoving.com www.exodusmoving.com	Ilan Levy, President Dec. 31 1996

970-484-1488/970-Region surveyed is Larimer and Weld counties and the city of Brighton. N/A Not Available. NR-Not Previously Ranked. List does not include nonprofit organizations. All listees realized revenues in excess of \$150,000 for years surveyed, 2009-2010.

Mercury Fastest Growing Companies Ranked by 1-year revenue growth

The Vault's Always Open

RANK	COMPANY ADDRESS PHONE/FAX	1-YEAR REVENUE GROWTH	REVENUES 2010 REVENUES 2009	EMPLOYEES 2011 EMPLOYEES 2010	PRODUCTS/SERVICES	E-MAIL WEB SITE	PERSON IN CHARGE FISCAL YEAR END YEAR FOUNDED
26	METALWEST LLC 1229 S. Fulton Ave. Brighton, C0 80601 303-654-0300/303-654-0404	37%	\$243,000,000 \$177,000,000	120 120	Steel-service center, flat rolled-metal products, including cold-rolled, hot-rolled galvanized, galvannealed, aluminum, stainless coils and sheets.	N/A www.metalwest.com	Doug Geisick, General manage Dec. 31 1986
27	EMPLOYMENT SOLUTIONS PERSONNEL SERVICES INC. 4206 S. College Ave., No. 107 Fort Collins, C0 80525 970-407-9675/970-407-1214	36%	\$8,485,000 \$6,250,000	14 12	Staffing services.	rick@employmentsolutions.com www.employmentsolutions.com	Rick Wagner, Owner, Presiden Dec. 31 1994
28	WELD COUNTY BI-PRODUCTS INC. 1138 N. 11th Ave. Greeley, CO 80631 970-352-1788/970-356-3890	34%	\$1,358,559 \$1,010,719	10 10	Frozen meat for pet food, hides and calf skins.	lulrich862@aol.com N/A	Lonna Ulrich, Office manager, Partner Elmer Ulrich, President Dec. 31 1965
29	BRINKMAN CONSTRUCTION INC. 3003 E. Harmony Road, Suite 300 Fort Collins, CO 80528 970-267-0954/970-206-1011	33%	\$45,550,000 \$34,149,945	55 47	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 2005
30	EXPONENTIAL ENGINEERING CO. 328 Airpark Drive Fort Collins, CO 80524 970-207-9648/970-207-9657	32%	\$4,100,000 \$3,110,000	25 24	Professional electric power engineering, including wind farm systems and interconnections and large scale designs.	support@exponentialengineering.com www.exponentialengineering.com	Thomas A. Ghidossi, Presiden Dec. 31 1993
31	MIRAMONT FAMILY MEDICINE - COMPANY 4674 Snow Mesa Drive, Suite 140 Fort Collins, CO 80528 970-482-0213/970-482-9646	32%	\$3,856,755 \$2,927,731	53 52	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 Dec. 31 1940
32	FRONTIER METAL STAMPING 3764 Puritan Way Frederick, C0 80516 303-458-5129/303-458-1521	31%	\$5,000,000 \$3,827,000	23 18	Low and high volume metal stampings, assemblies, and complete product build. Tool and die design and build in house of progressive, single station and short run tooling. Engineering support of product design and development, including prototypes.	steve@frontiermetal.com www.frontiermetal.com	Jerry O'Donnell, President Dec. 31 1984
33	COMPUTER SUPERHEROES INC. 5325 Gary Drive Berthoud, CO 80513 720-205-5250/970-532-3189	30%	\$413,000 \$318,000	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
34	ALPINE CABINET CO. INC. 4125 Main St. Timnath, CO 80547 970-484-9030/970-224-3091	29%	\$3,360,000 \$2,600,000	40 35	Kitchen cabinets and bathroom vanities for both residential and commercial use.	info@AlpineCabinetC0.com www.alpinecabinetco.com	James Chinn, President Dec. 31 1968
35	ABRAHAMSON ENGINEERING INC. 3101 Kintzley Court, Unit D Laporte, CO 80535 970-221-2569/970-221-2671	27%	\$595,000 \$467,000	5 5	Mechanical and consulting engineering, HVAC and plumbing design for schools, offices, universities, churches.	rogera@abrahamsoneng.com www.abrahamsoneng.com	Roger D. Abrahamson, President Dec. 31 1981
36	ADVANCED MANUFACTURING TECHNOLOGY 3920 Patton Ave. Loveland, C0 80538 970-612-0315/970-612-0320	27%	\$14,000,000 \$11,000,000	97 60	Empty container conveyance systems.	rfq@amtcolorado.com www.amtcolorado.com	Thomas M. Ingraham, Presider Rodney S. Talbot June 30 1996
37	RIVERSIDE TECHNOLOGY INC. 2950 E. Harmony Road, Suite 390 Fort Collins, CO 80528 970-484-7573/970-484-7593	27%	\$31,800,000 \$25,000,000	97 101	Consulting and integrated solutions for science, engineering and information technology supporting hydrology, climate change, and other environmental engineering disciplines worldwide.	brian.ashe@riverside.com www.riverside.com	Larry E. Brazil, President and CEO Dec. 31 1985
38	CLAY POT CREATIVE 323 W. Drake Road, Suite 120 Fort Collins, CO 80526 970-495-6855/970-495-6896	26%	\$454,890 \$360,000	9 7	Graphic design, Web development, marketing, and branding.	info@claypotcreative.com www.claypotcreative.com	Julia Leach Andrew Leach, Owners Dec. 31 2000
39	AMERICULE INC. 14266 Mead St. Longmont, C0 80504 970-535-9007/970-535-9014	26%	\$1,301,000 \$1,033,000	7 6	Custom molders of elastomeric products for use in wear or abrasion applications. Products produced: Cyclone liners, piping, spray nozzles, screen cleaning balls and non-sparking mallets.	americule@hotmail.com www.americule.com	James H. McLaughlin, Presider Dec. 31 1993
40	NELSON PIPELINE CONSTRUCTORS INC. 10741 Highway 52 Fort Lupton, C0 80621 303-857-1580/303-857-1581	25%	\$17,500,000 \$14,000,000	113 102	Water, sewer, storm services for housing.	npcinc@nelsonpipeline.com www.nelsonpipeline.com	Philip Scott, President Dec. 31 1977
41	HOME INSTEAD SENIOR CARE 3711 John F. Kennedy Parkway, Suite 317 Fort Collins, CO 80525 970-494-0289/970-416-5365	25%	\$3,314,050 \$2,653,815	251 220	America's trusted non-medical source of companionship and home care for seniors.	mike.maguire@homeinstead.com homeinstead.com/northerncolorado	Mike P. Maguire Carol Maguire, Owners Dec. 31 2001
42	RLE TECHNOLOGIES 104 Racquette Drive Fort Collins, C0 80524 970-484-6510/970-484-6650	24%	\$4,918,752 \$3,971,578	18 14	Liquid leak detection systems, alarm monitoring/notification appliances and custom integration solutions.	sales@rletech.com www.rletech.com	Mike Orlich, President and CE Dec. 31 1984
43	OFFICESCAPES 4950 S. College Ave., Unit A Fort Collins, CO 80525 970-223-5959/970-223-5858	22%	\$6,370,000 \$5,215,000	N/A 18	Office, health care and education furnishings, workplace consulting and planning, installation, moves and reconfigurations, cabling, flooring, audio visual.	sgrant@officescapes.com www.officescapes.com	Sharie Grant, President, Northern division Feb. 28 1969
44	C&T CUSTOM FABRICATION INC. 5186 Longs Peak Road Berthoud, C0 80513 970-532-2444/970-461-0284	22%	\$1,665,000 \$1,369,000	12 13	Metal fabrication, including precision welding, water-jet cutting, CNC machining, CNC punching and bending.	cam@ctcustomfab.com ctcustomfab.com	Cameron Matthie Terry Dettmann Dec. 31 1997
45	GRAND RENTAL STATION 3101 W. Eisenhower Blvd. Loveland, CO 80537 970-669-3866/970-669-4696	21%	\$994,000 \$819,000	14 12	Tool and equipment rental.	grandrental@frii.com www.coloradograndrental.com	Ray Hoekstra, Jr., President/ Co-owner Dec. 31 2002
46	MCCAULEY CONSTRUCTORS INC. 650 Innovation Circle Windsor, C0 80550 970-686-6300/970-686-6320	21%	\$15,446,241 \$12,733,212	14 16	Commercial and 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
47	EHRLICH DEALERSHIPS 2625 35th Ave. Greeley, C0 80634 970-353-5333/970-339-3930	21%	\$120,146,000 \$99,137,000	170 172	Auto dealerships.	sehrlich@ehrlichmotors.com www.ehrlichmotors.com	Scott Ehrlich, President Dec. 31 1946
48	J. P. MORAN DESIGN INC. 1112 Oakridge Drive, Suite 104 Fort Collins, CO 80525 970-481-8489/970-207-9889	21%	\$264,475 \$219,138	1	Graphic design and consulting services for print, Web and trade shows.	info@jpmorandesign.com www.jpmorandesign.com	J. Patrick Moran, President Dec. 31 2000
49	DATASPLICE 414 E. Oak St. Fort Collins, CO 80524 970-484-0841/970-484-0965	20%	\$2,890,000 \$2,400,000	20 18	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
50	THARP CABINET CORP. 1246 N. Denver Ave. Loveland, CO 80537	20%	\$7,750,000 \$6,450,000	67 58	Manufacturer of residential, commercial and specialty cabinets.	info@tharpcabinets.com www.tharpcabinets.com	Don Fraley, President Dec. 31 1971

Region surveyed is Larimer and Weld counties and the city of Brighton. N/A Not Available. NR-Not Previously Ranked. List does not include nonprofit organizations. All listees realized revenues in excess of \$150,000 for years surveyed, 2009-2010.

Mercury Fastest Growing Companies Ranked by 1-year revenue growth

DataBank

The Vault's Always Open

COMPANY ADDRESS PHONE/FAX	1-YEAR REVENUE GROWTH	REVENUES 2010 REVENUES 2009	EMPLOYEES 2011 EMPLOYEES 2010	PRODUCTS/SERVICES	E-MAIL WEB SITE	PERSON IN CHARGE FISCAL YEAR END YEAR FOUNDED
GOLDEN ALUMINUM INC. 1405 E. 14th St. Fort Lupton, CO 80621 303-654-8301/303-654-8356	19%	\$102,000,000 \$86,000,000	167 160	Bare and coated aluminum coils.	sales@goldenaluminum.com www.goldenaluminum.com	Leland Lorentzen, CEO Dec 31 1983
HIGHCRAFT BUILDERS INC. 429 S. Howes St. Fort Collins, CO 80521 970-472-8100/970-266-8262	19%	\$3,200,000 \$2,700,000	13 12	Design-build company specializing in remodels, additions, basement finishes, fixed-price contracts, guaranteed construction.	info@highcraft.net www.highcraft.net	Dwight Sailer Bryan Soth, Owners Dec. 31 1999
THE MANTOOTH CO. 2715 Sage Creek Road Fort Collins, CO 80528 970-482-7644/970-204-9307	17%	\$605,010 \$515,042	9 10	Full-service marketing company and event planning.	connie@mantoothcompany.com www.mantoothcompany.com	Connie Hanrahan, Owner Dec. 31 1995
CO'S AUTO GROUP INC. 4150 Byrd Drive Loveland, C0 80538 970-292-5200/970-292-5719	17%	\$42,000,000 \$35,870,000	51 49	BMW and MINI Cooper automobiles, sales, parts, service, pre- owned cars and trucks.	sales@cosbmw.com www.cosbmw.com, MINIofLoveland.com	Christina Dawkins, Owner Dec. 31 1974
MAVERICK MOLD & MACHINE INC. 14377 Mead St. Longmont, C0 80504 970-535-4604/N/A	17%	\$500,000 \$428,000	4 4	Injection molds.	maverickmold@aol.com N/A	Brian Bradley, President Dec. 31 2001
THE NEENAN CO. 2620 E. Prospect Road, Suite 100 Fort Collins, C0 80525 970-493-8747/970-493-5869	17%	\$139,000,000 \$119,000,000	210 203	Integrated design/build firm specializing in education, health care, government and commercial buildings.	info@neenan.com www.neenan.com	David G. Neenan, Founder and Chairman Randy Myers, President and CEO Dec. 31 1966
GALLEGOS SANITATION INC. 1941 Heath Parkway Fort Collins, CO 80524 970-484-5556/970-484-0662	16%	\$14,500,000 \$12,493,000	153 140	Recycling and waste diversion solutions at home, business, and construction projects, including zero waste special events and commercial food waste pickup. Seasonal yard waste and electronic recycling available too.	custservice@gallegossanitation.com www.gallegossanitation.com	Art Gallegos, Owner Jerry Gallegos, Owner, President Rudy Gallegos, Owner Dec. 31 1959
NEW BELGIUM BREWING 500 Linden St. Fort Collins, CO 80524 970-221-0524/970-221-0535	16%	\$145,000,000 \$125,000,000	380 245	Belgian-style craft beers, including eight year-round and four special-release brews.	nbb@newbelgium.com www.newbelgium.com	Kim Jordan, CEO Dec. 31 1991
ENERGY SOLUTIONS UNLIMITED LLC 1714 Topaz Drive, Suite 145 Loveland, CO 80537 970-685-4441/970-685-4450	16%	\$632,000 \$545,000	5 6	Energy efficient lighting and retrofits.	sales@esultd.com www.esultd.com	Michael Doran, Principal Paula Megenhardt, Account representative Dec. 31 1997
NARANJO CIVIL CONSTRUCTORS INC. 1863 Second Ave. Greeley, CO 80631 970-356-7909/970-356-0887	15%	\$7,000,000 \$6,100,000	50 50	Structural and flatwork concrete construction, drainageway reconstruction in urban environments, and stormwater/ irrigation related utilities.	info@naranjocivil.com www.naranjocivil.com	Jerry Naranjo Herman Naranjo, Owners Dec. 31 1982
EWING LEAVITT INSURANCE AGENCY INC. 4025 St. Cloud Drive, Suite 100 Loveland, C0 80538 970-679-7333/866-456-4265	15%	\$2,292,273 \$2,000,000	14 16	Commercial and personal insurance sales and service, group health insurance, bonding.	steve-ewing@leavitt.com www.ewing-leavitt.com	Steve Ewing, President Bryan Brenning, Vice president April 30 1980
DRAHOTA 4700 Innovation Drive, Bldg. C Fort Collins, CO 80525 970-204-0100/970-204-0200	13%	\$34,000,000 \$30,000,000	36 36	Full-service construction manager/general contractor staffed with LEED Accredited Professionals.	info@drahota.com www.drahota.com	Terry L. Drahota, President Dec. 31 1973
ROBERTS EXCAVATION CORP. 1801 First St. Berthoud, C0 80513 970-532-1440/970-532-1442	13%	\$2,250,000 \$2,000,000	16 16	Commercial, industrial, residential earthwork, site grading and utility construction, environmental reclamation.	info@robertsexcavation.com N/A	Gerald Roberts, General manager Dec. 31 1991
KING BUICK GMC 4175 Byrd Drive Loveland, C0 80538 970-667-8905/970-663-2445	11%	\$39,570,000 \$35,552,500	46 43	New and used cars, automotive repair and parts sales.	jerad.king@kinggm.com www.kinggm.com	Rex King, President Dec. 31 1998
SIEBERT & ASSOCIATES PC 8219 W. 20th St., Suite B Greeley, C0 80634 970-353-3750/970-353-3752	11%	\$417,000 \$375,000	N/A 4	Certified public accountants and consultants.	bill@siebertcpa.com N/A	William J. Siebert, President Dec. 31 1990
KRUGER & CLARY CPAS PC 515 S. Howes St. Fort Collins, CO 80521 970-482-6947/970-472-4061	11%	\$622,287 \$563,000	7 8	Tax preparation and planning, accounting services, QuickBooks consulting, business consulting, and payroll services.	info@krugercpas.com www.krugercpas.com	Melissa Clary, President Dale Kruger, Vice president Dec. 31 1993
VERUS BANK OF COMMERCE 3700 S. College Ave., Unit 102 Fort Collins, C0 80525 970-204-1010/970-204-1590	11%	\$13,523,000 \$12,235,000	23 21	Banking and financial services.	gnalezny@verusboc.com www.verusboc.com	Gerard Nalezny, CEO Mark Kross, President Dec. 31 2005
G & M IMPLEMENT INC. 1717 Second Ave. Greeley, CO 80631 970-378-1202/970-378-1396	10%	\$9,200,000 \$8,400,000	19 19	Sales and repair of farm equipment.	gnmimplement@aol.com www.gmimplement.com	Glenn Pfeif, Owner Dec. 31 2002
GOOD DAY PHARMACY - COMPANY WIDE 3780 E. 15th St. Loveland, C0 80538 970-461-1975/970-461-4042	9%	\$24,000,000 \$22,000,000	100 96	Full-service community retail pharmacies & specialty pharmacy servicing assisted living & long term care industries; medical equipment & medical supply retail locations; specialty prescription compounding pharmacies & more.	goodday@gooddaypharmacy.com www.gooddaypharmacy.com	Marla Worley, R.Ph., Pharmacy manager Vicki Einhellig, R.Ph., President, COO Dec 31
HIGH PLAINS MECHANICAL SERVICE INC. 2020 Airway Ave. Fort Collins, CO 80524 970-221-5645/970-221-5645	9%	\$3,970,800 \$3,650,000	22 20	HVAC service, maintenance and installation.	info@hpmservice.com www.hpmservice.com	1985 Paul Finger Joyce Finger, Owners Dec. 31 1983
TAIT & ASSOCIATES INC. 6163 E. County Road 16 Loveland, C0 80537 970-613-1447/970-613-1897	9%	\$525,000 \$483,000	7 7	Land surveying, civil and environmental engineering. Fuel system design, installation, maintenance, and testing.	tletzring@tait.com www.tait.com	Tracy J. Letzring, PE, LEED AP, CDP, VP Tim Wind, Regional manager Sept. 30 1964
WELD COUNTY GARAGE 2699 47th Ave. Greeley, CO 80634 970-352-1313/970-356-8191	8%	\$59,083,516 \$54,567,766	123 122	Buick, GMC vehicle dealership.	wyoder@weldcountygarage.com www.weldcountygarage.com	Warren Yoder, General manager Dec. 31 1908
ANDERSON CONSULTING ENGINEERS INC. 375 E. Horsetooth Road, Bidg. 5 Fort Collins, CO 80525 970-226-0120/970-226-0121	8%	\$3,836,824 \$3,556,460	22 23	Water resources, civil, environmental and river restoration.	baanderson@acewater.com www.acewater.com	Bradley A. Anderson, President Gregory J. Koch, Vice president Dec. 31 1998
SQUAREI TECHNOLOGIES 1315 Oakridge Drive, Suite 100 Fort Collins, C0 80525 970-377-0077/970-377-8488	8%	\$762,000 \$708,000	8 8	Content management systems, project management solutions, business process automation and database driven applications.	info@squarei.com www.sqaurei.com	Kent Bejcek, President Dec. 31 1996
OGLESBY DESIGN LLC 123 N. College Ave., No. 390 Fort Collins, CO 80524 970-416-8829/970-416-8876	7%	\$526,000 \$490,000	8 4	Commercial interior design with an emphasis on hospitality and corporate.	coachko@msn.com www.oglesby-design.com	Dawn Oglesby, Owner, President Dec. 31 2005
	ADDRESS PHONE/FAXGOLDEN ALUMINUM INC. 1405 E. Lahin St. 507 Lupton, C. 80 6021 303-654-830/303-654-8356HIGHCRAFT BUILDERS INC. 429 S. Howes St. Fort Collins, C0 80521 970-472-8100/970-266-8262HIGHCRAFT BUILDERS INC. 429 S. Howes St. Fort Collins, C0 80523 970-482-7644/970-204-9307CO'S AUTO GROUP INC. 4150 Byrd Drive burlend, C0 80523 970-292-9200/970-292-5719MAVERICK MOLD & MACHINE INC. 14377 Mead St. Longmont, C0 80524 970-493-81747/970-493-5869GALLEGOS SANITATION INC. 1941 Heath Parkway 970-282-5200/970-493-6869GALLEGOS SANITATION INC. 1941 Heath Parkway 970-635-44/970-281-06354 970-484-5556/970-484-0662NEW BELGIUM BREWING 500 Linden S. 507 Collins, C0 80524 970-281-0524/970-281-0535ENERCY SOLUTIONS UNLIMITED LLC 1941 Heath Parkway 970-635-449/970-281-4850NARANJO CIVIL CONSTRUCTORS INC. 1863 Second Ave. 670 Collins, C0 80524 970-632-1440/970-283-4450NARANJO CIVIL CONSTRUCTORS INC. 1863 Second Ave. 670 Collins, C0 80524 970-632-1440/970-284-4850NARANJO CIVIL CONSTRUCTORS INC. 1863 Second Ave. 670 Collins, C0 80525 970-632-1440/970-284-4850NARANJO CIVIL CONSTRUCTORS INC. 1863 Second Ave. 670 Collins, C0 80521 970-633-3150/970-633-21442NARANJO CIVIL CONSTRUCTORS INC. 175 Send Also Collins, C0 80524 970-633-3150/970-633-21442NUG BUIK SMC CACONSTRUCTORS INC. 175 Send Also Collins, C0 80521 970-633-3150/970-633-3150SIEBERT & ASSOCIATES PC 8279 W. 2011 S12, Suite B 670 Collins, C0 80524 970-633-3150/970-633-3150STABLE & SCOCIATES INC. 633 EL SUNTA ROBAL INC. 177 Second ROB214 970-633-130/970-378-1396 <td>ADDRESS Revenue GOLDEN ALUMINUM INC. [996] MGS.E. MILSS. [996] <td>APDRESPX REVENUE REVEnues 2009 GRUEPXX 19% \$102.000.000 GRUEPXX 19% \$102.000.000 GRUEPXX 19% \$102.000.000 MEMCATAX 11% \$100.0000 MEMCATAX 11%<td>ADDRESPS. REVENUES 2001 EMPLOYEES 2001 EMPLOYEES 2001 COURT AND MICHARDS 1994 \$350,000,000 182 COURT AND MICHARDS 1994 \$350,000,000 182 COURT AND AND AND AND AND AND AND AND AND AND</td><td>PRINTERSPRINTERSPRINTERS 200PRINTERS 200PRINTERS 200PRINTERS 200Regional Statistics199550.00006.00Pails belle statistics and advancesRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statistics</td><td>MAXIMANMAXIMANMAXIMANMAXIMANMAXIMANMAXIMANMAXIMANSelf-Sold</td></td></td>	ADDRESS Revenue GOLDEN ALUMINUM INC. [996] MGS.E. MILSS. [996] <td>APDRESPX REVENUE REVEnues 2009 GRUEPXX 19% \$102.000.000 GRUEPXX 19% \$102.000.000 GRUEPXX 19% \$102.000.000 MEMCATAX 11% \$100.0000 MEMCATAX 11%<td>ADDRESPS. REVENUES 2001 EMPLOYEES 2001 EMPLOYEES 2001 COURT AND MICHARDS 1994 \$350,000,000 182 COURT AND MICHARDS 1994 \$350,000,000 182 COURT AND AND AND AND AND AND AND AND AND AND</td><td>PRINTERSPRINTERSPRINTERS 200PRINTERS 200PRINTERS 200PRINTERS 200Regional Statistics199550.00006.00Pails belle statistics and advancesRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statistics</td><td>MAXIMANMAXIMANMAXIMANMAXIMANMAXIMANMAXIMANMAXIMANSelf-Sold</td></td>	APDRESPX REVENUE REVEnues 2009 GRUEPXX 19% \$102.000.000 GRUEPXX 19% \$102.000.000 GRUEPXX 19% \$102.000.000 MEMCATAX 11% \$100.0000 MEMCATAX 11% <td>ADDRESPS. REVENUES 2001 EMPLOYEES 2001 EMPLOYEES 2001 COURT AND MICHARDS 1994 \$350,000,000 182 COURT AND MICHARDS 1994 \$350,000,000 182 COURT AND AND AND AND AND AND AND AND AND AND</td> <td>PRINTERSPRINTERSPRINTERS 200PRINTERS 200PRINTERS 200PRINTERS 200Regional Statistics199550.00006.00Pails belle statistics and advancesRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statistics</td> <td>MAXIMANMAXIMANMAXIMANMAXIMANMAXIMANMAXIMANMAXIMANSelf-Sold</td>	ADDRESPS. REVENUES 2001 EMPLOYEES 2001 EMPLOYEES 2001 COURT AND MICHARDS 1994 \$350,000,000 182 COURT AND MICHARDS 1994 \$350,000,000 182 COURT AND	PRINTERSPRINTERSPRINTERS 200PRINTERS 200PRINTERS 200PRINTERS 200Regional Statistics199550.00006.00Pails belle statistics and advancesRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statisticsRegional Statistics199550.00006.00Pails belle statistics	MAXIMANMAXIMANMAXIMANMAXIMANMAXIMANMAXIMANMAXIMANSelf-Sold

Pro to 002777 or 0010 Region surveyed is Larimer and Weld counties and the city of Brighton. NR-Not Previously Ranked. List does not include nonprofit organizations. All listees realized revenues in excess of \$150,000 for years surveyed, 2009-2010.

Mercury Fastest Growing Companies Ranked by 1-year revenue growth

The Vault's Always Open

RANK	COMPANY Address Phone/Fax	1-YEAR REVENUE GROWTH	REVENUES 2010 REVENUES 2009	EMPLOYEES 2011 EMPLOYEES 2010	PRODUCTS/SERVICES	E-MAIL WEB SITE	PERSON IN CHARGE FISCAL YEAR END YEAR FOUNDED
76	COLORADO WATERJET CO. 5186 Longs Peak Road, Unit F Berthoud, CO 80513 970-532-5404/970-532-5405	7%	\$539,000 \$504,000	4 4	Machine job shop: abrasive water jet shape-cutting services.	sales@coloradowaterjet.com www.coloradowaterjet.com	Dan Nibbelink, President Dec. 31 1997
77	FRONTIER PRINT CENTER 1400 Webster Ave. Fort Collins, C0 80524 970-484-2950/970-484-2951	7%	\$817,330 \$765,840	10 11	Digital/offset printing, embroidery and ad-specialties.	info@frontierprintcenter.com www.frontierprintcenter.com	Steve Beddoe, Owner Douglas Iszler, CEO Dec. 31 1982
78	M & E PAINTING 540 W. 66th St., B1 Loveland, C0 80538 970-207-1005, Ext. 800/970-613-0772	7%	\$2,135,000 \$2,001,000	25 30	Residential and commercial painting services.	matt@mandepainting.com www.mandepainting.com	Matt Shoup, President Dec. 31 2005
79	UNITED POWER INC. 500 Cooperative Way Brighton, C0 80603 303-659-0551/303-659-2172	6%	\$134,783,000 \$126,713,000	161 160	Rural electric cooperative.	hstorz@unitedpower.com www.unitedpower.com	Ronald D. Asche, CEO Dec. 31 1938
80	LAWN DOCTOR P.O. Box 1784 Fort Collins, CO 80522 970-221-0441/970-221-0805	6%	\$1,195,000 \$1,125,000	20 19	Lawn fertilization, weed, insect and disease control. Tree spraying, deep root feeding and pruning, pest control, sprinkler repair.	group193@lawndoctor.com www.lawndoctor.com	Michael Verde, President Dec. 31 1983
81	FORNEY INDUSTRIES INC. 1830 Laporte Ave. Fort Collins, CO 80521 800-482-7271/970-498-9505	6%	\$40,150,000 \$37,800,000	235 225	Metal working product distributor.	sales@forneyind.com www.forneyind.com	Steve Anderson, President and CEO Dec. 31 1932
82	A-TRAIN MARKETING COMMUNICATIONS INC. 215 W. Oak St., Suite 800A Fort Collins, CO 80521 970-419-3218/970-482-3442	6%	\$650,000 \$612,000	6 6	Branding, research, strategic planning, public relations, print materials, websites, event planning and non-profit marketing.	info@atrainmarketing.com www.atrainmarketing.com	Gretchen Gaede, President and CEO Dec. 31 1998
83	WALKER MANUFACTURING CO. 5925 E. Harmony Road Fort Collins, CO 80528 970-221-5614/970-221-5619	6%	\$37,572,000 \$35,427,000	148 125	Commercial-grade riding and walk-behind lawnmowers and attachments.	bobw@walkermowers.com www.walkermowers.com	Bob W. Walker, President Sept. 30 1959
84	INTEGWARE INC. 1612 Specht Point Drive, Suite 101 Fort Collins, CO 80525 970-282-0400/970-282-0500	6%	\$15,260,146 \$14,430,756	120 134	PLM implementation services and ENOVIA life science accelerators.	chris.kay@integware.com www.integware.com	Chris Kay, President and CEO Dec. 31 1992
85	NEW HORIZONS TRAVEL AGENCY INC. 300 E. Boardwalk Drive Fort Collins, CO 80525 970-223-7400/970-225-0538	6%	\$16,228,000 \$15,348,000	21 20	Full-service travel agency. Also specializing in athletic group travel.	dalec@travelnewhorizons.com www.travelnewhorizons.com	Dale D. Clarken, President Dec. 31 1980
86	HUSTON GRAPHICS & PRINTING 700 Automation Drive, No. B Windsor, C0 80550 970-686-0174/970-686-0170	6%	\$370,000 \$350,000	4 4	Screen printing, embroidery, laser engraving, promotional products and signage.	sales@hustongraphics.com www.hustongraphics.com	Luke Burton Dec. 31 1997
87	GROFF AG P.O. Box 990 Wellington, CO 80549 877-568-9816/970-568-3684	5%	\$2,320,000 \$2,200,000	7 7	Minimum-till and no-till planter attachments.	winickfarms@cowisp.net www.groffag.com	Allan E. Winick, President Dec. 31 1992
88	AGTOWN TECHNOLOGIES 800 Eighth Ave., Suite 321 Greeley, C0 80631 970-353-6227/970-313-4648	5%	\$408,000 \$389,000	5 5	Fully managed business partner, providing services in software and website development, e-commerce, Internet and traditional marketing for the agriculture industry.	contact@agtown.com www.agtown.com	Clair Orr, Founder Matthew Furister, CEO Dec. 31 1999
89	POUDRE VALLEY RURAL ELECTRIC ASSOCIATION INC. 7649 REA Parkway Fort Collins, CO 80528 970-226-1234/970-226-2123	5%	\$95,000,000 \$90,582,090	90 91	Electric utility.	pvrea@pvrea.com www.pvrea.com	Robert "Brad" Gaskill, CEO Dec. 31 1939
90	STEWART ENVIRONMENTAL CONSULTANTS LLC 3801 Automation Way, Suite 200 Fort Collins, C0 80525 970-226-5500/970-226-4946	5%	\$2,414,946 \$2,303,315	30 30	Process engineering, product commercialization, environmental services and laboratory services.	info@stewartenv.com www.stewartenv.com	David R. Stewart, President June 30 1985
91	ALLEN SERVICE, PLUMBING, HEATING AND AIR INC. 101 S. Link Lane Fort Collins, C0 80524 970-484-4841/970-484-4448	4%	\$8,500,000 \$8,200,000	36 72	Residential service, repair and replacement for plumbing, solar and HVAC systems.	info@allenservice.com www.allenservice.com	Jeff and Mike Allen, CEO and President Dec. 31 1962
92	CONNECTING POINT 2401 17th St. Greeley, CO 80634 970-356-7224/970-356-7283	3%	\$6,397,619 \$6,200,000	28 26	Network integration, remote managed services, hosting and co-location, network security, unified communications (VoIP), technical outsourcing, product sales.	esales@cpgreeley.com www.cpgreeley.com	Ted Warner, President Sept. 30 1985
93	ALPINE GARDENS 7029 S. College Ave. Fort Collins, C0 80525 970-226-2296/970-506-2730	3%	\$3,500,000 \$3,400,000	50 50	Commercial and residential landscape design, installation and maintenance.	info@alpinelandscaping.com www.alpinelandscaping.com	Jack Fetig, Chris Fetig, Owners Dec. 31 1978
94	MAGNUM PLASTICS INC. 425 Bonnell Ave. Erie, C0 80516 303-828-3156/303-828-3166	3%	\$3,700,000 \$3,600,000	52 32	Precision molds and intricate molded components for the medical industry processed in a 100,000-class clean room.	sales@magnum-plastics.com www.magnum-plastics.com	James Miller, President Dec. 31 1993
95	VISTA SOLUTIONS CORP. 2619 Midpoint Drive, Suite F Fort Collins, CO 80525 970-212-2940/970-212-2950	3%	\$6,368,738 \$6,199,166	12 12	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
96	VISION GRAPHICS INC. 5610 Boeing Drive Loveland, C0 80538 970-679-9000/970-461-8073	2%	\$14,050,000 \$13,750,000	83 80	Full-service marketing communications, including printing, digital variable data printing, binding, direct-mail advertising, letter shop, product/material order-fulfillment, mailing list acquisition, database management and website design, and grand format graphics.	webinfo@visiongraphics-inc.com www.visiongraphics-inc.com	Mark Allen Steputis, President and CEO Dec. 31 1952
97	MARKLEY MOTORS INC. 3401 S. College Ave. Fort Collins, C0 80525 800-226-2213/970-282-6825	2%	\$75,495,653 \$73,913,954	160 156	Honda, Pontiac, Buick, GMC vehicles.	rbelisle@markleymotors.com www.markleymotors.com	Douglas E. Markley, President Dec. 31 1936
98	PEDERSEN TOYOTA-SCION-VOLVO 4455 S. College Ave. Fort Collins, C0 80525 970-223-3100/970-223-3651	1%	\$80,000,000 \$79,000,000	130 N/A	Automotive sales, service, parts and collision repair.	sales@pedersentoyota.com www.pedersentoyota.com	Gerry Pedersen, Owner Mark Pedersen, General manager Dec. 31 1972
99	COLORADO CUSTOMWARE INC. 1109 Oak Park Drive Fort Collins, CO 80525 970-212-4001/970-223-4204	1%	\$10,980,635 \$10,844,579	107 106	Assessment, tax collection and data visualization software for state and local government.	info@cci.ws www.coloradocustomware.com	Lori Burge, President and CEO Dec. 31 1989
100	BURROWS ENTERPRISES INC. 2024 E. Eighth St. Greeley. CD 80631 970-353-3769/970-353-0839	1%	\$3,740,815 \$3,700,000	19 17	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
N/A-Not Ava NR-Not Previ	verd is Larimer and Weld counties and the city of Brighton. ilable. iously Ranked. tinclude nonprofit organizations.						port survey researched by Ross Manley future lists, e-mail research@ncbr.com

Region surveyd is Larimer and Weld counties and the city of Brighton. NA-Not Available. NR-Not Previously Ranked. List does not include nonprofit organizations. All listees realized revenues in excess of \$150,000 for years surveyed, 2009-2010.

Event architect and producer:





MERCURY

100













Scrap metal pulls CI&M through recession MERCURY forklifts

By Luanne Kadlub news@ncbr.com

FORT COLLINS — It's no secret that there's money to be made in scrap metal. But is it enough to pull a business through the Great Recession?

100

For Kent Garvin, owner of Colorado Iron & Metal in Fort Collins, the answer is a resounding yes.

"Our overall sales doubled in 2010," he said. "We are back to where we were in 2008.

In dollars, that would be a jump to \$8.9 million dollars in gross revenue in 2010, up from \$4.3 million in 2009. That's enough change to qualify him for the No. 6 spot on the Northern Colorado Business Report's 2011 Mercury 100.

Garvin, originally from Minnesota where he owned a successful towing and automotive repair business, relocated to Fort Collins in the early 1990s because, quite simply, he fell in love with the community during multiple vacations.

He spent two and a half years shopping for a new business when one within his budget range became available. That business was Nelson Metals.

"I discovered fairly quickly that most people buy businesses they know something about," Garvin said, although he knew nothing about the metals business.

"It wasn't for the meek of heart. I paid cash for the business and took it over sight unseen, and I had to teach myself the steel business very fast."

No. 6 Revenue > 108% growth

He renamed the business Colorado Iron & metal.

"To our great fortune, the business was always profitable from the get-go," Garvin said. "But we didn't start to feel our stride until it took off in early 2001 to 2005."

The company was doing \$250,000 in sales when he took it over in 1996 and in 2008 the company was grossing \$10 million when the economy took a tumble.

Although the construction sector one of the largest customers for fabrication services provided by Colorado Iron & Metal — is quiet as a result of the recession, it hasn't stopped the company from growing.

"Sales in 2010 were up 34 percent from '09," Garvin said. "Which means '09 was a complete disaster."

Everything metal

The business makes everything from railings to staircases to large steel metal assemblies. "We have a wide range of capabilities, including precision cutting with waterjets and plasma burn tables."

But thank goodness for scrap metal - everything from rusty buckets to

that the public brings to recycle.

"The metal has always been out there, accumulating for generations, but until the price got to a certain place (currently an average of \$180 per ton), the time and effort to scour ditches, old farmsteads

and



Courtesy Colorado Iron & Metal Inc.

even STRONG AS IRON - Kent Garvin understands the expression 'one man's trash is Craigslist wasanother's treasure' quite well. Garvin bought Colorado Iron & Metal in the early '90s n't worth the and is now looking to expand despite the most recent recession. effort," Garvin

said of the metal scrappers, many of whom make a good living doing so. "The biggest surprise is how one man's junk is another man's treasure. We don't recycle all the metals we get. Some are resold and reused. Some things get turned over to others who can use it - miscellaneous iron, furniture, steel desks and dividers, even a forklift that we've repaired and resold.

"We're definitely part of the green movement. We've diverted 18,000 tons of scrap metal out of the solid waste stream in Fort Collins," he added.

Garvin sells the metal to dealers in

Denver who run it through shredders.

Other changes in the business since 1995? In the beginning it was just Garvin and one employee. Today he employs 32 people in both the scrap metal and fabrication divisions, which he hopes to consolidate at the 6.5-acre Buckingham location later this year. He also plans to expand the metal scrap end of the business into additional communities, potentially Sterling, Cheyenne and Laramie. "We're always eyeing expansion."

And why not? After all, said Garvin, "I love what I do."

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Relationships keep Jet Marketing jetting along

By Molly Armbrister *marbrister@ncbr.com*

FORT COLLINS — Jet Marketing is a young company with only two fulltime employees, but owner Jackie O'Hara has the passion and creativity to keep her marketing firm going strong despite economic conditions that don't always favor small businesses.

The nearly 100 percent growth of the company — from \$200,000 in 2009 to \$396,000 in 2010 — places it at No. 7 on the *Northern Colorado Business Report*'s Mercury 100 list of fastest growing companies in the region for 2011.

O'Hara began her business in 2009 after holding various positions in marketing and communications following recession that so many businesses in Northern Colorado have dealt with in the last few years.

O'Hara attributes this partially to the fact that she does most of her work remotely, allowing her to save on overhead costs, as well as the fact that there is only one other person on the payroll.

"I suppose my timing for starting a business wasn't great, but it has seemed to work out in spite of that," she said.

In addition to being dedicated to her company, O'Hara does work in her community. She serves as the Executive Chairperson of the Fort Collins Convention and Visitors' Bureau Board of Directors and does volunteer work for local nonprofits Respite Care and Hospice of Northern Colorado.

No. 7 Revenue > 98% growth

her 1977 graduation from Colorado State University. With designer Erin Rogers, O'Hara has grown her business into one that caters to not only clients in Northern Colorado, but across the nation as well.

Technology allows Jet Marketing to provide service to clients in other states, working remotely using Skype and conference calls. O'Hara says her business is ideal for clients that are large enough to need marketing but not large enough to have their own full-time marketing expert.

For these clients, which include local companies like Poudre School District and Tandem Select, O'Hara provides branding and marketing plans and helps the businesses implement them.

With such a small staff and Rogers working remotely in Chicago, O'Hara serves many roles in the business, from owner to bookkeeper to custodian.

"I have to be an expert at everything," O'Hara said.

When necessary, O'Hara outsources work that she or Rogers cannot complete, but said that she will stick with the two-employee model for the time being.

"The biggest challenge with growth is knowing how to grow," O'Hara said. She spoke about knowing when the line is crossed between having enough employees to handle the workload and needing to hire more.

Playing jack-of-all-trades for her business is a lot of work, but O'Hara remains committed to what she believes is her destiny.

"I was meant to be an entrepreneur," she said. "I have a set of values that I am in control of."

Relationships key

O'Hara established many relationships during her tenure at other marketing firms, and those relationships have served her well since starting her own business, which, of course, was no easy task.

"It was difficult, but my husband is an entrepreneur, so I knew what I was getting myself into," she said.

This attitude has worked well for O'Hara, who says that her business has not felt the effects of the economic The set of values that O'Hara espouses and applies to her business practices is centered on trust.

"Business relationships, at the very core, are about trust," O'Hara said. Long-term relationships and an understanding of a client's products and culture are essential to keeping her business running, she said.



Jet Marketing

JET SET – Owner Jackie O'Hara, standing, and designer Erin Rogers are the entire staff of Jet Marketing, which uses 21st-century technology to provide services to clients across the country as well as companies in Northern Colorado.

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Ghent has roots in the past, eye on the future

By Molly Armbrister marmbrister@ncbr.com

GREELEY - Ghent Motor Co. has seen its share of ups and downs since it opened its doors in 1942 as a Ford dealership in Fort Collins. Two generations later, Bob Ghent is carrying on what his grandfather started, selling Chevrolets and Cadillacs at the corner of 35th Avenue and U.S. Highway 34 in Greeley.

Bob Ghent took over the dealership from his father in 1988, building a new facility in 1991 and adding the Cadillac brand to the lineup in 2001. In April, Ghent Motors was the highest volume Cadillac dealership in Northern

Koponen, the 200 used cars on location make it easier for customers to shop for the perfect vehicle, saving them time and money.

Ghent also attributes his business's success to the "world-class" technicians he employs, who take care of each and every car that comes in for service as if it was his or her own.

Ghent and his company also play a big part in the community of Greeley, donating time and money to various causes.

Among the organizations with which Ghent is involved are the United Way of Weld County and Toys for Tots. Bob Ghent serves on the leadership council of Upstate

MERCURY No. 8 Revenue > 86% growth 100

Colorado, according to Ghent.

This growth is a result of hiring the right people, working hard, and doing the right thing, he said. The 86 percent growth in revenues from 2009 to 2010 from \$15.5 million to \$28.9 million has placed the dealership in the eighth spot on this year's Northern Colorado Business Report Mercury 100 list of fastest growing companies in the region.

Ghent Motors has also increased its selection over the last year and a half, and according to used car manager Kai

Colorado Economic Development and is the chairperson for the American Cancer Society Cattle Baron's Ball, an annual event that raises thousands of dollars for the American Cancer Society.

Ghent also participates in highway cleanup in Greeley and food and coat drives.

Embracing the future

Despite its roots in history, Ghent is embracing the future, making use of the Internet as a powerful tool for selling cars.

"The Internet changed the car business," Koponen said.

According to Ghent, the store employs a team of Internet salespeople who are kept very busy by the high volume of online sales.

"Our Internet sales have doubled in the last year," Ghent said.

Ghent Motors also makes use of the Internet to reach out to vehicle owners and past customers through the blog on the website. The blog gives maintenance and driving safety reminders, written by staff.

Ghent also said that the company will be undergoing a facility upgrade in the next two years to come into compliance with General Motors' image standards, showing that the company has no intention of slowing down any time soon.

"We're doing business a different way," Koponen said. "It's all about customer service."

He added that the employees make a difference by operating as a team rather than as different departments.

Despite all the changes, there are things at Ghent Motors that

have stood the test of time. Perhaps the most important of these is that the business is still under the watchful eye of a



Courtesy Ghent Motor Co.

NEXT GHENT-ERATION - Bob Ghent is at the helm of his family's car dealership, Ghent Motor Co. in Greeley, embracing the future of Internet sales while remaining true to the values set by his father and grandfather.

> member of its founding family. "Bob Ghent is here each and every day," Koponen said.

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S.A.Technologies sees growth in nuclear waste

By Noah Guillaume nguillaume@ncbr.com

LOVELAND — Long gone are the days when workers drew straws to determine who would go into a dangerous area to get a job done. Providing solutions for keeping workers out of places like nuclear waste sites and 1,600-degree furnaces is Lovelandbased S.A.Technologies.

MERCURY

100

Founded in 1992 as S.A.Robotics, the company changed its name to reflect the fact that it handles both engineering and construction in-house. "Usually, companies are either one or the other — we're both," said Marc Rood, vice president of Business Development and Marketing.

The firm specializes in concept-tocreation of remote and robotics arms and manipulators, specialty tooling, hazardous and radioactive containment structures, gloveboxes, and waste handling and packaging systems. However, Rood said, nuclear-related projects is the firm's recognized niche.

Further separating S.A.Technologies from everyone else in the field is its use of composite materials, like carbon fiber, which allows the design of smaller, lighter robotic arms and manipulators that can fit into constrained spaces.

No. 9 Revenue > 74% growth

According to Rood, the firm took its lumps along with everyone else when the economy went south, but he considers 2010 a good year for the company. "Overall, we call it a recovery year,"

Rood said. With 74 percent revenue growth from

2009 to 2010 — from \$16.6 million to \$28.8 million — S.A. not only recovered but placed ninth on this year's Mercury 100 list of fastest growing companies in the region, as calculated by the *Northern Colorado Business Report*. Rood attributes the firm's 2010 growth partly to federal government stimulus programs.

"Government spending is loosely tied to the success of the company," he said. "The stimulus money moved projects up."

International interest

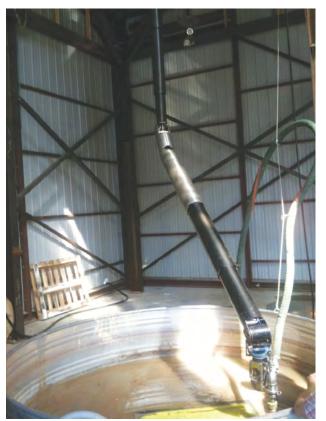
However, the company's recovery from the economic downturn is not from domestic projects only. S.A.Technologies is looking to continue the ride and break into the Chinese market when representatives visit in June. The possible relationship represents "huge growth potential (for the company)," Rood said.

The firm also is currently deploying a manipulator arm in the United Kingdom to clean tanks containing liquid waste from nuclear processing dating back to the Cold War. Rood estimates the arm will begin operations in the next two or three months.

"It's challenging and difficult work," Rood said. "We feel we're on the edge of making it work."

If things go well, Rood believes S.A.Technologies could be the premier supplier of tank-cleaning manipulators in the world. For perspective, one nuclear facility in Hanover, England, alone has 144 waste tanks.

It's a dirty job that, thanks to S.A.Technologies, no human has to do.



Courtesy S.A. Technologies

LONG REACH – A manipulator arm to clean liquid waste from nuclear processing is currently being deployed in the United Kingdom. Arm developer S.A.Technologies believes it could be the premier supplier for these arms for the world.

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Foundations helps people cope with recession stress

By Michelle Venus *news@ncbr.com*

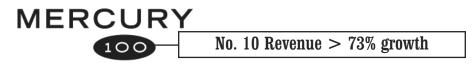
FORT COLLINS — Eleven years ago, Chris Berger was a film industry marketing executive with an office at Universal Studios in Los Angeles. Then he lost his mother to cancer, throwing Berger into a deep depression. Within three months he had started seeing a counselor to help him navigate through his tragedy.

The experience turned his life around, and Berger returned to grad school to pursue a degree in psychology. It was the start of a new career, and ultimately, the start of Foundations Counseling LLC, a mental health and Foundations grew its revenues 73 percent from 2009 to 2010 – from \$325,600 to \$563,000 — to rise to the No. 10 position on this year's Northern Colorado Mercury 100 list of fastest growing companies in the region.

Berger also uses a team of outside advisers including his accountant, attorney, two different business consultants and specialized marketing experts.

"We used one business consultant with the initial plan to start the practice and then six months or so into the business, we worked with another consultant to help us develop our growth strategy," Berger said.

The Great Recession has created a



family counseling practice with offices in Fort Collins, Loveland and Windsor.

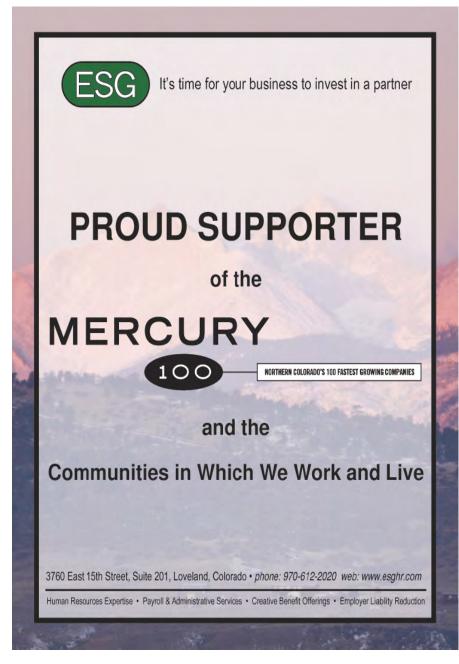
Foundations Counseling opened its doors on Aug. 15, 2007, after 18 months of careful business planning.

"We set out to assemble an excellent team; each member is intelligent and has outstanding training, an innate ability to relate to people and a strong work ethic," Berger said. "We created a culture of excellence and integrity."

The Foundations team is demanding — of themselves and each other — and continuously work to improve their skills. Their work has paid off. highly stressful environment for many people, manifesting in anxiety and depression. "We've seen our patients struggling and turning to a variety of unhealthy coping skills ranging from addictions to problems with relationships," Berger said. "We've had great successes with helping them to develop healthier ways to manage their stress, as long as they spend the time it takes to turn themselves around."

Building during the Great Recession

Planning and building a business during the recession has required some



Courtesy Foundations Counseling LLC

FOUNDATION FOR HELP – Chris Berger, a former film industry marketing exec, returned to grad school for a degree in psychology and started Foundation Counseling LLC after he lost his mother to cancer.

turnaround, too.

"All this business has known is a struggling economy," Berger said. "We knew we had something valuable to offer potential patients, so the overall business structure stayed the same. We put a strong emphasis on marketing, which we consider an investment, not an expense."

A significant percentage of clients find Foundations Counseling on the Internet and get to know the practice and the staff via the company website. The company works with an agency out of Denver on search engine optimization and pay-per-click advertising, according to Berger, as well as with local marketing firms on a per-project basis.

Looking forward, Berger sees strong growth potential. His strategy is to double the size of his practice every year for the next six to seven years, aiming to have 12 counselors on staff by the end of this year, up from the current eight. Double that in 2012, and you're looking at a practice with 24 therapists. "We'll expand all three locations and add a possible second office in Fort Collins," Berger predicted.

In order to achieve that growth, Berger has been forming strategic alliances with what he has dubbed "The Big Four" — churches, schools, physicians and attorneys.

"We make sure that we're known as a viable resource so that when someone who is struggling reaches out to their lawyer, or minister, their doctor or their children's school that they can be pointed in the right direction and they can get the help they need. I also spend a lot of time networking and getting out into the community," Berger said. "We're a sponsor of a Rotary event called 'Heroes Among Us,' and do pro-bono work at churches, conducting seminars such as divorce recovery workshops. We don't charge for these events - reaching out to people in our community who are trying to find their way is just the right thing to do."



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Affordable Roofing grows back to its roots

By Michelle Venus *news@ncbr.com*

FORT COLLINS — Troy Jennings, president of Affordable Roofing, started

his career as an insurance adjuster. "Insurance companies would subcontract with me and send me out to sites all over the country to investigate claims after catastrophes occurred," he explained. "I was the guy on the ladder checking out hail damage and assessing siding."

Jennings and his wife, Amy, started their own roofing installation and repair company in 2003, changing the name to Affordable Roofing in 2005.

"The two of us did everything," he said. "She handled all the administrative work and I ran the crews, and at the same time focused on sales and the follow up on jobs. It was a lot."

There wasn't a lot of money earmarked for advertising and marketing the startup. "We didn't do a ton of roofing, but we did see steady growth," Jennings said.

In 2008, the Jennings sold half of the business to colleague and fellow insurance adjuster Jim Simpson and his wife Gretchen.

When the economy soured, new con-

Business Report's Mercury 100 list of fastest growing companies in the region.

Northern Colorado

Affordable Roofing uses Xactimate, the same estimating software the insurance industry uses. It ensures that their estimates are in line with what clients get from their insurers. "Our backgrounds in adjusting give us the ability to thoroughly understand processes and to speak the language," Jennings said.

While Jennings and Simpson have seen the inspection side of their business grow, they haven't forgotten

about the installation and repair side.



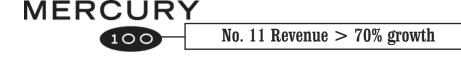
Courtesy Affordable Roofing

UNDER ONE ROOF – Affordable Roofing owners Troy and Amy Jennings, right, and Jim and Gretchen Simpson, expanded the business to include appraisal and inspections after the economy turned and new construction starts fell to record lows.

the Windsor tornado in May 2008. "We just unloaded it and let people take what they needed to secure their

homes," Jennings said. Affordable Roofing has established a partnership with ReSource, a nonprofit in north Fort Collins that sells reusable building supplies to the public. Every month, the company donates all unused materials to the store, keeping them out of landfills.

"It works out well for us and for ReSource and their customers," Jennings said. "This is something we can do to regularly support our community, on a lot of different levels. So we do."



struction starts fell to record low numbers, and people put off roofing repairs and replacements until it was an absolute necessity. To keep the doors open, Jennings went back to his adjuster roots and started engaging with insurance agents, offering inspections for prepolicy assessments. At present, approximately 60 percent of Affordable Roofing's business comes from the insurance industry as well as property managers and real estate agents for appraisals and inspections.

"It's been a good move for us (to pursue the insurance and real estate agents) and represents a big piece of our business," Jennings said.

It also allowed the company to grow its revenues by 70 percent between 2009 and 2010 – from \$3 million to \$5.2 million — and earn the No. 11 spot on the Since 2008, they have supplemented word-of-mouth exposure with Yellow Page ads as well as strategic mailers to neighborhoods that may have sustained storm damage.

"A lot of our clients do their research and check us out on our website first," he said. "They pay a lot of attention to the testimonials, case studies and what we have to say about trends in the roofing industry. They will also call the Better Business Bureau to make sure we can be trusted to do an excellent job for them."

Paying it forward is important to both Jennings and Simpson. After the Haiti earthquake in 2010, they donated a flat dollar amount of every roofing job to the Red Cross. Closer to home, Affordable Roofing's sister company, Fort Collins Restoration, delivered a semi-truckload of plywood to victims of



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In new location, sky's the limit for Payment Solutions



Courtesy Payment Solutions

A PLETHORA OF SOLUTIONS – Ken Salazar, president of Payment Solutions, didn't see the need to develop proprietary software to process credit and debit card transactions for customers. Instead, the company helps clients find the best-fit product suites whether they have a bricks-and-mortar location or Internet-based.



A Locally Owned Independent Agent Since 1957

By Michelle Venus news@ncbr.com

LOVELAND — For Ken Salazar, president of Payment Solutions in Loveland (no relation to the Secretary of the Interior), the greatest competition his company faces isn't the comparable pricing or services of other electronic payment processing agencies; it's the empty promises they make.

"That lack of follow-through, the non-delivery is what has put all compa-

No. 14 Revenue > 62% growth

nies like mine in a bad light. It's one of the biggest roadblocks we have to overcome with new clients," he said.

The Great Recession hasn't been as much of a roadblock for the company that processes credit and debit card transactions for bricks-and-mortar retailers as well as providing e-commerce solutions for Internet-based customers.

"We've looked at the recession as an opportunity, not an obstacle. It has helped us help our merchant clients to become more efficient with electronic payments, which has reduced their fees and made a positive impact on their bottom lines," Salazar explained. "Overall, our processing volume was down approximately 12 percent, but we offset those losses through acquisition of new clients. Last year we grew our client base from 2,500 to over 5,000."

And with 62 percent revenue growth from 2009 to 2010 — from \$3.5 million to \$5.7 million — the company earned the No. 14 spot on the *Northern Colorado Business Report's* Mercury 100 list of the fastest growing companies in the region for 2011.

"Our focus is providing turn-key solutions for merchants," Salazar said. "We partner with companies that develop technologies and products that we use to find the best-fit product suites for our clients. Technology is changing virtually every day, and there are so many different platforms, it doesn't make sense for us to try and develop proprietary software. This way, we have the ability to choose which products and services will suit our individual merchant's needs."

Average Mom-and-Pop client

Approximately 80 percent of Payment Solutions clients are retail, 15 percent online and 5 percent "other." The average merchant is a Mom-and-Pop shop.

"No doubt, the independent retailers are our bread and butter, but we work with franchise operations and other large organizations, too," Salazar said.

In 2010, nearly \$1 billion was processed through the company for clients. Payment Solutions has 16 sales regions from coast to coast, making the company a national industry player.

In January 2010, Payment Solutions moved from a 2,600-square-foot building in Greeley to a new 15,000-squarefoot facility in Centerra. According to Salazar, building made more sense than buying an existing structure. He was able to get exactly what his company needed more inexpensively than what was available on the commercial sales market at the time.

"It's put us in a good place for longterm future plans," he said.

Salazar now has a talent pool of almost 220,000 potential employees within a 10-mile radius, compared to 85,000 within 10 miles of Greeley. The Loveland location is attractive to people as far south as Longmont, where they've

gotten a tremendous response from potential new hires. Between 2009 and 2010, the company grew from 26 employees to 84. The new facility has room for 60 more projected team members this year. Salazar credits his "phenomenal leadership team" with Payment Solutions' rapid growth. The team focus-

edge technology, with mobile technology squarely in their sights. The future of mobile technology has Salazar very excited for his company's

es on being at the forefront of cutting-

potential growth. "It's a game changer," he said. "Mobile payment processing is expected to exceed Internet transactions by about three times. It's a huge market, and we're not even at the starting line yet. This next year is going to be very big for us. The sky is the limit."



What: Webinar When:Thursday, 6/23/2011 12-1pm Where: Your desk How: Register with Lindsay Gilliland @ NCBR 970-232-3133 Cost: Free

Exclusive 1-hour webinar for CEOs, CFOs and other C-level executives

June 23, 2011 12:00 -1:00 pm



John Latham





Learn about Colorado's Performance Excellence Incubator that will actively help you lead positive, result-driven change in your organization.

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John Latham – Monfort Institute

John Latham has 30+ years experience driving highperformance in companies as a business leader and professor. Today, he is at the University of Northern Colorado's Monfort Institute, which is part of the Monfort College of Business and a Malcolm Baldrige National Quality Award recipient. The Monfort Institute has been a major force in organizing and researching Baldrige Award recipients, including The Ritz-Carlton and Boeing. He knows what business, healthcare, education and non-profits can do to maintain the gain and take it to the next level.

For more information call Lindsay Gilliland at NCBR 970-232-3133



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The Northern Colorado Business Report and Kennedy and Coe are pleased to open nominations for the 2011 CFO of the Year Awards.

NORTHERN COLORADO



The Northern Colorado Business Report and Kennedy and Coe, LLC will recognize chief financial officers in our region whose efforts successfully navigate a company's financial future. Honorees will be recognized at the Bixpo 2011 opening event, Business Leaders Breakfast, September 15, 2011.

Nominee Information	
Nominee's first name	Last name
Nominee company's name	
Nominee company address – Stree	t
Nominee company address – City,	state, zip code
Nominee email	Nominee telephone
Company CEO's or owner's name	
Company CEO's or owner's email	Company CEO's or owner's telephone
Nominator Information	
Nominator's first name	Nominator's last name
Nominator's email	Nominator's telephone
Nominator's company's name	
Nominator's company address – St	reet

Nominator's company address – City, state, zip code

September 15, 2011 7:00–9:30 a.m. Embassy Suites – Loveland

If your company would like to join us in sponsoring the Northern Colorado CFO of the Year Awards, contact De Dahlgren, NCBR Marketing Director at 970-232-3132.



2011 CFO of the Year Nomination Nomination deadline: August 1, 2011

The Northern Colorado CFO Awards are presented to recognize chief financial officers in the Northern Colorado region whose efforts successfully guide a company's financial future.

Candidates for the Northern Colorado CFO Awards will meet the following three criteria.

- 1. Candidates for the Northern Colorado CFO Awards are the individuals responsible for the financial management of their companies. They may or may not carry the title of chief financial officer, but they carry the responsibilities of that office.
- 2. Candidates must work in Northern Colorado (Larimer and Weld counties).
- 3. The company for which the candidate works must be headquartered in Northern Colorado.

Award Categories:

The Northern Colorado CFO Awards will be presented to CFO's based their company's size ranked by number of employees. Non-profit companies categories are based on type of services provided either human services or creative industries. Please select one category into which the

- nominee's company falls.
 - 1 9 Employees
 - 10 –24 Employees
 - 25 49 Employees
 - 50 99 Employees
 - 100+ Employees
 - Nonprofit Human Services
 - Nonprofit Creative Industries

Candidates for the Northern Colorado CFO Awards will demonstrate their achievements in the following areas. Please limit the narrative for each section to 200 words or less.

- Describe how this candidate for the Northern Colorado CFO Award has advanced and contributed to the success of the company for which he or she works.
- Describe how this candidate has advanced and shown leadership within the industry to which her or his company belongs and /or the field of financial operations.
- Describe how this candidate is involved with and shown leadership within the community.
- Describe or list how this candidate has continued to develop professionally earning additional certifications and/or degrees.
- Describe or list this candidate's other significant achievements such as honors, awards and recognitions.

Mail completed nominations to: Northern Colorado Business Report CFO Nominations 1550 East Harmony, 2nd Floor Fort Collins CO 80525

Nominations may also be emailed to: Events@NCBR.com.

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Midtown Arts Center is Northern Colorado's newest event center specializing in corporate banquets, weddings, holiday parties and fund raising galas. Our in-house, awardwinning cuisine is guaranteed to enhance the creative vision of your experience. Our 22,000 square foot facility is centrally located in the heart of south Fort Collins with plenty of parking to accommodate up to 450 attendees. Whether you dine and dance in our elegant ballroom, mingle in our contemporary grand hall, or host a private performance in our state-ofthe-art dinner theatre, Midtown Arts Center is the premier choice for your next Northern Colorado event!

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