

# 40



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# UNDER Forty

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# Class of 2008, we salute you!

Once again, the *Northern Colorado Business Report* has selected 40 of the region's most promising professionals.

The 40 Under Forty program honors those individuals under the age of 40 most likely to be leaders in Northern Colorado during the next decade. We've sought out those living and working in Larimer or Weld counties who, in addition to their potential, have already begun to shape our community through their business skills and volunteer efforts.



We called on current community leaders — some of them members of our Class of 2004 — to help us identify this year's 40 Under Forty: **John Benjamin**, The Growth Coach in Greeley; **Marti Bradley**, office manager of Pioneer Press in Greeley; **Jay Hardy**, vice president of community affairs for McWhinney in Loveland; **Ann Hutchison**, executive vice president of the Fort Collins Area Chamber of Commerce; **Ty Notestine** of Thomas and Tyler LLC in Greeley; **Chris Osborn**, CEO of First National Colorado Inc.; Fort Collins author and IT entrepreneur **Tim Reeser**; **Kelly Peters**, chief operations officer with the Rocky Mountain Innovation Initiative in Fort Collins; and **Kris Pickett**, principal of Lamp, Rynearson & Associates in Greeley.

Thanks to our evaluators and our sponsors, EKS&H and FirstBank of Northern Colorado, and congratulations to this year's 40 Under Forty!

Jeff Nuttall, publisher  
*Northern Colorado Business Report*

## FirstBank congratulates three Senior Vice Presidents for being chosen for "40 Under Forty"



**Dawn Davis, Senior Vice President**

**Experience with FirstBank:** 13 years  
**Specialty:** Residential and Commercial Lending  
**Community Involvements:** CARE Housing, Rotary Club of Fort Collins  
**Favorite Hobby:** Enjoying time with my family  
**Favorite Website:** wallstreetjournal.com  
**Favorite Restaurant:** Jay's Bistro



**Weston Kurz, Senior Vice President**

**Experience with FirstBank:** 12 years  
**Specialty:** Residential and Commercial Lending  
**Community Involvements:** Dayspring Christian Academy, Greeley/Weld Housing Authority, Upstate Colorado Economic Development  
**Favorite Hobby:** Reading  
**Favorite Website:** biblegateway.com  
**Favorite Restaurant:** Ambrosia Asian Bistro



**Nicole Reeves, Senior Vice President**

**Experience with FirstBank:** 9 years  
**Specialty:** Residential and Commercial Lending  
**Community Involvements:** CREW Northern Colorado, Housing Authority - City of Loveland, Mountain View Rotary  
**Favorite Hobby:** Reading  
**Favorite Website:** ebay.com  
**Favorite Restaurant:** Monoco Trattoria

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# 40 *under* FORTY

**Keely Aggers**  
27



Vice president/Resource Development, United Way of Larimer County

*"Definitely find something to be passionate about, work hard and play hard."*

After college, Keely Aggers had no idea what she wanted to do professionally except for wanting to work at a non-profit. An internship at United Way of Larimer County turned into a full-time job and now she applies business strategies learned in school "for the health of my local community." Working at United Way and being an advocate for the needs of people in poverty, helping them eat and get a job, is high on her list of personal accomplishments. "To me, that is pretty amazing," she says. Aggers also enjoys connecting "caring stakeholders with philanthropic issues that appeal to them."

**Residence:** Fort Collins  
**Place of birth:** Great Falls, Mont.  
**Education:** Bachelor's degree in business administration from Colorado State University  
**Family:** Single  
**First job:** Concessions at father's summer basketball camps  
**Hobbies:** Travel, cooking, spending time with friends and family enjoying live music, art, outdoor activities  
**Last book read:** "The World is Flat" by Thomas Friedman  
**Life after 40:** "I have no idea — wherever life takes me."

# 40 *under* FORTY

**Elizabeth Barber**  
35



Director of Resource Investment and Community Impact, United Way of Weld County

*"I have a passion for helping people and families have a better life."*

Elizabeth Barber always wanted to work with families. After graduating from UNC, she knew that Greeley is where she and her husband wanted to raise their family. "My greatest accomplishment is that we've given back to the community to make it better through our time, commitment and volunteering," Barber says. One way she gives back is as co-founder and president of the Greeley Police Officer's Spouse Association. Community is also important in her job, where she helped the Weld County Early Childhood Initiative, Promises for Children, grow exponentially. "I enjoy building community relationships and bringing everyone to the table to collaborate and leverage resources, whether it's helping families for school readiness or becoming self-efficient and stable."

**Residence:** Greeley  
**Place of birth:** Lakewood  
**Education:** Bachelor's degree in speech communication from University of Northern Colorado  
**Family:** Married with one son  
**First job:** First "real" job, while in high school, running an after-school group for disadvantaged kids for the city of Aurora.  
**Hobbies:** Hockey, family activities, volunteering, movies  
**Last book read:** "Captivating" by Susie and John Eldridge  
**Life after 40:** "I still want to be living in Greeley and Weld County and making a difference."

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# 40 *under* FORTY

**Carrie Baumgart**  
34



Dealer Principal Trainee, Markley Motors

*"I love my 30s thus far. It's only going to get better in my 40s."*

Carrie Baumgart thrives on the day-in-and-day-out relationships she builds at Markley Motors in Fort Collins. "There are so many wonderful people. It's never boring and I'm always busy and learning new things," she says. She started in the family business in 1989 and has since worked every position within the dealership she will run one day. The best advice she received came from her parents and grandfather Gene. "They all played a vital role in helping me see the value of giving time, money, whatever I can, back to the community," says Carrie, an active volunteer who also chairs the Markley Motors Community Contribution Board.

**Residence:** Fort Collins  
**Place of birth:** Fort Collins  
**Education:** Poudre High School, three years at Front Range Community College, graduate National Automobile Dealers Association Dealer Training School  
**Family:** Married with two children  
**First job:** Filing service-repair orders at Markley Motors.  
**Last book read:** "High Noon" by Nora Roberts  
**Life after 40:** "I expect to be an auto dealer. I'm one of those Poudres who likes to live for today."  
**Hobbies:** Play golf, watch football and treasure family time.

# 40 *under* FORTY

**Mike Bergerson**  
37



CEO, Orthopaedic Center of the Rockies

*"It's all about balance. Keep your work life in balance with your home life."*

Mike Bergerson became "hooked" on health care at age 17 as a result of getting to know the administration at a health-care facility he had been hired to paint. He ultimately chose to pursue administration rather than medicine because, he says, "I like the overall process of trying to make the experience better within health care." He has helped make OCR an employer of choice within Northern Colorado and is striving to make it the orthopedic center of choice for patients, too. He serves on the Colorado Medical Group Management Board and is an active member of Northern Colorado 20-30.

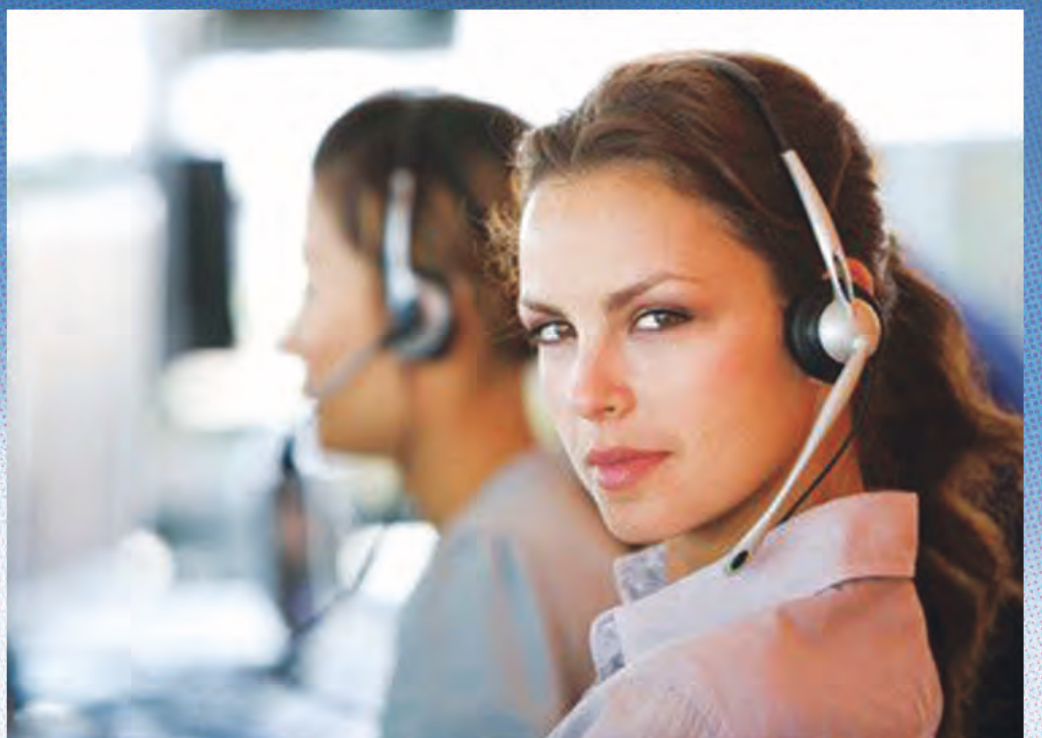
**Residence:** Fort Collins  
**Place of birth:** Coon Rapids, Minn. (Minneapolis suburb)  
**Education:** Bachelor's degrees in health-care administration and English from Concordia College, Moorhead, Minn; master's in health-care administration from University of Iowa.  
**Family:** Married with two sons  
**First job:** Grocery store bagger. First health-care job: assistant administrator of the Department of Surgery at the University of Iowa  
**Hobbies:** Outdoor activities, anything to do with kids, soccer, baseball, softball, fly fishing, reading  
**Last book read:** "The Amber Room" by Steve Berry  
**Life after 40:** "Growing with the Orthopaedic Center of the Rockies in my role with them and watching my family grow in Fort Collins."

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**Eric Berglund**  
31



Director of investor development for Northern Colorado Economic Development Corp.

*"You never know what life holds in store. So far it's been a good ride."*

Eric Berglund, a licensed real estate and mortgage broker, was a commercial lender for eight years, helping startups and small businesses make their dreams come true. Then his own dream came true when he was hired by NCEDC to fill a position he describes as "more of a calling." His duties include "fundraising and friend-raising." He explains, "Ninety-four percent of our budget is from private business. People have to know about you and like you before they invest in what you do." Berglund, a first-generation college graduate, was student body president at CSU, and helped found the Emerge Colorado young professionals networking organization.

**Residence:** Fort Collins  
**Place of birth:** Houston  
**Education:** Bachelor's degree in business administration with a double concentration in finance and real estate, Colorado State University  
**Family:** Married to Meghann Berglund, D.V.M.  
**First job:** Cleaning toilets at a KOA campground (family was living in a fifth-wheel trailer while building a house)  
**Hobbies:** Nature photography, volunteering, anything outdoors, dogs  
**Last book read:** "Two Hot Dogs With Everything" by Paul Haven  
**Life after 40:** "It's going to be great; hopefully, I'll still be right here in Northern Colorado."

**40** *under*  
**FORTY**

**Kevin Brinkman**  
30



Principal and cofounder, Brinkman Partners

*"Keep it in balance."*

Kevin Brinkman enjoys putting deals together. "I like finding ways to make things work for clients especially and for us as a business," he says. The Fort Collins native is proud his company now provides livelihoods for 43 people. It all starts with creating good habits and a plan on how to be successful, according to Brinkman, who has overseen all aspects of the business through the rapid growth that put the company on the NCBR Mercury 100 list three years in a row. "My dad always had a diagram of a tire with different spokes, and each spoke was a different attribute in life. He told us to keep it in balance."

**Residence:** Fort Collins  
**Place of birth:** Fort Collins  
**Education:** Bachelor's degree in civil engineering from University of Colorado at Boulder; master's in real estate finance from University of Denver  
**Family:** Married with first baby due in January  
**First job:** Paper boy  
**Hobbies:** Snowboard, jog, read, travel  
**Last book read:** "Common Wealth: Economics for a Crowded Planet" by Jeffrey D. Sachs  
**Life after 40:** "I'm definitely a Colorado guy, so hopefully I'll still be in Colorado enjoying owning my own business and doing the entrepreneurial thing and working with the same good people."

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# 40 *under* FORTY

**Paul Brinkman**  
34



Principal and cofounder, Brinkman Partners

*“Do something you can be passionate about.”*

Luck played a big role in getting started professionally for Paul Brinkman. He attended Engineering Days in high school and that “opened my eyes to the nature of our business and how it relates to the physicality of seeing things start to finish. To see a building project from a piece of ground to finished product, that’s what enticed me and it’s what keeps me in it.” That and working with great people, he adds. The best advice he received came from his parents. “They taught us to act with the highest level of honesty, integrity and respect for others. That’s how I live my life.”

**Residence:** Fort Collins  
**Place of birth:** Fort Collins  
**Education:** Bachelor’s degree in civil, structural and environmental engineering from the University of Colorado at Boulder  
**Family:** Married with three children  
**First job:** Paper boy  
**Hobbies:** Skiing, fly fishing, family time  
**Last book read:** “Towers of Debt: The Rise and Fall of the Reichmanns” by Peter Foster  
**Life after 40:** “Exactly what I’m doing now, further enhancing the services we provide for our clients, balancing work fun with family fun.”

# 40 *under* FORTY

**Erin Collins**  
26



Events coordinator, Fort Collins Area Chamber of Commerce

*“Be true to yourself.”*

Erin Collins interned at the Fort Collins Area Chamber her last semester of college and, being in the right place at the right time, landed a full-time position upon graduation. “I enjoy getting to meet people,” she says. One of her greatest accomplishments is founding Envision: Young Professionals, which brings together 125 professionals between the ages of 21 and 40 every other month for networking and education. She volunteers for Fort Collins Habitat for Humanity, and the best advice she’s received comes from her dad: “Try to be happy every day in what you do.” And Erin? “I am very happy.”

**Residence:** Fort Collins  
**Place of birth:** Denver  
**Education:** Bachelor’s degree in technical journalism/public relations from Colorado State University  
**Family:** Single  
**First job:** While in college worked for Off-Campus Student Services  
**Hobbies:** Cooking, interior decorating, volunteering, reading  
**Last book read:** “Made to Stick” by Chip and Dan Heath  
**Life after 40:** “That’s a long time away. I’d like to stay in marketing, hopefully have kids and live abroad. That’s as far as I go.”

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**\*Prizes include a \$500 cash give-a-way and two rounds of golf with cart at Pelican Lake Golf Course\***

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# 40 *under* FORTY

**Larry Costello**  
36



Vice president/area retail leader for Northern Colorado, Key Bank

*"My football coach taught me to never give up, to keep fighting, and to always give it 110 percent."*

Larry Costello studied accounting in college in Florida, started work as a teller at a credit union then enlisted in the U.S. Air Force. Four years later he returned to Colorado and started work as a banker, working his way up the ranks to district manager. He joined Key Bank about five years ago. In that time, he has been building his team and watching that team grow its success. "I enjoy watching my people better themselves, personally and professionally," he says. A trustee of Gateway Baptist Church, Costello has been on the board of directors of Loveland's House of Neighborly Service since 2003.

**Residence:** Loveland  
**Place of birth:** Longmont  
**Education:** Pensacola Christian College, Clearwater Christian College, Florida  
**Family:** Single  
**First job:** Worked at Dairy Queen  
**Hobbies:** Golfing, camping, hunting, four-wheeling  
**Last book read:** "The Dream Manager" by Matthew Kelly  
**Life after 40:** "Hopefully married. I would like to stay in Colorado in the banking industry, it's where my passion is."

# 40 *under* FORTY

**Dawn Davis**  
36



Senior vice president, FirstBank of Northern Colorado

*"You earn more respect when people see you are involved with your community."*

Dawn Davis found her career in banking at a college job fair. After college she started working as a proof processor for Mesa National Bank in Grand Junction, then moved to FirstBank. It's a job that has included opening two new branches and one that she loves, mainly because she learns something new every day. "I think you learn more about how everything is intertwined — business and nonprofit — and you have more compassion for people if you get involved with community activities from the beginning," she says. She is involved with Habitat for Humanity, CARE Housing and the University Homeless Task Force.

**Residence:** Windsor  
**Place of birth:** Boise, Idaho  
**Education:** Bachelor's degree from Mesa State College, Grand Junction  
**Family:** Married with two daughters  
**First job:** Caretaker in a nursing home  
**Hobbies:** Enjoying time with my family  
**Last book read:** "More Pathways Out of Poverty" by Sam Daley-Harris  
**Life after 40:** "I plan to still be with First Bank after 40, pursuing the same goals as today."

# NCBR Corporate Golf League Recap

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**Chris Wyrick**  
Low Net Winner



# 40 *under* FORTY

**Larry Dolgin**  
39



Owner and manager of The Feet; Professional Document Management; and Fleet Solutions

*"Take your time. Not everything happens right away. Be honest with yourself."*

While working at a print shop in Fort Collins, Larry Dolgin needed something delivered across town, and found the cheapest option was \$28. Seeing an open market, he started a courier company, The Feet. His empire has since grown to include PDM, a document scanning, storage and shredding company, and Fleet Solutions, a mechanic shop specializing in fleet management, and employs more than 140. He sees the relationships with his employees as crucial to success. "If you just treat your employees the same way that you treat your customers, everything will take care of itself," he says. He also helped found a nonprofit to benefit uninsured cancer patients.

**Residence:** Fort Collins  
**Place of birth:** Northbrook, Ill. (Chicago suburb)  
**Education:** Bachelor's degree with marketing major and economics minor from Colorado State University  
**Family:** Married with two children  
**First job:** Copier salesman in Denver  
**Hobbies:** Talking about work, fishing, softball, tennis, hiking  
**Last book read:** "Money Ball" by Michael Lewis  
**Life after 40:** "I will not change a single thing. I am the luckiest guy I know."

# 40 *under* FORTY

**Shawn Ellis**  
32



Manager, Ellis Ranch Inc. Event Center and Wedding Park

*"Be patient."*

Shawn Ellis was a horseshoer for eight years, but after back surgery had to find another career. He had always wanted to work on his parents' horse ranch in Loveland, but the switch to "The Wedding Ranch" took a lot of work. "Be prepared to have no life," he says to people just starting their careers. "You're going to be working nonstop hours all the time until you get it rolling." Despite the work, it is a rewarding career for Ellis, who regularly donates the event center for fundraisers for nonprofits. "I like working with the brides and grooms, helping them with their special day," he says.

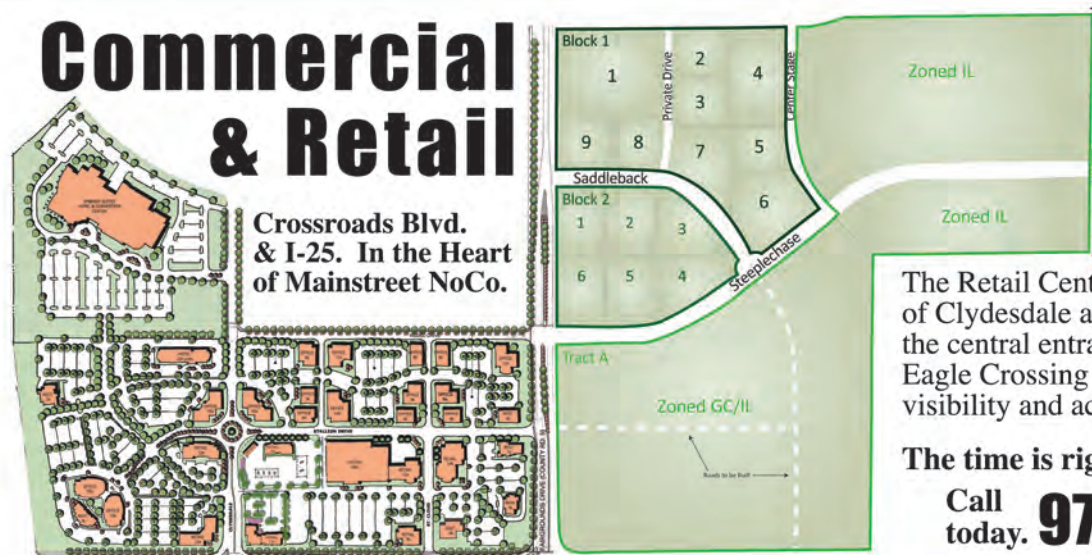
**Residence:** Loveland  
**Place of birth:** Loveland  
**Education:** Trade schools at Northeastern Junior College, Sterling, and in Ames, Iowa, and Oklahoma  
**Family:** Single  
**First job:** Farrier  
**Hobbies:** Boating, riding my Harley, fishing, camping  
**Last book read:** Not a big book reader, but really enjoy Ducks Unlimited and Sports Illustrated magazines  
**Life after 40:** "I hope to still be in the wedding business after 40, after having my own wedding at the ranch."



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**Richard Fagerlin**  
34



President and Master trainer of Peak Solutions

*"Instead of just thinking about 'what's next?' what's next? just do what you're doing, and the next opportunity will present itself to you."*

Through college internships and networking, Richard Fagerlin had his first job created specifically for him. "The best way to advance your career is to do the job you have to the best of your ability," Fagerlin says. "I really work hard so that my time at work is valuable and productive, and my time at home is valuable and protective." A Sunday school teacher and group leader for the Fellowship of Companies for Christ international, he is regularly involved in community outreach projects through his church. "No matter what I do professionally, none of it will ever matter if I don't have a strong family."

**Residence:** Fort Collins  
**Place of birth:** Fort Collins, but grew up in Holyoke  
**Education:** Bachelor's degree from Colorado State University  
**Family:** Married with three boys  
**First job:** Director of Leadership and Youth Development Programs at Farmland Industries  
**Hobbies:** Spending time outdoors, taking part in kids' activities, church activities  
**Last books read:** "The 4-Hour Workweek" by Tim Ferriss and "The Key to Your Child's Heart" by Gary Smalley  
**Life after 40:** "Professionally, I would like to have multiple offices and locations across the country by 40. Personally, I want to be in a situation where I can take mini-retirements every year, taking my kids around the world, exploring and doing mission work."

# 40 under FORTY

**Shelly Froggatte**  
31



Senior vice president of Marketing, New Frontier Bank

*"Don't be afraid to start at the bottom."*

Shelly Froggatte entered college intending to become a banker, but after a few classes she switched to marketing. With her current position, she gets to combine the two fields. However, it took many years to get to this point. "Especially for people who have gone to college, they think they have this degree and they should be making this amount of money," she says. "A lot of times you have to just get your foot in the door and get involved in the company." Froggatte is also involved in a number of community organizations, including teaching money-smart classes to high schoolers and adults.

**Residence:** Greeley  
**Place of birth:** Scottsbluff, Neb., but grew up in Brush  
**Education:** Bachelor's degree in marketing from Colorado State University  
**Family:** Married with two dogs and a cat  
**First job:** Working at parents' restaurant  
**Hobbies:** Running, cooking, spending time with family and friends  
**Last book read:** "The Ultimate Gift" by Jim Stovall  
**Life after 40:** "I hope to have a family by 40, and still be working in banking and involved with the community."

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# 40 under FORTY

## Bryce Hach 33



Executive director, Hach Scientific Foundation

*"Take as much solace in what you should do, as well as what you should not do, in terms of interacting with fellow employees and in terms of following what your passions are."*

With a background that encompasses education, science and public policy, Bryce Hach's job mixes all his passions. "I've been able to take a foundation that was more regional in focus and really streamline its charter, and be able to do that on a truly national stage," he says. The Hach Scientific Foundation now awards scholarships to 162 students studying chemistry and interested in teaching chemistry at 67 colleges nationwide, and has awarded 178 grants to U.S. chemistry teachers. "I've been able to create real natural recognition for science education," he adds. Hach also mentors and volunteers with Poudre School District.

**Residence:** Fort Collins  
**Place of birth:** Ames, Iowa  
**Education:** Bachelor's degree from Colorado College; Carnegie Mellon University  
**Family:** Married  
**First job:** High school teacher for Teach for America  
**Hobbies:** Sports, outdoors, reading  
**Last book read:** "History of Jazz" by Ken Burns  
**Life after 40:** "I hope to build on my experience and keep moving forward with the Foundation."

# 40 under FORTY

## John "LJ" Houska 29



Vice president, Houska Automotive Services

*"Things aren't always going to work out, but if you try your hardest you're always going to end up ahead."*

While LJ Houska says his father never pushed him in to joining the family business, he always pictured himself working there. "Once I got into college and decided I wanted to go after a business major, I thought, 'This is an opportunity that most people don't get thrown at them,'" he says. "It's a bit of a wake-up call when you get out in the real world and start dealing with real things." Houska is involved in the business' annual Houska Houska 5K race to promote bone marrow registry, blood drive and Respitality Nights at Respite Care, as well as corporate donations decisions.

**Residence:** Fort Collins  
**Place of birth:** Fort Collins  
**Education:** Bachelor's degree in business administration from Colorado State University  
**Family:** Single  
**First job:** Washing windows and cleaning tools at Houska at age 12  
**Hobbies:** Fishing, mountain-biking, skiing  
**Last book read:** "Journal of the Dead" by Jason Kersten  
**Life after 40:** "I hope to be the owner of Houska Automotive Services by 40, still living in Northern Colorado and still working with automobiles."

# 40 under FORTY

## Michael Jensen 34



Partner, Keller Williams Northern Colorado

*"Work hard, network, take chances and risks."*

Mike Jensen got in to his career in a less-than-traditional way. While cleaning carpets in Boulder to pay his bills, he would work around landlords, and their lifestyle seemed appealing. "They'd be walking around in flip-flops and cutoff jeans, and I'd say, 'Don't you have a job?'" When he realized that was their job, Jensen decided to make it his job, too, and became a real estate developer. This year, Jensen merged his firm Fort Collins Real estate with Keller Williams Northern Colorado. He volunteers his time to UniverCity Connections and other development organizations as well as OpenStage Theatre.

**Residence:** Fort Collins  
**Place of birth:** International Falls, Minn.  
**Education:** Bachelor's degree from Colorado State University  
**Family:** Single  
**First job:** Gas station attendant  
**Hobbies:** Fishing, hunting, sailing  
**Last book read:** "Blue Ocean Strategy" by W. Chan Kim  
**Life after 40:** "I see life after 40 as a lot easier. I plan to continue my work in Fort Collins, investing in the community and making downtown a better place."

# 40 under FORTY

## Ryan Keiffer 33



CEO of A-Train Marketing Communications Inc.

*"Hard work and persistence is how we got to where we are today."*

Ryan Keiffer's job was influenced by time spent in Prague in the 1990s, where he and his wife taught and wrote an English course. When they returned to the States, it made sense to start their own writing company here. It's a job of variety, always working on new projects, and always working hard, Keiffer says, and as a result, A-Train has become one of the fastest growing marketing firms in the region. "Getting involved in the community is very important, not only because it's a good thing to do for your community, but to make connections," he says of his many volunteer commitments.

**Residence:** Fort Collins  
**Place of birth:** Fridley, Minn.  
**Education:** Bachelor's degree from Colorado State University  
**Family:** Married to Gretchen Gaede  
**First job:** Sacked groceries  
**Hobbies:** Skiing, traveling, live music, hiking  
**Last book read:** "The Alchemist" by Paulo Coelho  
**Life after 40:** "I doesn't expect life to be much different after 40. I do hope to grow the business until then, with the goal of becoming a leading marketing company throughout Northern Colorado."

# 40 under FORTY

**Peter Kelly**  
32



Broker, Realtec Commercial Real Estate Services Inc.

*"You need to love what you do, because that's sort of the key to longevity."*

The real estate business was a natural place for Peter Kelly to turn after college, having watched his father work in the field while growing up. It's also something he says he genuinely enjoys, first with Everitt Commercial and now with Realtec, particularly working with people and solving problems. "If you can find the things that you're enthusiastic about, and follow those, it tends to make life easier," he says. His volunteer efforts are focused on making life easier for kids in the region, through Partners Mentoring Youth and a founder and board member of Active 20-30 in Larimer County.

**Residence:** Fort Collins  
**Place of birth:** Indianapolis  
**Education:** Bachelor's degree from Western State College, Gunnison  
**Family:** Married with two children  
**First job:** Worked at a water ski shop  
**Hobbies:** Mountain biking, snowskiing  
**Last book read:** "What Makes the Great Great" by Dennis Kimbro  
**Life after 40:** "I plan to still be in the real estate business after 40, continuing to enjoy the landscape of Colorado with my family."

# 40 under FORTY

**Weston Kurz**  
35



Senior vice president, FirstBank of Northern Colorado

*"Pick a career that can bring you joy each and every day."*

Weston Kurz feels "fortunate and blessed to be working for a company that encourages people to be engaged in their community." A short stint with a subprime lender in the 1990s — "it was horrible," he recalls — ended the day before he got married, and keeps him "humble and appreciative of this job and its opportunities" at FirstBank. Kurz enjoys working with customers, from those struggling to make ends meet to those who need assistance with complex transactions, and helping them solve problems. He feels his involvement with the community through Christ Community Church in Greeley and many nonprofit organizations "have made me a better person and a better leader."

**Residence:** Greeley  
**Place of birth:** Denver  
**Education:** Bachelor's degree in finance from Colorado State University  
**Family:** Married with two daughters  
**First job:** Floor salesman for Sears Roebuck in Fort Collins, junior year in high school through junior year in college  
**Hobbies:** Reading, spending time in the outdoors with the family  
**Last book read:** The Bible  
**Life after 40:** "I would like to be involved in something involving Christian education, leadership or paramilitary."

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# 40 *under* FORTY

**Doug Larson**  
38



Owner, Sage Marketing Group

*"Life is only 10 percent what happens to you, and 90 percent how you deal with it."*

Doug Larson started Sage Marketing Group after leaving the head position at Hewlett-Packard Co.'s ad agency in 2002. He spent three to six months getting the business up and running, making sure that there were local businesses interested in his services. His proudest accomplishment so far is keeping his business going for almost seven years. Sage has landed on the *NCBR Mercury 100* list for three years in a row and now has five employees. Larson is a founding member of Active 20-30, president of the Larimer County Child Advocacy Center and a board member of Skyhill of Northern Colorado.

**Residence:** Fort Collins  
**Place of birth:** Denver  
**Education:** Master's degree in marketing from Colorado State University  
**Family:** Married with two children  
**First job:** Sweeping warehouse floors  
**Hobbies:** Fly-fishing, golf, family  
**Life after 40:** "Still in Fort Collins, doing the same thing."

# 40 *under* FORTY

**Justin Larson**  
34



Principal architect and CEO, JCL Architecture

*"If you do what you love, you'll never work a day in your life."*

Justin Larson knew he wanted to be an architect in the fifth grade, but it wasn't until his third visit to Fort Collins that he wanted to set up shop here. "I finally saw Old Town and knew this is where I was going to move," Larson says. He now has seven employees in offices at Magnolia and Mason streets, and says the firm is small enough to do what they love: "working really hard to strengthen downtowns." JCL has contracts in Cheyenne and Laramie as well as Fort Collins and Greeley, and brings a dedication to green building practices to "99.9 percent of our projects."

**Residence:** Fort Collins  
**Place of birth:** Billings, Mont.  
**Education:** Bachelor's and master's degrees in architecture, Montana State University in Bozeman  
**Family:** Married  
**First job:** Working at age 13 for a maintenance company with 170 properties  
**Hobbies:** Avid adventure motorcyclist, mountain biking, hiking, kayaking  
**Last book read:** "The Longest Ride: My Ten-Year 500,000 Mile Motorcycle Journey" by Emilio Scotto  
**Life after 40:** "The company may grow to include some small satellite offices, but I absolutely can't think of anything better than what I'm doing right now."

# 40 *under* FORTY

**Charisse McAuliffe**  
39



Founder and CEO, GenGreen LLC and GenGreen Foundation

*"Go with the flow. Don't be afraid of change . . . and be ready when the world is ready for you."*

Charisse McAuliffe started her career at the age of 22 in a very different industry: story producer at Warner Bros. "At a very young age, I was so blessed to have such a great position," she says. Several years later, she began forming GenGreen, a nonprofit social networking utility. McAuliffe started GenGreen out of "an overwhelming personal desire to help people live sustainable lives easier" and to bridge the gap between companies and groups that shared her goal. She funded the company out of her personal savings and "eating as little as possible" during the first few months. Investors jumped on board in July 2007 and the GenGreen network was born.

**Residence:** Fort Collins  
**Place of birth:** Atlanta  
**Education:** Bachelor's degree in Mass Media and Communications from College of Charleston, S.C.  
**Family:** Two daughters  
**First job:** Volunteer coordinator at Scottish Rite Hospital in Atlanta  
**Hobbies:** Tubing down the Poudre River, exploring, traveling  
**Last Book Read:** "Microtrends: The Small Forces Behind Tomorrow's Big Changes" by Mark Penn  
**Life after 40:** "There's a part of me that's always wanted to run for public office."

# 40 *under* FORTY

**Amanda Miller**  
27



Membership and Events director, Downtown Business Association

*"I love being able to expose people to the things that are going on down here."*

Amanda Miller's family has a long history in Colorado, beginning in the 1900s. Miller began working with the Downtown Business Association as part of a required college internship. She has since taken on a full-time position, recruiting new members, managing memberships and the gift card program, and securing permits for events like Bohemian Nights at NewWestFest and First Night Fort Collins. She "loves coming to work every day" and the opportunity it affords her to work with downtown business owners. Also an active volunteer, Miller works with Leadership Fort Collins, the Junior League of Fort Collins, Emerge Colorado, Envision: Young Professionals and the Fort Collins Food Bank.

**Residence:** Fort Collins  
**Place of birth:** Dayton, Ohio  
**Education:** Bachelor's degree in Natural Resource Recreation and Tourism from Colorado State University  
**Family:** Single, with puppy  
**First Job:** Camp counselor at YMCA of the Rockies  
**Hobbies:** Volunteering, reading, biking, golf, cooking, entertaining  
**Last Book Read:** "A Thousand Splendid Suns" by Khaled Hosseini  
**Life after 40:** "I definitely picture myself being very involved with the community through volunteering. I would love to have a family."

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**FORTY****Brad  
Modesitt**  
38

President, Mountain Whitewater Descents Inc.

*"When I fail, I see it as a good thing."*

Brad Modesitt started working as a river guide to finance a canoe trip from Fort Collins to New Orleans, then biked to the tip of South America before the money ran out. Modesitt spent three years with another outfit in Idaho before he and his brother came back to Colorado nine years ago to open their own business, which employs four full-time and another 54 between May and September. Modesitt says the off-season is "when the business work happens – marketing, networking, accounting, fixing boats." He says one of his early ambitions was to be an elementary school teacher, "but now I teach people something I'm incredibly passionate about."

**Residence:** Fort Collins**Place of birth:** Michigan**Education:** Bachelor's degree in wildlife biology from Colorado State University**Family:** Married with two children**First job:** Working for hot-dog vendor Red Hot Experience in Denver at age 15**Hobbies:** Travel, photography, writing books**Last book read:** Looking forward to end of rafting season to start reading again**Life after 40:** "Don't tell my mom, but I would like to finish my canoe and bicycle trip around the world."**40** *under*  
**FORTY****Rebecca  
Morris**  
27

Marketing director, RC Special Events

*"I have the opportunity to create. I like that I constantly get to be re-creating things."*

Rebecca Morris planned weddings to pay college tuition. From there, she applied her skills to nonprofit causes like organizing community service projects for college students. One of the first things Morris did upon arriving in Fort Collins two years ago was organize a concert to benefit the Invisible Children relief organization on the CSU campus. She worked as the banquet manager at the Hilton Fort Collins before being taken on at RC Special Events to "re-image" the company, including reworking the logo, conducting photo shoots and a complete overhaul of the Web site. Morris continues nonprofit work in Fort Collins as an all-around event planner for organizations including Habitat for Humanity and Realities for Children.

**Residence:** Fort Collins**Place of birth:** Lake Arrowhead, Calif.**Education:** Bachelor's degree in Business Psychology from Biola University of Los Angeles**Family:** Single**First job:** Receptionist at a dental office**Hobbies:** Work, volunteering, hanging out in Old Town**Last book read:** "Blink" by Malcolm Gladwell**Life after 40:** "Probably the same thing I'm doing now — marketing."



# 40 *under* FORTY

**Christiana  
"Tiana"  
Nelson**  
24



Communications coordinator,  
Fort Collins Area Chamber  
of Commerce

*"When you are able to make an incredible difference in someone's life, it trumps all your personal triumphs."*

Christiana Nelson always enjoyed writing — and deadlines. She joined the yearbook staff in high school and worked for the newspaper in college. Now in her job at the Fort Collins Area Chamber of Commerce, "I enjoy being able to write, but I also enjoy being creative and more in contact with individuals in the community." She counts service trips to build houses in Mexico, working with Project Smile, the North College business association, and helping guide Envision Young Professionals among her accomplishments, and looks forward to Fridays when she delivers Meals on Wheels: "It's a real important piece of who I am."

**Residence:** Fort Collins  
**Place of birth:** Madison, Wis.  
**Education:** Bachelor's degree in technical journalism from Colorado State University; working on MBA at Colorado Christian University  
**Family:** Single  
**First job:** Babysitter; first professional job: reporter at the Fort Collins Coloradoan  
**Hobbies:** Hike, run, spend time with her pugs Tonka and Bow, traveling and experiencing new cultures  
**Last book read:** "The Mother Tongue" by Bill Bryson  
**Life after 40:** "I envision myself owning my own company."

# 40 *under* FORTY

**Bud  
Noffsinger**  
33



President, First Western Trust Bank

*"You gotta work hard and find something you're reasonably good at."*

Bud Noffsinger began his career as a banker as an alternative to a University of Wyoming Ph.D. program, which "wasn't much fun." One winter break, he was invited to work as a vice president at Centennial Bank of the West in Longmont, where he continued until the founding of First Western Trust Bank. "I enjoy the clients, my fellow associates, and the niche market (wealth management) that we serve as well as anybody in Northern Colorado," Noffsinger says. He was recently appointed to serve as Weld County Trustee of the North Colorado Medical Center in addition to his other volunteer commitments.

**Residence:** Windsor  
**Place of birth:** Greeley  
**Education:** Bachelor's degree in economics from University of Wyoming  
**Family:** Married with two sons  
**First job:** Working on the farm  
**Hobbies:** Golf, playing with the kids, fishing  
**Last book read:** "The Black Swan" by Nassim Nicholas Taleb  
**Life after 40:** "That's a good question. Continuing to grow First Western Trust Bank in Colorado."

## Our rising stars shine in NCBR's 40 Under Forty.



Bud Noffsinger



Tom Behr

Northern Colorado is on the move thanks to up-and-coming professionals like First Western Trust Bank's Bud Noffsinger and Tom Behr. As nominees for NCBR's 40 Under Forty list of the area's best and brightest, they were recognized as dynamic business leaders of the future who are dedicated to giving back. We always knew they were extraordinary individuals, and now, the rest of Northern Colorado does too.

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**40** *under*  
**FORTY**

**Chris Otto**  
39



Principal, EKS&H

*"It's much easier to have a career when it's something you're passionate about."*

Chris Otto always intended to graduate from business school, so he could become a lawyer. After helping his dad, also an accountant, around the office and taking an accounting class — "it made sense to me where it didn't make sense to other people" — he switched careers and has been in accounting ever since. His first job after college was at Arthur Anderson in Kansas City. With EKS&H, as a partner in the audit service area, he is "able to interact with and help all different kinds of people." He was instrumental in opening the Fort Collins office, and is excited to be involved as treasurer of Character Fort Collins.

**Residence:** Fort Collins  
**Place of birth:** Kansas City, Kan.  
**Education:** Bachelor's degree in accounting from the University of Kansas  
**Family:** Married with two children  
**First job:** TJ Maxx  
**Hobbies:** Soccer, oil painting, reading, hanging out with the family  
**Last book read:** "The Last Lecture" by Randy Pausch  
**Life After 40:** "Hopefully much of the same."

**40** *under*  
**FORTY**

**Nicole Reeves**  
31



Senior vice president, Market Manager for Fort Collins/Loveland, FirstBank of Northern Colorado

*"I love the variety that I deal with every day. I think it's very challenging. The day goes by very fast."*

Nicole Reeves began working in banking at Norwest Bank — now known as Wells Fargo — during college. She soon heard about the management trainee program at FirstBank and began working there immediately after graduation. She has since progressed through the ranks up to her current position as Senior vice president and Market manager, bringing innovative banking products to Northern Colorado, opening the Windsor market and managing both the Windsor and Loveland branches for FirstBank. As well as being an active volunteer in both communities, Reeves is proud to have worked for the same company for the past 10 years.

**Residence:** Windsor  
**Place of birth:** Greeley  
**Education:** Bachelor's degree in business management from Colorado State University  
**Family:** Two children  
**First job:** Checker at grocery store  
**Hobbies:** Volleyball, chasing my kids, scrapbooking, traveling  
**Last book read:** "To Be a Leader: Leadership Beyond Management" by Lloyd Leman  
**Life after 40:** "Still progressing in my career at FirstBank."

**40** *under*  
**FORTY**

**Jason Rist**  
27



IT Integration specialist for Premier Employment Screening Services; owner of Wixa Labs, Web Application Development

*"A career is like a puzzle that you are trying to solve."*

Jason Rist got started in his career when he was 12 years old and his dad brought home a computer. "I became a sort of computer geek, but I am also a sociable person," he says. He counts becoming an Eagle Scout as one of his greatest accomplishments. "That leadership experience has been very good for me. I think the most important advice I could give to anyone who is just starting out in a career is to think for yourself. Try to figure things out," he says. He sits on the Fort Collins Telecommunications Board and is technology director for Envision: Young Professionals.

**Residence:** Fort Collins  
**Place of birth:** Denver  
**Education:** Bachelor's degree from Colorado State University  
**Family:** Single  
**First job:** Auto shop  
**Hobbies:** Running his own company  
**Last book read:** "The China Study" by Dr. T. Colin Campbell and Thomas M. Campbell II  
**Life after 40:** "I would like to travel and work, or work while traveling. I would like to work abroad or live and work in Cape Cod."

**40** *under*  
**FORTY**

**Dwight Sailer**  
37



Owner, HighCraft Builders

*"Keep your vision and be steady with it. You can't start changing up every time something new looks good."*

Dwight Sailer started his construction career right after high school. "My dad and I had the conversation about college, but I knew what I wanted to do," he recalls. "Of course, my kids won't have a choice because I'm not as open-minded as my dad." He and his partner Bryan Soth founded HighCraft 10 years ago, and have won numerous awards, appearing on the NCBR Mercury 100 list 2002-04. He enjoys troubleshooting, whether from design to buildout or figuring out how to remodel an old home. Among his many volunteer efforts is the Homeless Resource Center in Loveland and OpenStage Theatre in Fort Collins.

**Residence:** Loveland  
**Place of birth:** Santa Cruz, Calif.  
**Education:** Graduated from high school on Saturday and went to work on Monday  
**Family:** Married with three children  
**First job:** Worked in a smokehouse making sausages  
**Hobbies:** Fly-fishing and big-game hunting  
**Last book read:** "Lawmen, Outlaws and S.O.B.s" by Bob Alexander  
**Life after 40:** "Well, I'll probably have to start working out. I will continue in the same business and working with real estate."

**40***under*  
**FORTY**

**Jim Sampson**  
34



Sales executive, Flood & Peterson Insurance Inc.

*"You have to be there to be successful."*

Jim Sampson's first job in PR was so bad he quit after two months and took a job selling health insurance with Aetna. What he enjoys about his work is making a difference for both employers and employees. "My greatest business accomplishment is moving to a new community and becoming part of the fabric," Sampson says. As a GenXer, he understands that young people are often perceived as needing instant gratification and as being unwilling to work very hard. "My advice to other members of my generation is to show up and work," he adds. He donates time to Active 20-30 and the Early Childhood Council.

**Residence:** Fort Collins  
**Place of birth:** Lawrence, Kan.  
**Education:** Bachelor's degree in journalism from University of Kansas  
**Family:** Married with two children  
**First job:** Throwing papers at 8 years old; collected door-to-door  
**Hobbies:** Active trail runner; hang out with the kids  
**Last book read:** "The Last Lecture" by Randy Pausch  
**Life after 40:** "I hope to be recognized as a statewide expert on employee benefits and wellness and a partner in Flood & Peterson."

**40***under*  
**FORTY**

**Jason Shaeffer**  
37



Chef and owner, Chimney Park Restaurant & Bar

*"You need to have some thick skin for the short-term stuff."*

Jason Shaeffer started as a dishwasher when he was 15 so he could buy a car. He didn't want to go to college, so he learned how to cook and went to culinary school. Shaeffer is proud of taking on Chimney Park in tough economic times and keeping it afloat for the first year. "Now we are going to make it," he says. "I have known for five years I wanted to do this. Now I am enjoying my first year in business." In addition to supporting many charities, Chimney Park also employs and mentors interns from UNC, Johnson & Wales University and Windsor High School.

**Residence:** Fort Collins  
**Place of birth:** Baltimore  
**Education:** Johnson & Wales University, Baltimore  
**Family:** Single  
**First job:** Dishwasher at Rudee's on the Inlet in Virginia Beach, Va.  
**Hobbies:** Surfing (just got back from El Salvador); running  
**Last book read:** "Setting the Table" by Danny Meyer  
**Life after 40:** "Opening more restaurants, including a Southern seafood restaurant in New York."

**40***under*  
**FORTY**

**Ryan Schaefer**  
29



Principal, Chrisland Inc.

*"Don't be afraid to dream big and work hard. Perseverance will pay off in the long run."*

Ryan Schaefer started in his career working with his father, who was leasing office buildings in Westminster, as kind of a go-fer. An internship with Realtec Commercial Real Estate Services was followed by a job as a commercial broker for McWhinney's Centerra project, working on the Medical Center of the Rockies and the Promenade Shops. There he met Nick Christensen, with whom he founded Chrisland in 2004. His two greatest business accomplishments are the acquisition and development of the Plaza at 2534 and the Chrisland Charitable Fund, listed with the Northern Colorado Community Foundation. He also devotes time to the Larimer Humane Society as well as numerous trade organizations.

**Residence:** Windsor  
**Place of birth:** Denver  
**Education:** Bachelor's degree in business administration with focus on finance and real estate from Colorado State University  
**Family:** Married with two children  
**First job:** Mowing lawns and apartment property maintenance  
**Hobbies:** With the kids, no time for hobbies. Seriously involved with martial arts: karate and jujitsu.  
**Last book read:** "Enter the Kettlebell!" by Pavel  
**Life after 40:** "I imagine I will be in a similar position, but with grown kids and maybe a hobby."

**40***under*  
**FORTY**

**Clint Skutchan**  
35



Executive director, Larimer County Medical Society

*"Find those things that you want to know and the lessons you want to learn. Then know and learn them."*

Clint Skutchan got started in his career with the Larimer County Medical Society by happenstance. "Luckily, I had gotten my 'hobby career' with talk radio out of the way and was ready for something new when this job became available," he explains. "I like learning on a daily basis, actually getting paid to learn about an important segment of society." Skutchan says being diagnosed with testicular cancer when he was 18 was "transformative." "Having survived cancer made me a better person." He serves the community through the Fort Collins Natural Resource Board, UniverCity Connections and Fort Collins Chamber of Commerce, among others.

**Residence:** Fort Collins  
**Place of birth:** Delta, Colo.  
**Education:** Bachelor's degree in sociology, magna cum laude, from Colorado State University  
**Family:** Married with one daughter  
**First job:** Working in parts department of family motorcycle store  
**Hobbies:** Talk radio host, avid cyclist, mountain biking, following local politics  
**Last book read:** Probably a chapter book I read to my daughter.  
**Life after 40:** "Continue to build on what I have learned; become more involved in local and state government to make the world a little better; being on the city council would be a blast."

# 40 *under* FORTY

**Roxane Smith**  
31



Wellness manager at North Colorado Medical Center

*"Build your relationships because every one of them is important."*

Roxane Smith started her career with internships at the Cooper Center in Dallas and with the McKee Medical Center wellness program in Loveland. What she enjoys about her current job is the people she works with, the teamwork. "Together we encourage people to take ownership of their health," she says. "Being on the prevention side is the fun side of medicine." Her advice to those just starting a career: "Start with a great attitude and stick with your passion. Do something you think is fabulous. There are opportunities everywhere." Smith is an active member of Christ Community who has taken mission trips to developing countries to deliver medical supplies.

**Residence:** Greeley  
**Place of birth:** Greeley  
**Education:** Bachelor's degree in biology from Doane College in Crete, Neb., Master's in public health from University of Northern Colorado  
**Family:** Single  
**First job:** Babysitting  
**Hobbies:** Hiking in the Tetons and Yellowstone, reading, exercising  
**Last book read:** *Something from The Milford Series (of popular writers)*  
**Life after 40:** "I see myself somewhere in the wellness community on the prevention side of things. Either that or running a B&B in the Tetons."

# 40 *under* FORTY

**Chalice Springfield**  
36



CEO/Managing broker, Sears Real Estate

*"When you believe that anything is possible, you have so much more available to you."*

Chalice Springfield started working in the Sears Real Estate mailroom because at 19 she needed money to go to UNC. She was going to be an elementary school teacher, but discovered "that path wasn't for me." Instead, she became the first female CEO of Sears. "In this work, I get to be a teacher," she says. "I love the people aspect, interacting with people in the company." Chalice has received numerous awards from nonprofits she has worked with over the years, yet says her greatest accomplishment is having a successful marriage partnership. "It has been an important part of my being successful in business."

**Residence:** Greeley  
**Place of birth:** Colorado Springs  
**Education:** Bachelor's degree in English from University of Northern Colorado  
**Family:** Married to Chris Downen  
**First job:** Working in the mailroom at Sears Real Estate  
**Hobbies:** Reading, making homemade greeting cards, travel  
**Last book read:** "East of Eden" by John Steinbeck (going back to the classics)  
**Life after 40:** "I want to become a CEO/motivational speaker because that's what I do on a daily basis already."

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**Steve Steele**  
38



President, Institute of Business and Medical Careers

*"Take advantage of the current opportunity, and new opportunities will arise."*

As a recruiter for the Universal Technical Institute, Steve Steele was working in Fort Collins when he met Rich and Colleen Laub, owners of IBMC. "I fell in love with their vision and accepted an offer to join them," he recalls. Since he did, IBMC revenues have doubled and staff has increased by 50 new positions. What he enjoys most about his work is watching students who come into the program with little self-confidence begin to think about their futures differently. So far, his greatest accomplishments are launching two new campuses — Cheyenne and Greeley — and raising three daughters.

**Residence:** Fort Collins  
**Place of birth:** Hutchinson, Kan.  
**Education:** Bachelor's degree in pastoral studies from Christian Life College in Mount Prospect, Ill.  
**Family:** Married with three daughters  
**First job:** Delivery driver for an electric company  
**Hobbies:** Music (piano), avid Dallas Cowboys fan, avid dad  
**Last book read:** "The Starbucks Experience" by Joseph Michelli  
**Life after 40:** "I see myself continuing to launch new campuses and programs. Having been a pastor, I will continue to invest in young people's lives."



**Rick Wagner**  
38



President and founder, Employment Solutions

*"My advice for those starting out is to dream big and work hard."*

Rick Wagner and his wife founded Employment Solutions after college on a combination of personal history and opportunity. "My grandfather had been in the staffing business for 30 years, and we had a friend who used a lot of temps, so we partnered up," he says. He says his greatest accomplishment is surviving the last recession and then flourishing: This year Employment Solutions made the NCBR Mercury 100 list of fastest-growing companies in the region, and employs more than 2,000 per year. He is active in Saint Joseph Church, Fellowship of Companies for Christ, Catholic Charities Northern and Junior Achievement.

**Residence:** Fort Collins  
**Place of birth:** Columbus, Ohio  
**Education:** Bachelor's degree in marketing from Colorado State University  
**Family:** Married with five children  
**First job:** Working at Chuck E. Cheese in Boulder  
**Hobbies:** Cycling, golf, spending time with family  
**Last book read:** "Three Cups of Tea" by Greg Mortenson and David Oliver Relin  
**Life after 40:** "By 40, I hope to have grown Employment Solutions to \$20 million. Then we'll see."

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## 2008

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#### NOMINATION FORM

*Nominations are being sought to honor entrepreneurs throughout Larimer and Weld counties.*

#### Criteria for the Bravo! Entrepreneur award include:

- Four Bravo! Entrepreneurs and The Emerging Entrepreneur will be honored. One Lifetime Achievement Award will be presented to an individual with at least 10 years of experience in the Northern Colorado business community. The Regional Spirit Award will be presented to a company, organization or individual that has demonstrated a commitment to regionalization of the Northern Colorado economy.
- Entrepreneur must be the founder of the business or have been instrumental in its growth.
  - Company must be based in, or have been founded in, Larimer or Weld counties.
  - Business' origin should include vision, risk and creativity.
  - Entrepreneur's company should be profitable.
  - Community contributions through charitable or leadership roles.
  - Company must demonstrate innovative employee programs and corporate culture.
  - Company should have demonstrated ability to overcome adversity.
  - Company should have demonstrated significant growth and long-term potential.

Name and title of individual or company being nominated: \_\_\_\_\_

Award being nominated for:  Bravo! Entrepreneur  Lifetime Achievement  Regional Spirit  Emerging Entrepreneur

Name of company: \_\_\_\_\_

Address: \_\_\_\_\_

Phone No.: \_\_\_\_\_ Year company founded: \_\_\_\_\_ Number of employees: \_\_\_\_\_

Description of business: \_\_\_\_\_

Major clients: \_\_\_\_\_

Revenues (for Bravo! Entrepreneur Award): \_\_\_\_\_

Is the company profitable? (for Bravo! Entrepreneur Award): \_\_\_\_\_

Nomination form should be accompanied by a write-up of **no more than** 500 words as to why the nominee should be considered. The write-up should answer the following questions:

What hurdles has this individual overcome in building his or her business?

What innovative employee programs does the company have in place?

What is the long-term potential for this company?

What growth has the company seen over the past five or 10 years?

Nominated by: \_\_\_\_\_ Phone: \_\_\_\_\_

Send nominations to Bravo! Entrepreneur, c/o The Northern Colorado Business Report, 141 S. College Ave.,

Fort Collins, CO, 80524. Call De Dahlgren at 221-5400, ext. 202. Please respond by September 26, 2008.

# 40 *under* FORTY

## Under 40 and on the way up

Other nominees for this year's 40 Under Forty awards included:

**Allison Beggs**, Contours Express/ Soul Blossoms: The Healing Power of Flowers

**Sheri Anderson**, Pump It Up

**Ryan Bach**, Water Valley Land Co. and Eagle Rock Realty & Management LLC

**Valorie Baird**, SOS Staffing Service

**Russell Baker**, Fuller Real Estate

**Robert Bean**, Burns Marketing Communications

**Tom Behr**, First Western Trust Bank

**Sarah Burchett**, Bank of Choice

**Christy Bush**, Northern Colorado AIDS Project

**Andra Coberly**, A-Train Marketing Communications Inc.

**Amy Madden Copp**, The Tenfold Collective

**Doug Couse**, Bank of Choice

**Melissa Craven**, Anderson & Whitney

**Justin Crowley**, Affiliated Financial Group

**Alicia Davis**, Institute of Business & Medical Careers

**Sean Dougherty**, Re/Max Alliance

**Allison Dunning**, Merry Makers & Decorators

**Jason Ells**, Realtec Commercial Real Estate

**Heather Fritzler**, Heather Fritzler Agency/American Family Insurance

**Jennifer Gehrman**, Signature Bank

**Heather Green**, Consumer Credit Counseling Service of Northern Colorado

**Sarah Hach**, Colorado State University

Office of Economic Development

**Julie Helman**, Helman Enterprises

**Scott Helman**, HEI Rocky Mountain Fencing Contractors LLC

**Alexis Hendrix**, A-Train Marketing Communications Inc.

**Kyle Holman**, City of Greeley-Leisure Services

**Douglas Johnson**, UniverCity Connections

**Cathy Jones**, Fort Collins Convention and Visitors Bureau

**Russell Kanjorski**, AVA Solar

**Nathan Kimple**, Public Service Credit Union

**Mark Kross**, Larimer Commerce Bank

**Joseph Kruse**, Wells Fargo Bank

**Bill Leary**, Lifestyle Magazine

**AJ MacDonald**, Macdonald Financial Services,

**Colette MacFarlane**, SOS Staffing Service

**Eric McCrery**, The Group Inc. Real Estate

**Kama McDonald**, Regent Broadcasting

**Christopher McLaughlin**, The Tenfold Collective

**Patrick McMeekin**, Water Valley Land Co.

**Jared Meier**, Sun Mountain Door Inc.

**J. Patrick Moran**, J.P. Moran Design Inc.

**Marcy Palm**, Shaw and Associates

**Jason Percha**, Country Financial

**Jennifer Peters**, Otis, Coan & Peters LLC

**Rochelle Pettigrew**, The Group Inc.

**Todd Piccone**, Sinnett Builders/Milender White Construction Co.

**Michelle Provaznik**, City of Fort Collins Gardens at Spring Creek

**Michele Reynolds**, SendOutCards

**Justin Sasso**, 1310 KFKA-AM Radio

**Jim Smith**, Walgreen's

**Erik Sorbo**, Weld Family Clinic

**Lucas Sparks**, Bank of Choice

**Jarrold Spivack**, Accounting Systems Inc.

**Tommy Sporleder**, RT3 Enterprises

**Matt Strauch**, Bas Bleu Theatre Co.

**Julie Sutter**, Articulate City

**Vicki Sweet**, Sample and Bailey CPA, PC

**Jodi Tabert**, Patterson Tabert Law Offices

**Brett Tatman**, Snaptron Inc.

**Kristi Tegtman**, Aims Community College

**Brandon Tompkins**, Bank of Choice

**Melissa Volk**, Institute of Business & Medical Careers

**Matt Wade**, The Tenfold Collective

**Justin Watada**, Greeley Stampede

**Jaime Whitlock**, Envirofit International

# 40 *under* FORTY

## Previous 40 under Forty Honorees

Four years ago, the inaugural Northern Colorado 40 Under Forty included the following, and as we predicted then, many have continued to be leaders in the region's business community. They are listed with the companies where they were in 2004.

**Darin Atteberry**, City of Fort Collins

**Tom Beck**, Lighthouse Lending Inc.

**Pat Brady**, 1st Bank of Northern Colorado and Greeley

**Jacob Castillo**, Northern Colorado Economic Development Corp.

**Nick Christensen**, Chrisland Cos.

**Christina Dawkins**, Co's BMW

**Jeff Demaske**, Journey Homes and J&J Construction Inc.

**Dino DiTullio**, Westward Development LLC

**Judy Dorsey**, The Brendle Group Inc.

**Dawn Duncan**, Creative Career Connections Inc.

**Angel Flores**, New Hope Christian Center

**Gretchen Gaede**, The Write Words

**Jeannette Gongoloff**, Gongoloff Group Real Estate

**Jay Hardy**, The Ranch

**Bob Hix**, United Way of Larimer County

**Ann Hutchison**, Fort Collins Area Chamber of Commerce

**Renea Johnson**, First National Bank of Windsor

**Trent Johnson**, Greeley Hatworks

**Michelle Jurs**, Berthoud Area Chamber of Commerce

**Steve Lane**, Basis Architecture

**Steve Lauer**, L and L Subway

**Todd Massey**, Privacy Networks

**Chad McWhinney**, McWhinney Enterprises

**Troy McWhinney**, McWhinney Enterprises

**Tom Milligan**, Colorado State University

**Jim Moore**, University of Northern Colorado Foundation

**Jason Napolitano**, Heska Corp.

**Chris Osborn**, First National Bank

**Kelly Peters**, Loveland Center for Business Development

**Tim Reeser**, Engineering Computer Consultants

**Joseph Rouse**, Poudre River Publishing

**Troy Seaworth**, Seaworth Ag Enterprises and Seaworth Transportation

**George Schock**, Northern Engineering

**Amy Snider**, Fort Collins Force

**Eddie Spier**, 3t Systems

**Kai Staats**, Terra Soft Solutions Inc.

**Mikal Torgerson**, M. Torgerson Architects

**Stephanie Torrez**, University of Northern Colorado

**Kevin Unger**, Poudre Valley Health System

**Brad Van Hull**, Van Hull Commercial LLC

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