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THE BUSINESS JOURNAL OF THE BOULDER VALLEY AND NORTHERN COLORADO

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July 21, 2022
Embassy Suites, Loveland
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Women of Distinction
August 8, 2022
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August 8, 2022
Embassy Suites, Loveland
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QUOTABLE

“These women fought so hard for equity and equality. Families matter. Women matter. It's an important message to have in Washington.”

Jane DeDecker, bronze sculptor of the Women's Suffrage National Monument.
Page 8

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BW EXECUTIVE PROFILE

Rapid growth characterizes Blue Spruce

By Dallas Heltzell

news@bizwest.com

NIWOT — Sandra Weeks and her team at Blue Spruce Construction Services build homes and businesses — and, in the process, have fueled their 25-year-old company's rapid growth. But she hopes she's also helped build a solid foundation for women to enter and thrive in her industry.

"When I first started" in the 1970s, she said, "I never saw women on 'job walks' where they invite the general contractors to come to the job and look it over before you present your bid.

"Now, things have changed," Weeks said. "When I go to these job walks now, easily 50% of the people at the walks are women. There are women who do the estimating or the project management, and that's all to me very encouraging and progressive, especially because construction is such a male-dominated business. Seeing so many women in positions of making a difference is very encouraging. We've been working a lot with a woman who started and runs — and is very hands-on at — what we call a 'deconstruction' company. I'm always looking to support women-owned businesses, so there's been several that I make a point of inviting to bids, and I look forward to working with on our jobs."

As pleased as she is to see other women in executive positions at construction companies, however, she's disappointed because "what I'm not seeing is women in the field, doing the work, and we need to do something about that. If I see a woman in the field, hands on, with a tool belt, I make a point of searching her out. But I'd say that's happened less than five times."

And it's not just women. One of Blue Spruce's biggest supply-chain headaches of late is finding workers of any gender. Weeks is succinct about what she sees as a big reason.

"We haven't prioritized the trades, whether it's construction, mechanics or other hands-on work," she said, noting that school systems and the nation as a whole push students to pursue college educations even though "not every kid wants to. That's just not their priority. But the way the school-district tracks are set up, whether you go to a junior college or a four-year college, that's what our school systems are geared to.

"I remember when I went to school, we had a woodworking shop, we had metalworking. You don't have that in our schools now. I think you might be able to find a ceramics class. But the emphasis is not on trades, and we're suffering because of that. We don't have enough people in the field. We don't have enough carpenters. We don't have enough drywallers. We're

not funneling the youth into those trades. We all hear the horror stories now with supply-chain issues, shortage of truckers, shortage of tradespeople. And unless we change the way we think about trades, we're going to be suffering the consequences."

Weeks said schools need to change their approach. "It feels like going into the trades was a 'less than' field. Unless you were going to post-secondary education, whether it was junior college or four-year college, what you were choosing wasn't as valuable. And we need to change that mindset. Going into the trades is valuable. You can make a really good living, plus we need the workers. It's impacting every aspect of construction and throughout our economy."

According to 2018 statistics compiled by the National Association of Women In Construction, even though women in the United States across all sectors earn on average 81.1% of what men make, in the construction industry that figure is a far more equitable 99.1%.

Women encouraging women though mentoring and networking groups such as the Women's Business Enterprise Council can help as well, she said. "Maybe that's a place that needs to advertise more, get more exposure."

Weeks had no such mentorship in the 1970s when she got her first taste of manual labor.

"I was a single mom. I didn't have a degree, so it wasn't like I was going to go off and find a job as a teacher," she said. "I was looking for a career, and this opportunity presented itself where I went to work for this cabinet shop" laminating the wood on affordably built furniture. "It was messy work but I liked it," she said.

Her skills progressed to learning about drill presses, giant sanders, and finally building and installing the cabinets themselves. "So it's like step by step. I got more exposure to construction.

"Then Crossroads Mall (now the Twenty Ninth Street shopping area in Boulder) had one of its big expansions in the early 1980s, and all the general contractors in Boulder were bidding on these retail spaces," she said. The general contractor she worked for "asked me if I wanted to come into the office, doing estimating, because we just had so many of these jobs. That was my trial by fire."

One of the company's field superintendents left to start his own company, and Weeks joined it. "At that point I was doing more than just estimating," she said. "I would go into the field. I would negotiate the contracts. I would meet the building inspectors, get to know the people in that department.



DALLAS HELTZELL/BIZWEST

Sandra Weeks operates Blue Spruce Construction. She poses with her dogs, Cesar at left — the official greeter — and alarm dog Mira.

So all of these steps exposed me to what it takes, all the pieces and parts of construction."

By the mid-1990s, Weeks said, "I had been in construction all those years, and people were encouraging me to start my own company. So I did. I started Blue Spruce."

It might have been tough back then for a woman to find investors to help her start a construction company, but Weeks didn't need any.

"I started with just the funds that I had," she said. "I knew sub (contractor) s. I knew suppliers. The suppliers gave me credit. The subs knew me, so I would bill the client and then pay out the subs and the suppliers. So it was just sort of incremental, starting small, manageable, and with the generosity of the people around me. I have an amazing staff, amazing people around me, wonderful subs, and it takes a village. Now we're self-funded."

Blue Spruce Construction Services

in Niwot posted 185% two-year revenue growth, topping its flight in BizWest's most recent ranking of fastest-growing companies.

"It wasn't that I had a master plan," she said. "It was opportunities that presented themselves." And her gender, which presented challenges early on, has proved to be an asset.

"Women are better communicators," she said. "Women are more empathetic. Women want to make sure, 'Are you happy with the way the job turned out? Do you have any problems? Do you have any questions? Let's resolve those as we go.' And it's not just 'Are we making money on this job?' We do. You want to. You need to. But the priority is a little different, the emphasis is a little different with women-owned companies."

Weeks' son Brad has been working his way up through the company, from superintendent to project manager and now a vice president.

Please see **Weeks**, page 9

BW NONPROFITS

Out Boulder County offers services for LGBTQ+ community

By Shelley Widhalm
news@bizwest.com

BOULDER — Out Boulder County has one-pagers for each of its services, but the 16 listed on the nonprofit organization's website fail to capture the breadth of its offerings.

"We try to meet all the needs of the LGBTQ+ community in the Boulder (area)," Out Boulder County deputy director Bruce Parker said. "It's a one-stop shop that for such a large community, we really provide it all."

Out Boulder County's mission is "to facilitate connection, advocacy, education, research and programs to ensure LGBTQ+ people and communities thrive in Boulder County and beyond."

The Point, for example, serves as an entry point for the LGBTQ+ community members in Boulder County into mental health services if they are under-insured, uninsured or receive Medicaid or Medicare. The program, launched in October 2021, provides short-term therapy (up to three months) and case management to connect individuals to long-term providers and other supportive services in medical, behavioral health, housing, employment, education and other services. So far, The Point has served 157 people.

"It's an entry point into the mental health system," Parker said. "We also started to offer addiction services, a peer support specialist and activities for people in recovery."

Boulder County Pride, a week-long celebration of the local LGBTQ+ community to promote visibility, awareness and pride, runs this year from June 6 to June 12. Activities include dancing, performances and social gatherings culminating with weekend Pride Festivals in Boulder and Longmont. The aim is to build community, make connections with other LGBTQ+ people and allies and celebrate the progress that has been made so far.

Out Boulder County's transgender programming includes the Trans & SOFFA BBQueer and Transgender Awareness Week and several support groups. The groups are Boulder County Gender Support, a peer support group for trans/nonbinary/gender-expansive people, the Queer and Trans Parent Support Group and the Supporting Transgender Family and Friends support group.

"To celebrate who they are is really important," Parker said. "We give



COURTESY OUT BOULDER COUNTY

Out Boulder County's annual events include Rainbows Over Boulder County, the Garden Party, Boulder County Pride, the Pool Party, the GAYLA and the Holiday Party.

them a safe place to be where they're valued for who they are."

Out Boulder County also runs a series of youth and adult groups, such as the QTPOC Program for Queer and/or Transgender People of Color, the speaking out volunteer speakers' bureau and the training program providing LGBTQ+ cultural competency geared toward businesses, service providers and nonprofits.

The speakers' bureau, for example, consists of members of the LGBTQ+ community, parents and allies who visit classrooms to discuss experiences of being LGBTQ+. The training program covers the meaning behind the LGBTQ+ acronym, related vocabulary, etiquette and ways to prevent discrimination and to not be discriminatory.

"Youth programming has always been at the heart of the organization," said Mardi Moore, executive director of Out Boulder County, adding that the nonprofit serves more than 1,000 youth a year and has served 400 youth so far this year.

Astrid Etemadi of Boulder sought Out Boulder County's services when she began living out her gender identity in high school and joined one of the nonprofit's high school youth groups.

"I was feeling very alone and did not have any connections with the LGBTQ+ community in Boulder," Etemadi said. "Since being involved in Out Boulder County's services, I have made strong connections with the LGBTQ+ community in Boulder, and I definitely feel like a part of that community. ... It provides a comfortable

space for members of the community to connect and express themselves as well as it advocates for the community in Boulder and Colorado in general, making this place safer and more accepting of LGBTQ+ residents of Colorado."

Other annual events include Rainbows Over Boulder County, the Garden Party, Boulder County Pride, the Pool Party, the GAYLA and the Holiday Party.

Out Boulder County provides additional help and services such as direct aid for community members, including \$100,000 in rent and bill assistance during the pandemic and \$25,000 to those who lost their homes during the Marshall Fire in December 2021. The nonprofit also lobbies for legislation supportive of the LGBTQ+ community, such as HB22-1157, which would add demographic data in the health data collected by the Department of Public Health and Environment as a way to help address health inequities.

"A lot of our services help people live better lives," Parker said. "It's one thing to save a life; it's another to help people build better lives."

Out Boulder County originally was called Boulder Pride and was founded in 1994. As the LGBTQ+ community grew, so did the need for the organization to broaden its purpose beyond serving as a grassroots resource and emergency hotline for the LGBTQ+ community.

"An organized group of volunteers provided the services," Moore said. "The volunteers would take [turns]

having stuff in their trunk, so if somebody was in need, they were in charge of the resources."

The nonprofit group became official in 1998 with a board of directors, six years later moving into a space rented to it by the First United Methodist Church of Boulder and opening a community center there called the Pridehouse.

Though the organization worked year-round, it remained associated with the annual Pridefest block party, so in 2010, the organization changed its name to Out Boulder to increase publicity and better represent the events, programs and services it offers. In 2016, Out Boulder became Out Boulder County to be inclusive of a larger area of the community.

In December 2021, Out Boulder County opened a larger, two-story community center and named it the Equality Center of the Rocky Mountains at 3340 Mitchell Lane in Boulder. The center is nine times the size of Pridehouse and allows for expanded programming and services. The basement is reserved for youth programming, the first floor for activities, classrooms and conference space, and the third floor for offices.

"Staff actually have space to work," Moore said. "We're still scrappy, but now we have space."

Out Boulder County operates with 14 full-time and three part-time employees, growing from an original staff of two. The budget also increased from \$250,000 to \$1.7 million a year.

"It's a process to build an organization," Moore said. "We've been painstaking about it and managing growth along the way."

Out Boulder County spreads awareness through its large and one-time events, outreach at other local events, a weekly newsletter and social media.

"It's our job to let people know the important issues that are impacting our community. ... Our visibility matters and our representation matters," Moore said. "We try to show up in all kinds of spaces not built for us so we're included."

Boulder County residents "are pretty informed about LGBTQ+," Parker said, adding that he joined the organization six months ago and is impressed with what he's seen so far.

"I learned more and more about how much people and the organization do in the community," Parker said. "It is unique and amazing what it does for everyone."

NONPROFIT COALITION



NONPROFIT NETWORK

Insurance agency partners with nonprofit to benefit students

FORT COLLINS — A Fort Collins independent insurance agency hopes to leverage a corporate contribution to help a nonprofit create a Northern Colorado program to assist students facing chronic poverty. Fort Collins Insurance has received a \$5,000 award as part of Make More Happen, an awards program of Liberty Mutual and Safeco Insurance. Liberty and Safeco will double the award to \$10,000 if Fort Collins Insurance's effort receives at least 500 votes online. Fort Collins Insurance is working with Grace Upon Grace Project, a nonprofit organization that provides under-served families and infants with diapers, wipes, and period products. Starting Monday, June 6, the story of Fort Collins Insurance and Grace Upon Grace Project will be spotlighted on the official Make More Happen microsite at www.agentgiving.com/Fort-Collins-Insurance where supporters can vote to help the team reach its donation goal. If the featured story receives at least 500 votes — shares to social media and comments on their story — the donation will be increased to \$10,000. The Grace Upon Grace Project hopes to “educate and end period poverty by working with local school districts to offer free supplies so that no girl misses school due to a period or must use inadequate products that can cause infections,” according to a press statement from Fort Collins Insurance. The insurance agency volunteers time by crafting period kits that include hand-written notes, hosting donation drives and donating monthly to help the organization buy period products, diapers, and wipes. “Supporting this nonprofit was a no-brainer for us, and we absolutely love the education piece and getting into the schools that they are working with and seeing progress,” said Jackie Jackson, an agent for Fort Collins Insurance. The \$10,000 donation will fund the launch of the project's Northern Colorado Program that will support students experiencing chronic period poverty. The money will also help launch Grace Upon Grace Project's pilot program to provide access to period products in school bathrooms. Liberty and Safeco will provide awards to up to 37 independent agents nationwide in its Make More Happen Awards donating up to \$370,000.

Canvas provides awards to Fort Collins organizations

FORT COLLINS — Canvas Credit Union, operating through the Canvas Foundation, has announced several awards to Fort Collins organizations. Canvas donated wrapped mini-buses to Colorado State University's admissions department “to enhance the experience for providing campus tours with prospective students and their families,” according to a Canvas press release. The donation comes as Canvas marks the second year of the Canvas Scholars Program benefitting first-generation college students. The scholarship program has supported 10 students, awarding a total of \$36,500. Canvas in 2018 launched a 15-year sponsorship deal with CSU. Canvas operates the Lory Student Center Branch on campus, offers dedicated CSU account services for students, faculty and staff, and holds the naming rights to the university's Canvas Stadium. Canvas also recently hosted an event to celebrate its latest investment in the city — a new mural on the Old Firehouse Books building in Old Town. Canvas commissioned the mural by local artists Lindz and Lamb. Canvas also named the first executive director of the Canvas Foundation, Vincent Neal, who previously served as Canvas' community involvement specialist. “We're committed to sharing our hearts with our communities, and the partnership we've been able to build within Fort Collins has far exceeded our wildest dreams,” Neal said in a written statement. “This spirit will only continue to grow in our next chapter at Canvas Foundation, and it is humbling to see that the community also recognizes the Canvas difference.”

Elevations awards \$76K to high school grads

BOULDER — Elevations Foundation has awarded \$76,000 in scholarships to 32 Colorado high school

graduates. “Increasing access to education is vital to the community. I'm proud that the foundation is helping these outstanding students on a path to reach their education goals,” Jennifer Hinderliter, executive director of Elevations Foundation, said in a written statement. Recipients were honored at a scholarship event May 24 and came from high schools throughout the state. “All Elevations Foundation scholarship recipients have demonstrated outstanding academic and community engagement,” according to a press release announcing the awards. “This year's scholars are attending in-state universities like the University of Colorado Boulder and others are exploring out-of-state universities like Arizona State University, Western Washington University and others.” Elevations Foundation has awarded \$572,950 since its founding in 2010. Scholarships are based on financial need and personal and career goals and range between \$500 and \$5,000. “Every year we are so proud to recognize and celebrate the exceptional scholars that are looking to further their education,” said Dennis Paul, board chair of Elevations Foundation. “To play a part in making a difference in their future is a special feeling, and this is what our foundation is all about.”

Weld Foundation awards \$815K in scholarships

GREELEY — The Weld Community Foundation awarded more than 150 scholarships totaling more than \$815,000 to local students at its annual Scholarship Reception, May 10, bringing the total awarded since 1997 to \$4.7 million. The reception marked the first year that the newly established Wilbert R. Wiedeman Scholarship was awarded. By request of the donor, the \$7.2 million gift was created into two new, endowed scholarship funds. Four students each received a \$100,000 scholarship: two from Greeley Central High School and two from Windsor High School. Alma Olivas Aguilar, the 2007 recipient of the Mildred Hansen and Winograd Family Scholarships who manages the Greeley GEAR UP Project as the coordinator for the Greeley-Evans School District 6, spoke at the event. Dr. Lee Seward, along with his wife, Becky, established the Highland Community Scholarship Fund in 2002 to provide scholarships for Highland High School graduates in Ault, and also spoke at the event.

Ponderosa redevelopment begins in Boulder

BOULDER — Flatirons Habitat for Humanity leaders joined Boulder city officials in May to celebrate the groundbreaking of the long-anticipated redevelopment at the Ponderosa Mobile Home Park, a project that will replace aging trailers with single-family homes, duplexes, triplexes and four-plexes. In an effort to keep the roughly 70-unit park out of the hands of developers and maintain one of the few pockets of affordable housing in Boulder, the city bought the property, then located in unincorporated Boulder County, in 2017 for \$4.2 million and soon after the Boulder City Council approved an annexation and site plan. Boulder's plan was to “minimize displacement, preserve long-term affordability, replace outdated infrastructure, reduce flood risk to the community and introduce new energy-efficient affordable housing options,” according to a city news release. The city and Habitat plan to build the first homes at Ponderosa on site and then transition to a modular home construction process that may shorten the overall project timeline. Residents will be allowed to stay in the trailers as new homes are built and be given the opportunity to purchase as they become available. The city would then purchase the mobile homes being vacated and begin redevelopment of the just-vacated lot. Ponderosa residents are prioritized for the new homes. “This groundbreaking marks a significant milestone for the residents of Ponderosa. They have endured the impact of the 2013 flood, participated fully in reimagining their community, and now can partner with Habitat to build their new homes,” said Kurt Firnhaber, Housing and Human Services director at the city of Boulder. “I have been inspired by the tenacity and resilience of this community and look forward to working beside them through this construction process.”

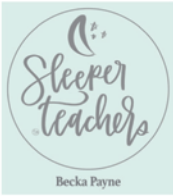
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COURTESY WANDERLUST ADVENTURE

Adventure seekers experience rapids on the Cache la Poudre River in Northern Colorado courtesy of A Wanderlust Adventure, based in Laporte. River enthusiasts expect an exceptional season of rafting, especially if the snow melts slowly and extends the season.

Rafting: Locals know earlier is better

By Dan England
news@bizwest.com

The locals always know the tricks the tourists don't. That's why you'll see locals dashing down the Poudre River until July 1, when many of those people from Kansas and California take over.

"Get it while the getting is good," said Bob Klein, owner of A Wanderlust Rafting. "It'll be fantastic until the water levels drop by the end of June."

Wanderlust even offers an early-season discount, which disappears in July, and the water also runs faster than it does in late summer because the snowpack is still, in theory, nice and fat.

"It's fun, fast water right now," Klein said.

But as you know, "fun" means different things to different people. Maybe you're one of the locals who has never been rafting, or you don't want a rollercoaster ride or an off-roading

trip in a raft. Klein offers two different kinds of trips.

One is an advanced trip with Class 4 rapids, the highest most rafts can traverse. But there's also a beginning trip. That trip does feature Class 3 rapids, which are rough but rideable for most: Unless the water is super high, that trip is gentle enough that Klein says the trip is for kids aged 7 and up. Some second-graders, in other words, are riding these rapids.

"It's a trip for everyone," Klein said.

If you aren't sure, there are places to try for free, such as the Fort Collins Whitewater Park in Old Town, which may be riding high as well right now but nowhere near as high as the Poudre's rapids.

Some outfitters will offer so-called float trips, a mellow ride down smooth water. Some are offered on the Arkansas River outside of Salida or below Glenwood Springs. Some stretches on the Colorado River tend to be float trips. Even the Filter Plat stretch of

"Get it while the getting is good. It'll be fantastic until the water levels drop by the end of June."

Bob Klein, owner
A Wanderlust Rafting

river on the Poudre would be considered a float trip by some, although you should watch what people call float trips: Klein said the Filter Plant still has a few rapids, including one called "Kamikaze Corner" that doesn't sound mellow at all.

"To some people, Class 2 can be a float," Colorado Outfitters Association David Costlow said.

Those who are hesitant about Class 3 can ask the outfitter for details, he said. Some trips labeled that way really

might be Class 2 with one or two Class 3 spots.

"The demand really seems to be whitewater but for families," Costlow said.

If people do want a float trip, perhaps the Poudre isn't for them, Klein said.

Water levels should remain fun until Labor Day, though the water will slow as the summer goes on, Klein said, and hot weather could burn the snowpack sooner than outfitters would like. The snowpack that feeds the Poudre is probably the best in the state, Klein said.

People are still booking trips up despite inflation and gas prices eating into discretionary money, Costlow said.

"We were worried, but we can't tell that those things are affecting us," he said. "Will it affect us at some point? Probably. Gas prices too. Right now we are doing OK, but next season may be a different story."



4:00-6:00 p.m.

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Dedecker considers message she'll leave

By Shelley Widhalm

news@bizwest.com

LOVELAND — As she does her work, Loveland bronze sculptor Jane DeDecker likes to think of the messages she'll leave behind, since the material she works with has a lasting quality.

DeDecker wants the message for her latest endeavor, the Women's Suffrage National Monument, to particularly make an impact today and for decades to come. The monument, which DeDecker will complete with a design team, will be called the Every Word We Utter Monument and be located in Washington, D.C.

"It's really time to have this monument there," said DeDecker, a sculptor for 36 years and the owner of DeDecker Studio in Loveland. "These women fought so hard for equity and equality. Families matter. Women matter. It's an important message to have in Washington."

DeDecker is the first sculptor named to the design team for the monument, which will be designed and created by artists selected through a nationwide search. She is cofounder of the Women's Suffrage National Monument Foundation designated by Congress; the foundation's role is to establish a monument in D.C. commemorating women's fight for the right to vote and honoring the pioneers of the movement for women's equality. The monument will add to the small collection of outdoor monuments telling women's stories, which represent only 5% of all public monuments.

"I've always been there for the underdog, an advocate for people's voices, the stories that need to be told," said DeDecker, who was named to the design team in March. "I think women's causes are human causes. We are advocates for the earth, for humanity."

DeDecker got the idea for the Women's Suffrage National Monument when she was a finalist to design the Women's Rights Pioneers Monument to be placed in Central Park. Sculptor Meredith Bergmann was selected to create the monument, which represents Sojourner Truth, Susan B Anthony and Elizabeth Cady Stanton to commemorate the centennial of the ratification of the 19th Amendment that gave women the right to vote. Her monument was unveiled in August 2020 and is the first in the park to depict actual women.

DeDecker figured a similar monument should be located in the nation's capital alongside its other memorials, especially, since like in Central Park, there isn't anything honoring the contributions of women. Her rendering



KATHERINE STAHLA, BIZWEST

Sculptor Jane DeDecker works on a clay model in her Loveland studio. She is the first sculptor named to the design team for a new monument to be placed in Washington, D.C., to commemorate women's suffrage

represents six women, but it's too large and ambitious for the New York park site, though not for D.C., she said.

"That sparked the idea to have a women's monument, but I didn't know I needed a law passed," DeDecker said.

DeDecker worked with her friend Jody Shadduck-McNally, a Larimer County commissioner, to spearhead sponsorship for H.R.473 and S.B.1705. The legislation passed in 2020 to allow the monument to be placed in D.C., falling on the 100-year anniversary of the passage of the 19th Amendment.

Shadduck-McNally and DeDecker's husband, Kyle Dallabetta, owner of The Muse in Loveland, are also cofounders of the Women's Suffrage National Monument Foundation, but Shadduck-McNally is stepping aside and Colleen Shogun, vice chairwoman of the National Suffrage Commission, is taking her place.

The next steps for the monument involve identifying a site and raising money to pay for the cost of materials and construction, which DeDecker estimates at \$10 million to \$30 million (donations can be made at womensmonument.org).

"Until we have a site, we can't design the sculpture," DeDecker said, adding that she plans to represent the six women she planned to represent in her Central Park monument design. "It tells a more inclusive story of the suf-

frage movement."

The Women's Suffrage National Monument Foundation is in process of signing a contract with an engineering firm for the site selection, which could take 1.5 to two years and seven to 10 years until final installation, said Anna Laymon, executive director of the foundation. The foundation also will consult with sculptors and identify best practices to create the piece, as well as select the rest of the design team, though the number of sculptors on the project is undetermined, she said.

"We're expecting ours to take longer because we're going to ensure we're going to get a great site," Layman said. "It's a long process but that's as it should be. It's something that should be done with care."

DeDecker is certain the monument will consist of bronze, as well as possibly granite — both materials have a lasting quality, she said.

"My hope for the monument is we can just inspire women and young women and I hope that really shows the strength of women," DeDecker said. "We all played a role and now we get a chance to be recognized for all that we've done and still do and will always do."

DeDecker was selected in part because of her involvement in the early stages of the foundation, Lay-

mon said.

"We find it important to honor that early role and the vision she had. It wouldn't have happened without her," Laymon said. "She knows this history forward and backward. She's the type of artist wanting to bring heart and soul to a project like this."

Laymon also likes the thought DeDecker puts into the details of her work.

"Her work has poetry to it. You see it and connect to it emotionally," Laymon said. "Her work, especially with women and children, has a magical quality to it. You almost can feel the soul of the people she's sculpting."

DeDecker's sister Margaret DeDecker Rey of the Claggett/Rey Gallery in Edwards, shows DeDecker's work and considers her talents to be immeasurable in today's art world.

"Her ability to capture an emotion, a personality, an allegory through delicate sweeps of clay transforms her subjects into a four-dimensional experience," DeDecker Rey said. "If you can transport the viewer to become a part of the narrative of a work of art, then you have bridged a gap that most artists strive their whole careers to achieve. Jane has achieved this and more in her figures."

Suzanne Janssen, public art manager of the city of Loveland Department of Cultural Services, likes how

DeDecker strives to communicate the human condition through her artistry.

"Her figures tell their own story through their facial expressions, body movements and carriage. She is masterful in her ability to bend and mold clay in such a way that we feel as if we know her subjects," Janssen said. "(She) is absolutely committed to presenting key figures in the fight for all women's right to vote. Serving as the lead artist on this monument demonstrates her commitment to telling their stories as well as her commitment to artistry within her work. Jane's personal portrayals of these bold, tenacious women, who demanded a seat at the table, is remarkable."

DeDecker studied art in college and did a summer apprenticeship at George Lundeen's studio, Lundeen Sculpture in Loveland, which turned into a studio assistant job she held for eight years. While there, she learned about sculpting, welding, casting, patinas and waxwork, as well as how to operate a business. Now, she creates four to five life-size and 15 to 20 smaller sculptures a year, and she has more than 180 public sculptures in 39 states.

"I saw art as a business, and that was invaluable as an artist," DeDecker said. "It's a hat a lot of artists don't like to wear, as if you're not being true to yourself if you sell your work. ... If people appreciate your work and want to own it, you really bridged

a great connection. I don't see it as compromising my creativity or intent."

DeDecker has eight pieces in Loveland at places like the Foote Lagoon, the city and county buildings, Lake Loveland, and Benson Sculpture Garden, including Crossings, Tree and Every Word We Utter, a quarter scale model at the Loveland Municipal building.

"She's had an exceptional career giving representation to those who are not represented in our public stories," Laymon said. "That's something that deserves to be celebrated and honored."

As DeDecker tells those stories, she uses a style that's impressionistic and gestural, working in clay, a material that has fluidity and is expressive.

"I always feel like it's layers of how we're made with experiences and pitfalls and successes and everything," DeDecker said. "I like to see the layering of emotion in the clay. When you sculpt you add clay on — it's like an additive — or you can carve away the clay."

DeDecker especially likes representing the human figure and has made several historical pieces commemorating women, including Dr. Annie Alexander, Emily Dickinson, Amelia Earhart, Sojourner Truth and Harriet Tubman.

"Whenever I can celebrate a woman's story I'm all about it," DeDecker said.

Weeks, from 3

"This is going to be our best year ever," Weeks said. "We have projects already lined up through next summer, so we're positioned well, and the people I surround myself with make a difference."



SANDRA WEEKS

Weeks' non-profit work includes serving on the board of TGTHR, formerly Attention Homes, which works with homeless youths with an emphasis on housing. Her work on the YWCA board, she said, involves "eliminating racism and empowering women." She also has helped steer the Colorado Green Building Guild and contributes work to SPAN, which provides shelter and a safehouse for people experiencing domestic violence.

But her main focus now remains steering the company through the post-pandemic era, which she described as "the best of times and the worst of times."

"Property values are high. People are still working and making a living. People are either remodeling their homes or building new homes, and some of that is driven by that horrific Marshall Fire," she said. "There's a lot of work but we don't have the manpower," not to mention

the supply-chain issues. "It's 32 to 36 weeks before you get windows, and one company says 52 weeks. How do you schedule? How do you build? At least Boulder County is allowing us to work around some of those issues. They're allowing us to plywood up the window openings so we can get our building inspections and move along. It's not ideal, but everybody is trying to make adjustments in this crazy time we're in."

Those staffing shortages even affect Weeks' plan to "semi-retire," she said. "It's finding someone to do at least some of what I do. I do most of the estimating and project management. So it has been a challenge. We've been advertising for months to try to find somebody to come in. Even if I stay, we still need somebody to come in and do some of that estimating and project management. We've been struggling like all the other general contractors out there."

She can't step back, she said, until she knows her vision for Blue Spruce will be protected: "That the company can remain viable and that we maintain our reputation for doing quality work and trying to make a difference in the community." Weeks said that includes not just meeting but exceeding clients' expectations.

"So if we can continue on this trajectory and have that stability, have that reputation," Weeks said, "we'll make a difference."

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Interview with Growcentia CEO Scott Wiley

Each month, BizWest asks a business leader to participate in a question and answer feature to help shed light on a business topic, an industry or add insight to a field of endeavor. This month, Growcentia CEO Scott Wiley answers our questions. Growcentia, a company spun out of Colorado State University that recently moved into a large new Loveland headquarters, seeks to maximize soil health to enhance plant health and yields, while minimizing the environmental impacts of agriculture. This interview has been lightly edited for length and content.

BizWest: Your company just moved into a new headquarters — congratulations. How would you characterize Growcentia's recent growth and how did you decide on the new HQ location?

Wiley: Growcentia's rapid growth, especially in the past two years, caused us to outgrow our previous facility in Fort Collins. At year-end 2021, Growcentia grew revenue at a three-year compounded rate of 34%, which is more than twice the rate of the markets we serve. In 2020 alone, the company's top-line growth was more than 65%, and we drove 40% of revenue to the bottom line. In 2021, we continued to set new monthly revenue records and achieved the second consecutive year of profitability for our young, venture-backed company. In the coming years, the company's strategic plan calls for organic growth above its three-year compounded rate and far beyond if we decide to add acquisitions to the mix.

We chose our new location of Loveland for a few reasons. First of all, since the company was born and raised at Colorado State University, there was never any doubt we were staying in Northern Colorado. The company tapped its roots there and became woven into the fabric of the region's burgeoning economy. We also had exacting, not-so-standard requirements for the new facility. Existing buildings in the area did not quite fit the bill, so we decided on a custom buildout. That decision led us to look at McWhinney's new Centerra Industrial Campus in Loveland. We looked no further.

BizWest: Growcentia was spun out of Colorado State University. Could you talk a bit about CSU's role in your joining the company as its CEO in early 2020?

Wiley: By chance, I met Matthew Wallenstein, a Growcentia co-founder and its chairman of the board, at CSU's 2017 AgInnovation Summit. Shortly after that, upon his appointment as department head of CSU's



COURTESY GROWCENTIA

Growcentia CEO Scott Wiley

Soil and Crop Sciences Department, he asked me to join and chair its new industry advisory board. He also asked if I would facilitate the department's annual strategic planning retreats during that conversation. It was easy to say yes to both, and we built an excellent rapport and working relationship over the following years. Quite by surprise, in early 2020, he asked if I was interested in joining Growcentia as its CEO. Without thinking, I said yes. A chance meeting and the wisdom of instinct brought me to the most satisfying role of my career.

BizWest: How has Growcentia's relationship with CSU Ventures helped bring the company from startup stage to where it stands now?

Wiley: Without CSU Ventures, Growcentia would not exist. Our company came to life when it obtained an exclusive license from CSU Ventures to commercialize patented technology developed by Growcentia's three co-founders while they were professors and

researchers at CSU. Beyond granting a patent license, CSU Ventures has been instrumental to the company's development and growth. For instance, it helped hone the company's entrepreneurial and business capabilities, manage its intellectual property portfolio, obtain additional international patents and identify and engage with strategic partners. And just last year, CSU Ventures invited Growcentia to co-sponsor the University-Industry Consortium, an annual gathering of academic and industry leaders from throughout the country concerned with creating the agroecosystems of the future.

BizWest: Historically, Growcentia's signature product Mammoth P has been used in the cannabis space. However, the technology has other applications, both for indoor and outdoor agriculture. Do you see this expansion beyond cannabis as a way for companies to both grow beyond that space (which is still somewhat limited due to federal prohibitions) and to keep fresh ideas and technol-

ogy flowing into the broader agriculture industry? Seems like a win-win.

Wiley: Cannabis is a new industry, so innovation abounds. In Growcentia's early days, the cannabis industry discovered Mammoth P and gave it a chance. In return, Growcentia gave cannabis the best biological agtech in the business. Growcentia and other innovators in the cannabis industry can indeed grow their companies by extending their products into other markets. But be aware. To do so, a company must demonstrate its products are effective with other crops and be able to establish distribution to the new customer base. Both are easier said than done.

With the invention of Mammoth P, Growcentia demonstrated how science could harness the power of nature to grow crops in ways never thought possible. Mammoth P and similar biological technologies help growers produce healthier and more profitable crops of all types, so why would a company limit itself to any one market when the technology is relevant and needed by others? So, I agree with you. The transfer of innovation from cannabis to other markets is a win-win scenario.

BizWest: You recently held a celebration for the grand opening of Growcentia's new Loveland headquarters and there were quite a few local luminaries at the event. How has the process of setting up shop in town treated you? Do you feel like Loveland is wrapping its arms around you?

Wiley: We sure did have quite a few local leaders join us for our grand opening. We were honored and thrilled that Loveland Mayor Jacki Marsh, city manager Stephen Adams, economic development director Kelly Jones and business development specialist Jack Hill attended the celebration to welcome Growcentia to Loveland. Mayor Marsh joined the company's three co-founders, Drs. Matthew Wallenstein, Colin Bell, and Richard Conant, in a ribbon-cutting ceremony to commemorate our company's new home in Loveland.

Setting up shop in Loveland was an easy and fantastic experience. From the very beginning, the city of Loveland and the community were excited about Growcentia's plan to build its new headquarters in the city. They supported and pointed us toward the information and resources we needed to execute the move. Everyone we have encountered has been very eager to get us acquainted with other leaders and businesses in the community. We cannot wait to meet them and make new friends in our chosen city.

New Estes Chamber chief trades Florida heat for mountain snow

By Dallas Heltzell

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ESTES PARK — At first glance, the mountain village of Estes Park wouldn't seem to have a lot in common with the sprawling Fort Myers area of southwest Florida — other than an economy that's largely dependent on tourism.

After all, the 2020 census showed Estes with 6,504 permanent residents, while metropolitan Fort Myers neared 800,000.

But as Colleen DePasquale, who on May 23 took the reins of the Estes Chamber of Commerce as executive director after 11 years as president and chief executive of greater Fort Myers' chamber, is discovering, the two jobs demand a crucial skill: that of crisis manager — and the knack of being prepared for just about anything.

Fresh from Florida's tropical heat and humidity, DePasquale got a dose of it on her first day on the job, as a late-season snowstorm hit Estes Park.

"My cold-weather gear is still in a box in Fort Myers, so I just layered up. I was told to," she said. "I had packed up my hurricane box for blizzards. It has my hand-cranked radio and my lanterns and all that type of thing."

The economies of both locales were hard-hit by shutdowns during the COVID-19 pandemic, but the image of Fort Myers as a tourist destination occasionally gets blurred by hurricanes as well as recent "red tide" blooms in the Gulf of Mexico that kill fish and close beaches. Estes Park, meanwhile, has endured a half century of killer floods, menacing wildfires and government shutdowns that closed its big neighbor, Rocky Mountain National Park.

The key to handling such crises in both places as head of a chamber, DePasquale said, is knowing what help is available and spreading the word about it.

"First I have to look at all the resources, because that's our role — to convene the resources," she said. "I'm sure there's a lot of seasoned business owners here who know what's available. Once I know where they are, and from there we share them with the community and the membership. That's how in Florida we got through some storms and COVID — pulling all the resources together and working as a team."

"This is a little different market than southwest Florida," she said, "but it's still tourism based, and we're coming into that season, so I'm sure I'm going to hear a lot."

She said one of her most important roles in Estes Park would be advocacy.

"What role are we playing in advocacy for the local business community? There's a lot of ways for Chamber



COURTESY COLLEEN DEPASQUALE

Colleen DePasquale took the reins of the Estes Chamber of Commerce as executive director in May.

membership to have value and benefit for somebody," she said. "You just have to ask the question, 'What can I do for you? How can I help you? What does that look like?' It could be something we're already doing that they're not familiar with, or is it something we could build upon in the next year?"

She'll have a full set of challenges to face, including controversies over rules for vacation-rental homes, finding enough worker housing, boosting the local economy during the offseason and dealing with summertime crowds that led to plans for a one-way downtown "loop" to disperse traffic and a timed-entry system at the national park.

To find solutions, DePasquale said, interaction is vital.

"The chamber's role is to convene and collaborate," she said. "How do

we get all the right people together — whether it's businesses so they can be more successful, whether it's the chamber or the EDC (Estes Park Economic Development Corp.) and Visit Estes Park and all their resources. Not everybody knows all the resources available to them or how they can take advantage of them to be successful. I'm a very big-picture person but I'm also a list person. I'm going to have a task list and get these things done and get out and really meet everybody."

"That's one of the advantages" of working in a smaller place," she said. "I'm going to be able to meet so many people one-on-one, and I'm looking forward to that."

When the Estes Chamber was founded in May 2019, Estes Park had been without a chamber of commerce for 15 years. The revitalized organiza-

tion hired Donna Carlson as its first full-time executive director in March 2020. In her two years on the job, Carlson increased chamber membership from 134 to more than 350, implemented a supplier-attraction program and launched a lead-generation and referral system. She announced earlier this spring that she would leave the post to return to her family in Colorado Springs. Her last day at the Estes Chamber was May 7, and on May 16 she started as vice president for membership at the merged Colorado Springs Chamber of Commerce and its Economic Development Commission.

"I think I have an opportunity here to make a difference and build on the foundation Donna created with the board and keep going from here," DePasquale said. "I'm ready."

A Pennsylvania native, DePasquale came to Colorado when her then-husband ran a resort in Grand County and she worked for the downtown Marriott hotel in Denver. "So I commuted back and forth over Berthoud Pass every day," she said. "I rented a \$300-a-month very small studio apartment in Denver in case I couldn't get home. It was crazy. It was like living in a college dorm."

Her life radically changed in 1997 when she moved to Russia as director of front-office operations for a Marriott hotel in Moscow. Back in the States, she ran a Residence Inn in Fort Myers and served on the board of the 750-member chamber of commerce, which had been founded in 1989.

"When the original executive director retired — she'd been there 23 years — they were looking for somebody and I got tapped," DePasquale said.

But memories of Colorado lingered.

"I have been here a couple of times as a tourist, and my end goal was always to get back to Colorado," DePasquale said. "I knew this was where I wanted to be. I like the fact that it's a smaller town. This was the right decision at the right time for me, both personally and professionally. This is a beautiful area, and I love the weather, snow or not, the lack of humidity and mold. I've already seen deer and elk right in the backyard of where I'm staying. It was amazing. I'm looking forward to exploring and being part of the community as a person, not just as a part of the Chamber."

Her biggest initial challenge, she said, is finding a long-term place to stay for her and her two cats. "That's a challenge for the entire community, and I get that," she said. "We had the same challenges in southwest Florida, but here it's limited geography."

But once that's settled, she added, "I just want to make sure that I'm successful for the chamber. That's my goal."

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Food allergies nothing to sneeze at for Fort Collins' MenuTrinfo

By Dallas Heltzell

news@bizwest.com

FORT COLLINS — Betsy Craig, considered one of the nation's leading experts on food allergies, wishes the scientists researching them would put her out of business.

"I'm not smarter than the experts, that's for darned sure," said Craig, co-founder and chief executive of MenuTrinfo LLC, which helps food-service operators protect lives and health. "There's so many doctors and researchers, a lot of nonprofits that are raising funds for all the research. I wish they'd put me out of business and discover a cure so people are safe when they eat food," she said. "Food is supposed to be love. Food is how we express love in this country. We share food, it's very intimate. Unfortunately in some cases food can kill. So if they could find a cure, I could retire comfortably. I'm ready to go, but it's not ready to have me go anytime soon."

Since its founding in February 2010, MenuTrinfo — its name combines menu, nutrition and information — has spawned AllerTrain, a suite of food-allergen and gluten-free food-safety training services, and Kitchens with Confidence, which helps manufacturers and commercial kitchens be certified as free from one or all eight major food allergens and/or glutes.

"My mission is really simple," she said. "MenuTrinfo exists to inform food service what to safely serve their diners, whether it's in a bottle, on a plate, in a dining hall, in a grocery store, in a restaurant. We do nutrition, we do training, and we do identifying foods that are free from allergens. We started out just wanting to do numbers, wanting to do calories, and it has morphed and pivoted into allergy training. We're leading the country in that. It's what we live for. It's our passion."

"I do a lot of public speaking to promote our business, and on food allergies and food safety," she said. "We've been leading the charge in this country. We've probably trained well over 1,500 colleges. We've trained hundreds of restaurants, plus do nutrition for another 150 restaurant brands that you would recognize driving up and down the street. We do their numbers for calories, but then most of them, we also do their allergen charts and we help them manage allergies. And now we've just broken into this whole world of, 'Is this peanut free and how do we guarantee it to the consumer?'"

"It's about saving lives. It just comes down to those two words for us in every way, whether you have diabetes and you need to pay attention to carbs and sugars, or a heart condition, or you need to know where the allergens are."

The idea for MenuTrinfo was born after Craig's own life was on the line.



Besty Craig.

COURTESY CODY SOWA/COLORCO PHOTOGRAPHY

As described in her 2018 book “Unstoppable: A Recipe for Success in Life and Business,” Craig’s devotion to health began after emerging from drug and alcohol addiction and then nearly two decades later beating the odds against the rare autoimmune disorder scleroderma after doctors had told her she had about 18 months to live.

Between her own health issues, a nation’s economy slowly emerging from the Great Recession and the launching of the Affordable Care Act, the pieces fell together. Section 4205 of the enabling law for Obamacare mandated that restaurants with 20 or more locations put calorie counts on their menu items.

The company “started off of a Facebook idea,” she said. “Somebody said, ‘Menu labeling’s coming for restaurants, Betsy. You might want to look into that. Maybe Rocky, your husband, can build it.’ And literally three days later we began.

“We realized with our software that was being built by my husband that he could identify allergens within a recipe. So when he starts putting meatballs and pasta into a database to figure out the calories, all of a sudden he’s like, ‘Heck, we can show that there’s dairy in here, or there’s peanuts, whatever,’ and I was like, ‘I think allergies are becoming more of a big deal.’”

They were indeed. Only about 15 million Americans were considered to have some sort of food allergy in

2011, she said, but that number had burgeoned to more than 32 million by 2019.

“Nobody has a definite idea why it doubled in a period of eight years,” Craig said. “There’s people who believe it’s how we’re growing our food, there’s people who believe it has to do with how clean we are — we stopped being kids outside eating dirt and started playing on Nintendos. There’s a theory about when we introduced peanut protein in kids’ diets. So there’s a bunch of theories, but there is no ‘This is the reason.’ So food service is sitting there going, ‘How do we manage?’ I’ve been in food service since 1979. We never had anybody we worried about with food allergies. It just wasn’t a thing. But I assure you today it’s a thing.

“There wasn’t anybody doing what we set out to do, which was build the software, do it as a service, and maintain the integrity of those numbers ongoing for these brands,” she said. “The impact of food allergies has been massive in the food-service industry, and we just happened to have the right idea at the right time and set up before everybody knew they needed it. I just thought, if not now when and if not me who, and so here we are.”

She’s been able to tap registered dietitians from the University of Northern Colorado as well as food-safety and food-science interns from Colorado State University. “I always joke that I’m not one but I know how to

From the Archives

Read these stories about MenuTrinfo at BizWest.com

MenuTrinfo nourished by healthy diet of business | June 3, 2019
<https://bizwest.com/2019/06/03/menutrinfo-nourished-by-healthy-diet-of-business/>

MenuTrinfo cooks up recipe for growth | March 8, 2013
<https://bizwest.com/2013/03/08/menutrinfo-cooks-up-recipe-for-growth/>

hire them,” she said. “I’m blessed that they’re passionate about saving lives just like I am.”

Her clients include food-service concerns from Marriott hotels and Amtrak dining cars to college dining halls and restaurant chains such as Firehouse Subs, Which Wich, First Watch and Cheba Hut.

“We work with whoever it is who develops the recipes,” she said. “If you’re a brand, maybe you have an executive chef overseeing the brand. Or let’s say you’re the owner and you built it from your family recipes. We work with whoever that point person is on what the recipes are under a non-disclosure agreement for us because that’s your intellectual property. Then we find out where you’re buying your food — whether it’s a Sysco house or U.S. Foods or any of the big distributors; as a commercial restaurant you have to buy it from a commercial supplier. So then from there we put those recipes and sub-recipes into our database, and out comes the first round of preliminary numbers. We share those numbers with you” — the calories, sugars, carbohydrates, sodium and

more — “and once you’re done with your sticker shock, we help you make it better and healthier without changing your family recipes. It’s interesting to watch people’s reaction, and ultimately you can provide food that’s safer and better for people to eat,”

MenoTrinfo’s sales fell 36 percent almost overnight and its staff fell to seven during the height of the pandemic because more than 74 percent of its restaurant, hotel and college clients closed at least temporarily. With the help of Payroll Protection Program funds, she said, “we tried to keep everyone on staff. We had a five-week layoff and then brought people back, but we didn’t replace people when some of them left.”

Her staff size now has tripled to 21, she said.

“I like being an employer of choice for people,” Craig said. “I want to keep growing at the rate we’re growing now, or a little bit quicker. Some people say, ‘I want to grow four times and then sell. I’m not there. I just want to keep doing what we get to do.

“I think there’s a purpose to us. I think we’re meant to be here.”

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Thank you to everyone who supported the 5th Annual Double Barrel Blast and the Heart Safe City program!



Congratulations Award Winners!

The Fort Collins Area Chamber of Commerce hosted its 117th Annual Celebration Wednesday, April 27 at the Ranch Events Complex in Loveland. More than 550 Chamber members and others from the area came together to celebrate the success of the Fort Collins Chamber and the business community.

“Business is the cornerstone of the community,” said Ann Hutchison, Fort Collins Area Chamber of Commerce President & CEO. “Business, across the two-county area, creates \$35B in economic activity. That wealth is then distributed through Main Street businesses, parks, streets and services by non-profits and government to the benefit of our community. Building community is all this and more.”

2021 Collins Award:
Carl Maxey, Partner, Vice President and Regional General Manager for MGS, Inc



The Fort Collins Area Chamber of Commerce awarded long-time businessman Carl Maxey the 2021 Collins Award recipient. Carl passed away in 2021 and his family accepted his award at the Fort Collins Area Chamber of Commerce 2022 Annual Celebration.

2021 Valerie Arnold Volunteer of the Year:
Eric Lea, Branch Director, Robert Half



From left: Brett Kemp, Chamber Board Chair; Ann Hutchison, Chamber President & CEO; and Eric Lea.

2021 David May Advocacy Award:
Nick Haws, President, Northern Engineering



From left: Nick Haws; Ann Hutchison, Chamber President & CEO; Sharie Grant, Northern Division President of OfficeScapes; and Brett Kemp, Chamber Board Chair.

Photos Courtesy of Craig Vollmer Photography

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Loxo@Lilly facility brings oncology R&D to Louisville

By Lucas High
lhigh@bizwest.com

LOUISVILLE — About three years after pharmaceutical giant Eli Lilly & Co. (NYSE: LLY) acquired Loxo Oncology Inc. in a deal worth about \$8 billion, the merged companies stepped into the spotlight Thursday with the grand opening of Loxo@Lilly, Lilly’s oncology business unit that’s housed in a gleaming new space in Louisville’s Colorado Technology Center.

The new facility, built and designed by Whiting-Turner Contracting Co. and CPG Architects, totals 115,000 square feet and is home to about 150 employees, many of whom are scientists researching and developing cancer treatments such as the lung-cancer therapy Retevmo.

“This is a facility where scientists work to discover new medicines,” Loxo@Lilly CEO Jacob Van Naarden told BizWest Thursday. “Once we discover those medicines, we develop the processes to manufacture and scale,” with production occurring elsewhere.

The decision to headquarter research operations for Lilly’s new oncology business unit in Louisville highlights the Boulder Valley region’s emergence as a premier life-sciences hub.

“Innovation is part of who we are as Coloradans,” Gov. Jared Polis said Thursday before a ribbon-cutting ceremony at the new facility, and local biotechnology companies in the Boulder Valley are providing “fresh ideas to meet old challenges.”

Company officials declined to specify the total cost of the facility at 600 Tech Court, but Louisville city documents from 2020 when Loxo was seeking tax incentives for the R&D center show that the likely price tag for the building and equipment topped \$30 million.

Prior to the 2019 Lilly acquisition, Loxo was headquartered in Connecticut with a few dozen workers in Boulder. The Indianapolis-based pharmaceutical company has since folded its existing oncology operations into Loxo, forming the Louisville-head-

“This is a facility where scientists work to discover new medicines.”

Jacob Van Naarden, CEO
Loxo@Lilly

quartered division Loxo@Lilly.

“This created a seamless, end-to-end pathway” for the development, production and sales of cancer therapies, Van Naarden said.

Oncology is a unique area of pharmaceuticals in that the drug discovery-to-approval-to-sales pipeline is often shorter than for other treatments, he said. This condensed timeline can put extra pressure on intra-organization inflection points, which is part of the reason why Lilly opted to break out its oncology division into the new business unit.

With Lilly’s vast resources and

Loxo@Lilly

Address: 600 Tech Court, Louisville, CO 80027

Phone: 303-309-1526

Products/Services: Biotechnology company in Louisville, Colorado

Nasdaq: LOXO

Web: loxooncology.com

Source: BizWest Research

Loxo’s startup mentality, “I view [Loxo@Lilly] as a best of both worlds kind of project,” Van Naarden said.

Loxo isn’t the only pharmaceutical company with local ties to be snapped up by a major international player for a multi-billion-dollar price.

Boulder-based Array BioPharma Inc., which had collaborated with Loxo on cancer-therapy research, was bought by Pfizer Inc. (NYSE: PFE) in a 2019 deal estimated to be worth about \$11 billion.



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Announcing 'Biz Local'

Supporting local and independent businesses

BizWest is launching a campaign to highlight the importance of supporting locally owned businesses. This campaign will include articles on the importance of supporting local businesses, profiles of independent businesses and a database of locally owned businesses.

Why we're doing it:

1. Studies show that dollars spent with a local business remain in the local economy longer than dollars spent at national retailers. The American Independent Business Alliance estimates that 86% of money spent with national chains leaves the local community, while the U.S. Small Business Administration estimates that 68% of all dollars spent with small business remains in the local community.
2. Shopping local supports a vibrant local business scene, with mom-and-pop shops, eclectic galleries and retailers, and a diversity of restaurants.
3. Small businesses represent 99.5% of all Colorado businesses, according to the 2020 Colorado Small Business Profile published by the U.S. Small Business Administration, with small businesses employing 48.1% of all Colorado employees.
4. Small businesses also donate heavily to local philanthropic causes.
5. In addition to retail, many other local sectors provide opportunities to engage with locally owned businesses, from manufacturers to suppliers, consultants to the service industry.

What can you do?

1. Help us build our database of locally owned businesses via our submission link.

To be included, companies must demonstrate ownership in Boulder, Broomfield, Larimer or Weld counties, Brighton or Westminster.

Submit a business: <https://bizwest.com/bizlocal/submit/>

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Boulder doc: Conservative neighbors put pressure on Colorado's abortion providers

By Dan England
news@bizwest.com

BOULDER — Dr. Warren Hern, the Boulder physician who performs specialized abortions, was already facing a larger case load than is normal — patients had doubled since a Texas law that drastically reduced access to abortion services passed in May 2021.

“We are booked out weeks now,” Hern said in a phone interview conducted after the U.S. Supreme Court leaked a brief indicating it plans to overturn the nation’s landmark abortion case *Roe v. Wade*. “We can’t see everyone.”

Hern, who owns the Boulder Abortion Care, has been outspoken for years about restricting abortion. He once wrote a column for the Boulder Daily Camera where he called any restrictions “madness” and said in the interview that the anticipated, even expected, Supreme Court decision to overturn *Roe v. Wade* would return us “to the dark ages.”

It’s easy to determine, therefore, what he thinks about the decision leaked in early May. But if you remove the politics of it, Hern believes women’s health care will decline rapidly. Abortion care, he said, is a fundamental part of women’s medical care.

Planned Parenthood of the Rocky Mountains calls what Hern is facing now a precursor to what’s coming, and even with the preparations that were already taking place, providers of abortion care are working hard and fast to get ready for a projected 10,000 additional patients that will come to the region of New Mexico, Colorado and southern Nevada.

“Seeing out-of-state patients wasn’t new to us anyway,” said Neta Meltzer, spokeswoman for Planned Parenthood of the Rocky Mountains. “But this influx was immediate and very striking.”

The additional 10,000 would nearly double the annual number of patients seeking abortions, Neta said. The question, she said, is what happens when other states begin to ban abortion. Up to 26 states are expected to do so: Oklahoma just put into its state law the strictest abortion ban in the nation.

“We’ve expected this and been preparing for this,” Meltzer said, “but we’re still thinking through how we can continue to create additional access.”

That could mean more tele-health appointments, clinics and providers.

“All options are on the table,” she said.

Cobalt told the Colorado Sun that they and Planned Parenthood would work hard to help women get care in Colorado and women outside the state. Cobalt’s fund pays for travel expenses and money for child care for women across the country seeking abortions in Colorado.

More conservative states have

worked to restrict abortion for years, but ambitious state governments have recently begun making headway in reversing the progress abortion-access advocates have made in past decades.

“All of my colleagues are having the same kind of issues,” Hern said, speaking of abortion doctors across the country, not just in Colorado. “But this trend is not new. We’ve seen patients out of state for decades.”

Colorado became the one of the first states this year to guarantee the right to abortion by law. The Centennial State is one of 15 states and Washington, D.C. to codify the right to an abortion in state law.

“In the state of Colorado, the serious decision to start or end a pregnancy with medical assistance will remain between a person, their doctor, and their faith,” Gov. Jared Polis said in a statement after signing the bill into law in early April.

That’s not the case across the country, especially in red states that now feel empowered by the Supreme Court decision and are introducing laws to ban abortion and prosecute providers.

Many clinics are being shut down, and women on waiting lists for his colleagues’ help sometimes are forced to wait too long to undergo a safe abortion, Hern said.

This will likely put pressure on states such as Colorado, said Progress Now Colorado, an organization that connects and educates people with progressive values, leaving some frustrated at the demand from out-of-state patients.

But Colorado should embrace those patients even with the additional strain they may cause, PNC communications manager Lauren Stephenson said, because of the devastating consequences of overturning *Roe vs. Wade*.

“The whole point of passing (Colorado’s Reproductive Health Equity Act) was so all people can access abortion care, period,” she said. “We are super proud Colorado was able to do that.”

Most of Hern’s patients are far along and have discovered abnormalities in the fetus, he said. Many had desired pregnancies and are anguished patients. These procedures take several days for recovery. He said other women he may not always see visit clinics because they already have kids, are poor and don’t want more.

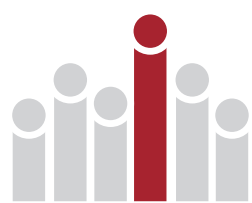
Travel can be a complications for many women seeking an out-of-state abortion.

“They don’t even have bus fare,” Hern said. “They can’t fly to Colorado or some other place.”

Because of the demand he’s facing now, and possibly the future, Hern said he planned to expand his clinic and add staff.

“But that will take a while,” Hern said. “That’s my long-term plan.”

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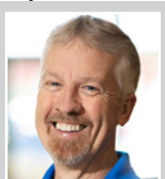
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BUSINESS ANSWERS FROM THE EXPERTS

FACILITIES

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If you've tried to set up almost any service for home or work in the past year you've probably experienced one or both of these frustrations. The first is that the vendors you call to get a quote may not even call you back. The second one is they call you back come out and then you never hear from them again. Or more recently we received a quote for service at our home and when we said yes, the contractor said he wasn't taking on any more projects!



Pete Gazlay
Total Facility Care

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Pete Gazlay, President
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LAW

Life Insurance and Estate Tax

How do the proceeds of a life insurance policy impact the value of a deceased individual's estate?

Surprising to many clients, the proceeds of a life insurance policy are included in a deceased individual's estate if the individual maintains any "incidents of ownership" over the policy. There are various aspects of a life insurance policy which may cause incidents of ownership, the most common being the right to change beneficiaries.

Consequently, most individuals who acquire life insurance with the intent of protecting family members in the event of their death, maintain ownership of the policy.

The inclusion of such proceeds may significantly impact the taxability of a deceased individual's estate. If the deceased individual's estate approaches or exceeds the estate tax exemption (currently \$12 million per person), in part due to significant life insurance policies, an irrevocable life insurance trust ("ILIT") may provide significant saving.

Upon establishing the ILIT, ownership of the policy is transferred to the trust, removing ownership from the individual. Upon death, the proceeds of the life insurance are paid to the ILIT and thus, are not included in the gross estate of the deceased individual.

The ILIT can then pay the policy proceeds to the deceased individual's family or in any other manner as stated in the trust document. Using an ILIT will decrease the value of an estate and may potentially avoid or at least minimize estate tax liability, which is currently 40% of an estate value in excess of \$12 million.



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Otis & Bedingfield, LLC

TECHNOLOGY

The Concept of "Assume Breach"

As you read headline news these days, you'll probably stumble upon stories where large organizations fall victim to elegant cyber-attacks architected by nation-states and other dark-web criminals to compromise sensitive targets. It's easy to move past those events and conclude that those businesses are being targeted because they must have 'important data.' While that's true, the reality is that the bad guys just care about controlling information that is important to you... it's called leverage. And if they are good enough and smart enough to trap enterprise IT teams and government entities with sophisticated IT systems, large IT teams, and healthy IT budgets, you can guarantee that they are good enough to get into your world and take advantage.

According to a 2020 article in CISO Magazine, over 60% of small businesses experienced a security event in the last 12 months.

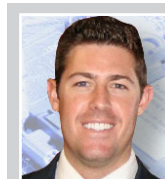
It's for this reason that I'd like to present a term that I think every business owner should adopt into their vernacular: "Assume Breach." This concept encourages a business to take a posture of expecting that their business will experience some form of a breach. It's a posture of 'when,' not 'if.' If a business owner can begin using that lens to evaluate their business and IT security strategy, it begins to take the pressure and fear away from the 'if' and it empowers a team to pull together an action plan that helps an organization be prepared for the 'when.' Additionally, every business should have an IT security strategy along with a plan for if/when they experience a security event (also called an Incident Response Plan) as well as a recovery plan (commonly called a Disaster Recovery Plan).

There is no guarantee that a business will not experience a breach. In fact, as time moves forward, the odds they will experience a security event in some form increase.

However, we can prepare for these kinds of events and build an IT security strategy that mitigates the risk (or reduces the odds) of an attack. We can also build our strategy on a foundation that seeks to minimize the impact of a breach and allows for efficient and effective recovery.

If you catch yourself thinking 'what if that happened to me?' I urge you to use the lens of "Assume Breach" to start being proactive around protecting your business, your people, and your customers.

For those who don't know where to start or what a good IT security strategy looks like, Connecting Point can help. We can also help develop strong Incident Response Plans and Disaster Recovery Plans.



Scott Warner
President
Connecting Point



Scott.warner@cpcolorado.com | www.cpcolorado.com

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BW EXECUTIVE HEALTH

New VA clinic at Loveland opens ahead of schedule



KEN AMUNDSON/BIZWEST

The completed Veterans Administration clinic off Byrd Drive in Loveland has opened for business.

By Jeff Thomas
news@bizwest.com

LOVELAND — Ahead of schedule? On budget? Could this be the U.S. Department of Veteran Affairs we've been reading about for the past decade?

Well read it and, well, rejoice — for the needs of those the nation owes so much are ready to be met here in Loveland.

In fact, the new outpatient facility at 4575 Byrd Drive was completed four months ahead of schedule and was in partial service weeks prior to the May 29 grand opening. The 76,645-square-foot clinic was turned over to the Cheyenne VA Health Care System on March 9, and will have 350 employees, which includes registered nurses, doctors, social workers, pharmacists, and dentists.

The Cheyenne VA Health Care System began development of the clinic about five years ago, selecting the Water Valley Co. of Windsor proposal to house the clinic at its Brands West development. Washington, DC-based Epic Consulting LLC was awarded the contract to build the clinic.

"To be honest, everything about working on this was a real joy," said Martin Lind, CEO of Water Valley. "Everybody navigated this in good faith, and it's going to be great to see



KEN AMUNDSON/BIZWEST

The front of the new VA clinic features a facade of white marble.

all those heroes driving up and down Byrd Street."

Completion of the \$21 million facility stands in stark contrast to the recently completed \$2 billion U.S. Veterans Affairs medical complex in Aurora. That project was completed a decade behind schedule and more than \$1 billion over its initial budget.

The cost and delays prompted a congressional hearing and to keep costs down many aspects of the hospital were abandoned, including a planned PTSD facility. VA Eastern Colorado Health Care is the owner of

the Aurora hospital, and Cheyenne VA Health Care owns the Loveland outpatient facility.

While the Loveland 76,645-square-foot outpatient clinic is not a full-blown hospital — the nearest VA hospital is in Cheyenne, Wyoming — it includes a number of services that were previously not offered in Northern Colorado, especially the new "Veterans Express" service. That service is essentially an urgent care service, said Kerri Puckett, an acting public affairs officer at Cheyenne.

"Now if veterans can't get in to see

their primary provider, they don't have to go to an emergency room," Puckett said. "And we're offering a number of other new services, such as dental, pharmacy, laboratory testing and radiology."

Cheyenne VA Health Services, which services veterans in Northern Colorado, Wyoming and Nebraska, is hoping to attract many more Northern Colorado veterans who previously were either using private health care or traveled to Aurora or other Denver-area service clinics. Cheyenne serves about 19,000 Northern Colorado veterans and 31,000 in the three-state area.

In addition to the new services, the Loveland clinic will house the primary care physician offices, and pharmaceutical, physical therapy, audiology, occupational therapy, optometry, cardio-pulmonary specialists, and EKG and echo-cardiograms.

No decision has been reached about the future of the former Fort Collins-based clinic, Puckett said, as Cheyenne has another year to make that decision. The VA Health Service is looking at where to house women's services and pain management.

"Every job has its trials and tribulations, but it was remarkable how well everyone dealt with those on this development," Lind said. "It's an honor to welcome the VA to Northern Colorado and to our property."



By Christopher Wood
cwood@bizwest.com

Steve Sashen and Lena Phoenix like to put their best feet forward, and that's just what they did in this year's Mercury 100 ranking of the fastest-growing private companies in the Boulder Valley.

Their company — Feel the World Inc., better known as Xero Shoes — captured the No. 1 spot in Flight I of the Boulder Valley list, with two-year revenue growth of 230%. Xero Shoes, which produces performance and casual footwear, saw revenues surge from \$12 million in 2019 to \$39.8 million in 2021. Flight I includes companies with revenue in excess \$14 million.

That growth sets a high bar for the Mercury 100, which features five flights of 10 companies for the Boulder Valley, with the same for Northern Colorado.

Those combined 100 companies make up part of the BizWest 500, a massive research project that includes:

- 100 companies ranked in the Mercury 100.
- 50 top public-sector employers.
- 25 public companies.
- 25 highest-paid executives (from public companies).
- 300 of the region's largest private-sector employers.

For Northern Colorado's Flight I — featuring companies with revenue of more than \$18 million — Hayden Outdoors LLC of Windsor led the way, with two-year growth of 208%. Revenues jumped from \$12.4 million to \$38.2 million for the company, which specializes in rural real estate, including farms, ranches and land.

Leaders of other flights in the Boulder Valley included Creative Alignments LLC, a Boulder-based recruitment agency; Green Alpha Advisors LLC, a

Louisville firm that invests in companies enabling solutions to climate change; Colorado Crafted LLC of Longmont, which produces gift baskets with Colorado products; and Studio Blue Design LLC of Boulder, a custom-home-building company.

Leaders in other flights for Northern Colorado included Awakened Foods LLC, a Loveland-based natural-snacks company; Senior Helpers, based in Laporte, which provides home care for seniors; Western Hardwoods LLC of Wellington, which distributes specialty lumber; and Journey Franchising LLC of Fort Collins, a franchise service for payroll services.

Public companies

A ranking of public companies headquartered in the Boulder region or Northern Colorado saw a lot of change.

Several companies that were previously listed have relocated their headquarters to the Denver area, including Charlotte's Web Holdings Inc., Global Healthcare REIT Inc. and SOBR Safe Inc. Another company, Viridian Therapeutics Inc., is now based in Massachusetts.

But the list includes a wave of new entrants, including recently public Solid Power Inc., SomaLogic Inc., Sovos Brands Inc., Gogo Inc. and others.

Pilgrim's Pride Corp., based in Greeley, remains the largest publicly traded company in the region, with \$14.77 billion in revenue in 2021.

It's followed closely by Westminster-based Ball Corp. — which owns Ball Aerospace & Technologies Corp. — with the company posting \$13.8 billion in revenue last year.

ALL IN BIZWEST



Highest-paid executives

BizWest combs through proxy statements filed by the U.S. Securities and Exchange Commission to collect data on the region's highest-paid executives, with Crocs Inc. CEO Andrew Rees claiming the top spot from Ball Corp. CEO John Hayes.

Rees topped the list with \$15.79 million in total compensation, driven largely by stock awards.

New to the list this year is SomaLogic CEO Roy Smythe, with \$14.3 million in total compensation, including \$12.4 million in options.

Check out the list for more new entrants, driven largely by new companies going public.

Public-Sector, Private-Sector

Rounding out the BizWest 500 is our list of the 50 largest public-sector employers and a whopping 300 private-sector employers, both ranked by number of employees.

Should your company be on one of our lists? Contact Chris Wood at cwood@bizwest.com to receive a survey.



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BWLIST

Mercury 100 Fastest-Growing Private Companies Flight I -

Boulder Valley

Companies with 2021 revenue above \$14,000,001.

Rank	Company	2-year revenue growth	Revenue 2021	local Revenue 2019	Number of employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Feel the World Inc., dba Xero Shoes 100 Technology Drive, Suite 315 Broomfield, CO 80021	230%	\$39,820,000	\$12,059,300	63	Performance and casual footwear.	303-447-3100 www.xeroshoes.com	Steven Sashen, CEO 2009
2	Summit Commercial Brokers 6800 N. 79th St., #103 Niwot, CO 80503	137%	\$35,389,117	\$14,918,320	5	Commercial real estate leasing, sales, and property management.	303-931-7341 www.summitcommercial.net	James Ditzel, Managing Partner 2016
3	Crestone Capital LLC 1048 Pearl St., Suite 450 Boulder, CO 80302	50%	\$30,000,000	\$20,000,000	52	Crestone Capital LLC is an independent, multi-family office that delivers wealth management services to an exclusive network of entrepreneurs, business owners and their families.	303-442-4447 www.crestonecapital.com	Eric Kramer, managing partner, CEO and CIO 1991
4	Ascent Builders Inc. 11001 W. 120th Ave., #400 Broomfield, CO 80021	48%	\$27,147,625	\$18,281,958	14	Full-service residential and commercial general contractor and homebuilder.	303-459-4947 www.ascentbuilders.net	Jason Brown, president 2005
5	Caplan and Earnest LLC 3107 Iris Ave., Suite 100 Boulder, CO 80301	38%	\$14,029,200	\$10,198,224	44	Education law, health law, litigation, estate planning, immigration, small business law, corporate law, and real estate law.	303-443-8010 www.celaw.com	Brad Hendrick, Managing Member; Jim Branum, managing member 1969
6	8z Real Estate 4041 Hanover Ave., Suite 200 Boulder, CO 80305	38%	\$40,201,802	\$29,230,324	92	Residential real estate brokerage; home-buyer representation; home-seller representation.	303-543-3083 www.8z.com	Ryan Carter, president; Lane Hornung, president and CEO 2009
7	DTJ Design Inc. 3101 Iris Ave., Suite 130 Boulder, CO 80301	23%	\$16,000,000	\$13,000,000	69	Design firm providing architecture, planning and landscape architecture services for residential, resort and mixed use environments.	303-443-7533 www.dtjdesign.com	William (Bill) Campie, president; David Williams, Director of Architecture 1988
8	Re/Max of Boulder Inc. 2425 Canyon Blvd., Suite 110 Boulder, CO 80302	18%	\$1,302,197,835	\$1,103,789,385	119	Real estate services.	303-449-7000 www.boulderco.com	Tom Kalinski 1977
9	Deneuve Construction Services 2344 Spruce St., Suite B Boulder, CO 80302	16%	\$60,500,000	\$52,000,000	34	General contractor specializing in multi-family housing, mixed use buildings, restaurant construction, tenant improvements, and other building construction and renovation.	303-444-6633 www.deneuveconstruction.com	David Garabed, president 1977
10	Ionex Research Corp. 1301 Eastwind Drive Lafayette, CO 80026	13%	\$16,000,000	\$14,100,000	75	Air-filtration systems used in environmental protection and clean-up of hazardous chemicals, nuclear waste, and military nerve agents.	303-666-5550 www.ionex.US	Matthew Porrey, president 1978

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Mercury 100 Fastest-Growing Private Companies Flight II - Boulder Valley

Companies with 2021 revenue between \$4,600,001 - \$14,000,000.

Rank	Company	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Creative Alignments LLC P.O. Box 17846 Boulder, CO 80308	46%	\$4,730,000 \$3,238,070	22	Creative Alignments provides client-aligned recruiting services on an hourly billing model, rather than charging commissions like traditional recruiters. Specialty areas include the technology and food/beverage/CPG.	303-835-9066 www.creativealignments.com	Peggy Shell, founder and CEO 2010
2	RMC Pharmaceutical Solutions 1851 Left Hand Circle, Suite A Longmont, CO 80501	42%	\$8,376,000 \$5,917,704	23	Problem solving for pharmaceutical development.	303-776-5200 www.rmcpharma.com	Timothy Joy, president & CEO 2004
3	Milo Construction Corp. 5660 Valmont Road, Suite A Boulder, CO 80301	29%	\$11,000,000 \$8,532,000	22	General contracting, including commercial construction (ground-up & tenant finish), pre-construction services, design-build.	303-444-7775 www.miloconstruction.com	Patrick Minniewar, president; Jerry Hawkins, Director of Operations 2009
4	Peak Asset Management LLC 1371 E. Hecla Drive, Suite A Louisville, CO 80027	23%	\$4,659,560 \$3,783,000	10	Independent advisory firm providing personalized, comprehensive wealth management and planning services.	303-926-0100 www.peakam.com	Tara Hefty, CFA, FRM, Managing Partner 1994
5	Parallel Path 1711 15th St., Suite B Boulder, CO 80302	22%	\$5,200,000 \$4,250,000	24	Digital marketing agency for health, wellness and lifestyle brands: marketing strategy, brand awareness, lead generation, SEO, paid search, paid social, analytics, content, creative, websites	303-396-1111 www.parallelpath.com	John Kadlic, CEO 2006
6	Lyons Gaddis 515 Kimbark St., Second Floor Longmont, CO 80501	18%	\$9,200,000 \$7,792,109	46	Lyons Gaddis serves businesses, local governments, families and individuals in the greater Denver area and throughout Colorado.	303-776-9900 www.lyonsgaddis.com	Cameron Grant, managing shareholder; Scott Holwick 1972
7	American Outdoor Products Inc. 6350 Gunpark Drive Boulder, CO 80301	16%	\$11,465,540 \$9,879,664	50	Specializes in freeze-dried, innovative foods using unique ingredients, which are distributed both nationally and internationally through natural products and outdoor retailer channels.	303-581-0518 www.backpackerspantry.com	Soraya Smith, president 1971
8	TouchSource LLC 1370 Miners Drive, Suite 103 Lafayette, CO 80026	15%	\$10,500,000 \$9,100,000	44	Electronic directories and digital signage, public-information kiosks, video walls, elevator and conference room signs.	866-476-1872 www.touchsource.com	Ajay Kapoor, CEO 1996
9	Jorgensen, Brownell & Pepin PC 900 S. Main St., Suite 100 Longmont, CO 80501	12%	\$7,585,123 \$6,752,856	44	Full-service law firm with experience in probate, elder law, estate planning, auto and pedestrian accidents, personal injury, real estate, construction, business transaction and disputes, divorce, custody, family law, criminal defense, and DUI/DWI.	303-678-0560 www.jbplegal.com	Anne Jorgensen, managing shareholder 1989
10	Textile Network Inc. 501 E. Simpson St. Lafayette, CO 80026	11%	\$5,000,000 \$4,500,000	7	Specializes in plastic hardware, webbing, elastic, cord, bungee and research and development consultation.	303-666-9599 www.texnetinc.com	Pamela Resendez, owner; Emily Adams, CFO 1990

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Mercury 100 Fastest-Growing Private Companies Flight III - Boulder Valley

Companies with 2021 revenue between \$1,900,001 - \$4,600,000.

Rank	Company	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Green Alpha Advisors LLC 287 Century Circle Louisville, CO 80027	363%	\$3,427,000 \$740,025	6	Investing in companies that create or enable innovative solutions to the risks of climate change, resource scarcity and degradation, widening inequality, and the human disease burden.	303-993-7856 www.greenalphaadvisors.com	Jeremy Deems, co-founder/ CFO/portfolio manager 2007
2	Meyer Skidmore & Co. 63 S Pratt Parkway, Unit A Longmont, CO 80501	68%	\$1,948,174 \$1,157,953	4	Installation of flooring, including hardwood, carpet, LVT, engineered and tile.	303-444-1174 www.meyerskidmore.com	Abbey Van Horn, owner 2018
3	Rosewood Construction Inc. 4134 Stone Place Boulder, CO 80301	40%	\$3,500,000 \$2,500,000	10	Custom homes and large-scale remodels- renovations.	303-443-6022 www.rosewoodconstruction.com	David Rose, president 1980
4	Skycastle Construction 1245 Pearl St., Suite 202 Boulder, CO 80302	37%	\$4,250,000 \$3,100,000	6	General contractor for green custom homes and commercial projects in the Boulder/Denver metro area.	720-407-8010 www.skycastleconstruction.com	Scott Rodwin, owner; Brandon David, VP 2001
5	Indian Peaks Ace Hardware 74 Colorado Highway 119 S. Nederland, CO 80466	30%	\$3,360,000 \$2,590,000	20	Retail hardware store.	303-258-3132 www.indianpeaksace.com	Steve Culver, president 1987
6	Ascent CFO Solutions 1035 Pearl St., Suite 407 Boulder, CO 80302	25%	\$3,100,900 \$2,475,000	3	Ascent CFO Solutions is a Boulder/Denver Fractional CFO firm engaged in financial modeling, cash forecasts, fundraising, outsourced accounting & M&A support.	720-295-3346 www.ascentcfo.com	Dan DeGolier, CEO and founder 2011
7	Vermilion Inc. 3055 Center Green Drive Boulder, CO 80301	25%	\$3,500,000 \$2,800,000	18	Integrated marketing: comprehensive brand strategy, identity, graphic design, package design, digital marketing, website design and development.	303-443-6262 www.vermilion.com	Bob Morehouse, CEO 1980
8	Harris Dewart LLC P.O. Box 381 Nederland, CO 80466	22%	\$2,890,000 \$2,363,167	7	Residential and commercial construction.	303-258-3588 www.harrisdewart.com	Andrew Dewart, owner; Hunter Harris, Partner 2016
9	Insight Designs Web Solutions LLC 2006 Broadway, Suite 300 Boulder, CO 80302	15%	\$4,192,308 \$3,655,928	21	Web design and development, iOS and Android app design and development, custom programming, Magento development, WordPress development, Shopify development, web security, SEO consulting, ADA compliance and web accessibility, digital marketing, branding and business strategy.	303-449-8567 www.insightdesigns.com	Beth Krodell, partner 1999
10	Greenbriar Inn 8735 N. Foothills Highway Boulder, CO 80302	8%	\$2,287,963 \$2,108,751	35	Fine-dining restaurant and event venue. Serving dinner Wednesday-Sunday from 5-9pm and brunch on Sunday from 10am-1pm. Private dining rooms and outdoor patios can accommodate events from 10 to 300 gue	303-440-7979 www.greenbriarinn.com	Philip Goddard III, proprietor & general manager 1967

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Mercury 100 Fastest-Growing Private Companies Flight IV - Boulder Valley

Companies with 2021 revenue between \$740,001 and \$1,900,000.

Rank	Company	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge Title Year founded
1	Colorado Crafted LLC 323 Third Ave. Longmont, CO 80501	173%	\$940,000 \$344,617	4	Modern gift baskets of products made by local small businesses in Colorado.	206-910-9988 www.coloradocraftedbox.com	Sarah Welle; Dulcie Wilcox co-founders 2013
2	Boulder Brokers LLC, dba Market Real Estate 1150 Maxwell Ave., Suite 200 Boulder, CO 80304	87%	\$1,873,956 \$1,000,225	10	Commercial real estate brokerage.	303-444-4888 www.marketboulder.com	Todd Walsh owner 2018
3	Rodwin Architecture 1245 Pearl St., Suite 202 Boulder, CO 80302	73%	\$1,700,000 \$980,000	16	Full-service green design for residential and commercial projects throughout Colorado, including offices, restaurants, retail, religious, athletic, multi-family and custom homes.	303-413-8556 www.rodwinarch.com	Scott Rodwin principal 1999
4	Arcadea Inc. 741A Pearl St. Boulder, CO 80302	30%	\$855,838 \$656,776	5	Architecture.	303-449-6605 www.arcadea.com	David Biek principal 1995
5	Sciencetech Inc. 5649 Arapahoe Ave. Boulder, CO 80303-1399	17%	\$1,774,318 \$1,520,042	15	High-precision balances, electronic weighing sensors, laser power/energy detectors, laser power/energy meters, laser instrumentation calibration services, repair services.	303-444-1361 www.sciencetech-inc.com	Robert Guidetti president & CEO 1968
6	All County Property Management of Boulder 6650 Gunpark Drive, Suite 200 Boulder, CO 80301	11%	\$955,334 \$859,344	8	Residential property management serving Boulder County and nearby communities.	720-428-2100 www.allcountyboulder.com	Simon Heart president/owner 2012
7	Battan Alpert LLP 1909 26th St., Suite 1F Boulder, CO 80302	11%	\$1,000,000 \$900,000	8	Immigration law firm serving the immigration needs of businesses, families and individuals.	303-444-8668 www.battanalpert.com	Lisa Battan immigration attorney 2000
8	Synapse Physical Therapy 1 Superior Drive, Suite B Superior, CO 80027	11%	\$1,000,000 \$900,000	17	Physical therapy, sports medicine, joint replacement, spine, dry needling, vestibular rehab, headaches, migraine, medicare.	720-388-8380 www.synapsept.com	Michael Keating owner/director 2007
9	Greater Western Plumbing LLC 1003 S. Bross St. Longmont, CO 80501	10%	\$1,106,000 \$1,004,192	8	Full-service plumbing company specializing in small commercial new builds and tenant finishes.	303-223-8342 www.greaterwesternplumbing.com	Dustin Waltz co-owner 2011
10	Osmosis Art and Architecture 290 Second Ave. Niwot, CO 80544-1024	3%	\$741,212 \$716,991	7	Architecture: custom residential, production residential, office and retail.	303-652-2668 www.osmosisarchitecture.com	Anne Postle president 1994

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Mercury 100 Fastest-Growing Private Companies Flight V - Boulder Valley

Companies with 2021 revenue up to \$740,000.

Rank	Company	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Studio Blue Design LLC 460 S. 38th St. Boulder, CO 80305	233%	\$500,000 \$150,000	1	Custom homes and remodels.	303-818-5331 www.studiobluedesign.biz	Lori Schneider, owner 2004
2	Freedom Folding & Electric Bikes LLC 3119 28th St. Boulder, CO 80301	110%	\$730,000 \$348,000	2	Electric and folding bicycles and accessories.	720-588-3653 www.freedomfoldingbikes.com	Chuck Ankeny, founder 2015
3	Code Blue Computing Inc. 26 Garden Center, Suite #1A Broomfield, CO 80020	66%	\$536,849 \$322,831	4	Help desk, cybersecurity, IT support, server setup & maintenance, IT infrastructure, phone systems.	720-746-9763 www.codebluecomputing.com	Jeri Morgan, CEO 2010
4	Earthvisionz Inc. 5171 Eldorado Springs Road Boulder, CO 80303	64%	\$740,000 \$450,000	6	Critical event management software platform with satellite map command center and real time alerting to help asset managers mitigate loss. protect people and places.	303-444-1000 www.earthvisionz.com	Jeff Schott, president, co-founder 2010
5	EnergySense LLC 1467 Patton Drive Boulder, CO 80303	60%	\$40,000 \$25,000	1	Consultant for energy efficiency of commercial and residential structures, mobility and products. Research, analysis and recommendations based on scientific fundamentals, to deliver a more comfortable and cost-effective solution.	303-507-7887 www.EnergySense.com	Carl Lawrence, president 1996
6	OnPath Testing Corp. 2525 Arapahoe Ave., Suite E4-150 Boulder, CO 80302	43%	\$677,261 \$474,211	1	Software testing for web, mobile, and IOT applications.	303-479-4994 www.onpathtesting.com	Brian Borg, President 2009
7	Cheetahfit Training & Massage Center 5603 Arapahoe Ave., Unit 5 Boulder, CO 80303	28%	\$504,000 \$395,000	4	Personal training, massage therapy, sport strength and conditioning, corrective exercise, weight loss, rolfling.	303-475-4578 www.cheetahfit.com	Matt Hoskins, owner/CEO 2005
8	The Mountain-Ear 20 E. Lakeview Drive, Unit 109 Nederland, CO 80466	17%	\$118,138 \$100,633	37	Advertising in print, online, social media, podcast. Subscriptions. Stories. News.	303-810-5409 www.themtnear.com	Barbara Hardt, publisher 1977
9	Livia Hall Acupuncture 9283 Ogallala Road Longmont, CO 80503	14%	\$24,000 \$21,000	1	Acupuncture, herbal formulas, qigong, nutritional consultations, moxibustion, tuina bodywork, specializing in chronic conditions.	303-704-3307 www.liviahall.com	Livia Hall, owner 2004
10	DesignDevine Inc., dba DD9 4275 16th St., No. 104 Boulder, CO 80304	2%	\$420,000 \$410,000	4	Web design, UX/UI, web application development, branding and graphic design.	303-417-6369 www.dd9.com	Todd Dumas, president/ creative director 2001

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Mercury 100 Fastest-Growing Private Companies Flight I - Northern Colorado

Companies with 2021 revenue above \$18,000,001.

Rank	Company name	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Hayden Outdoors LLC 501 Main St., Unit A Windsor, CO 80550	208%	\$38,224,815 \$12,415,592	9	Hayden Outdoors offers real estate services for buyers and sellers of rural real estate, including farms, ranches, country estates, recreational properties, cabins, waterfront and land.	970-674-1990 www.haydenoutdoors.com	Dax Hayden, managing partner 1976
2	Bridgewater Homes LLC 4090 Clydesdale Parkway Loveland, CO 80538	189%	\$104,620,634 \$36,189,094	37	Bridgewater Homes builds Energy Star single-family homes in Northern Colorado, in communities such as The Lakes at Centerra, Sonders Fort Collins, Kinston and The Ridge at Johnstown.	970-444-5322 www.bridgewaterhomes.com	Leslie Moen, COO; Ben Broccoli, President; Bill Robinson, CEO; Leslie Moen, COO; Bill Robinson, CEO 2015
3	C3 Real Estate Solutions LLC 2720 Council Tree Ave., Suite 178 Fort Collins, CO 80525	99%	\$24,584,365 \$12,340,442	N/A	Real estate — buying, selling, renting, relocating, investing, residential or commercial.	970-225-5152 www.c3realestatesolutions.com	Jesse Laner; John Simmons, co-founder/brokers 2012
4	Baessler Homes 3780 W. 10th St., Suite 200 Greeley, CO 80634	41%	\$81,959,812 \$58,000,000	50	Homebuilder, including single-family and multi-family.	970-353-1492 www.BaesslerHomes.com	Jamie Baessler, CEO 1968
5	Naranjo Civil Constructors Inc. 627 27th St. Garden City, CO 80631	40%	\$25,200,000 \$18,000,000	65	Civil & drainageway construction.	970-356-7909 www.naranjocivil.com	Jerry Naranjo, president 1982
6	Duran Excavating Inc. 14332 Weld County Road 64 Greeley, CO 80631	40%	\$20,121,000 \$14,400,000	65	Earthwork, utilities and roadwork.	970-351-0192 www.duranexcavating.com	Ernest Duran, co-owner/president; Gary Duran, co-owner; Larry Duran, co-owner 1978
7	Ward Electric Co. Inc. 9586 E. I-25 Frontage Road, Suite B Longmont, CO 80504	37%	\$101,000,000 \$73,720,330	261	Ward Electric Co. is a full-service electrical contractor. Its range of work includes high-voltage (transmission, distribution, substations), commercial, industrial, residential and renewables.	303-682-0066 www.wardelectriccompany.com	Mark Ward, CEO; Matt Ward, president 2005
8	Landmark Homes 6341 Fairgrounds Ave., Suite 100 Windsor, CO 80550	28%	\$92,000,000 \$72,000,000	72	Home builder and developer.	970-460-0567 www.mylandmarkhomes.net	Jon Mosier, president; Jason Sherrill, CEO 2005
9	Employment Solutions 4750 Larimer Parkway, Suite 201 Johnstown, CO 80534	21%	\$27,489,336 \$22,734,301	634	Industrial & manufacturing staffing services.	970-407-9675 www.employmentsolutions.com	Rick Wagner, president; Katherine Wagner, majority owner 1994
10	Lind's Plumbing and Heating Inc. 1414 Blue Spruce Drive, 16th Unit A Fort Collins, CO 80524	16%	\$22,000,000 \$19,023,202	175	Commercial and Residential plumbing.	970-221-1735 www.lindsph.com	Kellan Moore, president/CEO; Rick Scaglione, president/COO 1984

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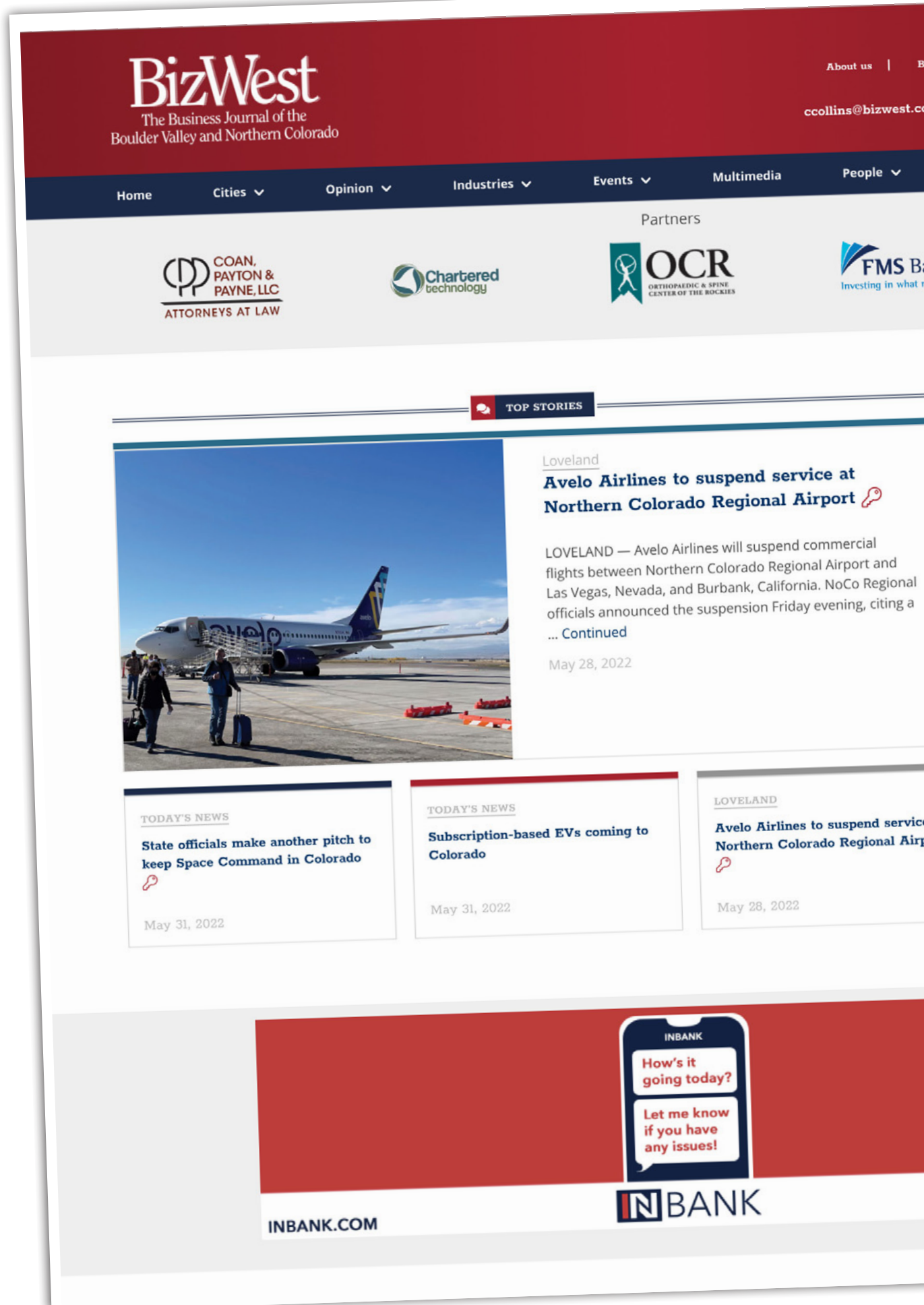
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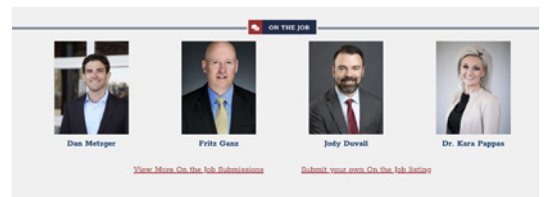
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Brinkman Real Estate's continued focus on acquisitions in high-growth markets throughout the Intermountain West region has proven successful over the past year. The company closed last week on its eighth deal in as many months, topping \$220 million in volume since last fall. With the continued strength of real estate in its target markets, Brinkman Real Estate expects this trend to continue. To support the continued influx of transaction activity, Brinkman Real Estate welcomed Dan Metzger as Chief Operating Officer to lead portfolio strategy and performance. His role will include oversight of the investor relations, operations and asset management functions of the company. Metzger has been an active participant in the institutional real estate community since 1998. Before joining Brinkman, he was Chief Operating Officer at Brue Baukol Capital Partners (BBCP), a Denver-based investment and development firm. Among his responsibilities were leading BBCP's investments team to successful execution on the firm's real estate projects and ensuring the timely and accurate communication to its investors. Prior to that, he was Vice President of Asset Management at Dividend Capital Diversified Property Fund, a Denver-based REIT and he has also held positions with Lowe Enterprises (Denver), NorthStar Capital (Denver) and Ryan Companies (Minneapolis).

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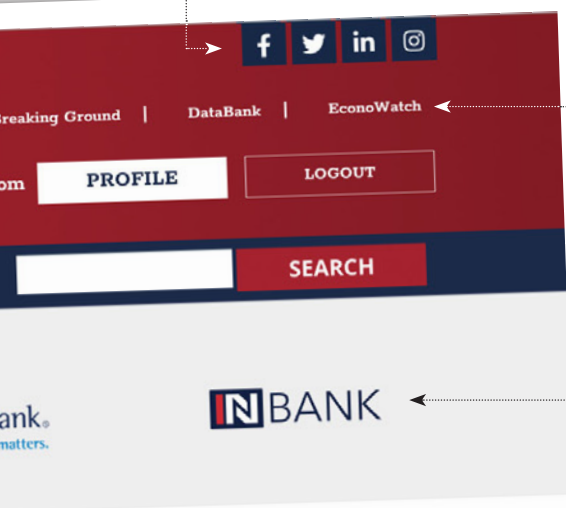
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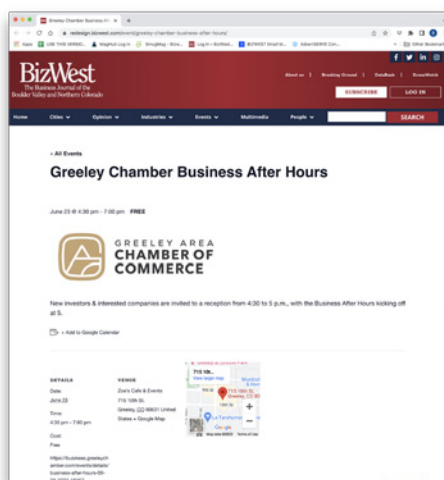
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Community Calendar

Back by popular demand, BizWest is relaunching its regional community calendar for nonprofits and business organizations, like local Chambers of Commerce, to highlight upcoming events. This calendar will always remain in front of our paywall and provide a great way to ensure that when planning an event, you are not scheduling on the same day as a competing organization.



Podcasts

Find BizWest Podcast under the Multimedia link.



WENDY DAVIS & PRODUCED BY APRIL A. WOOD | 5/14/21 PM

BizWest Podcast, April 6, 2021: Neil Best signs off from KUNC after almost 50 years

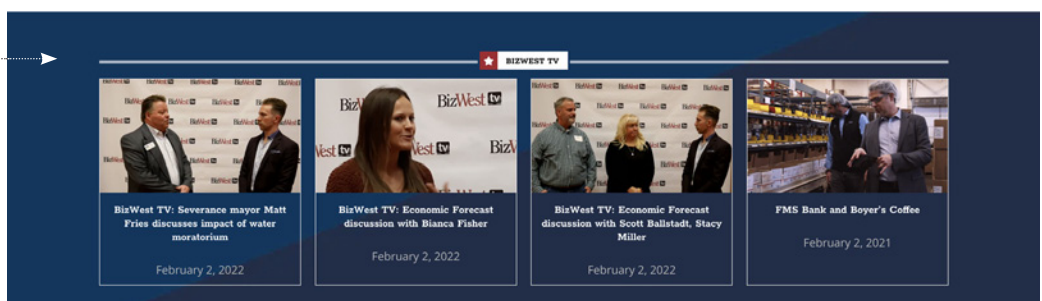
By Dan Mika



KUNC CEO Neil Best reflects on how he's watched Northern Colorado change over the past half-century from his perch as a program director, news director and CEO of the public radio station as he exits retirement.

Video

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LIST

Mercury 100 Fastest-Growing Private Companies Flight II - Northern Colorado

Companies with 2021 revenue between \$5,950,001 and \$18,000,000.

Rank	Company name	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Awakened Foods LLC 225 42nd St. SW, Suite C Loveland, CO 80537	1,789%	\$8,500,000 \$450,000	55	Popped & extruded natural snacks, paleo and keto granolas and snacks, private-label and contract-manufacturing services.	970-366-4567 www.awakenedfoods.com	Dustin Finkel, CEO & founder 2018
2	NeuMark Commercial Builders LLC 6379 Rockwell Court Loveland, CO 80538	50%	\$9,000,000 \$6,000,000	10	Commercial general contractor, project management.	970-449-1610 www.NeuMarkCB.com	Scott Neuenschwander, president 2016
3	Malm Electrical Contractors LLC 5641 Iris Parkway, Suite A Frederick, CO 80504	38%	\$18,000,000 \$13,000,000	70	Commercial, industrial, multi-family, design-built services.	970-532-9900 www.malmelectric.com	Trent Malm; Roy Maynes; Chris Raskay, partners 2002
4	Diamond Spas Inc. 4409 Coriolis Way Frederick, CO 80504	35%	\$15,160,000 \$11,211,000	61	Diamond Spas manufactures custom stainless-steel & copper spas, pools, glass walled spas & pools, swim spas, cold therapy pools, water features and luxury custom indoor and outdoor bath fixtures.	720-864-9115 www.diamondspas.com	Tom Bennett, vice president/co-founder; Stephanie Bennett, president & co-founder 1996
5	Schlosser Signs Inc. 3597 Draft Horse Court Loveland, CO 80538	35%	\$8,568,587 \$6,359,000	41	Surveys, permit acquisition, code appeal, planned sign program development, design, custom fabrication, installation, removals, service, repair, LED retrofit and lot lighting.	970-593-1334 www.schlossersigns.com	Carla Schlosser, CEO 1999
6	EnergyLogic Corp. 309 Mountain Ave. Berthoud, CO 80513	27%	\$6,262,108 \$4,929,753	43	EnergyLogic is a building-science consulting and inspection company working with builders, architects and others involved in high-performance construction.	970-556-0705 www.theenergylogic.com	Steve Byers, CEO; Wynne Maggi, president 2006
7	Ensign Power Systems Inc. 2175 Citrine Court Loveland, CO 80537-5132	27%	\$7,546,895 \$5,963,775	23	Designs and manufactures electronic power supplies.	970-203-9255 www.ensignpower.com	R. Choate, vice president; Daniel Danowski, president 1995
8	Motherlove Herbal Co. 1420 Riverside Ave., Suite 114 Fort Collins , CO 80524	17%	\$7,575,000 \$6,452,000	14	Manufactures natural and organic products specifically for pregnancy and breastfeeding.	970-493-2892 www.motherlove.com	Silencia Cox , CEO 1990
9	IMS Heating & Air Inc. 5213 Longs Peak Road, Unit A Berthoud, CO 80513	16%	\$15,549,923 \$13,382,839	82	HVAC maintenance, service, indoor air-quality, retrofit, new construction, commercial.	970-532-0123 www.imsheatingandair.com	Daren Shawver, president 2000
10	Sears Real Estate 2021 Clubhouse Drive, Suite 100 Greeley, CO 80634	15%	\$8,966,900 \$7,815,357	4	Real estate agent-owned residential real estate brokerage and relocation services.	970-330-7700 www.searsrealestate.com	Steven Baker, employing broker 1972

Regions surveyed include Larimer and Weld counties.

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MERCURY 100 FASTEST-GROWING PRIVATE COMPANIES 2022 HONOREE NORTHERN COLORADO

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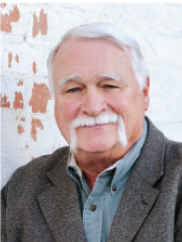
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Mercury 100 Fastest-Growing Private Companies Flight III -

Companies with 2021 revenue between \$2,100,001 and \$5,950,000.


Northern Colorado

Rank	Company name	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Senior Helpers 3101 Kintzley Court, Unit J Laporte, CO 80535	316%	\$3,121,371 \$750,854	79	Provides licensed in-home care so that seniors can age in place. Specializes in Alzheimer's and dementia and Parkinson's-disease care.	970-658-8228 www.seniorhelpersNoCo.com	Gil Atanasoff, owner, executive director 2017
2	Waypoint Real Estate LLC 125 S. Howes St., Suite 500 Fort Collins, CO 80521	144%	\$5,930,453 \$2,434,051	N/A	Full-service real estate company providing commercial real estate brokerage, property management, property maintenance and investment services.	970-632-5050 www.waypointre.com	Joshua Guernsey, managing broker 2016
3	Opterus Research and Development Inc. 815 14th St. SW, Unit C200 Loveland, CO 80537	118%	\$3,000,000 \$1,376,029	15	Advanced satellite structural components and architectures. Deployable booms, solar arrays, antennas, and sails/shades.	970-822-7874 www.opterusrd.com	Thomas Murphey, president 2015
4	Aerosol Devices Inc. 217 Racquette Drive, Suite 8 Fort Collins, CO 80524	97%	\$3,173,396 \$1,613,338	10	Instruments designed for efficient, concentrated collection of nanometer to micrometer-sized aerosol particles, including inhalable bioaerosols: virus, bacteria and fungal spores.	970-744-3244 https://aerosoldevices.com	Patricia Keady, co-founder, president & CEO 2014
5	SharpNet Solutions Inc. 612 S College Ave. Fort Collins, CO 80524	61%	\$4,060,000 \$2,520,000	40	Digital marketing services including SEO, PPC, social media, programmatic ads, and website design.	970-472-0354 www.sharpnetsolutions.com	Chris Sharp, president/CEO 1998
6	Journey Payroll & HR 3800 Automation Way, 3rd Floor Fort Collins, CO 80525	51%	\$2,103,304 \$1,393,051	22	Payroll, H.R., time clock, employee-engagement services and more. Journey serves businesses from one to 1,000 employees.	970-568-8613 www.journeypayroll.com	Kevin Welch, CEO 2010
7	Semantic Arts Inc. 123 N. College Ave. Fort Collins, CO 80524	47%	\$3,500,000 \$2,374,361	6	Professional services, helping firms transform their information systems from being application-centric to being data-centric.	970-490-2224 www.semanticarts.com	Dave McComb, president 2000
8	Oleo Acres Farrier Supply Inc. 1036 S. County Road 21 Berthoud, CO 80513	25%	\$3,500,000 \$2,800,000	4	Farrier/blacksmith supplies.	970-532-3490 www.oleoacresfarriersupply.com	Robert Michel, president 1975
9	Total Facility Care LLC 453 N. Denver Ave. Loveland, CO 80537	25%	\$3,957,584 \$3,170,546	105	Commercial cleaning and building maintenance.	970-800-3801 www.TotalFacilityCare.com	Pete Gazlay, president 2010
10	AgPro Environmental Services LLC, dba AGPROfessionals 3050 67th Ave. Greeley, CO 80634	25%	\$4,869,559 \$3,907,539	30	Agriculture, rural commercial and renewable-energy development consulting includes: real estate & site selection, public relations, planning & zoning, surveying, engineering, environmental & agronomy.	970-535-9318 www.agpros.com	Thomas Haren, CEO 2000

Regions surveyed include Larimer and Weld counties.

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Mercury 100 Fastest-Growing Private Companies Flight IV - Northern Colorado

Companies with 2021 revenue between \$820,001 and \$2,100,000.

Rank	Company name	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Western Hardwoods LLC 8980 W. First St. Wellington, CO 80549	293%	\$873,601 \$222,167	4	Specialty Lumber Distributor: kiln-dried hardwoods, timbers, reclaimed material: hand-hewn beams, circle-sawn beams, siding, paneling, flooring, mantles, doors and more.	970-293-3311 www.westernhardwoods.com	Jim Senn, owner 2018
2	LandOne Engineering LLC 361 71st Ave., #100 Greeley, CO 80634	154%	\$1,705,131 \$671,025	16	Land development, civil engineering, consulting.	970-632-2311 www.landone.co	Daniel Hull, principal/ owner 2017
3	Navigation Wealth Management 3500 John F. Kennedy Parkway, Suite 300 Fort Collins, CO 80525	76%	\$1,150,000 \$652,309	7	Investment management, retirement planning, Social Security optimization.	970-672-1236 www.navwm.com	Adam Brunin, president & CEO 2016
4	Eger CPA 2726 Illinois Drive, Suite 201 Fort Collins, CO 80525	76%	\$2,000,000 \$1,136,316	14	Full-service tax, accounting and payroll services.	970-223-4913 www.egercpas.com	Jason Eger, CEO, CFO 2009
5	Wilcoxson Manufacturing Inc. 14420 Mead Court Longmont, CO 80504	40%	\$901,000 \$643,000	6	Small-scale and parts quantity sheet metal manufacturing. Graining abilities.	970-535-0505 www.wilcoxsonmfg.com	Clint Wilcoxson, general manager; Paige Schahrer, business manager; Lea Davis, owner, president 1982
6	Wild Birds Unlimited, Fort Collins 3636 S. College Ave. Fort Collins, CO 80525	32%	\$1,450,000 \$1,100,000	11	Bird seed, suet, mealworms, nectar, corn, peanuts, bird feeders, bird baths and fountains, mounting and hanging hardware, binoculars, spotting scopes, optics accessories, bird houses, gifts and nature related items	970-225-2557 www.wbu.com	Lauren DeRosa, owner, president 1992
7	Brillity Digital LLC 1001A E. Harmony Road Fort Collins, CO 80525	25%	\$838,364 \$668,306	5	Digital marketing, business strategy, web development.	970-591-4642 www.brillitydigital.com	Derrick Kuhn, owner, founder 2017
8	G & N Construction 628 First Ave. Ault, CO 80610	25%	\$1,000,000 \$800,000	8	General contracting, pre-engineered metal buildings and general construction serving the commercial and agricultural sector.	970-590-3535 N/A	Gary White, president 1996
9	Mountain Whitewater & The Paddler's Pub 1329 N. U.S. Highway 287 Fort Collins, CO 80524	18%	\$1,000,000 \$850,000	70	Whitewater rafting, bar, entertainment site.	970-419-0917 www.raftmw.com	Brad Modesitt, chief entertainment officer 2000
10	Colorado Blinds & Design 257 E. 29th St. Loveland, CO 80538	7%	\$1,600,000 \$1,500,000	10	Blinds and window treatments,home accents, mirrors, floral, interior design.	970-663-0505 www.coloradobd.com	Judy Magara, president/owner 1981

Regions surveyed include Larimer and Weld counties.

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Companies with 2021 revenue up to \$820,000.

Rank	Company name	2-year revenue growth	Revenue 2021 Revenue 2019	Number of local employees	Products/Services	Phone Website	Person in charge, Title Year founded
1	Journey Franchising LLC 3800 Automation Way, 3rd Floor Fort Collins, CO 80525	155%	\$815,552 \$319,265	7	Journey Franchising offers Journey Payroll & HR services in local communities.	970-568-8613 www.journeypayroll.com	Kevin Welch, CEO 2017
2	RLK-PLG Investment Management LLC 215 W. Magnolia St., Suite 200 Fort Collins, CO 80521	77%	\$280,000 \$158,636	1	Investment adviser, portfolio management.	970-484-2161 N/A	Paul Gronewoller, president 2005
3	Healing Warriors Program 1044 W. Drake Road, Suite 202 Fort Collins, CO 80526	75%	\$628,928 \$358,743	7	Non-narcotic treatment care: Acupuncture detox for substance abuse, PTSD series, sleep-disorder series, interpersonal-trauma series and senior-wellness and preventative-care series.	970-776-8387 www.healingwarriorsprogram.org	Ana Yelen, executive director 2013
4	CJ's Electric Inc. 1175 Osprey Road Eaton, CO 80615	64%	\$540,390 \$329,627	2	Electrical contractor.	970-227-5336 N/A	CJ Myatt, President 1991
5	All County Fort Collins Property Management 1027 W. Horsetooth Road, Suite F208 Fort Collins, CO 80526	52%	\$494,592 \$326,387	7	Residential property management serving Larimer and Weld counties.	970-825-1000 www.allcountyfc.com	Simon Heart, president/owner 2015
6	Hoover Harris & Co. PC 1831 65th Ave., Suite #1 Greeley, CO 80634	50%	\$750,000 \$500,000	7	Agricultural, trucking, oil and gas, small business, tax prep and consultation, payroll and bookkeeping services.	970-352-1642 www.hooverharriscpa.com	Ron Marshall, principal 1969
7	Digital Workshop Center 324 Remington St., Suite 130 Fort Collins, CO 80524	46%	\$600,000 \$409,665	3	Technology trade school, occupational school, co-working.	970-980-8091 www.digitalworkshopcenter.com	Stu Crair, training director, founder 2006
8	Crafted Leadership LLC 5301 Giddings Road Fort Collins, CO 80524	38%	\$264,000 \$191,660	1	Leadership coaching and training	303-709-3145 www.craftedleadership.com	Nancy Kepner, CEO 2017
9	Leave A Legacy Inc. 1827 E. Harmony Road Fort Collins, CO 80528	37%	\$472,700 \$345,200	5	Transforming old media such as photos, videos, film and audio into digital creations.	970-226-0102 www.leavealegacytoday.com	Marsha Knackstedt, president 2006
10	Assist 2 Sell/Ortiz Realty Inc. 1601 E. Eisenhower Blvd., No. 4 Loveland, CO 80537	31%	\$245,000 \$187,000	1	Real estate brokerage.	970-690-5922 www.a2scolorado.com	Roberto Ortiz, broker/owner 1998

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Public-Sector Employers

Ranked by number of full-time employees

Rank	Employer	Number of employees in region	Type	Phone Website Headquarters	Person in charge, Title
1	Colorado State University 200 W. Lake St. Fort Collins, CO 80523	9,196 ¹	Public university.	970-491-1111 www.colostate.edu Fort Collins, CO	Joyce McConnell, president; Anthony (Tony) Frank, Dr., chancellor
2	University of Colorado Boulder 565 UCB, University of Colorado Boulder Boulder, CO 80309	6,200	Public university.	303-492-6893 www.colorado.edu Boulder, CO	Philip DiStefano, chancellor
3	Boulder Valley School District 6500 Arapahoe Ave. Boulder, CO 80303	3,832	Public school district.	303-447-1010 www.bvsd.org Boulder, CO	Rob Anderson, Ed.D., superintendent
4	St. Vrain Valley School District 395 S. Pratt Parkway Longmont, CO 80501-6527	3,570	Public school district.	303-776-6200 www.stvrain.k12.co.us Longmont, CO	Don Haddad, superintendent
5	Poudre School District-R1 2407 Laporte Ave. Fort Collins, CO 80521	3,467	Public school district.	970-490-3620 www.psdschools.org Fort Collins, CO	Brian Kingsley, Mr., superintendent
6	Thompson School District-R2J 800 S. Taft Ave. Loveland, CO 80537	2,399	Public school district.	970-613-5000 www.thompsonschoools.org Loveland, CO	Marc Schaffer, superintendent
7	Weld County School District 6 (Greeley-Evans) 1025 Ninth Ave. Greeley, CO 80631	2,258	Public school district.	970-348-6000 www.greeleyschools.org Greeley, CO	Deirdre Pilch, superintendent of schools
8	Larimer County 200 W. Oak St. Fort Collins, CO 80521	2,073	County government.	970-498-7010 www.larimer.org Fort Collins, CO	Linda Hoffmann, county manager
9	Boulder County 2020 13th St. Boulder, CO 80302	2,040	County government.	303-441-3500 www.bouldercounty.org Boulder, CO	Matt Jones; Claire Levy; Marta Loachamin, commissioners
10	Weld County 1150 O St. Greeley, CO 80631	1,823	County government.	970-356-4000 www.co.weld.co.us Greeley, CO	Steve Moreno, board chairman
11	City of Fort Collins 300 Laporte Ave. Fort Collins, CO 80522	1,757	Municipal government.	970-221-6505 www.fcgov.com Fort Collins, CO	Jeni Arndt, mayor; Kelly DiMartino, interim city manager
12	City of Boulder 1777 Broadway Boulder, CO 80306	1,461	Municipal government.	303-441-3090 www.bouldercolorado.gov Boulder, CO	Aaron Brockett, mayor; Nuria Rivera-Vandermyde, city manager
13	University of Northern Colorado 1862 10th Ave. Greeley, CO 80639	1,221	Public university.	970-351-1890 www.unco.edu Greeley, CO	Andy Feinstein, president
14	University Corporation for Atmospheric Research (UCAR) 1850 Table Mesa Drive Boulder, CO 80305	1,187 ²	Research and development related to atmospheric sciences, provides advanced research facilities for the science community, technology transfer.	303-497-1000 www.ucar.edu Boulder, CO	Antonio Busalacchi, president
15	National Center for Atmospheric Research (NCAR) 1850 Table Mesa Drive Boulder, CO 80305	1,187 ³	Scientific research laboratory. Mission is to understand the behavior of the atmosphere and related systems.	303-497-1000 ncar.ucar.edu Boulder, CO	Everette Joseph, director
16	City of Greeley 1000 10th St. Greeley, CO 80631	1,145	Municipal government.	970-350-9770 www.greeleygov.com Greeley, CO	John Gates, mayor; Raymond Lee, acting city manager
17	City of Longmont 350 Kimbark St. Longmont, CO 80501	1,059	Municipal government.	303-776-6050 longmontcolorado.gov Longmont, CO	Brian Bagley, mayor; Harold Dominguez, city manager
18	Front Range Community College 4616 S. Shields St. Fort Collins, CO 80526	992 ⁴	Public college with degrees that transfer to colleges and universities; career/technical degrees in in-demand career fields and customized training for business and industry.	970-226-2500 www.frontrange.edu Westminster	Andrew Dorsey, president; Colleen Simpson
19	Front Range Community College 3645 W. 112th Ave. Westminster, CO 80031-2199	992 ⁴	Bachelor, associates and certificates.	303-404-5000 www.frontrange.edu Westminster	Colleen Simpson, president
20	City of Loveland 500 E. Third St., Suite 330 Loveland, CO 80537	944	Municipal government.	970-962-2000 www.cityofloveland.org Loveland, CO	Jacki Marsh, mayor; Stephen Adams, city manager
21	City and County of Broomfield 1 DesCombes Drive Broomfield, CO 80020	879	County and municipal government.	303-469-3301 www.broomfield.org Broomfield, CO	Guyleen Castriotta, mayor; Jennifer Hoffman, city and county manager
22	NOAA Earth System Research Laboratory 325 Broadway Boulder, CO 80305-3337	870 ⁵	Formed to pursue a broad and comprehensive understanding of the Earth system. This system comprises many physical, chemical and biological processes.	303-497-6000 N/A Boulder, CO	Robert Webb, director
23	National Oceanic & Atmospheric Administration (NOAA) 325 Broadway Boulder, CO 80305	870 ⁶	Research, services and technology development related to oceans, atmosphere and geophysical environments.	303-497-6000 www.boulder.noaa.gov Boulder, CO	Timothy Gallaudet, acting administrator
24	Aims Community College 5401 W. 20th St. Greeley, CO 80634	817	Public college.	970-339-6404 www.aims.edu Greeley, CO	Leah Bornstein, Dr. , president
25	National Institute of Standards and Technology (NIST) 325 Broadway Boulder, CO 80305-3337	750 ⁷	A non-regulatory federal agency that promotes U.S. innovation and industrial competitiveness by advancing measurement science, standards and technology in ways that enhance economic security.	303-497-5507 www.nist.gov Gaithersburg, MD	Walter Copan, director

BWLIST

Public-Sector Employers

Ranked by number of full-time employees

Rank	Employer	Number of employees in region	Type	Phone Website Headquarters	Person in charge, Title
26	City of Brighton 500 S. Fourth Ave. Brighton, CO 80601	360	Governmental services — utilities, water, sewer, streets, development within city.	303-655-2000 www.brightonco.gov Brighton, CO	Greg Mills, mayor; Michael Martinez, city manager
27	Laboratory for Atmospheric and Space Physics (LASP) 1234 Innovation Drive Boulder, CO 80303-7814	325 ⁴	Planetary, atmospheric and space sciences research; engineering division designs and builds space flight hardware; mission operations division operates spacecrafts.	303-492-6412 lasp.colorado.edu Boulder, CO	Daniel Baker, director
28	CU Joint Institute for Laboratory Astrophysics (JILA) CU Campus Box 440 Boulder, CO 80309-0440	303 ⁷	Basic research and development in five areas: atomic molecular experimental physics, atomic and molecular theory, precision and gravitational measurement and astrophysics.	303-492-7789 jila.colorado.edu Boulder, CO	Tom Perkins, chair; Julia Bachinski, administrative officer
29	Town of Erie 645 Holbrook St. Erie, CO 80516	262	Municipal government.	303-926-2769 www.erieco.gov Erie, CO	Jennifer Carroll, mayor; Malcolm Fleming, town administrator
30	City of Lafayette 1290 S. Public Road Lafayette, CO 80026	237	Municipal services.	303-665-5558 www.lafayetteco.gov Lafayette, CO	JD Mangat, mayor; Fritz Sprague, city administrator
31	Town of Windsor 301 Walnut St. Windsor, CO 80550	210	Municipality.	970-674-2400 www.windsorgov.com Windsor, CO	Paul Rennemeyer, mayor; Shane Hale, town manager
32	National Ecological Observatory Network Inc. (NEON) 1685 38th St., Suite 100 Boulder, CO 80301	200 ⁷	Enable understanding and forecasting of the impacts of climate change, land use and invasive species on continental-scale ecology by providing infrastructure and consistent methodologies.	720-746-4844 www.neoninc.org Boulder, CO	
33	Town of Estes Park 170 MacGregor Ave. Estes Park, CO 80517	191	Municipal government and utility provider.	970-586-5331 www.estes.org Estes Park, CO	Wendy Koenig, mayor; Travis Machalek, town administrator
34	USDA Agricultural Systems Research Unit (ASRU) 2150 Centre Ave., Building D, Suite 200 Fort Collins, CO 80526	169 ⁷	ASRU exists to provide leadership in systems research for developing sustainable and adaptive integrated agricultural systems.	970-492-7300 www.ars.usda.gov Fort Collins, CO	Laurence Chandler, area director
35	City of Fort Lupton 130 S. McKinley Ave. Fort Lupton, CO 80621	135	Municipal government.	303-857-6694 www.fortlupton.org Fort Lupton, CO	Zo Stieber, mayor; Chris Cross, city administrator
36	Cooperative Institute for Research in Environmental Sciences (CIRES) CIRES Building, Room 318 Boulder, CO 80309	126 ⁷	Identifies and pursues innovative research in earth system science and foster public awareness of these processes.	303-492-1143 www.cires.colorado.edu Boulder, CO	Waleed Abdalati, director
37	City of Evans 1100 37th St. Evans, CO 80620	115	Municipal government.	970-475-1170 www.evanscolorado.gov Evans, CO	Brian Rudy, mayor; Jim Becklenberg, city manager
38	USDA Forest Service, Rocky Mountain Research Station 240 W. Prospect Road Fort Collins, CO 80526	110 ⁷	Administers and conducts research on experimental forests, ranges and watersheds while maintaining long-term databases for these areas. Oversees activities on more than 260 research natural areas.	970-498-1100 www.fs.fed.us/rmrs Fort Collins, CO	John Phipps, director
39	Town of Frederick 401 Locust St. Frederick, CO 80530	104	Electric, water and storm water utilities. Events, community services, planning, engineering, finance, police, public works.	720-382-5500 www.frederickco.gov Frederick, CO	Tracie Crites, mayor; Bryan Ostler, town manager
40	Centers for Disease Control and Prevention Lab (CDC/DVBD) 3156 Rampart Road Fort Collins, CO 80521	101	Collaborating to create the expertise, information and tools that people and communities need to protect their health through health promotion, prevention of disease, injury and disability and preparedness for new health threats.	800-232-4636 www.cdc.gov/ncezid/dvbd/index.html Atlanta, GA	Lyle Petersen, MD, MPH, director of Division of Vector-Borne Diseases
41	USDA National Wildlife Research Center 4101 LaPorte Ave. Fort Collins, CO 80521	100 ⁷	Provides federal leadership and scientific expertise to resolve wildlife conflicts that threaten public health and safety, natural resources and agriculture.	970-266-6000 www.aphis.usda.gov/wildlifedamage/nwrc/ Fort Collins, CO	Jason Suckow, Director; Larry Clark, director
42	Town of Firestone 151 Grant Ave. Firestone, CO 80520	94	Municipality.	303-833-3291 www.firestoneco.gov Firestone, CO	Bobbi Sindelar, mayor; A.J. Krieger, town manager
43	Town of Johnstown 450 S. Parish Ave. Johnstown, CO 80534	86	Government - water, sewer, trash - business licenses, building permits, elections	970-587-4664 www.townofjohnstown.com Johnstown, CO	Gary Lebsack; Matt LaCerf, interim town manager
44	UNAVCO 6350 Nautilus Drive Boulder, CO 80301	81 ⁷	Facilitate geoscience research and education using geodesy. Help with mitigation of hazards and managing natural resources.	303-381-7500 www.unavco.org Boulder, CO	
45	Town of Berthoud 807 Mountain Ave. Berthoud, CO 80513	67	Municipal government.	970-532-2643 www.berthoud.org 23	William Karspeck, mayor; Christopher Kirk, Town Administrator
46	Town of Wellington 3735 Cleveland Ave. Wellington, CO 80549	60	Municipal government.	970-568-3381 www.townofwellington.com Wellington, CO	Troy Hamman, mayor; Patti Garcia, town administrator
47	NTIA Institute for Telecommunication Sciences (NTIA-ITS) 325 Broadway Boulder, CO 80305	56	Promotes advanced telecommunications and information infrastructure development in the U.S.	303-497-5216 www.its.bldrdoc.gov Boulder, CO	Keith Gremban, director
48	Town of Superior 124 E. Coal Creek Drive Superior, CO 80027	44	Municipal government.	303-499-3675 www.superiorcolorado.gov Superior, CO	Clint Folsom, mayor; Matt Magley, town manager
49	Town of Mead 441 Third St. Mead, CO 80542	41	Municipal government	970-535-4477 www.townofmead.org Mead, co	Helen Migchelbrink, town manager; Gary Shields, mayor
50	City of Dacono 512 Cherry Ave. Dacono, CO 80514	33	Municipal government.	303-833-2317 www.cityofdacono.com Dacono, CO	Adam Morehead, mayor; AJ Euckert, city manager

Region surveyed Boulder, Broomfield, Larimer and Weld counties and the city of Brighton.

1 2021
2 Includes NCAR. 2020 data.
3 Includes UCAR. 2020 data.
4 2021 data
5 estimate. Includes NOAA.
6 estimate. Includes NOAA Earth System Research Laboratory.
7 estimate



Public Companies

Companies based in Boulder, Broomfield, Larimer and Weld counties, plus Westminster, ranked by 2021 revenue

Rank	Company	Revenue 2021 Revenue 2020	Net income 2021 Net income 2020	52-week high 52-week low	Phone Website	Stock ticker Stock exchange Employees Worldwide	Industry CEO
1	Pilgrim's Pride Corp. 1770 Promontory Circle Greeley, CO 80634-9039	\$14,777,458,000.00 \$12,091,901,000.00	\$31,300,000.00 \$95,070,000.00	\$29.70 \$20.23	970-506-8000 www.pilgrims.com	PPC Nasdaq 56,400	Meat processing Fabio Sandri president & CEO
2	Ball Corp. 9200 W. 108th Circle Westminster, CO 80021	\$13,811,000,000.00 \$11,781,000,000.00	\$878,000,000.00 \$582,000,000.00	\$98.09 \$69.10	303-469-3131 www.ball.com	BLL NYSE 21,500	Packaging and containers John A. Hayes president & CEO
3	Crocs Inc. 13601 Via Varra Broomfield, CO 80020	\$2,313,416,000.00 \$1,385,951,000.00	\$725,694,000.00 \$312,861,000.00	\$183.88 \$51.26	303-848-7000 www.crocs.com	CROX Nasdaq 5,770	Textile - apparel footwear and accessories Andrew Rees; Michelle Poole CEO; president
4	Woodward Inc. 1081 Woodward Way Fort Collins, CO 80524	\$2,245,832,000.00 \$2,495,665,000.00	\$208,649,000.00 \$240,395,000.00	\$129.57 \$93.20	970-482-5811 www.woodward.com	WWD Nasdaq 7,200	Aerospace/defense products and services Charles Blankenship, Jr. president & CEO
5	Vail Resorts Inc. 390 Interlocken Crescent, Suite 1000 Broomfield, CO 80021	\$1,909,710,000.00 \$1,963,704,000.00	\$124,457,000.00 \$109,055,000.00	\$376.24 \$221.38	303-404-1800 www.vailresorts.com	MTN NYSE 7,100	Resorts and casinos Kirsten A. Lynch CEO
6	Maxar Technologies Inc. 1300 W 120th Ave Westminster, CO 80234	\$1,770,000,000.00 \$1,723,000,000.00	\$46,000,000.00 \$303,000,000.00	\$42.59 \$22.92	303-684-4000 www.maxar.com	MAXR NYSE 4,400	Aerospace/defense products and services Daniel L. Jablonsky CEO
7	Sovos Brands Inc. 168 Centennial Parkway, Suite 200 Louisville, CO 80027	\$719,186,000.00 \$560,067,000.00	\$1,919,000.00 \$10,825,000.00	\$17.41 \$9.52	720-316-1225 www.sovosbrands.com	SOVO Nasdaq 608	N/A Todd Lachman CEO
8	Noodles & Co. 520 Zang St., Suite D Broomfield, CO 80021	\$475,152,000.00 \$393,655,000.00	\$3,665,000.00 (\$23,259,000.00)	\$13.55 \$4.62	720-214-1900 www.noodles.com	NDLS Nasdaq 8,000	Restaurants Dave Boennighausen CEO
9	Gogo Inc. 105 Edgeview Court, Suite 300 Broomfield, CO 80021	\$335,716,000.00 \$269,718,000.00	\$152,735,000.00 (\$250,036,000.00)	\$23.69 \$9.61	888-328-0200 www.business.gogoair.com	GOGO Nasdaq 376	Internet Oakleigh Thorne CEO
10	DMC Global Inc. 11800 Ridge Parkway, Suite 300 Broomfield, CO 80021	\$260,115,000.00 \$229,161,000.00	(\$1,010,000.00) (\$1,412,000.00)	\$63.50 \$18.74	303-665-5700 www.dmcglobal.com	BOOM Nasdaq 1,503	Metal fabrication Kevin T. Longe president & CEO
11	Heska Corp. 3760 Rocky Mountain Ave. Loveland, CO 80538	\$253,739,000.00 \$197,323,000.00	(\$1,148,000.00) (\$14,399,000.00)	\$275.94 \$82.92	970-493-7272 www.heska.com	HSKA Nasdaq 655	Medical laboratories and research Kevin S. Wilson president & CEO
12	Clovis Oncology Inc. 5500 Flatiron Parkway, Suite 100 Boulder, CO 80301	\$148,757,000.00 \$164,522,000.00	(\$264,524,000.00) (\$369,212,000.00)	\$7.24 \$0.66	303-625-5000 www.clovisoncology.com	CLVS Nasdaq 413	Biotechnology Patrick J. Mahaffy CEO
13	S&W Seed Co. 2101 Ken Pratt Blvd., Suite 201 Longmont, CO 80501	\$84,049,036.00 \$79,582,198.00	(\$19,106,514.00) (\$19,747,098.00)	\$4.60 \$1.21	720-506-9191 www.swseedco.com	SANW Nasdaq 195	Agribusiness Mark Wong CEO
14	SomaLogic Inc. 2945 Wilderness Place Boulder, CO 80301	\$81,626,000.00 \$55,889,000.00	(\$87,500,000.00) (\$53,000,000.00)	\$14.72 \$4.20	303-625-9000 www.somallogic.com	SLGC Nasdaq 320	Biotech Roy Smythe CEO
15	Gaia Inc. 833 W. South Boulder Road, Suite C Louisville, CO 80027	\$79,573,000.00 \$66,827,000.00	\$3,731,000.00 \$519,000.00	\$13.92 \$4.27	303-222-3600 www.gaia.com	GAIA Nasdaq 150	Catalog and mail order houses Jirka Rysavy chairman & CEO
16	Urban-gro Inc 1751 Panorama Point, Unit G Lafayette, CO 80026	\$62,100,000.00 \$25,837,917.00	(\$900,000.00) (\$5,073,695.00)	\$17.30 \$5.80	720-390-3880 www.urban-gro.com	UGRO Nasdaq 100	Cannabis James Dennedy; Bradley Natrass president & chief operating officer; CEO
17	Biodesix Inc. 2970 Wilderness Place, Suite 100 Boulder, CO 80301	\$54,506,000.00 \$45,557,000.00	(\$43,159,000.00) (\$31,350,000.00)	\$16.40 \$1.31	303-417-0500 www.biodesix.com	BDSX Nasdaq 218	Biotech Scott Hutton president & CEO
18	Lightning eMotors Inc. 815 14th St. SW, Suite A100 Loveland, CO 80537	\$20,992,000.00 \$9,088,000.00	(\$100,769,000.00) (\$37,653,000.00)	\$12.13 \$2.93	800-223-0740 www.lightningsystems.com	ZEV NYSE 205	N/A Tim Reeser CEO
19	CEA Industries Inc. 385 S. Pierce Ave., Suite C Louisville, CO 80027	\$13,639,000.00 \$8,514,272.00	(\$1,338,000.00) (\$1,758,716.00)	\$13.50 \$1.01	303-993-5271 www.ceaindustries.com	SRNA OTC 31	Cultivation technologies Anthony McDonald president & CEO
20	Encision Inc. 6797 Winchester Circle Boulder, CO 80301-2350	\$7,540,000.00 \$7,670,000.00	\$585,000.00 (\$198,000.00)	\$1.50 \$0.60	303-444-2600 www.encision.com	ECIA OTC 34	Medical instruments and research Greg Trudel president & CEO
21	Strategic Environmental & Energy Resources Inc. 370 Interlocken Blvd., Suite 680 Broomfield, CO 80021	\$3,478,400.00 \$2,741,100.00	\$519,700.00 (\$2,764,100.00)	\$0.40 \$0.02	303-277-1625 www.seer-corp.com	SENR OTC 14	Energy, Clean Tech J. John Combs, III president & CEO
22	Solid Power Inc. 486 S. Pierce Ave., Suite E Louisville, CO 80027	\$2,712,000.00 \$2,103,000.00	\$18,092,000.00 (\$14,375,000.00)	\$14.85 \$5.61	303-219-0720 www.solidpowerbattery.com	SLDP Nasdaq 127	Batteries for electric vehicles Douglas Campbell CEO
23	Brickell Biotech Inc. 5777 Central Ave., Suite 102 Boulder, CO 80301	\$404,000.00 \$1,822,000.00	(\$39,474,000.00) (\$20,913,000.00)	\$1.04 \$0.16	720-505-4755 www.brickellbio.com	BBi Nasdaq 16	Biotech Robert Brown CEO
24	Arca Biopharma Inc. 10170 Church Ranch Way, Suite 100 Westminster, CO 80021	\$0.00 \$0.00	(\$19,322.00) (\$9,738,000.00)	\$3.90 \$1.71	720-940-2100 www.arcabiopharma.com	ABIO Nasdaq 14	Biotechnology Michael R. Bristow president & CEO
25	Edgewise Therapeutics Inc. 3415 Colorado Ave. Boulder, CO 80303	\$0.00 \$0.00	(\$42,813,000.00) (\$17,123,000.00)	\$29.98 \$6.90	303-735-8373 www.edgewise.tx.com	EWX Nasdaq 31	Biotech Kevin Koch president & CEO

Note: Charlotte's Web Holdings Inc., No. 11 on last year's list, moved its headquarters to Denver. Global Healthcare REIT Inc., No. 16 on last year's list, changed its name to Selectis Health Inc. and relocated its headquarters to Greenwood Village. Viridian Therapeutics Inc., No. 22 on last year's list, relocated its headquarters to Waltham, Massachusetts. SOBR Safe Inc., No. 24 on last year's list, moved its headquarters to Greenwood Village.

Researched by BizWest



Highest-Paid Executives

Ranked by total compensation

Rank	Executive Title Company	Total 2021 2020	Base salary 2021 2020	Bonus 2021 2020	Stock awards 2021 2020	Option awards 2021 2020	Non-equity incentive plan compensations 2021 2020	Other 2021 Other 2020
1	Andrew Rees CEO Crocs Inc.	\$15,785,920 \$10,079,870	\$1,100,000 \$984,231	N/A N/A	\$11,889,515 \$6,999,974	N/A N/A	\$2,755,500 \$2,044,740	\$40,905 \$50,925
2	Roy Smythe CEO SomaLogic Inc.	\$14,305,529 \$2,319,468	\$630,315 \$500,000	N/A N/A	\$594,641 N/A	\$12,440,896 \$1,504,813	\$626,575 \$314,655	\$13,102 N/A
3	John A. Hayes president & CEO Ball Corp.	\$13,924,380 \$13,875,858	\$1,413,269 \$1,423,673	N/A N/A	\$3,260,033 \$3,039,997	\$3,260,000 \$3,040,005	\$5,790,724 \$5,865,286	\$200,354 \$506,898
4	Todd Lachman CEO Sovos Brands Inc.	\$13,583,321 \$2,573,687	\$725,000 \$700,000	\$294,230 N/A	\$11,762,837 N/A	N/A N/A	\$643,413 \$1,750,000	\$157,841 \$123,687
5	Fabio Sandri president & CEO Pilgrim's Pride Corp.	\$8,581,691 \$2,546,931	\$900,000 \$731,731	N/A N/A	\$6,062,913 \$1,425,900	N/A N/A	\$1,600,000 \$371,107	\$18,778 \$18,193
6	Kevin S. Wilson president & CEO Heska Corp.	\$7,154,762 \$3,426,115	\$825,758 \$600,000	\$1,000,000 \$500,000	\$4,286,272 \$2,047,485	\$1,029,425 \$267,391	N/A N/A	\$13,308 \$11,239
7	Daniel L. Jablonsky CEO Maxar Technologies Inc.	\$6,992,563 \$5,661,709	\$873,078 \$750,000	N/A N/A	\$5,057,653 \$3,838,621	N/A N/A	\$1,012,286 \$1,033,200	\$49,546 \$39,888
8	Melody Harris president & chief operating officer SomaLogic Inc.	\$6,220,296 \$1,465,517	\$498,506 \$360,000	N/A \$150,000	\$300,235 N/A	\$5,018,611 \$782,734	\$389,719 \$161,675	\$13,225 \$11,108
9	Michelle Poole president Crocs Inc.	\$5,964,203 \$3,792,016	\$700,000 \$585,769	N/A N/A	\$4,069,707 \$2,349,886	N/A N/A	\$1,169,000 \$829,562	\$25,496 \$26,799
10	Shaun Blakeman chief financial officer SomaLogic Inc.	\$5,736,607 N/A	\$173,077 N/A	\$30,000 N/A	\$277,760 N/A	\$5,142,354 N/A	\$107,308 N/A	\$6,108 N/A
11	Thomas A. Gendron CEO/chairman Woodward Inc.	\$5,611,439 \$4,943,049	\$961,846 \$849,231	N/A N/A	N/A N/A	\$3,740,152 \$3,398,066	\$780,960 \$557,775	\$128,480 \$137,977
12	Ronald J. Lewis senior VP & COO Global Bev Packaging Ball Corp.	\$5,534,248 N/A	\$697,471 N/A	N/A N/A	\$1,466,589 N/A	\$548,006 N/A	\$1,532,600 N/A	\$1,289,582 N/A
13	Joanne M. Donovan chief medical officer Edgewise Therapeutics Inc.	\$5,169,956 N/A	\$308,523 N/A	N/A N/A	N/A N/A	\$4,716,469 N/A	\$141,214 N/A	\$3,750 N/A
14	Kevin Koch president & CEO Edgewise Therapeutics Inc.	\$5,118,573 \$1,690,038	\$524,500 \$425,000	N/A N/A	N/A N/A	\$4,273,240 \$1,010,038	\$316,250 \$255,000	\$4,583 N/A
15	Daniel W. Fisher president Ball Corp.	\$4,859,338 \$3,948,387	\$857,846 \$746,557	N/A N/A	\$994,009 \$652,003	\$994,002 \$652,001	\$1,918,261 \$1,703,992	\$95,218 \$193,833
16	Scott Hutton president & CEO Biosesix Inc.	\$4,654,563 \$1,583,534	\$490,285 \$364,175	N/A N/A	N/A N/A	\$4,068,265 \$1,051,652	\$95,911 \$167,636	\$102 \$71
17	Anne Mehlman executive vice president and chief financial officer Crocs Inc.	\$4,547,554 \$2,496,543	\$575,000 \$543,654	N/A N/A	\$3,227,098 \$1,249,964	N/A N/A	\$720,188 \$677,665	\$25,268 \$25,260
18	Scott C. Morrison executive vice president & chief financial officer Ball Corp.	\$3,971,104 \$4,021,124	\$760,563 \$766,162	N/A N/A	\$721,977 \$680,023	\$722,009 \$680,003	\$1,629,588 \$1,607,013	\$136,967 \$287,924
19	Kevin T. Longe president & CEO DMC Global Inc.	\$3,844,266 \$3,185,655	\$600,000 \$600,000	\$449,992 N/A	\$2,273,936 \$2,322,300	N/A N/A	\$432,000 \$180,000	\$88,338 \$83,431
20	Robert A. Katz CEO Vail Resorts Inc.	\$3,814,789 \$2,789,897	\$809,372 \$688,534	N/A N/A	\$1,034,933 \$1,034,942	\$1,936,862 \$1,034,976	N/A \$0	\$33,622 \$31,445
21	Biggs C. Porter executive vice president & chief financial officer Maxar Technologies Inc.	\$3,554,072 \$3,561,173	\$625,001 \$612,501	N/A N/A	\$2,348,226 \$2,303,176	N/A N/A	\$550,000 \$615,000	\$30,845 \$30,496
22	Daniel P. Hart executive vice president, chief legal and risk officer Crocs Inc.	\$3,527,055 \$2,187,625	\$540,000 \$514,476	N/A N/A	\$2,284,454 \$999,966	N/A N/A	\$676,350 \$641,294	\$26,251 \$31,889
23	Richard P. Greenberg chief commercial officer Sovos Brands Inc.	\$3,333,078 \$1,055,172	\$425,000 \$400,200	\$89,250 N/A	\$2,570,604 N/A	N/A N/A	\$195,755 \$620,260	\$52,469 \$34,712
24	Charles E. Baker vice president, general counsel & corporate secretary Ball Corp.	\$3,029,043 \$2,666,793	\$565,041 \$569,081	N/A N/A	\$812,801 \$399,971	\$439,997 \$400,005	\$1,017,651 \$993,898	\$193,552 \$303,837
25	Christopher W. Hall chief financial officer Sovos Brands Inc.	\$2,955,862 \$956,172	\$440,000 \$425,000	\$79,363 N/A	\$2,234,321 N/A	N/A N/A	\$173,549 \$510,000	\$28,629 \$21,172

Source: U.S. Securities and Exchange Commission

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LIST

Private-Sector Employers

Ranked by number of employees in region

Rank	Company	Employees in region	Products/Services	Phone Website Headquarters	Person in charge, Title Year founded
1	UCHealth 12401 E. 17th Ave. Aurora, CO 80045	8,600	Hospital system.	N/A N/A Aurora, CO	Elizabeth Concordia N/A
2	JBS USA 1770 Promontory Circle Greeley, CO 80634	6,000	Animal meat producer and exporter.	970-506-8000 www.jbssa.com Greeley, CO	Andre Nogueira, CEO 1953
3	Ball Corp. 9200 W. 108th Circle Westminster, CO 80021	6,000*	Aerospace and defense.	303-469-3131 www.ball.com Westminster, CO	John Hayes, president & CEO 1880
4	Ball Aerospace & Technologies Corp. 10 Longs Peak Drive Broomfield, CO 80021	4,800	Develops and manufactures spacecraft, advanced instruments and sensors, components, data exploitation systems and RF solutions for strategic, tactical and scientific applications.	303-939-4000 www.ballaerospace.com Broomfield, CO	David Kaufman, president 1956
5	Ball Aerospace & Technologies Corp. 1600 Commerce St. Boulder, CO 80301-2734	4,800	Develops and manufactures spacecraft, advanced instruments and sensors, components, data exploitation systems and RF solutions for strategic, tactical and scientific applications.	303-939-6100 www.ballaerospace.com Boulder, CO	David Kaufman, president 1956
6	Banner Health Western Region - Corporate 7251 W. Fourth St. Greeley, CO 80634	4,000	Health care.	970-336-4331 www.bannerhealth.com Phoenix, AZ	Margo Karsten, president, Western region 1995
7	Boulder Community Health 4747 Arapahoe Ave. Boulder, CO 80303	2,360	Hospital and physician clinics making use of multiple technologies to aid in patient care.	303-415-7000 www.bch.org Boulder, CO	Robert Vissers, president & CEO 1922
8	Google Boulder 2590 Pearl St., Suite 110 Boulder, CO 80302	2,000**	Organize the world's information and make it universally accessible and useful.	303-245-0086 www.google.com Mountain View, CA	Larry Page, CEO; Bhavna Chhabra, site manager 1998
9	Medtronic Inc. 6135 Gunbarrel Ave. Boulder, CO 80301	2,000***	Health-care products.	303-305-2200 www.medtronic.com Dublin, Ireland	Bryan Hanson, president 1967
10	UCHealth Poudre Valley Hospital 1024 S. Lemay Ave. Fort Collins, CO 80524	1,947****	A regional medical center offering a wide array of treatments, surgeries and diagnostic tests in more than three dozen medical specialties.	970-495-7000 www.uchealth.org Aurora, CO	Elizabeth Concordia, president & CEO, UCHealth; Kevin Unger, president & CEO 1925
11	Boulder Community Health — Foothills Hospital 4747 Arapahoe Ave. Boulder, CO 80303	1,784	Hospital and physician clinics making use of multiple technologies to aid in patient care.	720-854-7000 www.bch.org Boulder, CO	Robert Vissers, president & CEO 2003
12	Broadcom Inc. 4380 Ziegler Road Fort Collins, CO 80525	1,747*****	Designs and develops analog, digital, mixed signal and opto-electronics components and subsystems, with a focus in III-V compound semiconductor design and processing.	970-288-2575 www.broadcom.com San Jose, CA	Hock Tan, CEO/president 2005
13	Hach 5600 Lindbergh Drive Loveland, CO 80539	1,700	Water-analysis instrumentation, water-quality expertise and support.	970-669-3050 www.hach.com Loveland, CO	Hermes Gonzalez-Bello, president 1947
14	Oracle Corp. 500 Eldorado Blvd. Broomfield, CO 80021	1,620**	Hardware, software, services, consulting, industry-specific solutions.	303-464-4000 www.oracle.com Redwood Shores, CA	Lawrence Ellison, CEO/ director; Safra Katz; Mark Hurd 1977
15	Woodward Inc. 1081 Woodward Way Fort Collins, CO 80524	1,590*****	Components and systems that enable energy control, efficient operations and lower emissions in large industrial engines.	970-482-5811 www.woodward.com Fort Collins, CO	Charles Blankenship, president & CEO 1870
16	Banner Health — North Colorado Medical Center 1801 16th St. Greeley, CO 80631	1,443	Cancer, orthopedics, trauma, burn, heart and lung, gynecology, urology, gastroenterology, neurology, general surgery. Robotic and laparoscopic services.	970-810-4121 www.bannerhealth.com/ncmc Phoenix, AZ	Margo Karsten, CEO, Banner Health Northern Colorado 1904
17	Seagate Technology PLC 389 Disc Drive Longmont, CO 80503	1,430**	Data-storage company.	720-684-1900 www.seagate.com Cupertino, CA	Stephen Luczo, CEO/president 1979
18	Lumen Technologies Inc. ***** 1025 Eldorado Blvd. Broomfield, CO 80021	1,300**	Telecommunication services.	720-888-2750 www.lumen.com Monroe, LA	Jeffrey Storey, CEO 1998
19	UCHealth Medical Center of the Rockies 2500 Rocky Mountain Ave. Loveland, CO 80538	1,273	A 187-bed medical center offering a wide array of treatments, surgeries and diagnostic tests. Specializes in trauma and cardiac care.	970-624-2500 www.uchealth.org Aurora, CO	Elizabeth Concordia, president & CEO, UCHealth; Kevin Unger, president & CEO 2007
20	Sierra Space 1722 Boxelder St. Louisville, CO 80027	1,100****	SNC's Space Systems is a full-service space mission provider & product supplier of space technologies & advanced spacecraft for civil, commercial & national security applications.	303-530-1925 www.sncspace.com Sparks, NV	Eren Ozmen, owner and president ; Fatih Ozmen, owner and CEO 1963
21	SCL Health — Good Samaritan Medical Center 200 Exempla Circle Lafayette, CO 80026	1,005	Cardiovascular services, cardiac rehabilitation. Center for Childbirth with neonatal intensive care. Level II trauma center. Joint replacement. General surgery.	303-689-4000 www.goodsamaritancolorado.org Lafayette, CO	Jennifer Alderfer, president, Good Samaritan Medical Center 2004
22	Hunter Douglas Inc., Window Fashions Division 1 Duette Way Broomfield, CO 80020	980**	Window shades and blinds, window shadings, modern Roman shades, privacy sheers, Hunter Douglas Platinum technology.	303-466-1848 www.hunterdouglas.com Pearl River, NY	Doug Barr, president & general manager 1946
23	Columbine Health Systems 802 W. Drake Road, Suite 101 Fort Collins, CO 80526	964****	Rehabilitation, independent and assisted living, nursing home, medical and nonmedical home care, pharmacy, medical equipment, outpatient therapy.	970-482-0198 www.columbinehealth.com Fort Collins, CO	J. Robert Wilson, owner/CEO 1971
24	Halliburton Energy Services Inc. 2990 Weld County Road 27 Fort Lupton, CO 80621	900****	Providers of products and services to the global energy industry.	303-825-4346 www.halliburton.com Houston, TX	1919
25	Vestas Blades America Inc. 11140 Eastman Park Drive Windsor, CO 80550	820****	Wind turbines, blades, nacelles, towers.	970-674-6100 www.vestas.com Denmark	Anders Runevad, CEO 1979



Private-Sector Employers

Ranked by number of employees in region

Rank	Company	Employees in region	Products/Services	Phone Website Headquarters	Person in charge, Title Year founded
26	Hewlett Packard Enterprise 3404 E. Harmony Road, Bldg. 6 Fort Collins, CO 80528-9544	800**	Offers worldwide IT, technology and enterprise products and solutions.	970-898-3800 www.hpe.com Palo Alto, CA	Antonio Neri, CEO 1939
27	Qualfon 4401 Innovation Drive Fort Collins, CO 80525	800**	Customer sales and support. Call center.	970-206-9000 www.centerpartners.com Highland Park, MI	Mike Marrow, CEO 1997
28	Emerson Process Management, Micro Motion Division 7070 Winchester Circle Boulder, CO 80301	790****	Coriolis flow and density measurement technology.	03-530-8400 www.micromotion.com St. Louis, MO	David Farr, CEO 1977
29	Tolmar Inc. 701 Centre Ave. Fort Collins, CO 80526	770	Fully integrated pharmaceutical company. Product development, clinical trial expertise and manufacturing.	970-212-4500 www.tolmar.com Fort Collins, CO	Anil D'Souza, CEO 2006
30	Intrado Life & Safety Inc. 1601 Dry Creek Drive Longmont, CO 80503	760****	9-1-1 support services.	720-494-5800 www.intrado.com Omaha, NE	Mark Scott, senior VP & general manager 1979
31	Vail Resorts Inc. 390 Interlocken Crescent, Suite 1000 Broomfield, CO 80021	740****	Iternational ski-area operations.	303-404-1800 www.vailresorts.com Broomfield, CO	Kirsten Lynch, CEO 1997
32	Trimble Inc. 10368 Westmoor Drive Westminster, CO 80021	700	Integrates a wide range of positioning technologies, including GPS, laser, optical and inertial technologies, with application software, wireless communications and services.	720-887-6100 www.trimble.com Sunnyvale, CA	N/A
33	Danone North America 12002 Airport Way Broomfield, CO 80021	670****	Natural, organic food products.	303-635-4000 www.danonenorthamerica.com Broomfield, CO	Emmanuel Faber, CEO 2004
34	Maxar Technologies Inc. 1300 W 120th Ave Westminster, CO 80234	638****	High-resolution satellite Earth imagery and artificial intelligence/machine learning-derived insights; space infrastructure and robotics	303-684-4000 www.maxar.com Westminster, CO	Daniel Jablonsky, CEO 1957
35	Employment Solutions 4750 Larimer Parkway, Suite 201 Johnstown, CO 80534	634	Industrial & manufacturing staffing services.	970-407-9675 www.employmentsolutions.com Johnstown, CO	Rick Wagner, president; Katherine Wagner, majority owner 1994
36	Otter Products LLC 209 S. Meldrum St. Fort Collins, CO 80521	630****	Creates waterproof, protective cases for phones and other electronic devices.	970-493-8446 www.otterbox.com Fort Collins, CO	Steve Nisbet, president; Curt Richardson, founder & chairman; Jim Parke, CEO 1998
37	Imagine! 1400 Dixon Ave. Lafayette, CO 80026	627	Support to people of all ages with cognitive, developmental, physical and health-related needs.	303-665-7789 www.imaginecolorado.org Lafayette, CO	Rebecca Novinger, CEO 1963
38	Lockheed Martin Integrated Systems & Solutions 6304 Spine Road Boulder, CO 80301	600****	A lead systems integrator and information technology company conducting business mainly with the U.S. Department of Defense and U.S. federal government agencies.	303-581-4200 www.lockheedmartin.com Bethesda, Md.	Jim Taiclet, CEO 1971
39	Anheuser-Busch Fort Collins Brewery 2351 Busch Drive Fort Collins, CO 80524	570	Brewing company.	970-490-4500 www.anheuser-busch.com Leuven, Belgium	Eugene Bocis, general manager 1852
40	North Range Behavioral Health 1300 N. 17th Ave. Greeley, CO 80631	560	Provides comprehensive mental-health and addiction services for all ages in several Weld locations.	970-347-2120 www.northrange.org Greeley, CO	Larry Pottorff, executive director 1972
41	Madwire/Marketing 360 3405 S. Timberline Road Fort Collins, CO 80525	550	Marketing 360 is a technology company that provides business management and marketing software and services for SMBs and franchises.	970-541-3284 www.madwire.com Fort Collins, CO	Joe Kellogg, CEO; JB Kellogg 2009
42	Nutrien Ltd. 3005 Rocky Mountain Ave. Loveland, CO 80538	525	Marketer and distributor of fertilizer, seed and crop protection products.	970-685-3300 www.nutrien.com Saskatoon, Saskatchewan, Canada	Charles Magro, CEO/president 1978
43	Centura Health — Avista Adventist Hospital 100 Health Park Drive Louisville, CO 80027	502	Emergency care, orthopedics, imaging, 3D mammography, surgery, breast care, gynecologic oncology, oncology, pelvic health, spine, neurology, urogynecology, obstetrics, gynecology, genetic counseling.	303-673-1000 www.avistahospital.org Louisville, CO	Isaac Sendros, CEO 1990
44	VMware Inc. 380 Interlocken Crescent, Suite 500 Broomfield, CO 80021	500****	Software-defined data center, end user computing, hybrid cloud computing.	303-942-4600 www.vmware.com Palo Alto, CA	Patrick Gelsinger, CEO 1998
45	Leprino Foods 1302 N. First Ave. Greeley, CO 80631	500	Dairy food and ingredient company.	970-351-6041 www.leprinofoods.com Denver, CO	Mike Durkin, president 1950
46	LogRhythm Inc. 4780 Pearl East Circle Boulder, CO 80301	500****	Security intelligence company that empowers organizations around the globe to rapidly detect, respond to and neutralize damaging cyber threats.	303-413-8745 www.logrhythm.com Boulder, CO	Andy Grolnick, president & CEO 2003
47	Hotel Boulderado 2115 13th St. Boulder, CO 80302	500	Hotel resort, performance and event venue, with restaurants and bars.	303-442-4344 www.boulderado.com Boulder, CO	Mia Opalka, senior catering sales manager; Erin Copeland, director of marketing 1909
48	Aurora Dairy Corp. dba Aurora Organic Dairy 1919 14th St., Ste. 300 Boulder, CO 80302	500	Organic milk and butter.	720-564-6296 www.auroraorganic.com Boulder, CO	Scott McGinty, CEO 2003
49	UCHealth Longs Peak Hospital 1750 E. Ken Pratt Blvd. Longmont, CO 80504	465	Full-service 51-bed hospital featuring an intensive-care unit, a Level III trauma center and emergency department, operating rooms, advanced birth center, surgery center, pharmacy, lab and imaging.	720-718-7000 www.uchealth.org Aurora, CO	Lonnie Cramer, CEO 2017
50	UCHealth Greeley Hospital 6767 W. 29th St. Greeley, CO 80634	464	Full-service hospital offering array of services, surgeries and diagnostic tests. Features emergency department, acute care unit, intensive care unit, birth center.	970-652-2000 www.uchealth.org Aurora, CO	Elizabeth Concordia, president & CEO; Marilyn Schock, president, UCHealth Greeley Hospital 2019

Rank	Company	Employees in region	Products/Services	Phone Website Headquarters	Person in charge, Title Year founded
51	Noodles & Co. 520 Zang St., Suite D Broomfield, CO 80021	461****	Fast-casual restaurant chain.	720-214-1900 www.noodles.com Broomfield, CO	Dave Boennighausen, CEO 1995
52	McLane Western Inc. 2100 E. Ken Pratt Blvd. Longmont, CO 80504	460	Distribution center.	303-682-7500 www.mclaneco.com Temple, TX	Stuart Clark; Keith Pearson, presidents 1894
53	Centura Health — Longmont United Hospital 1950 Mountain View Ave. Longmont, CO 80501	458	Provides comprehensive medical care to the Longmont community.	303-651-5111 www.luhcares.org Longmont, CO	Kristi Olson, interim CEO 1959
54	Crocs Inc. 13601 Via Varra Broomfield, CO 80020	450	Casual footwear.	303-848-7000 www.crocs.com Broomfield, CO	Andrew Rees, CEO; Michelle Poole, president 2002
55	MTech Mechanical 12300 Pecos St. Westminster, CO 80234	450	MTech Mechanical provides mechanical design, build and maintenance services to commercial and industrial clients across Colorado.	303-650-4000 www.mtechg.com Westminster, CO	Marco Capitelli; Marco Capitelli, presidents 2002
56	MTech Mechanical 5809 Wright Drive Loveland, CO 80538	450	MTech Mechanical provides mechanical design, build and maintenance services to commercial and industrial clients across Colorado.	970-624-8000 www.mtechg.com Westminster, CO	Marco Capitelli, president 2002
57	Particle Measuring Systems Inc. 5475 Airport Blvd. Boulder, CO 80301	450	Designs, manufactures and services precision micro contamination monitoring instrumentation and software used for detecting particles in aerosols, liquids, slurries, gas streams and vacuum processing.	303-443-7100 www.pmeasuring.com Boulder, CO	John Mitchell, CEO 1972
58	Banner Health — McKee Medical Center 2000 N. Boise Ave. Loveland, CO 80538	447****	Acute-care hospital.	970-820-4640 www.bannerhealth.com/McKee Phoenix, AZ	Margo Karsten, Interim CEO, Banner Health Northern Colorado 1976
59	SCL Health — Platte Valley Medical Center 1606 Prairie Center Parkway Brighton, CO 80601	445	Hospital services.	303-498-1600 www.pvmc.org Brighton, CO	John Hicks, CEO/president 1960
60	Hensel Phelps Construction Co. 420 Sixth Ave. Greeley, CO 80631	419	Planning and design, construction and facility management.	720-592-2000 www.henselphelps.com Greeley, CO	Michael Choutka, president & CEO 1937
61	Spectra Logic Corp. 6285 Lookout Road Boulder, CO 80301	417	Scalable "deep storage" solutions that utilize automated tape libraries and disk systems to store data.	303-449-6400 www.spectralogic.com Boulder, CO	Nathan Thompson, CEO 1979
62	SummitStone Health Partners — Administration 4856 Innovation Drive, Suite B Fort Collins, CO 80525	417	Outpatient, comprehensive mental-health and addiction treatment for adults, children, adolescents and families. Behavioral-health urgent care. Mobile crisis services. Suicide-prevention training.	970-494-4200 www.summitstonehealth.org Fort Collins, CO	Michael Allen, CEO 1957
63	Intel Corp. 4701 Technology Parkway Fort Collins, CO 80528	415**	Data-storage solutions.	970-267-2267 www.intel.com Santa Clara, CA	1968
64	Apple Inc. 5718 Central Ave. Boulder, CO 80301	400*****	Multinational technology company that specializes in consumer electronics, software and online services.	N/A www.apple.com Cupertino, CA	1976
65	Northrop Grumman Mission Systems Inc. 6120 Longbow Drive Boulder, CO 80301	400	Satellite ground stations supporting missile warning and missile defense.	720-622-6008 www.ngc.com Baltimore, MD	Calvin Pennamon, director, Overhead Persistent Infrared Exploitation Systems Operating Unit 1939
66	NetApp Inc. 1048 Pearl St., Suite 250 Boulder, CO 80302	400****	All-flash storage systems built for the Next Generation Data Center.	720-523-3278 www.solidfire.com Sunnyvale, CA	2009
67	Advanced Energy Industries Inc. 1625 Sharp Point Drive Fort Collins, CO 80525	400****	Power and control technologies for high-growth, precision power conversion solutions.	970-221-4670 www.advancedenergy.com Fort Collins, CO	Steve Kelley, president & CEO 1981
68	ASRC Federal Holding Co. 3420 E. Harmony Road Fort Collins, CO 80525	400**	Contractor to federal intelligence, aerospace and health-care information-technology agencies.	301-837-5500 www.comcast.com Beltsville, MD	Jennifer Felix, CEO 1972
69	Carestream Health Inc. 2000 Howard Smith Ave. West Windsor, CO 80550	400**	Medical film.	970-304-4600 www.carestream.com Rochester, NY	David Westgate, chairman, president & CEO 2007
70	Select Energy Services LLC 3541 E. C St. Greeley, CO 80631	400**	Range of oilfield services. Water and mud hauling, frac tank cleaning, roustabout crews.	970-330-0532 www.selectenergyservices.com Houston, TX	Kevin Bothwell, area manager 2007
71	AGC Biologics Inc. 5550 Airport Blvd. Boulder, CO 80301	400*****	Biopharmaceutical contract development and manufacturing.	303-402-7400 www.agcbio.com Seattle, WA	David Stewart, general manager & site head 2001
72	KBI Biopharma Boulder LLC 2500 Central Ave. Boulder, CO 80301	400***	Drug development for metabolic diseases and endocrine disorders.	303-339-5600 www.kbibioharma.com Durham, NC	Dirk Lange, president & CEO 1899
73	KBI Biopharma Boulder LLC 1450 Infinite Drive Louisville, CO 80027	400*****	Drug development for metabolic diseases and endocrine disorders.	303-339-5600 www.kbibioharma.com Durham, NC	Dirk Lange 1899
74	Fresca Foods Inc. 195 CTC Blvd. Louisville, CO 80027	400	Offers contract manufacturing services for cold-form extruded bars and bites, extruded baked goods, cereals and nut butters.	303-996-8881 www.frescafoodsinc.com Louisville, CO	Brandon Viar, CEO; Todd Dutkin, chairman 1989
75	JumpCloud Inc. 361 Centennial Parkway, Suite 300 Louisville, CO 80027	400****	JumpCloud's Directory-as-a-Service centralizes and simplifies identity management, providing users one set of credentials to securely access systems, apps, networks, etc.	720-240-5005 www.jumpcloud.com Louisville, CO	Rajat Bhargava, CEO 2012

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LIST

Private-Sector Employers

Ranked by number of employees in region

Rank	Company	Employees in region	Products/Services	Phone Website Headquarters	Person in charge, Title Year founded
76	Circle Graphics 120 Ninth Ave. Longmont, CO 80501-4594	400****	Billboards, wall decor, art, frames, business & retail signs & banners.	303-532-2370 www.circlegraphicsonline.com Longmont, CO	Andrew Cousin, CEO 2000
77	Alteryx Inc. 12303 Airport Way, Unit 250 Broomfield, CO 80021	363****	Alteryx unifies analytics, data science and business process automation in one, end-to-end platform to accelerate digital transformation.	888-836 4274 www.alteryx.com Irvine, CA	Dean Stoecker, executive chairman; Mark Anderson, CEO 1997
78	HP Inc. 3404 E. Harmony Road Fort Collins, CO 80528-9544	360**	Laptop computers, desktop computers, printers and other products.	970-898-3800 www.hp.com Palo Alto, CA	1939
79	New Belgium Brewing Co. 500 Linden St. Fort Collins, CO 80524	351	Belgian-style, hoppy and experimental craft beers.	970-221-0524 www.newbelgium.com Fort Collins, CO	Steve Fechheimer, CEO 1991
80	Noble Energy Inc. ***** 2115 117th Ave. Greeley, CO 80634	350**	Oil and natural gas exploration and production.	970-304-5000 www.chevron.com San Ramon, CA	Michael Wirth, CEO 2000
81	Webroot, a OpenText company 385 Interlocken Crescent, Suite 800 Broomfield, CO 80021	350****	Provides Internet security for consumers and businesses.	303-442-3813 www.webroot.com Boston, MA	John Post, senior vice president/general manager 1997
82	Corden Pharma Colorado Inc. 2075 55th St. Boulder, CO 80301-2880	350****	Develops and produces pharmaceutical intermediates and active ingredients.	303-442-1926 www.cordenpharma.com Boulder, CO	Brian McCudden, CEO 1946
83	Clinica Family Health 1735 S. Public Road Lafayette, CO 80026	340****	Full primary health care, including behavioral health services, dental care, nutrition services and pharmacy. Offers all forms of telehealth and COVID-19 vaccinations.	303-650-4460 www.clinica.org Lafayette, CO	Simon Smith, president/CEO 1977
84	Invitae Corp. ***** 2477 55th St., Suite 202 Boulder, CO 80301	337****	Genomic sequencing assays and analysis software.	303-357-9001 www.invitae.com San Francisco, CA	Sean George, CEO 2013
85	SomaLogic Inc. 2945 Wilderness Place Boulder, CO 80301	320	Develops clinical diagnostics and research tools based on its proprietary and novel proteomics technologies.	303-625-9000 www.somallogic.com Boulder, CO	Roy Smythe, CEO 2000
86	Estes Park Health 555 Prospect Ave. Estes Park, CO 80517	305	Full-service hospital and Level IV Trauma Center.	970-586-2317 www.eph.org Estes Park, CO	Larry Learning, CEO 1975
87	Keller Williams 1st Realty 606 Mountain View Ave., Suite 100 Longmont, CO 80501	300****	Real estate: residential, luxury, commercial, land.	303-776-3200 www.kellerwilliams1strealty.com Longmont, CO	David Rusaw, operating principal 1989
88	Splunk Inc. 3400 Valmont Road, Suite 200 Boulder, CO 80301	300**	Real-time incident-management platform.	877-318-0960 www.victorops.com San Francisco, CA	Dan Hopkins, director, engineering 2012
89	Twitter Boulder 3401 Bluff St. Boulder, CO 80301	300****	Hom base of Twitter's data and enterprise solutions team, formerly Gnip, including data science and analytics, design, research and infrastructure engineering.	303-997-7488 www.twitter.com San Francisco, CA	Eric Ryan, engineering site lead 2006
90	Conga 390 Interlocken Crescent, Suite 500 Broomfield, CO 80021	300****	Conga's AI-powered suite of solutions helps companies digitally transform by automating and optimizing their documents, contracts, and the processes around them.	303-465-1616 www.conga.com Broomfield, CO and San Mateo, CA	Frank Holland, CEO 2015
91	Gogo Inc. 105 Edgeview Court, Suite 300 Broomfield, CO 80021	300**	Gogo provides in-flight connectivity and wireless entertainment services for commercial and business fleets around the world.	888-328-0200 www.business.gogoair.com Chicago, IL	Oakleigh Thorne, CEO 1991
92	Blue Canyon Technologies LLC 2550 Crescent Drive Lafayette, CO 80026	300*****	Provides turnkey small satellite solutions, including nanosatellites, microsatellites, and ESPA-class.	720-458-0703 www.bluecanyontech.com Boulder, CO	George Stafford, CEO 2008
93	Boulder Medical Center — Broadway 2750 Broadway Boulder, CO 80304	300	Locally owned and operated, allowing staff and physicians to engage in patient-centered, compassionate health care. Spectrum of primary and specialty medical care services.	303-440-3000 www.bouldermedicalcenter.com Boulder, CO	1949
94	Via Mobility Services 2855 N. 63rd St. Boulder, CO 80301	300	Accessible transportation, individual and group trips, mobility options information and referral.	303-447-2848 www.viacolorado.org Boulder, CO	Frank Bruno, CEO 1979
95	Carefree of Colorado 2145 W. Sixth Ave. Broomfield, CO 80020	300**	Develops, manufactures, markets and sells shade products and accessories in recreational, residential and commercial applications.	303-469-3324 www.carefreeofcolorado.com Broomfield, CO	Elden Wood, president 1971
96	Celestial Seasonings Inc./The Hain Celestial Group 4600 Sleepytime Drive Boulder, CO 80301	275**	More than 70 varieties of herbal, green, black, wellness, Rooibos and chai teas, ready-to-drink beverages such as organic Kombucha and natural shots. Daily tours.	303-530-5300 www.celestialseasonings.com Lake Success, New York	Tim Collins, vice president & general manager 1969
97	The Genetic Locker Inc., dba Terrapin Care Station 5370 Manhattan Circle, Suite 104 Boulder, CO 80303	270****	Consumer-focused cultivator, processor and provider of medical and retail cannabis products.	855-599-2273 www.terrapincarestation.com Boulder, CO	Chris Woods, CEO 2009
98	Ward Electric Co. Inc. 9586 E. I-25 Frontage Road, Suite B Longmont, CO 80504	261	Ward Electric Co. is a full-service electrical contractor. Its range of work includes high-voltage (transmission, distribution, substations), commercial, industrial, residential and renewables.	303-682-0066 www.wardelectriccompany.com Longmont, CO	Mark Ward, CEO; Matt Ward, president 2005
99	Charlotte's Web Holdings Inc. 700 Tech Court Louisville, CO 80027	258****	Produces and distributes hemp-based cannabidiol wellness products as the CW Family of Brands including Charlotte's Web, CBDMEDIC, CBDCLINIC and Harmony Hemp brands.	720-484-8930 www.charlottesweb.com Boulder, CO	Jacques Tortoroli, CEO 2013
100	J.M. Smucker Co. 2900 Peak Ave. Longmont, CO 80504	255	Manufactures Uncrustables.	720-652-4400 www.jmsmucker.com Orrville, OH	Jeff Nagle, plant manager 1897

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Private-Sector Employers

Ranked by number of employees in region

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101	Platte River Power Authority 2000 E. Horsetooth Road Fort Collins, CO 80525	255	Platte River's generation portfolio includes coal, wind, hydro, solar and gas resources.	970-226-4000 www.prpa.org Fort Collins, CO	Jason Frisbie, general manager & CEO 1973
102	Global Healthcare Exchange LLC 1315 W. Century Drive Louisville, CO 80027	250****	Medical software for automating manual processes.	720-887-7000 www.ghx.com Louisville, CO	Bruce Johnson, CEO & president 2000
103	Colorado Premium Foods 2035 Second Ave Greeley, CO 80631-7201	250	Provides a variety of fresh, frozen or consumer-ready meats to major U.S. retailers, restaurant chains and food-service companies worldwide.	970-313-4400 www.coloradopremium.com Greeley, CO	Kevin LaFleur, co-founder & president 1998
104	Children's Hospital Colorado North Campus 469 W. Colorado Highway 7 Broomfield, CO 80023	231	A nonprofit pediatric health system devoted 100% to children. Services include: 24/7 urgent care, specialist care, observation and inpatient care up to 72 hours, rehabilitation and sports physical therapy, diagnostics and imaging.	720-777-1340 www.childrenscolorado.org Aurora, CO	Jena Hausmann, CEO; Suzy Jaeger, SVP, chief patient experience and access officer 2008
105	Mile High Labs International Inc. 2555 W. Midway Blvd. Broomfield, CO 80020	230****	Private-label production of CBD tinctures, CBD gummies, CBD softgels and CBD topicals.	833-223-1011 www.milehighlabs.com Broomfield, CO	Stephen Mueller, CEO 2016
106	Loveland Surgery Center 3800 N. Grant Ave. Loveland, CO 80538	230****	Multi-specialty facility focused on spine, orthopedic, pain management, cosmetic, stem cell, oculoplastics and ENT surgery.	970-622-0608 www.lovelandasc.com Loveland, CO	Sue Emerson, CEO/administrator 2003
107	Noosa Yoghurt LLC 4120 County Road 25E Bellvue, CO 80512	225****	Cultured dairy products.	970-493-0949 www.noosayoghurt.com Bellvue, CO	Jason Vieth, general manager 2010
108	Home Instead Senior Care 251 Boardwalk Drive Fort Collins, CO 80525	221	Licensed non-medical home care.	970-494-0289 www.homeinstead.com/northerncolorado Fort Collins, CO	Mike Maguire, president; Carol Maguire, franchise owner 2001
109	Bobo's Oat Bars 6325 Gunpark Drive, Suite B Boulder, CO 80301	220*****	Manufactures non-GMO, vegan, wheat-free and gluten-free breakfast/energy bars using non-refined ingredients.	303-938-1977 www.eatbobos.com Boulder, CO	Beryl Stafford, president/founder 2003
110	Foothills Gateway Inc. 301 W. Skyway Drive Fort Collins, CO 80525	220	Helps improve the lives of people with intellectual and development disabilities.	970-226-2345 www.foothillsgateway.org Fort Collins, CO	Erin Eulenfeld, CEO 1972
111	Uplight Inc. 2560 55th St. #100 Boulder, CO 80301	215****	The Tendril Platform delivers real-time, ever-evolving data about the home and how people use energy in it	303-951-4360 www.uplight.com Boulder, CO	Adrian Tuck, CEO 2004
112	Xilinx Inc. 3100 Logic Drive Longmont, CO 80503	215**	All programmable FPGAs, SoCs, 3DICs, design tools.	720-652-3600 www.xilinx.com San Jose, CA	Moshe Gavrielov, president/CEO 1984
113	Lemay Avenue Health & Rehab Facility 4824 S. Lemay Ave. Fort Collins, CO 80525	211	Services include 24-hour skilled nursing care, physical, occupational, respiratory, and speech-language therapy, secure memory units, group and individual activities, and transportation to medical appointments.	970-482-1584 www.columbinehealth.com Fort Collins, CO	Lauren Shimp, administrator 1971
114	Walker Manufacturing Co. 5925 E. Harmony Road Fort Collins, CO 80528	210	Manufacturer of commercial-grade riding lawn mowers and attachments.	970-221-5614 www.walker.com Fort Collins, CO	Ryan Walker, president 1957
115	O-I Glass Container 11133 Eastman Park Drive Windsor, CO 80550-3398	208**	Glass containers	970-674-3800 N/A Perrysburg, OH	2005
116	Izzio Artisan Bakery LLC 185 S. 104th St. Louisville, CO 80027	205****	Artisan bakery.	303-657-6111 www.izziobakery.com Louisville, CO	Etai Baron, CEO 1994
117	Stantec 370 Interlocken Blvd., Suite 200 Broomfield, CO 80021	204	Strategic consulting, technical engineering and construction services firm.	303-410-4000 www.stantec.com Edmonton, Alberta, Canada	1954
118	Stantec 3325 S. Timberline Road, 2nd Floor Fort Collins, CO 80525	204	Environmental consulting for water infrastructure.	970-482-5922 www.stantec.com Edmonton, Alberta, Canada	1954
119	Pfizer Boulder Research & Development 3200 Walnut St. Boulder, CO 80301	200	Discovers, develops and commercializes targeted small molecule drugs to treat patients afflicted with cancer.	303-381-6600 www.arraybiopharma.com New York, NY	Nicholas Saccomano, chief scientific officer 1998
120	DMC Global Inc. 11800 Ridge Parkway, Suite 300 Broomfield, CO 80021	200	Diversified holding company involved with industrial machinery and advanced manufacturing.	303-665-5700 www.dmcglobal.com Broomfield, CO	Kevin Longe, president & CEO 1965
121	Pinnacle Agriculture Holdings LLC 1800 Fall River Drive, Suite 100 Loveland, CO 80538	200**	Agricultural retail distribution business created through acquisitions and greenfield retail establishments.	970-800-4300 www.pinnacleag.com Loveland, CO	Robert Marchbank, president & CEO 2012
122	Quantinuum Ltd. ***** 303 S. Technology Court Broomfield, CO 80021	200	Software and hardware for quantum computing.	877-841-2840 www.quantinuum.com Broomfield, CO	Ilyas Khan, CEO; Tony Uttley, president & COO 2021
123	Agfinity Inc. 4065 St. Cloud Drive, Suite 100 Loveland, CO 80538	200	Agfinity is a member-owned cooperative providing agronomy, energy, feed and grain products and services.	970-454-4000 www.agfinityinc.com Eaton, CO	Jason Brancel, CEO/president 1905
124	Nite Ize Inc. 5660 Central Ave. Boulder, CO 80301	200****	Nite Ize designs and manufactures inventor-driven products that organize your life, protect your gear, light your way, and creatively solve your everyday problems.	303-449-2576 www.niteize.com Boulder, CO	Rick Case, CEO & founder 1989
125	ARC Colorado Inc. 7040 Weld County Road 20 Firestone, CO 80504	200**	Metal injection molding.	303-833-6000 www.aftmim.com Deland, FL	Jed Rust, executive vice president 1993



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126	Viega LLC 12303 Airport Way, Suite 395 Broomfield, CO 80021	200****	Manufactures pipe-fitting installation technology.	800-976-9819 www.viega.us Broomfield, CO	Dave Garlow, president & CEO 1899
127	Centre Avenue Health & Rehab Facility 815 Centre Ave. Fort Collins, CO 80526	198	24-hour skilled nursing care, physician, nurse practitioner services, clinical social services staff, group and individual activities, registered dietitians, physical, occupational and speech therapy.	970-494-2140 www.columbinehealth.com Fort Collins, CO	Jackie King, Administrator; Blake Sims, administrator 2001
128	Centennial Peaks Hospital 2255 S. 88th St. Louisville, CO 80027	192	Mental-health facility where patients receive customized care that meets their specific recovery needs.	303-673-9990 www.centennialpeaks.com Louisville, CO	Scott Snodgrass, CEO 1976
129	Boulder Scientific Co. LLC 598 Third St. Mead, CO 80542	190****	Manufactures advanced organometallic catalysts, ligands and co-catalysts.	970-535-4494 www.bouldersci.com Longmont, CO	Rich Preziotti, CEO 1961
130	IBMC College 2315 N. Main St. Longmont, CO 80501	185	Vocational education in healthcare, cosmetology, legal, dental, massage and business.	303-651-6819 www.ibmc.edu Fort Collins, CO	Michael Beaty, campus president 1987
131	IBMC College 3842 S. Mason St. Fort Collins, CO 80525	185	Certificate, diploma and degree programs in cosmetology, barbering, esthetician, hairstyling, dental, medical assisting, massage, and paralegal.	970-223-2669 www.ibmc.edu Fort Collins, CO	Steven Steele, CEO 1987
132	Water Pik Inc. 1730 E. Prospect Road Fort Collins, CO 80553	180	Waterflossers, sonic toothbrushes and replacement showerheads.	970-484-1352 www.waterpik.com Fort Collins, CO	Bart Prins, VP & general manager 1962
133	Claremont Foods LLC 6325 Monarch Place Niwot, CO 80503	180	Provides organic- and natural-foods contract manufacturing.	303-652-0260 www.claremontfoods.com Niwot, CO	Alex Cloth, founder & CEO 2011
134	Dellenbach Motors 3111 S. College Ave. Fort Collins, CO 80525	180	New-car franchisee of Chevrolet, Cadillac and Subaru. Includes service, parts and body shop.	970-226-2438 www.dellenbach.com Fort Collins, CO	Michael Dellenbach, dealer principal 1965
135	Agilent Technologies Inc., Nucleic Acid Solutions Division 5555 Airport Road Boulder, CO 80301	175****	Flexible therapeutic oligonucleotide development services and manufacturing for the biotech and pharmaceutical industries.	303-222-4900 www.agilent.com Santa Clara, CA	1999
136	Air Comfort Inc. 150 Rome Court Fort Collins, CO 80524-1434	175	Heating and air conditioning for large and small commercial projects, multi-family, high-end residential, including geothermal.	970-490-1458 www.aircomfortcolorado.com Fort Collins, CO	Matt Rausch, CEO 2007
137	Lind's Plumbing and Heating Inc. 1414 Blue Spruce Drive, Unit A Fort Collins, CO 80524	175	Commercial and Residential plumbing.	970-221-1735 www.lindsph.com Fort Collins, CO	Kellan Moore, president/CEO; Rick Scaglione, president/COO 1984
138	United Power Inc. 500 Cooperative Way Brighton, CO 80603	172	Electric distribution cooperative.	303-659-0551 www.unitedpower.com Brighton, CO	Mark Gabriel, president and CEO 1938
139	Intel Corp. 1921 Corporate Center Circle, Suite 3B Longmont, CO 80501	165****	Data-storage solutions.	503-264-1330 www.intel.com Santa Clara, CA	1968
140	Markley Motors Inc. 3401 S. College Ave. Fort Collins, CO 80525	160	Full-service dealership.	888-500-4584 www.markleymotors.com Fort Collins, CO	Eric Baumgart, general manager 1936
141	Animal Health International Inc. 822 Seventh St., Suite 740 Greeley, CO 80631	160**	Distributes animal-health products.	970-353-2600 www.animalhealth.com Greeley, CO	Kevin Pohlman, president & CEO 2010
142	Western Digital Corp. 1951 S. Fordham St., #400 Longmont, CO 80503	153****	Flash storage and other data-storage solutions.	303-827-0321 www.wdc.com Milpitas, CA	Stephen Milligan, CEO 1970
143	FCI Constructors Inc. 4015 Coriolis Way Frederick, CO 80504	153	Commercial and industrial design-builder, general contractor and construction manager.	970-535-4725 www.fcioi.com Grand Junction, CO	Tony Seidling, chief operating officer 1978
144	AlsoEnergy Inc. 5400 Airport Blvd., Suite 100 Boulder, CO 80301	150****	Provides energy-monitoring and asset-management solutions for global renewable-energy financiers, developers, O&M providers and EPCs.	866-303-5668 www.alsoenergy.com Boulder, CO	Robert Schaefer, CEO 2007
145	Biodesix Inc. 2970 Wilderness Place, Suite 100 Boulder, CO 80301	150	A diagnostic company with a focus in lung disease. The company develops diagnostic tests addressing important clinical questions by combining multi-omics through the power of AI.	303-417-0500 www.biodesix.com Boulder, CO	Scott Hutton, president & CEO 2006
146	Gaia Inc. 833 W. South Boulder Road, Suite C Louisville, CO 80027	150	Fitness brand focused on yoga and well-being.	303-222-3600 www.gaia.com Louisville, CO	Jirka Rysavy, chairman & CEO 1988
147	Hungenberg Produce Inc. 976 N. Balsam Ave. Greeley, CO 80631	150**	Fresh carrots, cabbage.	970-356-6616 www.hungenbergproduce.com Greeley, CO	Paul Hungenberg, secretary/treasurer 1974
148	Leanin' Tree Inc. 6055 Longbow Drive Boulder, CO 80301	148****	Greeting cards.	303-729-3412 www.leanintree.com Boulder, CO	Rob Carr, CEO 1989
149	BoulderCentre for Orthopedics and Spine 4740 Pearl Parkway, Suite 200 Boulder, CO 80301	145	Full spectrum of orthopedic services, including MRI, PT/OT, DME and outpatient surgery on the premises.	303-449-2730 www.bouldercentre.com Boulder, CO	Catherine Higgins, CEO/CFO 1968
150	Columbine West Health & Rehab Facility 940 Worthington Circle Fort Collins, CO 80526	143	Rehabilitation, dementia unit, hospice, transportation, activities, beauty shop, courtyards, and music therapy, PT, OT, and speech-language pathology. NP Services. Wound care. Discharge planning.	970-221-2273 www.columbinehealth.com Fort Collins, CO	Isaac Bush, Administrator; Isaac Bush, administrator 1988

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LIST

Private-Sector Employers

Ranked by number of employees in region

Rank	Company	Employees in region	Products/Services	Phone Website Headquarters	Person in charge, Title Year founded
151	UCHealth Broomfield Hospital 11820 Destination Drive Broomfield, CO 80021	142	Full-service hospital offering advanced care, including an emergency department, outpatient surgery center, laboratory services, operating suites, intensive care, radiology suite & orthopedic care.	303-460-6000 www.uchealth.org/locations/uchealth-broomfield-hospital Aurora, CO	Lonnie Cramer, CEO 2016
152	Ursa Major Technologies LLC 2600 Campus Drive, Suite C Lafayette, CO 80026	141	Develops and manufactures rocket engines for third parties.	970-344-8147 www.ursamajortechnologies.com Lafayette, CO	Joe Laurienti, CEO 2014
153	Sovos Brands Inc. 168 Centennial Parkway, Suite 200 Louisville, CO 80027	140**	Consumer packaged-foods company.	720-316-1225 www.sovosbrands.com Louisville, CO	Todd Lachman, CEO 2016
154	In-Situ Inc. 221 E. Lincoln Ave. Fort Collins, CO 80524	140****	Manufactures environmental monitoring and sampling systems used to assess the quantity and quality of groundwater and surface water.	970-498-1500 www.in-situ.com Fort Collins, CO	John Pawlikowski, president & CEO 1976
155	Good Day Pharmacy — Corporate Office 3780 E. 15th St., Suite 102 Loveland, CO 80538	140	MedSync Auto Refill, prescription compounding for people and pets, bio-identical hormones, specialty med packaging in sealed easy-open Good Daypacks, medical equipment, specialty medications, clinical services/consultation (hormone consultation, birth control, diabetes, smoking cessation), long-term care pharmacy serving assisted living and skilled nursing.	970-461-1975 www.gooddaypharmacy.com Loveland, CO	Vicki Einhellig, CEO 1985
156	The Allen Co. Inc. 525 Burbank St. Broomfield, CO 80020	139****	Manufactures hunting, shooting, tactical, archery, fishing and outdoor products.	303-469-1857 www.allencompany.net Broomfield, CO	George Cavanaugh, owner 1971
157	Northern Colorado Rehabilitation Hospital 4401 Union St. Johnstown, CO 80534	137	Hospital provides rehabilitative services for patients with functional deficits.	970-619-3400 www.ncrh.ernesthealth.com Albuquerque, NM	Brenda Simon, CEO 2005
158	Encore Electric Inc. 225 N. Lemay Ave., Unit 5 Fort Collins, CO 80524	136	Electrical construction, service and maintenance.	970-221-3311 www.encoreelectric.com Lakewood, CO	Derek Varnell, director of Northern Colorado and Wyoming 2003
159	Northern Colorado Anesthesia Professionals PLLC 3702 Automation Way, #103 Fort Collins, CO 80525	135	Anesthesia services.	970-224-2985 https://ncaphealth.com/ Fort Collins, CO	Shawn Wotowey, CEO 1998
160	Banner Fort Collins Medical Center 4700 Lady Moon Drive Fort Collins, CO 80528	134	Trauma, orthopedics, general surgery, gynecology, obstetrics, gastroenterology, urology, head and neck, heart and lung.	970-821-4000 www.BannerHealth.com/FortCollins Phoenix, AZ	Margo Karsten, president 2015
161	Inscripta Inc. 5500 Central Ave., Suite 220 Boulder, CO 80301	133****	CRISPR-based platform for scalable digital genome engineering.	720-759-4088 www.inscripta.com Boulder, CO	Sri Kosaraju, president & CEO 2015
162	Outside Inc. 5720 Flatiron Parkway Boulder, CO 80302	131**	Creator of active-lifestyle content.	303-440-0601 www.pocketoutdoormedia.com Boulder, CO	Robin Thurston, CEO 2017
163	Lexmark International Inc. 6555 Monarch Road Longmont, CO 80503	130	Develops and manufactures toner and photo-conductor drums for use in laser-printer cartridges.	303-581-5000 www.lexmark.com Lexington, KY	Don Knowles, general manager 1991
164	4Rivers Equipment 240 Fifth St. Greeley, CO 80631	130**	John Deere tractor parts, service and sales.	970-356-3666 www.4RiversEquipment.com Greeley, CO	Chad Askeland, store manager 1926
165	The Women's Clinic of Northern Colorado 2500 Rocky Mountain Ave., Suite 150 Loveland, CO 80538	130**	OB-GYN care, mammography, ultrasounds.	970-493-7442 www.womensclinicnoco.com Fort Collins, CO	Scott Kenyon, executive director 1970
166	Solid Power Inc. 486 S. Pierce Ave., Suite E Louisville, CO 80027	127	Solid Power develops all-solid-state rechargeable battery cells for electric vehicles and mobile power markets.	303-219-0720 www.solidpowerbattery.com Louisville, CO	Douglas Campbell, CEO 2011
167	Holland & Hart LLP 1800 Broadway, Suite 300 Boulder, CO 80302	126****	Patent, Trademark, Real Estate Finance & Development, Tax & Estate Planning, Corporate, Employment.	303-473-2700 www.hollandhart.com Denver, CO	Larry Tronco, administrative partner; Chris Balch, firm chair; Lucy Stark, managing partner 1947
168	Advanced Micro Devices Inc. 2950 E. Harmony Road, No. 300 Fort Collins, CO 80258	125****	Design and integrate technology that powers millions of intelligent devices, including personal computers, game consoles and cloud servers.	970-226-9500 www.amd.com Sunnyvale, CA	Lisa Su, president & CEO 1969
169	Creative Foam Composite Systems 2221 Clayton Place Berthoud, CO 80513	125****	Manufactures foam core for wind-energy and aerospace companies.	970-444-4711 www.creativefoam.com Fenton, MI	Dave Stuck, general manager 1969
170	Northern Colorado Water Conservancy District 220 Water Ave. Berthoud, CO 80513	125	Provides water for agricultural, municipal, industrial and domestic use in northeastern Colorado.	800-369-7246 www.northernwater.org Berthoud, CO	Brad Wind, general manager 1937
171	The Colorado Chautauqua 900 Baseline Road Boulder, CO 80302	123	The Colorado Chautauqua is one of 26 National Historic Landmarks in the state. We host arts, culture, and humanities programming for the community in our historical venues including the 1300 seat 1898 auditorium. We also rent 59 stand alone cottages on campus as well as studio rooms and two larger lodges, host private events, create custom guest experiences and operate the historic Dining Hall.	303-442-3282 www.chautauqua.com Boulder, CO	Shelly Benford, CEO 1898
172	Brinkman Construction 3528 Precision Drive, Suite 100 Fort Collins, CO 80528	121****	Brinkman Construction is a 100% employee owned company providing commercial construction services for a wide range of product types along the Front Range.	970-267-0954 www.brinkmanconstruction.com Fort Collins, CO	Jim Ciesla, president & CEO 2005
173	Alchemer LLC***** 168 Centennial Parkway, Unit 250 Louisville, CO 80027	120**	Software-as-a-service company offering a survey, data-collection and business-intelligence tool.	720-496-2990 www.alchemer.com Louisville, CO	Nicole Craine, COO; David Roberts, CEO 2006
174	Double J Meat Packing Inc. 726 W. Main St. Pierce, CO 80650	120**	Custom butchering and processing of beef, bison and lamb.	970-834-1388 doublejcuts.com Pierce, CO	Jay Hasbrouck, president 2002
175	First RF Corp. 6150 Lookout Road Boulder, CO 80301	120	Advanced technologies company specializing in antennas and RF systems.	303-449-5211 www.firstrf.com Boulder, CO	Mike Sharkey, president; Farzin Lalezari, CEO 2003

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Private-Sector Employers

Ranked by number of employees in region

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176	Carbon Black Inc. 1433 Pearl St. Boulder, CO 80302	120****	Carbon Black combines unfiltered data collection, predictive analytics and cloud-based delivery to provide endpoint protection.	N/A www.carbonblack.com Waltham, MA	Patrick Morley, CEO 2002
177	North Shore Health & Rehab Facility 1365 W. 29th St. Loveland, CO 80538	117****	Skilled rehabilitation, long-term care, hospice unit, physical and occupational therapy, speech language pathology, registered dietician, .wound care, NP and physician services, activities program.	970-667-6111 www.columbinehealth.com Fort Collins, CO	Clinton Dale, administrator 1962
178	Heska Corp. 3760 Rocky Mountain Ave. Loveland, CO 80538	115****	Advanced veterinary diagnostic and other specialty veterinary products; diagnostic blood analyzers, point-of-care diagnostic tests, vaccines and other pharmaceuticals.	970-493-7272 www.heska.com Loveland	Kevin Wilson, president & CEO 1988
179	Eye Care Center of Northern Colorado 1616 15th St. Greeley, CO 80634	115	Specialty in Retinal disorders (macular degeneration, diabetic retinopathy, etc.), Glaucoma, Corneal disorders, plus all related surgeries including Lasik/ PRK/ICL.	303-772-3300 www.eyecaresite.com Longmont, CO	Mary Seufert, practice administrator 1969
180	Eye Care Center of Northern Colorado 1400 Dry Creek Drive Longmont, CO 80503	114	Well eye exams, medical and surgical specialty services for cataracts, glaucoma, retina, cornea, LASIK, PRK & ICLs, oculoplastics. Full-service optical department and lab.	303-772-3300 www.eyecaresite.com Longmont	Mary Seufert, practice administrator 1969
181	Fisher Honda & Acura 6025 Arapahoe Road Boulder, CO 80303	113****	Full service dealership.	303-443-0530 www.fisherauto.com Boulder, CO	Craig Fisher, president 1973
182	Metal Container Corp. 1201 Metal Container Court Windsor, CO 80550	110**	Aluminum cans.	970-686-1500 www.anheuser-busch.com St. Louis, MO	1987
183	StickerGiant 880 Weaver Park Road Longmont, CO 80501	110****	Custom stickers and labels.	303-774-7900 www.stickergiant.com Longmont, CO	Beth Smith, CEO 2000
184	Express Employment Professionals 275 S. Main St. Longmont, CO 80501	110****	Temporary, evaluation-hire, and direct-hire staffing and human-resources services.	303-678-1608 www.ExpressPros.com/LongmontCO Oklahoma City, OK	Todd Isaacson, President/Co-owner 2001
185	Clovis Oncology Inc. 5500 Flatiron Parkway, Suite 100 Boulder, CO 80301	108	Acquires, develops and commercializes innovative anti-cancer agents.	303-625-5000 www.clovisoncology.com Boulder, CO	Patrick Mahaffy, CEO 2009
186	The Neenan Co. 3325 S. Timberline Road, Suite 100 Fort Collins, CO 80525-4427	107	Design, construction, development.	970-493-8747 www.neenan.com Fort Collins, CO	David Shigekane, CEO 1966
187	Molecular Biosciences Inc. 4699 Nautilus Court Boulder, CO 80301-5308	107**	Manufactures products that investigate cellular function and homeostasis mechanisms.	303-581-7722 www.molbio.com Boulder, CO	David Kachensky, vice president 1994
188	Forney Industries Inc. 2057 Vermont Drive Fort Collins, CO 80525	105**	Distributor of products to the retail and industrial sectors specializing in hardware, automotive after market and farm/ranch.	970-482-7271 www.forneyind.com Fort Collins, CO	Steve Anderson, CEO/ president 1932
189	Total Facility Care LLC 453 N. Denver Ave. Loveland, CO 80537	105	Commercial cleaning and building maintenance.	970-800-3801 www.TotalFacilityCare.com Loveland, CO	Pete Gazlay, president 2010
190	Namaste Solar Electric Inc. 6707 Winchester Circle, Suite 700 Boulder, CO 80301	101****	Employee-owned solar energy company.	303-447-0300 www.namastesolar.com Boulder, CO	Blake Jones, co-owner, co-founder; Jason Sharpe, co-owner & CEO 2004
191	Danfoss Power Solutions Danfoss Editron 4120 Specialty Place Longmont, CO 80050	100****	Developer and manufacturer of power-dense, high-efficiency electric motors, generators and power electronic controllers for the automotive, commercial truck, bus and military markets.	303-682-4900 www.danfoss.com Longmont	Joseph Mitchell, CEO 1967
192	Enersys-ABSL Space Products Inc. 1751 S. Fordham St. Suite 100 Longmont, CO 80503	100	Supplier of lithium-ion batteries for spacecraft and launch vehicles.	303-848-8081 www.enersys.com Redding, PA (EnerSys)	Dave Lucero, general manager 2005
193	Pilatus Business Aircraft Ltd. 11755 Airport Way Broomfield, CO 80021	100****	Aircraft company.	303-438-5965 www.pilatus-aircraft.com Broomfield, CO	Thomas Bosshard 1996
194	Orthopaedic & Spine Center of the Rockies 2500 E. Prospect Road Fort Collins, CO 80525	100	Comprehensive orthopaedic, spine, sports medicine, concussion, and podiatry care. Orthopaedic care for on-the-job injuries. 2 Surgery-recovery centers, MRI, digital x-ray, PT-OT, cast-brace-splints.	970-493-0112 www.orthohealth.com Fort Collins, CO	Mike Bergerson, CEO 1969
195	LifeStance Health Managment LLC 320 W. Olive St. Fort Collins, CO 80521	100****	Professional counseling (individual, marital, couples, child, family). Psychiatric care. All major insurances accepted, Medicaid and Medicare, self payor rates.	970-310-3406 www.heartcenteredcounselors.com Fort Collins, CO	Carl Nassar, director 1997
196	Flood & Peterson Insurance Inc. 4687 W. 18th St. Greeley, CO 80634	100	Commercial insurance, employee benefits, surety bonding, and personal insurance.	970-356-0123 FloodPeterson.com Greeley, CO	Royal Lovell, chairman & CEO; Brett Kemp, president 1939
197	Envision, Creative Support for People with Developmental Disabilities 1050 37th St. Evans, CO 80620	100	Provide services to people with intellctual and developmental disabilities/ delays in Weld County Colorado	970-339-5360 www.envisionco.org Evans, CO	Celeste Ewert, executive director 1964
198	A Woman's Place Inc. P.O. Box 71 Greeley, CO 80632	100	A Woman's Place provides free and confidential services to victims and survivors of domestic violence including emergency shelter, legal advocacy, counseling, support groups and children's programs.	970-351-0476 www.awpdv.org Greeley, CO	Diane Heldt, executive director 1978
199	Advanced Medical Imaging Consultants PC 2008 Caribou Drive Fort Collins, CO 80525	100	Medical imaging and radiology.	970-484-4757 www.amicrad.com Fort Collins, CO	Becky Thompson, CFO, COO 1976
200	Centers for Gastroenterology PC 3702 Timberline Road Fort Collins, CO 80525	100	Comprehensive services in the diagnosis, medical management and endoscopic treatment of diseases affecting the digestive system and liver.	970-207-9773 www.digestive-health.net Fort Collins, CO	Kevin Seely, CEO 1980



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Ranked by number of employees in region

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201	Dementia Together 1540 Main St., Suite 218/231 Windsor, CO 80550	100	Education, including Contented Dementia courses, workshops, and consultations, dementia-friendly business training, virtual-reality experiences, and dementia care resources.	970-305-5271 www.dementiatogether.org Windsor, CO	Cyndy Luzinski, founder, executive director 2015
202	Emergency Physicians of the Rockies 1024 S Lemay Ave. Fort Collins, CO 80524	100	Emergency medicine.	970-495-8006 www.eprockies.com Fort Collins, CO	Betsy Coldren 1992
203	Holy Family High School 5195 W. 144th Ave. Broomfield, CO 80023	100	College-prep Catholic high school.	303-410-1411 www.holyfamilyhs.com Broomfield, CO	Matthew Hauptly, Principal 1922
204	New Mercer Commons 900 Centre Ave. Fort Collins, CO 80526	100	Assisted living and secure memory unit, personal care providers, LPNs, RNs, activities and outings, social services, registered dietician, medication management, laundry/housekeeping.	970-495-1000 www.columbinehealth.com Fort Collins, CO	Gina Digiallonardo, administrator 1994
205	Spyder Active Sports Inc. 4740 Walnut St. Boulder, CO 80301	100***	High-end performance skiwear, outerwear and accessories.	303-544-4000 www.spyder.com Boulder, CO	Nicholas Adcock, CEO 1978
206	Vantage Hemp Co. 2336 115th Ave. Greeley, CO 80634	100***	Wholesaler of CBD and hemp products.	720-633-6716 www.vantagehemp.com Greeley, CO	Harvinder Johal, director 2020
207	Z2 Entertainment: Boulder & Fox Theatres, Aggie Theatre 2032 14th St. Boulder, CO 80302	100***	Live entertainment venues.	303-786-7030 www.bouldertheater.com; fox theatre.com Boulder, CO	Cheryl Liguori, CEO 1992 & 1995
208	Mountain High Products LLC dba Wana Brands 1668 Valtec Lane, Suite A Boulder, CO 80301	99***	Cannabis edibles brand, with a range of ratios, onset & duration to achieve specific desired experiences.	917-971-7852 www.wanabrands.com Boulder, CO	Nancy Whiteman, CEO 2010
209	Boys & Girls Clubs of Larimer County 103 Smokey St. Fort Collins, CO 80525	97	BGCLC provides safe, fun, and affordable out-of-school programming for youth ages 5-18.	970-223-1709 www.BeGreatLarimer.org Fort Collins, CO	Kaycee Headrick, CEO 1986
210	Tecomet Inc. 6250 Gunbarrel Ave. Boulder, CO 80301	96***	Contract manufacturing for medical companies.	303-222-1260 www.mountainsidemed.com Wilmington, MA	John Malter, general manager 2006
211	Eldorado Artesian Springs Inc. 1783 Dogwood St. Louisville, CO 80027	96***	Bottler and distributor of natural spring water and organic, vitamin-charged spring water.	303-604-3000 www.eldoradosprings.com Louisville, CO	Douglas Larson, president 1983
212	Cardinal Peak LLC 1380 Forest Park Circle, Suite 202 Lafayette, CO 80026	95***	Connected device engineering including audio, video, voice, hardware, embedded software and cloud	303-665-3962 www.cardinalpeak.com Lafayette, CO	Howdy Pierce, chairman/co-founder; Mike Perkins, chairman/co-founder; Mark Carrington, CEO 2002
213	mBio Diagnostics Inc., dba LightDeck Diagnostics 5603 Arapahoe Ave., Suite 1 Boulder, CO 80303	95***	LightDeck develops technologies for rapid, on-the-spot testing solutions for veterinary, human clinical, and life-science applications.	303-952-2905 www.lightdeckdx.com Boulder, CO	Chris Myatt, CEO 2009
214	Front Range Therapy 802 W. Drake Road, Suite 133A Fort Collins, CO 80526	94	Physical, occupational and speech language pathology offered as outpatient therapy at our location, or at each of the Columbine Health Systems skilled-nursing facilities.	970-494-6449 www.columbinehealth.com/ FrontRangeTherapy Fort Collins, CO	Brad Harriss, director 1996
215	Sun Construction & Design Services Inc. 1232 Boston Ave. Longmont, CO 80501	94	Construction and renovation of industrial and commercial buildings.	303-444-4780 www.sunconstruction.com Longmont, CO	Andrew Welch, President 1985
216	8z Real Estate 4041 Hanover Ave., Suite 200 Boulder, CO 80305	92	Residential real estate brokerage; home-buyer representation; home-seller representation.	303-543-3083 www.8z.com Boulder, CO	Ryan Carter, president; Lane Hornung, president and CEO 2009
217	The Pro's Closet 1900 Taylor Ave. Louisville, CO 80027	92***	Online sales of pre-owned bicycles.	866-401-9636 www.theproscloset.com Louisville, CO	John Levisay, CEO; Pete Lopinto, Chief Evangelist 2006
218	AMP Robotics Corp. 1500 Cherry St., Suite A Louisville, CO 80027	90***	Robotic systems that use AI to sort recyclable materials.	888-402-1686 www.amprobotics.com Louisville, CO	Matanya Horowitz, CEO 2014
219	Boulder JCC 6007 Oreg Ave. Boulder, CO 80303	90	Boulder JCC is home to a preschool and day camps, as well as baby, toddler, youth, family, teen, young adult, adult, arts and culture, and community programs.	303-998-1900 www.boulderjcc.org Boulder, CO	Jonathan Lev, executive director 1984
220	Bret's Electric LLC 8312 Raspberry Way, Suite A Frederick, CO 80504	90	Electrical contractor for design-build projects, commercial, industrial, multi-family, schools and medical facilities.	720-494-8944 www.bretselectric.com Frederick, CO	Janet Martin, vice president 1993
221	Gregory Electric 3317 N. Lincoln Ave. Loveland, CO 80538	90	Electrical contractor.	970-669-7609 www.gregoryelectricinc.com Loveland, CO	Rod Bryant, president 1988
222	Naturescape Inc., dba Alpine Gardens 7029 S. College Ave. Fort Collins, CO 80525	90	Commercial and residential landscape design, installation and maintenance.	970-226-2296 www.alpinegardens.com Fort Collins, CO	Jack Fetig, president; Christine Fetig, secretary/treasurer; Nate Fetig, vice president; Heidi Fetig, assistant secretary/treasurer 1978
223	Guidehouse 1375 Walnut St., Suite 100 Boulder, CO 80302	88***	Consulting services to the public and commercial markets with broad capabilities in management, technology and risk consulting.	303-728-2500 www.guidehouse.com Falls Church, VA	Scott McIntyre, CEO 2005
224	Dohn Construction Inc. 2642 Midpoint Drive Fort Collins, CO 80525	88	General contracting, construction management, commercial construction.	970-490-1855 www.dohnconstruction.com Fort Collins, CO	Doug Dohn, president; Connie Dohn, chief financial officer; Jeff Ayres, director of business development 1992
225	Morning Fresh Farms Inc. 15121 County Road 32 Platteville, CO 80651	88**	Producer of farm-fresh eggs.	970-785-2889 www.morningfresh.com Platteville, CO	Derek Yancy, president 1978

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226	Baker Constructors LLC 5660 Iris Parkway Frederick, CO 80504	87	Steel buildings, commercial and residential construction, basement finishing and remodeling.	720-491-3427 www.bakercompaniesus.com Frederick, CO	Dustin Baker, member; Jodi Baker, owner 2005
227	Golden Triangle Construction Inc. 8008 Raspberry Way Frederick, CO 80504	87	Commercial general contractor.	303-772-4051 www.gtc1.net Frederick, CO	Brian Laartz, President; Jeff Nading, CEO; Todd Schroeder, President 1977
228	Poudre Valley Rural Electric Association Inc. 7649 REA Parkway Fort Collins, CO 80528	87****	Electric utility.	800-432-1012 www.pvrea.coop Fort Collins, CO	Jeff Wadsworth, president and CEO 1939
229	Quicksilver Scientific Inc. 1960 Cherry St. Louisville, CO 80027	87	Quicksilver Scientific manufactures advanced nutritional systems with a focus on detoxification, liposomal delivery systems and heavy metal testing to support optimal health.	303-531-0861 www.quicksilverscientific.com Louisville, CO	Christopher Shade, founder & CEO 2005
230	Left Hand Brewing Co. 1265 Boston Ave. Longmont, CO 80501	86	Third-largest independently owned brewer and seller of craft beer in Colorado.	303-772-0258 www.lefthandbrewing.com Longmont, CO	Eric Wallace, president; Employee-owned 1993
231	Harsh International Inc. 600 Oak Ave. Eaton, CO 80615	86	Manufactures cattle-feeding equipment, hydraulic truck equipment. Arctic Cat dealer, Textron UTV dealer, Segway dealer, Bad Boy Mower dealer, and Husqvarna dealer. Sig Sauer Master Dealer	970-454-2291 www.harshenviro.com and www.harshoutdoors.com Eaton, CO	Robert Brown, president 1948
232	Active Interest Media 2510 55th St. Boulder, CO 80301	85	Active Interest Media (aimmedia.com) produces consumer and trade events, websites, magazines, podcasts, and TV shows that reach 40+ million readers, fans, and attendees in 85 countries.	303-253-6300 www.aimmedia.com Boulder, CO	Andrew Clurman, chairman & CEO 2003
233	Dawson School 10455 Dawson Drive Lafayette, CO 80026	85	Challenging college-preparatory academics, robust arts and athletics programs, and renowned outdoor and experiential education for students K-12.	303-665-6679 www.dawsonschool.org Lafayette, CO	George Moore, head of school 1970
234	McDonald Toyota Greeley***** 4732 W. 26th St. Greeley, CO 80634	85****	Automotive dealer.	970-339-3900 https://mcdonaldtoyotagreeley.com Greeley, CO	Jessica Zumbrun, general sales manager 1946
235	Specialty Products Co. 4045 Specialty Place Longmont, CO 80504	85****	Alignment and suspension parts and custom manufacturing.	303-772-2103 www.spalignment.com Longmont, CO	Ben Bigelow, president & CEO 1972
236	IMS Heating & Air Inc. 5213 Longs Peak Road, Unit A Berthoud, CO 80513	82	HVAC maintenance, service, indoor air-quality, retrofit, new construction, commercial.	970-532-0123 www.imsheatingandair.com Johnstown, CO	Daren Shawver, president 2000
237	The Wild Animal Sanctuary 2999 Weld County Road 53 Keenesburg, CO 80643	82****	Wildlife sanctuary.	303-536-0118 www.wildanimalsanctuary.org Keenesburg, CO	Pat Craig, executive director 1980
238	ColdQuanta Inc. 3030 Sterling Circle Boulder, CO 80301-2338	80	Devices, systems and services to simplify the creation of cold and ultracold matter. Educational products and courses related to cold and ultracold matter.	303-440-1284 www.coldquanta.com Boulder, CO	Scott Faris, CEO 2007
239	Advanced Thin Films, a unit of IDEX Corp. 5733 Central Ave. Boulder, CO 80301	80****	Precision optical components and ion beam sputtered coatings for applications in scientific research, defense, aerospace, telecommunications, laser and semiconductor manufacturing.	303-815-1545 www.advancedthinfilms.com Lake Forest, IL	Brandon Ballagh, general manager 1992
240	Alpen HPP Inc, dba Alpen High Performance Products 335-A Centennial Parkway Louisville, CO 80027	80****	Alpen High Performance Products manufactures super-insulating, thermally-efficient residential and commercial windows, doors and glass, primarily utilizing lightweight suspended film technology.	303-834-3600 www.thinkalpen.com Louisville, CO	Brad Begin, CEO 2012
241	Roccor, a Redwire Space Company 2602 Clover Basin Drive, Suite D Longmont, CO 80503	80****	Roccor provides low-cost, high performance deployable structure and thermal management systems technology for government and commercial space customers.	(303) 250-5097 www.redwire.com Longmont, CO	Chris Pearson, president 2011
242	Seniors Helping Seniors 2290 E. Prospect Road, Suite 6 Fort Collins, CO 80525	80****	Non-medical in-home care: companionship; personal care; 24/7; transportation; dementia care; light housekeeping.	970-631-8251 www.homecarenortherncolorado.com Fort Collins, CO	Tina Saldanha, agency administrator 2010
243	Senior Helpers 3101 Kintzley Court, Unit J Laporte, CO 80535	79	Provides licensed in-home care so that seniors can age in place. Specializes in Alzheimer's and dementia and Parkinson's-disease care.	970-658-8228 www.seniorhelpersNoCo.com Laporte, CO	Gil Atanasoff, owner, executive director 2017
244	Clinica Family Health Services — People's Medical Clinic 2525 13th St. Boulder, CO 80304	79****	Full primary care including dental, behavioral health, nutrition counseling and pharmacy. All services available through telehealth. Covid-19 testing and financial assistance available.	303-650-4460 www.clinica.org Boulder, CO	Simon Smith, president & CEO 1977
245	Humane Society of Boulder Valley 2323 55th St. Boulder, CO 80301	78****	Animal-welfare, animal adoption, animal lost and found services, animal relinquishment, emergency housing for displaced pets and veterinary care.	303-442-4030 www.boulderhumane.org Boulder, CO	Kat Burns, director of operations and veterinary services; Jan McHugh-Smith, CEO 1902
246	Sill-TerHar Motors Inc. 150 Alter St. Broomfield, CO 80020	76****	Full-service dealership.	303-469-1801 www.sthmotors.com Broomfield, CO	John TerHar Jr., owner; Greg Larson, vice president 1960
247	Hirsh Precision Products Inc. 6420 Odell Place Boulder, CO 80301	76****	Precision machining (prototype to production), complex assembly, contract manufacturing, R&D product launch support.	303-530-3131 www.hirshprecision.com Boulder, CO	Peter Doyle, president/CEO 1979
248	Special Aerospace Services LLC 3005 30th St. Boulder, CO 80301	75	SAS provides a full lifecycle of services from strategic advisory to tactical engineering, systems development, software engineering, precision manufacturing and recurring program support.	(303) 625-1010 www.specialaerospaceservices.com Boulder, CO	Heather Bulk, CEO 2007
249	Ionex Research Corp. 1301 Eastwind Drive Lafayette, CO 80026	75	Air-filtration systems used in environmental protection and clean-up of hazardous chemicals, nuclear waste, and military nerve agents.	303-666-5550 www.ionex.US Lafayette, CO	Matthew Porrey, president 1978
250	Barnes Electrical Contracting Inc. 1375 Horizon Ave. Lafayette, CO 80026	75	Electrical construction — single-family, multi-family, commercial.	303-665-6188 www.barneselectrical.com Lafayette, CO	Doug Davis, president 1986

BW

LIST

Private-Sector Employers

Ranked by number of employees in region

Rank	Company	Employees in region	Products/Services	Phone Website Headquarters	Person in charge, Title Year founded
251	Boulder Country Day School 4820 Nautilus Court Boulder, CO 80301	75	Private school: Preschool to 8th grade.	303-527-4931 www.bouldercountryday.org Boulder, CO	John Suitoer III, head of school 1988
252	Boulder Philharmonic Orchestra 1600 Range, #200 Boulder, CO 80301	75	Professional orchestra performs at CU's Macky Auditorium, in local schools and across the Front Range. Quartets and small ensembles available for hire at events.	303-449-1343 www.BoulderPhil.org Boulder	Sara Parkinson, executive director 1957
253	Vergent Products Inc. 609 14th St. SW Loveland, CO 80537	75	Electronics contract manufacturing. Provide product design, PCB assembly, final product assembly, and order fulfillment services. ISO 9001, AS9100D, ISO 13485, CFR 820. Focused on medical, industrial sensors & controls, aerospace, defense, and high performance industrial applications.	970-667-8570 www.vergentproducts.com Loveland, CO	Jay Dokter, CEO; John Sage, VP business development 1995
254	Johnstown Heights Behavioral Health 4770 Larimer Parkway Johnstown, CO 80534	75**	Provides care to those struggling with mental health issues and substance use disorders.	800-313-3387 https://johnstownheights.com Johnstown, CO	2015
255	Boulder Creek Neighborhoods LLC 712 Main St. Louisville, CO 80027	74	Homebuilder, specializing in low-maintenance homes throughout Boulder County and the Front Range.	303-544-5857 www.livebouldercreek.com Louisville, CO	David Sinkey, founder and president 2006
256	Helena Agri-Enterprises LLC 24330 U.S. Highway 34 Greeley, CO 80631	74***	Agricultural fertilizers and chemicals.	970-353-2567 www.helenaagri.com Collierville, TN	1957
257	Montgomery Electric Inc. 4185 Sunshine Drive Dacono, CO 80514	74***	Commercial electrical; pre-construction, cost estimating, design/build, project management, project experience, education, medical.	303-466-8852 www.montgomeryelectricinc.com Dacono, CO	Jason Montgomery, president 1986
258	Landmark Homes 6341 Fairgrounds Ave., Suite 100 Windsor, CO 80550	72	Home builder and developer.	970-460-0567 www.mylandmarkhomes.net Windsor, CO	Jon Mosier, president; Jason Sherrill, CEO 2005
259	Larimer Humane Society 3501 E. 71st St. Loveland, CO 80538	72	Larimer Humane Society serves the Northern Colorado community by caring for lost pets, and adopting animals into new, loving homes. We support the community by operating pet licensing, providing animal protection and control services, leading humane education programming, and providing a safe haven for owners who are no longer able to care for their pets.	970-226-3647 www.larimerhumane.org Loveland, CO	Judy Calhoun, CEO 1969
260	Siemens Gamesa Renewable Energy Inc. 1050 Walnut St. Boulder, CO 80302	70***	Services a wide array of products: industry (transportation, building, water treatment and lighting); energy (fossil fuel, renewable energy, power transmission and distribution).	303-895-2100 www.siemensgamesa.com Vizcaya, Spain	Jacques Nader, director 2017
261	Epsilon 11030 Circle Point Road, Suite 110 Westminster, CO 80020	70***	Marketing platform.	720-383-4276 www.epsilon.com Irving, TX	2010
262	Interstates 1409 Duff Drive Fort Collins, CO 80524	70	Providing electrical engineering, controls, and construction to industrial clients.	970-221-1776 www.interstates.com Sioux Center, IA	Joshua Barber, regional director 1953
263	Columbine Management Services Inc. 802 W. Drake Road, Suite 101 Fort Collins, CO 80526	70***	Locally owned and operated senior health care continuum in Northern Colorado offering home care, non-medical home care, medical equipment, therapy, rehabilitation, pharmacy and infusion pharmacy, skilled nursing and assisted living facilities, independent living apartments and patio homes.	970-482-0198 www.columbinehealth.com Fort Collins, CO	J. Robert Wilson, owner/CEO 1971
264	Custom Microwave Inc. 24 Boston Court Longmont, CO 80501	70***	Precision design, manufacture, and test of high performance feeds for reflector antennas used on satellites. Precision fabrication of microwave components.	303-651-0707 ext. 19 www.custommicrowave.com Longmont	Clency Lee-Yow, president 1965
265	Hope Foods LLC 1850 Dogwood St. Louisville, CO 80027	70***	Natural-foods company that produces organic, gluten-free, non-GMO, and vegan products that include Hope Hummus, Hope Dips, Hope Spreads, Hope Crafted and Hope To Go.	303-248-7019 www.hopefoods.com Boulder, CO	Robbie Rech, president & CEO 2011
266	Malm Electrical Contractors LLC 5641 Iris Parkway, Suite A Frederick, CO 80504	70	Commercial, industrial, multi-family, design-built services.	970-532-9900 www.malmelectric.com Frederick, CO	Trent Malm; Roy Maynes; Chris Raskay, partners 2002
267	Mountain Whitewater & The Paddler's Pub 1329 N. U.S. Highway 287 Fort Collins, CO 80524	70	Whitewater rafting, bar, entertainment site.	970-419-0917 www.raftmw.com Fort Collins, CO	Brad Modesitt, chief entertainment officer 2000
268	Collinwood Assisted Living and Memory Care 5055 S. Lemay Ave. Fort Collins, CO 80525	70***	Restaurant-style dining, housekeeping and laundry services.	970-223-3552 www.collinwoodco.com Colorado Springs CO	Holly Ditslear , executive director 1993
269	DTJ Design Inc. 3101 Iris Ave., Suite 130 Boulder, CO 80301	69	Design firm providing architecture, planning and landscape architecture services for residential, resort and mixed use environments.	303-443-7533 www.dtjdesign.com Boulder, CO	William (Bill) Campie, president; David Williams, Director of Architecture 1988
270	Accent Electrical Services Corp. 7223 W. 118th Place, Unit L Broomfield, CO 80020	69***	Certified woman-owned commercial electrical contractor specializing in new construction, tenant finish, design build and commercial service.	303-466-8966 www.accentes.com Broomfield, CO	Donna Neddeau, president 2003
271	Premier Roofing Co. 3201 E. Mulberry St., Suite B Fort Collins, CO 80524	65***	Asphalt roofing contractor, master elite GAF shingle installer, serving Northern Colorado for 15 years.	970-484-7663 www.premier-roofing.com Fort Collins, CO	Ben McFerron, owner; Chris Tulp, owner; Matt Stalker, general manager 2005
272	Boulder Organic Foods LLC 6363 Horizon Lane Niwot, CO 80503	65***	Organic and gluten-free soups, dips, sauces.	303-530-0470 www.boulderorganicfoods.com Niwot, CO	Kate Brown, founder & president; Greg Powers, CEO 2008
273	Dairy Specialists LLC 3309 Empire St. Evans, CO 80620	65***	Dairy equipment, supplies, service and maintenance. Agricultural waste specialists, equipment and supplies. Design services.	970-330-1870 www.dairyspecialists.com Evans, CO	Randy Sorensen, CEO 1991
274	Duran Excavating Inc. 14332 Weld County Road 64 Greeley, CO 80631	65	Earthwork, utilities and roadwork.	970-351-0192 www.duranexcavating.com Greeley, CO	Ernest Duran, co-owner/ president; Gary Duran, co-owner; Larry Duran, co-owner 1978
275	Hubbard Feeds Inc., dba Ranch-Way Feed 546 Willow St. Fort Collins, CO 80524	65**	Livestock feed, manufacturer and distributor of pet food, and specialty products.	970-482-1662 www.ranch-way.com Fort Collins	Neal Hemberger, plant manager 1968

BW

LIST

Private-Sector Employers

Ranked by number of employees in region

Rank	Company	Employees in region	Products/Services	Phone Website Headquarters	Person in charge, Title Year founded
276	Naranjo Civil Constructors Inc. 627 27th St. Garden City, CO 80631	65	Civil & drainageway construction.	970-356-7909 www.naranjocivil.com Garden City, CO	Jerry Naranjo, president 1982
277	Core Electric Inc. 168 CTC Blvd., Suite A Louisville, CO 80027	65**	Electrical, fire alarm, low-voltage systems.	720-887-3877 https://coreelec.com Louisville, CO	Wayne Nemitz, president 2001
278	Roche Constructors Inc. 361 71st Ave. Greeley, CO 80634	64	General contractor/construction manager.	970-356-3611 www.rocheconstructors.com Greeley, CO	Tom Roche, CEO/president 1971
279	Feel the World Inc., dba Xero Shoes 100 Technology Drive, Suite 315 Broomfield, CO 80021	63	Performance and casual footwear.	303-447-3100 www.xeroshoes.com Broomfield, CO	Steven Sashen, CEO 2009
280	UCHealth Medical Center of the Rockies Surgery South 2500 Rocky Mountain Ave., South medical bldg., Suite 200 Loveland, CO 80538	63****	A multispecialty outpatient surgery facility at MCR's South Medical Office Building with 17 pre/post-op bays, four operating rooms with state of the art HD video equipment.	970-624-2250 www.uchealth.org N/A	Elizabeth Concordia, president & CEO 2007
281	Diamond Spas Inc. 4409 Coriolis Way Frederick, CO 80504	61	Diamond Spas manufactures custom stainless-steel & copper spas, pools, glass walled spas & pools, swim spas, cold therapy pools, water features and luxury custom indoor and outdoor bath fixtures.	720-864-9115 www.diamondspas.com Frederick, CO	Tom Bennett, vice president/co-founder; Stephanie Bennett, president & co-founder 1996
282	Ghent Motor Co. 2715 35th Ave. Greeley, CO 80634	61****	Sales and service of new and used vehicles.	970-339-2438 www.ghentmotors.com Greeley, CO	1989
283	Metalwest LLC 1229 S. Fulton Ave. Brighton, CO 80601	60	Steel service center, flat-rolled metal products including cold-rolled, hot-rolled galvanized, galvannealed, aluminum, stainless coils and sheets.	303-654-0300 Metalwest.com Brighton, CO	Rob Donnellon, general manager 1986
284	Swimlane Inc. 363 Centennial Parkway, Suite 210 Louisville, CO 80027	60	Security automation and orchestration solutions.	303-862-9251 www.swimlane.com Louisville, CO	James Brear, CEO 2014
285	'TGTHR' (formerly Attention Homes)***** 1440 Pine St., Suite B Boulder, CO 80302	60	Nonprofit targeting youth homelessness.	303-447-1206 www.tgthr.org Boulder, CO	Chris Nelson, CEO 1966
286	Animal Friends Alliance 2321 E. Mulberry St., #1 Fort Collins, CO 80524	60	Adoption of cats and dogs, subsidized veterinary services, grooming, pet food pantry, and community cat program.	970-484-8516 www.savinganimalstoday.org Fort Collins, CO	Sarah Swanty, co-founder/executive director 2006
287	Bentley Welding Inc. 527 Sixth Ave. Greeley, CO 80631	60****	Energy support services.	970-353-5122 www.bentleyweldinginc.com Greeley, CO	Kyle Bentley, president 2014
288	Emergy Inc., dba Meati Foods 6880 Winchester Circle, Unit D Boulder, CO 80301	60**	Mycelium-based meats.	408-656-6126 www.meati.com Boulder, CO	Tyler Huggins, CEO; Justin Whiteley, CTO 2014
289	Roof Check Inc. 1610 Skyway Drive Longmont, CO 80504	60	Residential and commercial roofing.	303-678-7828 www.CheckMyRoof.com Longmont, CO	Chris Cain, president 1984
290	Windhorse Community Services Inc. 1200 Yarmouth Ave., Suite C-1B Boulder, CO 80304	60	individualized treatment options.	303-786-9314, ext 125 windhorsecommunityservices.com Boulder, CO	Polly Banerjee-Gallagher, director; Jack Gipple, clinical services manager; Jeff Roderick, operations manager 1990
291	Horizon Discovery, a PerkinElmer Company 2650 Crescent Drive, No. 100 Lafayette, CO 80026	58****	Life-science tools and services for genetic research and therapeutic development. Technologies include CRISPRko, base editing, CRISPRa, CRISPRI, siRNA, shrRNA, miRNA, custom RNA synthesis and more.	303-604-9499 www.horizondiscovery.com Waltham, MA	Maren Gross, scientific content manager 1995
292	Saunders Heath 1212 Riverside Ave., Suite 130 Fort Collins, CO 80524	58	Commercial, industrial construction management and general contracting.	970-221-4195 www.saundersheath.com Englewood, CO	Dave Sandlin, president 1977
293	Columbine Commons Assisted Living 1475 Main St. Windsor, CO 80550	57	LPNs, RNs, Personal Care Providers, NP services, Registered Dietician, FT Activities with van transportation for medical appointments and outings, chef, physician services, podiatry, hearing, dental	970-449-5540 www.columbinehealth.com Fort Collins, CO	Palmer Withrow, administrator 2013
294	Columbine Commons Health & Rehab Facility 1475 Main St. Windsor, CO 80550	57	Offering short-term rehabilitation with nursing, physical and occupational therapy, speech language pathology and respiratory-therapy services. Outpatient therapy available at the facility when you return home. Provides long-term care for those who require 24 hour nursing care. Physician and nurse-practitioner providers. registered dietician and chef-prepared meals. Activities program with van transportation for medical appointments and outings. Podiatry, hearing, dental and vision services available on-site.	970-449-5541 www.columbinehealth.com Fort Collins, CO	Palmer Withrow, administrator 2013
295	Northern Colorado Long Term Acute Hospital 4401A Union St. Johnstown, CO 80534	56****	Treating any patient requiring extended acute care, including those requiring high observation, medi	970-619-3663 NCLTAH.ernesthealth.com Albuquerque, NM	Brenda Simon, CEO 2007
296	Teaching Tree Early Childhood Learning Center 424 Pine St. Fort Collins, CO 80524	56	Provide quality, affordable, early childhood care for families of all socio-economic and cultural backgrounds. We believe in supporting families and strengthening our community by providing a safe, nurturing and supportive education for our children.	970-493-2628 www.teaching-tree.org Fort Collins, CO	Anne Lance, executive director 1970
297	Awakened Foods LLC 225 42nd St. SW, Suite C Loveland, CO 80537	55	Popped & extruded natural snacks, paleo and keto granolas and snacks, private-label and contract-manufacturing services.	970-366-4567 www.awakenedfoods.com Loveland, CO	Dustin Finkel, CEO & founder 2018
298	Alpine Cabinet Co. Inc. 4125 Main St. Timnath, CO 80547	55****	Kitchen cabinets and bathroom vanities for both residential and commercial use.	970-484-9030 www.alpynecabinetco.com Timmath, CO	James Chinn, founder 1968
299	Front Range Biosciences Inc 1724 Majestic Drive, #109B Lafayette, CO 80026	55****	Advanced science for high-value crops such as cannabis.	617-320-8743 www.frontrangebio.com Lafayette, CO	Jonathan Vaught, CEO 2015
300	Gaia Botanicals LLC, dba Bluebird Botanicals 410 S. Arthur Ave. Louisville, CO 80027	55****	CBD and hemp extract manufacturer.	720-726-5132 www.bluebirdbotanicals.com Louisville, CO	Brandon Beatty, CEO 2012

Region surveyed includes Boulder, Broomfield, Larimer and Weld counties and the city of Brighton.
* BizWest estimate. Includes Ball Aerospace & Technologies Corp.
** BizWest estimate.
*** Includes Louisville operation.
**** 2021 data.
***** Includes 1,313 employees and 434 contingent workers.
***** Includes facilities in Fort Collins and Windsor.
***** Formerly Centurylink.

***** BizWest estimate, all local locations. Apple leases several spaces in the region and has announced plans to reach 700 employees locally by 2026.
***** BizWest estimate. Includes Longmont facility.
***** Includes Boulder operation.
***** Acquired by Chevron Corp. in 2020.
***** Invitae acquired ArcherDx Inc. in October 2020.
***** Includes Boulder facility.

***** Includes Loveland location.
***** Formerly Honeywell Quantum Solutions.
***** Formerly SurveyGizmo.
***** Formerly Ehrlich Toyota.
***** Formerly Attention Homes.

Researched by BizWest



COURTESY TOWN OF TIMNATH COLORADO OPEN RECORDS ACT REQUEST

Topgolf and Timnath officials appear to be targeting the roughly 240-acre Ladera development near the intersection of Harmony Road and Interstate 25 for the project.

Timnath tees up for Topgolf

By Lucas High
lhigh@bizwest.com

TIMNATH — Northern Colorado could soon be the home of a highly coveted entertainment and recreation amenity: a Topgolf facility.

Documents gathered by BizWest through a Colorado Open Records Act request indicate that Timnath officials have been actively pursuing Topgolf, which has Colorado locations in Thornton and Colorado Springs, for at least six months and have floated the proposal of a generous tax- and fee-incentive package to lure the popular venue to town.

Topgolf and Timnath officials appear to be targeting the roughly 240-acre Ladera development near the intersection of Harmony Road and Interstate 25 for the project.

Dallas-based Topgolf Entertainment Group builds large-scale, often multi-story driving ranges that allow golfers to play a variety of electronically scored games. The sites, which are popular for dates and company outings, also heavily feature food and beverage service.

Connell LLC is the developer of the Ladera site, town documents show. BizWest reached out to Con-

nell for comment, but none was provided. Topgolf also did not respond to requests for comment.

Late last year, town officials received a petition, which was ultimately approved, for the organization of a Business Improvement District at the site that establishes two new metro districts.

The metro districts are expected to raise about \$95 million to pay for public improvements at Ladera, Timnath documents show.

Timnath Town Council last year approved an ordinance granting a 50% sales tax credit for the development that “shall remain in effect until the earlier of: a) the date that the Maximum Reimbursement Amount of \$5,000,000 has been remitted to any combination of the Developer, the PIF Collection Agent, or any successor or assignee to the Developer or the PIF Collection Agent, or b) ten years after issuance of the first certificate of occupancy for the Ladera Property,” town documents show.

In a signed December 2021 letter to Topgolf real estate manager Jonathan Trenski, Timnath mayor Mark Soukup expressed his “sincerest desire by the Town of Timnath to join our community.”

Specifically, Soukup mentions the Ladera Development as a potential landing place for the new facility. Employees with Connell exchanged emails with town staff that also show Ladera as the proposed location.

Soukup’s letter, which was drafted, reviewed and edited by Timnath town manager Aaron Adams, Public Works Department director Don Taranto, town attorney Lori Graham-West and Community Development Department director Matt Blakely, offered the company a series of proposals that included a 50% reduction on building and impact fees, “a sales tax shareback agreement for the Top Golf enterprise of of the current 3% sales tax for 20 years,” a modification of the “the existing Ladera/Connell sales tax sharing agreement to eliminate the proposed Topgolf property so that only the share back agreement proposed above will pertain to the Topgolf property,” and “expedited entitlement processing.”

The letter, which describes Soukup as being “very excited” about the potential for a new Topgolf, notes that the full Timnath Town Council would have to sign off on the offer.

BizWest was provided with several versions of the letter as it made its way

Please see **Timnath**, page 57

PROPERTYLINE

Work in preparation for Glade Reservoir to begin in June

Final approvals for the Northern Integrated Supply Project, a large water development project that will include construction of two new reservoirs in Northern Colorado, have not yet been granted, but motorists on U.S. Highway 287 north of Fort Collins will begin to see activity beginning in June.

The Northern Water Conservancy District, the water project developer, posted information on its website indicating that geological crews will be on site in areas visible from U.S. 287 assessing rock and soil aspects of the dam site for the future Glade Reservoir necessary for design purposes. The work may last up to six months.

Advancing design work now, even before final approvals, helps Northern Water compress the project timeline. If the U.S. Army Corps of Engineers makes its final determination this year, then construction could start as early as 2023 with the Glade Reservoir ready for water by 2028.

Homebuilder Bridgewater sues land developer J-25 over contracted lots

Loveland-based Bridgewater Homes LLC has sued J-25 Land Holdings LLC, a company organized in Delaware but with headquarters in Scottsdale, Arizona, claiming that J-25’s failure to sell “finished lots” to Bridgewater breached a contract and resulted in damages to the homebuilder.

The lawsuit, filed May 18, alleged that J-25 agreed to sell 82 finished lots in Johnstown to Bridgewater for \$6.97 million.

The locations and sizes of the lots were particularly important to Bridgewater, the lawsuit said, because of a limited supply of similar lots in Johnstown. Failure to complete the deal “has prevented Bridgewater from gaining access to Johnstown, Colorado’s housing market.”

Twitter’s Walnut Street offices on the market

About six years after Twitter Inc. (NYSE: TWTR) moved workers into new office space in The Wencel Building at 1301 Walnut St. in downtown Boulder, that real estate is now being marketed again, suggesting that the social media giant has vacated.

Within the three-floor building owned by WWR Real Estate Services LLC, 36,748 square feet is available for lease, according to a marketing brochure from commercial real estate firm Cresa.

Twitter, in 2020, leased another 65,000 square feet in the S’Park neighborhood in central Boulder, which was still under construction at the time. It’s unclear whether the Walnut Street vacancy will have any impact on the company’s S’Park operations.

After torrid 2021, housing market settling

Many claimed that homebuyers were dealing with a housing supply shortage in the past two years. But the data tells a different story. In fact, the velocity of real estate activity was the story. After all, it's hard to say there was a shortage when annual home closings — both nationally and locally — jumped sharply from 2020 to 2021.

According to the National Association of Realtors, the annual home sales rate nationwide increased from 5.64 million in 2020 to 6.12 million in 2021, up 8.5%. Locally, our regional real estate markets saw closed sales grow by an average of nearly 18% between April 2020 and April 2021.

Now, let's fast forward to 2022. As of April, the national annual sales rate was down to 5.61 million, off 8% from last year. Locally, closings are down 3.4%.

What's the difference?

There are two parts to that answer. First, the home supply shortage that we perceived in previous years is emerging as a real factor today. Second, rising interest rates are curbing demand for some would-be buyers.

In 2020 and 2021, new construction

activity helped to relieve some of the pressure on the market. Buyers could escape the mosh pit-like environment of bidding for resale (existing) properties by purchasing a newly built home. But that alternative is less accessible this year.

Due to supply chain issues and labor shortages, builders are being forced to extend delivery timelines

for many months on new homes.

At the same time, the fact of rising mortgage rates has caused many would-be buyers to be wary of floating an interest rate for eight months while they wait for construction.



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Consequently, builders are faced with an increase in buyer cancellations, leading to greater competitive pressure on the resale market. Nervous buyers are eager to lock in on a mortgage rate as quickly as possible to ensure an acceptable monthly payment — which has then contributed to driving up median home prices.

All of which brings us to signs of market stability as we approach the

“Due to supply chain issues and labor shortages, builders are being forced to extend delivery timelines for many months on new homes.”

back half of the year.

The combination of climbing interest rates and growing median prices is beginning to cool demand. As I've mentioned before, the high-velocity market we experienced in 2020 and 2021 — fueled by incredibly low interest rates and the related boost in purchasing power — stripped forward many years of housing demand. According to a Redfin research study, Colorado has the second-highest percentage of homeowners with mortgage rates below 4%, at 43% of homeowners, only behind Utah at 46%.

This means that more and more Colorado homeowners will choose to stay put at low rates rather than

re-enter the market, unless a “life event” occurs. I suspect the length of time that homeowners will stay put in their home will increase as a result.

Of course, this doesn't necessarily solve the current supply issues, which will continue to experience median price growth through the end of 2022. While rates will have a cooling effect and take some of the wind out of the market's sails, our regional real estate market still appears very stable based on the underlying fundamentals.

Bottom line: the velocity we saw in previous years was simply not sustainable. With some of the demand now removed from the market, there's some elbow room for housing inventory to start to rebuild and appreciation rates will ease to an acceptable pace. As interest rates eventually moderate, there is hope for equilibrium on the horizon, and the market will regain its balance.

Brandon Wells is president of The Group Inc. Real Estate, founded in Fort Collins in 1976 with six locations in Northern Colorado. He can be reached at bwells@thegroupinc.com or 970-430-6463.

Timnath, from 56

through staff's editing process, however the substance remained the same across versions.

Timnath town manager Aaron Adams was carbon-copied on the signed letter.

Graham, in her email exchanges with the other staffers responsible for helping draft the letter, expressed concerns about some of the proposed incentives.

In one note referencing the impact fee reduction, she wrote, “I thought these were a ‘no-go.’ Your call of course.”

In a note added to one of the draft letters, Blakely wrote, “Not to complicate things too much, could we say that we would establish the value of a 50% reduction of building permit and impact fees and then provide that value as incentive to Top Golf? That would give us leeway in the manner of how to pass on those savings.”

This language did not make it onto the letter signed by Soukup.

Taranto responded to colleagues' emails: “I understand your concern regarding the impact fees but I believe we can achieve the 50% goal in different ways but for this letter it is what we need to say.”

Specific details about the construction of the Topgolf facility were scant in the information provided by Timnath to BizWest, but emails were exchanged late last year between city staff and Grant Nelson with Republic Investment Group in Greenwood Village discussing

real estate assessments for the other two Topgolf locations in Colorado. Nelson is listed on town documents as a board member for the Ladera Business Improvement District and those emails provided a glimpse at the potential size and scope of the project.

“The Northern CO facility will be 52 bays instead of the 104 bays in Thornton and Centennial so I am assuming that the size will be a little smaller as well,” Nelson wrote. “The footprint off of the CAD is 26,000 square feet, so maybe it's two stories and something closer to 50,000 square feet.”

It now appears the proposed Timnath Topgolf could be larger than officials previously expected.

“All, I just got off the phone with Grant to which he called about a different topic, but it morphed into a couple of discussions. One is that he is having a call with Top Golf on Monday to discuss their timing and needs to move forward. They have confirmed the increase in size from 58 bays to 72 to where they need the additional 2 acres and he and the Connells had a meeting yesterday to discuss phase 2 and then the need for annexing the additional 2 acres for them,” senior planner Kevin Koebel wrote other town staffers in March. “So hopefully we hear some news next week about the next steps for them.”

It's unclear whether there was any follow up to these discussions.

Executive sessions were held on the subject of Topgolf by Timnath Town Council twice last year, according to

information provided by the town after BizWest's public records request.

No information about those closed-door sessions has been made available, and the town also declined to provide two 2021 email exchanges from a “developer” that were “marked ‘confidential,’” Adams wrote in response to BizWest's request.

Internal staff emails show the town was not willing to acquiesce to BizWest's request for fee waivers for its document request, a courtesy often extended to news organizations.

Graham, in an email late last month, wrote that she “also sent the request to Carolynne White, so that she and her client will know to expect a news article soon.”

White is mentioned several times in correspondence between Timnath staffers.

During the editing process of Mayor Soukup's letter to Topgolf, when Graham was ringing alarm bells about the offer to waive certain impact fees, she wrote to her colleagues who pushed for that incentive's inclusion: “I get it, but Carolynne W. will be throwing this in our face from here on.”

While not expressly noted in the documents provided to BizWest, context clues point to Carolynne White as a prominent attorney with the Denver-based law firm Brownstein Hyatt Farber Schreck.

BizWest reached out to this Carolynne White, but she did not respond Friday morning.

Additionally, Graham, in another

email to city officials sent after BizWest's public records request was submitted, wrote, “We also need to bring council in, so they aren't surprised. I could send the email to them. They shouldn't have any materials on this, since I think the only thing we have done with them was an executive session; however, Mark may have met with them separately.”

Presumably, “Mark” refers to Mayor Mark Soukup.

Internal emails suggest Timnath officials are anticipating some pushback from the community to the Topgolf proposal.

Citing an email from a constituent who got wind of the project and had questions about the height of the proposed Topgolf facility, Soukup wrote to staffers in March that “we may have a greater protest on Top Golf than we have anticipated.”

Word of the Topgolf's plans appears to have begun filtering into the community in early 2021.

A Fort Collins building department staffer forwarded a question she'd received on the project to Timnath officials in January, to which Blakely instructed his staff: “Please let her know that you are not aware of a Topgolf coming to Timnath nor have you received a building permit for it.”

Officials also circulated emails with links to Louisville, Kentucky, news coverage of a lawsuit brought by residents there who opposed a similar project.

BW STARTUPS

Marine Corps veteran launches Bulwark Coffee to support first responders, veterans

By Christopher Wood

cwood@bizwest.com

SUPERIOR — A U.S. Marine Corps veteran has launched an online coffee company, with the profits going to benefit disaster relief, first responders, and U.S. veterans and troops overseas, including those providing relief and other assistance in Ukraine.

Richard Turner, who spent 15 years as an attack-helicopter pilot in the U.S. Marine Corps, including tours in Iraq and Afghanistan, founded Bulwark Coffee Co. in 2021. He had intended to officially launch operations Sept. 11, 2022, with a soft launch on Memorial Day.

But that timetable was brought forward because of the Russian invasion of Ukraine, with the company officially launching April 1.

“With the Ukraine issue happening right now, with the Russian invasion, I personally have a lot of special-operations buddies of mine who I served with in the latter part of my career ... they’re currently over there right now doing first aid and doing hostage-rescue operations,” Turner said.

“We went into full scramble mode,” he said of the early launch.

Bulwark supports a team of about five U.S. veterans in Ukraine, while also donating through several non-governmental organizations, such as the Ukraine NGO Coordination Network and Save Our Allies.

Bulwark Coffee Co. is an e-commerce company operating as a direct-to-consumer, subscription-based coffee retailer.

“We are a digital native company,” Turner said. “We have no brick-and-mortar stores, and we don’t even roast our own coffee.”

The company contracts with other coffee roasters — including Wander Coffee in Fort Collins and Corvus Coffee Roasters in Denver.

Turner recently completed his MBA through the University of Colorado Boulder’s Leeds School of Business. He said he was looking for a way to support first responders and veterans.

“I’ve always had this passion of starting a company of my own that could give back, a philanthropic company,” he said.

He said there’s a tendency to “take first responders for granted, and our veterans as well, but there’s not very many channels whereby you can support your first responders. A lot of companies will give 1% or half of one percent to a charitable cause, but there wasn’t a philanthropic organization as a whole that was operating as a for-profit. So that was sort of the inspira-



COURTESY BULWARK COFFEE CO.

Bulwark Coffee Co. offers coffee sales and subscriptions through an ecommerce website.



COURTESY BULWARK COFFEE CO.

Richard Turner.

tion for me to start something, to see if it was actually possible.”

Turner drew inspiration from Newman’s Own, founded by actor Paul Newman, which donates 100% of profits to charitable causes, operating through the Newman’s Own Foundation.

Turner has adopted a similar structure, with Bulwark Coffee Co. donating profits to the newly formed Bulwark Foundation. The foundation focuses on supporting:

- Law enforcement.
- Fire and emergency medical services.
- Military veterans.
- Disaster relief.

Donations can fund mental-health resources, equipment, equine therapy, scholarships and more. Buyers can subscribe or make one-time purchases, designating what beneficiary they want to support. Direct donations to the foundation are also accepted.

The Bulwark Foundation recently announced a campaign to raise \$5

million to support veteran operators delivering aid to trapped Ukrainians.

“Ukrainians are in desperate need, and we have the skillset to address many of their needs, but we’re lacking resources,” Turner said in announcing the campaign. “We need money to buy supplies in Poland. We’ve delivered everything we could buy ourselves,” voiced one veteran who has been assisting Ukrainians since Russia’s invasion.

Bulwark derives its name from what Turner described as “a community of defense or encouragement in a time of need.”

“Our goal was to strengthen the community, not only on the consumer side, but also afford, on the production side, opportunities for them to show their support for first responders and veterans and their families,” he said.

He added that Wander and Corvus are providing “an incredible discount, because that’s their way of giving back as well.”

Turner projects that Bulwark will generate \$185,000 in revenue in 2022, climbing to \$1.3 million in 2023. The company will retain about 5% of revenue for working capital, donating the bulk of the margin — about 30% of revenue — to the foundation, which in turn will support the designated causes.

Costs are kept low because of automation, including fulfillment and inventory management.

Thus far, Turner said he has about \$10,000 of his own funds invested in the venture, with reserves of “about 10 times that.”

The company consists of Turner and “one other special-operations veteran,” he said.

STARTINGLINE

Used book store makes move to King’s Clocks location

GREELEY — Downtown Greeley’s newest used bookstore is turning over a new page. The Midnight Oil LLC, which operates a bookshop in the heart of Greeley’s downtown, will move to the former King’s Clocks location at 827 10th St.

Owner Pablo Guzman first teased the move in a YouTube video.

“We’re moving pretty much across the street, to the old King’s Clocks location, in downtown Greeley, and it’s a little more than four times the size of our current space, which is really exciting,” Guzman said.

Midnight Oil’s current location is practically cozy at 790 square feet. The new location is more than 3,000 square feet, with a new electrical system, new floors, higher ceilings and room for a lot more books.

The ceiling isn’t the only thing at the location that’s vaulted. One holdover from the location’s history as a jewelry store is an actual vault that Guzman plans to fill with books that are commonly challenged or banned.

“There’s already shelves and stuff in there, so we plan on decorating the outside, maybe tossing up some caution tape,” he said.

Midnight Oil opened at its 916 Eighth Ave. location on Oct. 10, 2021. The bookstore has partnered with other downtown businesses to help spread interest in reading. Its “Book-2-Film” events with the Kress Cinema & Lounge to showcase film adaptations of books such as “Fight Club” and “Gone Girl.”

Midnight Oil fans could be led on a tour of the building following May’s “Book-2-Film” event showing “Life of Pi” May 31. Guzman said the tour will be a good opportunity to get feedback ahead of the opening.

“Just let their imaginations fill up, and see what we can use from that,” he said.

The space is still being prepared for the move, with Midnight Oil focusing on giving the location a fresh coat of paint and sourcing the perfect bookshelves for the store. Guzman is optimistic about moving to the new location a little more than six months after opening for the first time.

“I’m hoping by the end of June,” Guzman said.

ColdQuanta hires new GM of quantum components

BOULDER — ColdQuanta Inc., a Boulder-based quantum-technology company, has hired Neil Anderson to serve as general manager of quantum components, “and will be responsible for defining and executing the end-to-end strategy for the company’s portfolio of quantum devices and machines,” according to a company news release.

Anderson’s experience includes senior commercial sales and marketing roles at leading optics and photonics companies.

“As an executive in the photonics field, I have long admired ColdQuanta for its leadership in the burgeoning quantum industry,” Anderson said in the release. “ColdQuanta’s technologies have become the building blocks of the quantum ecosystem, and the company is extremely well positioned to usher in the next wave of quantum innovation.”

How businesses can build community to fight homelessness

Take a look at Boulder — too many residents and employees are priced out, employers are having a hard time finding staff and small businesses can't afford rent. If we, as a community, can't come together to see where opportunities exist and create more, we won't be able to narrow the growing housing gap. The local business community has a unique platform to build community and not be tolerant of the idea of homelessness.

At TGTHR, we aim to solve the issue of youth homelessness and address the fact that it is hard to find housing where it can't be afforded. Let's focus on affordable housing. Best Places states that Boulder is 30.1%

more expensive than Denver, and more specifically, Boulder housing costs are 73.3% more expensive than those in the Denver metro area. According to Realtor.com, in April 2022, the median listing home price in Boulder was \$1.1 million, trending up 22.6% year over year. These statistics point to both the fact that the average person living in Boulder is most likely naive to the adversity unhoused people face each day and that it's becoming increasingly difficult to live affordably in our community.

As Boulder becomes more expensive, businesses can help fight homelessness and build community by acknowledging the need to pay all employees a living wage and advocating for policies that benefit the unhoused. Honest question: Do businesses see Boulderites, especially young adults, as workforce opportunities? Boulder has an opportunity to hire young people despite a lack of employment histories. This population is hardworking and eager to develop a work history and parlay that experience into a career. However, without the stability of housing, how do we expect unhoused young people to consistently show up to work? What better way to help build community — and give back locally — than by hiring community mem-

bers in need of work and income.

Another way local businesses can fight homelessness is through volunteering at, donating to and supporting local housing programs and nonprofit organizations such as TGTHR. The quicker young people can get in touch with support and receive significant employment support and increase their earned income, the sooner they are able to exit homelessness. In order to work with business groups to create employment opportunities for those experiencing or exiting homelessness, we must foster a supportive community that empowers those experiencing homelessness to succeed. At the end of the day, the most important thing to focus on is community. How can we better stimulate our economy and benefit the community as a whole? Through leadership and action.

The final way that businesses can help build community is to have honest conversations surrounding homelessness, increasing awareness of those who are unhoused. We must understand that these people don't want to be

unhoused. More often than not, people who are homeless did not choose that life for themselves. Unhoused people are just like you and me, working their way through life. When we have a richer community and humanizing population, those going through a hard time in life can find positive life-changing inspiration.

Building a community centered around humanity and compassion can help alleviate the unconscious biases we see in order to treat people with kindness and empathy. Bottom line, housing instability creates instability in every area of life. This can be avoided and prevented by addressing housing affordability, implementing compassionate hiring practices, paying a living wage, supporting forward-thinking organizations focused on ending homelessness and having genuine conversations that increase awareness, build empathy and also contemplate solutions to homelessness.

Chris Nelson is the CEO of TGTHR, a nonprofit business dedicated to ending youth homelessness.



HOMELESS CONNECTION
CHRIS NELSON

“At the end of the day, the most important thing to focus on is community.”

Be a leader. Connect with us.



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CEO ROUNDTABLE BW



CEO Roundtable attendees included Ben Wilson, Berg Hill Greenleaf Ruscitti LLP; Scott Sternberg, Boulder Economic Council; Trent Bush, Artilect Studio; Seth Haber, Trek Light Gear; Kim Pierpoint, Prickly Pear Sports LLC; Chris Klinke, Trango; Brad McQueen, Plante Moran; Chris Winter, The Access Fund; Soraya Smith, Backpacker's Pantry; Dave Schaeffer, Himali; and Ashley Cawthorn, Berg Hill Greenleaf Ruscitti. Image by Christopher Wood/BizWest

Logistics, customer acquisition weigh on outdoor industry

Participants in the BizWest Outdoor Industry Roundtable were: **Justin Berg**, Aspen Camouflage LLC; **Trent Bush**, Artilect Studio; **Seth Haber**, Trek Light Gear; **Mike Lewis**, Zeal Optics; **Matthew Klein**, Sweater; **Chris Klinke**, Trango; **Kim Pierpoint**, Prickly Pear Sports LLC; **Dave Schaeffer**, Himali; **Scott Sternberg**, Boulder Economic Council; **Chris Winter**, The Access Fund; **Brad McQueen**, Plante Moran; **Ashley Cawthorn** and **Ben Wilson**, Berg Hill Greenleaf Ruscitti.

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For more information about the CEO Roundtable contact Jeff Nuttall at 970-232-3131 or jnuttall@bizwest.com

Developer secures infrastructure partner for 338-mile pipeline to bring water from Utah to Front Range

By Christopher Wood
cwood@bizwest.com

FORT COLLINS — A Fort Collins-based development group that wants to build a 338-mile pipeline to bring water from the Green River-fed Flaming Gorge Reservoir in Utah and Wyoming to Colorado’s Front Range says it has secured a development partner for the project, which could cost as much as \$2.3 billion.

Water Horse Resources LLC, a Fort Collins company led by founder and CEO Aaron Million, has secured MasTec Inc. (NYSE: MTZ), based in Coral Gables, Florida, as development partner, the company said. MasTec is a construction company specializing in infrastructure, with 2021 revenue of almost \$8 billion, according to filings with the U.S. Securities and Exchange Commission.

“MasTec will lead construction of the company’s proposed 338-mile, minimum 55,000-acre-foot pipeline to deliver water from the Green River, a tributary of the upper Colorado River Basin, to Colorado’s Front Range for agriculture, municipal and environmental in-stream flows benefiting the Poudre and South Platte River systems,” according to a Water Horse Resources press release.

Water Horse Resources spokesperson Steven Silvers said MasTec has come in as both an investor and strategic partner. He declined to reveal how much MasTec has invested, except to say that it’s “in the millions.”

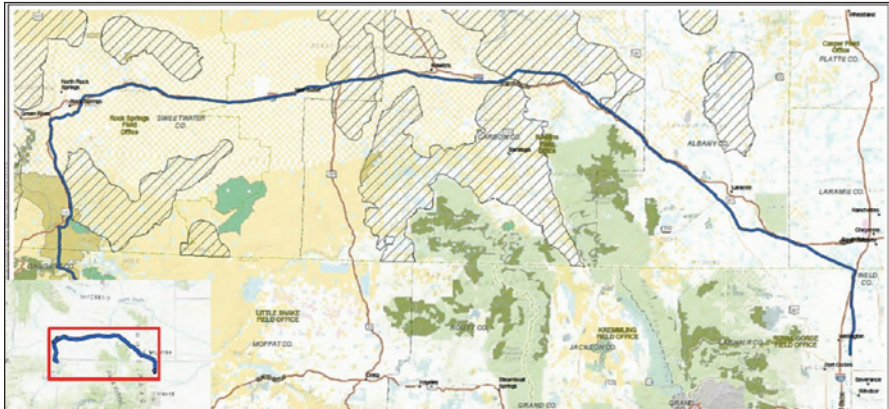
The project would generate hydroelectric power as the water descends from the Rocky Mountains to the Front Range. The underground pipeline would stretch from northeastern Utah, across southern Wyoming and south into the Front Range along Interstate 25.

Water Horse also has named L.A. “Buster” Gray as president to lead operations and development. Gray previously served as president of Houston-based EnSiteUSA, an energy engineering firm.

“Water and other products have been efficiently and safely transported in large diameter, cross-country pipelines for decades, and while Water Horse may be the nation’s longest proposed water pipeline, it won’t be the last,” Gray said in a written statement. “The growing demand for water in the dry western regions of the U.S. will require innovative solutions like the one that we intend to build.”

Million first proposed the pipeline project almost two decades ago, as described in a 2007 article by Steve Lynn, a reporter for the Northern Colorado Business Report, a predecessor of BizWest.

“Million, who grew up in the Green River, Utah area, was pursuing a mas-



COURTESY WATER HORSE RESOURCES LLC

A map shows the proposed route for the Water Horse pipeline, which would extend from northeastern Utah, through Wyoming and down Interstate 25 along the Colorado Front Range.

ter’s degree in resource economics at Colorado State University in the summer of 2003, when he said he was sitting in Morgan Library staring at a map of Colorado. He noticed that the Green River loops briefly into Colorado from Utah, making it a legal tributary of the Colorado River mainstem,” according to the article.

“That geographic fact meant a legal filing and appropriation of Flaming Gorge water could be made and, according to Million, no one in Colorado had ever done so.”

Million initially proposed a 548-mile pipeline, with some estimates placing the cost at \$3 billion. Million applied to the Federal Energy Regulatory Commission, which initially rejected the application in 2012 before granting a rehearing.

Million eventually pulled the application to scale it down for “operational, political and financial reasons,” Silvers said.

The current plan, with about 200 fewer miles of pipeline, provides for significantly reduced costs, he said.

Million’s plan has faced significant opposition from business groups and government officials on the Western Slope, Utah and Wyoming. As recently as November 2019, the Colorado Water Conservation Board rejected a proposed \$330,000 grant for the project, asserting that it was “too speculative.”

“In addition, the grant applicant is a private development company, not a Colorado water user,” the agency stated.

Water Horse says that the regulatory framework for the Colorado River, established over the last century, planned for use of waters from the Green River to serve Colorado.

“We are building critical infrastructure, just like has been done over the last 150 years, to supply and support Colorado’s increasing water supply shortfall,” Million said in a written statement. “With the help of our respected development partners, we will prevent farms from drying up, meet unmet municipal demand and lessen the impact on more

fragile river systems.”

Silvers said that under the 1922 Colorado River Compact, Colorado has rights to water from the Upper Colorado Basin that it “doesn’t get right now.”

“Utah is going to be the most popular girl at the prom for a long time,” Silvers said.

The U.S. Bureau of Reclamation recently decided to release an extra 500,000 acre feet of water from Flaming Gorge to maintain hydroelectric power at Lake Powell’s Glen Canyon Dam.

Silvers likened the Flaming Gorge pipeline idea to Nebraska’s proposal for a \$500 million canal to redirect water from Colorado into Nebraska — also driven by the Colorado River Compact.

Water Horse is seeking a summary judgment to reverse a November 2020 refusal by the Utah state engineer to grant a conditional water right to allow for interstate diversion of Green River water. A conditional permit would enable Water Horse to seek other required permits.

“In addition, Water Horse for the last 28 months has been preparing its environmental resource reports on the proposed route, which is the first major step in the NEPA/EIS (National Environmental Protection Act / Environmental Impact Statement) process,” Silvers said in an email to BizWest. “This report should be completed for submission this year.”

Silvers said that Million’s proposal would begin with the private sector but ultimately would involve municipalities and regional water districts.

“The interest is obviously out there,” he said, noting that many Front Range communities are “facing a considerable water shortage.”

Water Horse has been working with investment bank Societe Generale to secure financing for the project, with a prospectus circulating to potential investors, Silvers said.

“They’re meeting with other investors now,” he said. “I think with Mastec onboard, other funding will be coming soon.”

THE TICKER

Bankruptcy filings drop 40% in April

DENVER — Colorado bankruptcy filings dropped 40% in April compared with the same period a year ago, continuing a pattern of declines seen throughout 2021 and thus far in 2022.

Filings also dropped in Boulder, Broomfield, Larimer and Weld counties compared with the year-ago period.

That’s according to a BizWest analysis of U.S. Bankruptcy Court data. Numbers cited include all new filings, including open, closed and dismissed cases. Colorado recorded 415 bankruptcy filings in April, compared with 694 in April 2021.

Year to date, the state has recorded 1,514 bankruptcy filings, compared with 2,325 in the first four months of 2021, down 34.8%.

Among counties in the Boulder Valley and Northern Colorado:

Boulder County recorded 12 bankruptcy filings in April, compared with 31 in April 2021, down 61.3%. The county recorded 55 filings year to date, down from 94 in the first four months of 2021, down 41.5%. Boulder County recorded 19 bankruptcy filings in March 2022.

Broomfield recorded two bankruptcy filings in April, down from five in April 2021, a decrease of 60%. Year-to-date filings totaled 17, compared with 23 a year ago, down 26%. Broomfield recorded six bankruptcy filings in March 2022.

Larimer County filings totaled 28 in April, compared with 33 a year ago, down 15%. Filings in the first four months of the year totaled 91, compared with 106 in the first four months of 2021, a drop of 14.1%. Larimer County recorded 29 bankruptcy filings in March 2022.

Weld County bankruptcy filings totaled 27 bankruptcy filings in April, down from 56 recorded a year ago, a decline of 51.8%. Year-to-date filings totaled 116, compared with 174 a year ago, down 33%. Weld County recorded 42 bankruptcy filings in March 2022.

State unemployment rate matches national average

Unemployment in Colorado matches the national average rate of 3.6%, according to new data about April 2022 provided by the Colorado Department of Labor and Employment late last month.

Ryan Gedney, senior labor economist with the Colorado Department of Labor and Employment, was optimistic about employment levels in a press call.

The April unemployment report also found April 2022 workforce participation rates slightly surpassed pre-pandemic levels, reaching 69.1% compared to 68.4% in February 2020.

“The fundamentals are good, the labor force looks great in Colorado, it looks great in the nation,” Gedney said.


Northern Colorado has fairly low unemployment rates, with almost every county beating the national average.

Boulder and Broomfield counties tied with the lowest unemployment rates in the region at 2.4%. Both counties had unemployment rates of 2.8% in March.

Larimer County had an unemployment rate of 2.6%, down from 3.1% in March.

Weld County had an unemployment rate of 3.4%, beating the national average and coming down from an unemployment rate of 3.9% in March.

Denver and Adams counties had April unemployment rates slightly higher than the national average, with both counties at 3.7% unemployment. Adams County faced 4.3% unemployment in March while Denver faced 3.9% over that same period.



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CEO

ROUNDTABLE

BW

Staffing shortages continue to impact health care sector

Participants in the BizWest Health Care Roundtable were:
John Bender, Miramont Family Medicine; **Mike Bergerson**, Orthopaedic & Spine Center of the Rockies; **Dr. Greg Berman** and **Dawn Paepke**, Kaiser Permanente; **Jeff Christinson**, Summit Pathology; **Dan Karpel**, Center of Northern Colorado; **Craig Luzinski**, Associates in Family Medicine; **Nate Lamkin**, Pathways Hospice; **Lisa Melby**, Good Samaritan; **Alan Qualls**, Banner Health; **Kevin Seely**, Centers for Gastroenterology; **Kevin Unger**, Poudre Valley Hospital and Medical Center of the Rockies; **Shawn Wotowey**, Northern Colorado Anesthesiology Professionals; **Owen Ronk**, Plante Moran; **Darin Atteberry**, Elevations Credit Union; **Ashley Cawthorn**, Berg Hill Greenleaf Ruscitti.

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For more information about the CEO Roundtable contact Jeff Nuttall at 970-232-3131 or jnuttall@bizwest.com

Officials shouldn't give up on resumption of passenger service to NoCo Regional

Northern Colorado Regional Airport has had its share of ups and downs.

The latest turbulence comes courtesy of Avelo Airlines, which informed airport officials on May 27 that it would suspend service between Northern Colorado and Burbank, California, and Las Vegas. The twice-weekly Las Vegas service will be suspended as of June 16, with the twice-weekly Burbank service suspended as of June 24.

Airline officials cited high fuel and supply costs as reasons for the cuts, with Airport Director Jason Licon telling the Coloradoan that Avelo had planned on fuel costs of \$2.50 per gallon, not the current \$7 per gallon.

“While we recognize that airlines must make difficult choices, this news is disappointing to us, and we know that it is also disappointing to those who choose to fly FNL. Flights from FNL to Burbank and Las Vegas continue to be very popular, proving that local passengers desire commercial air service from our location,” Licon said in a written statement.

The airport — owned by the cities of Fort Collins and Loveland — has had trouble maintaining scheduled passenger service, going for years without. Allegiant Airlines in October 2019 abandoned plans to resume service at the airport — halted in 2012 — amid concerns about the lack of a physical control tower.

Airport officials have been working for years to develop a remote air-traffic-control tower, which is now in a testing and certification process with the Federal Aviation Administration.

Additionally, NoCo Regional is working to develop a new terminal building, a \$26 million project.

Those two projects should go a long way to supporting scheduled passenger service at the airport, a convenient option for the booming populations of Larimer and Weld counties, and an alternative to Denver International Airport.

Airport officials appear determined to make it happen. Don Overcash, chair of the Airport Commission, emphasized the group’s commitment to resumption of passenger service.

“The airport remains focused on the investment for facility enhancements such as the new terminal and the remote tower, that will be used to support current commercial airline service as well as recruiting new carriers,” he said. “These investments are necessary to ensure that FNL continues to serve as an economic engine benefitting the region.”

Various economic forces make this a challenging time for business, including airlines. But continued focus on creating the right infrastructure should mean that scheduled service takes flight once again at NoCo Regional.

At last, a new website

It was never supposed to take this long.

BizWest.com launched in 2014, after the merger of the Boulder County Business Report and the Northern Colorado Business Report to form BizWest.

And while the site experienced some cosmetic changes in the intervening years, the overall code, design and framework remained largely the same.

Eight years is an eternity for a website, which should be redesigned every two to three years. And it certainly seemed like an eternity for us, a small company that lacked the resources for a full-time web programmer.

And it must have seemed like an eternity for users, who would sometimes complain if the site loaded slowly, as it usually did.

Old code and unused plugins built up. SEO suffered. New features were infrequent.

Plans to relaunch in 2020 were forestalled by the COVID-19 pandemic, as we sought to reduce expenses.

But that’s all changed. Over the Memorial Day weekend, BizWest.com relaunched, with a clean new design created by Linden of Fort Collins and implemented by our own Jacob Fogg.

The new website includes a number of features that we hope will prove popular with readers, including a robust community calendar, which enables users to load their own business or nonprofit events.

We have better linkages to related content, enabling readers to explore other stories about a certain company or topic.

We’ve revamped our About Us, Advertise and Contact Us pages, making them more informative and adding flavor for what makes us tick. (No, we can’t help it if Lucas



PUBLISHER'S NOTEBOOK
CHRISTOPHER WOOD

High is a Ravens fan or Diane Crispin likes the Steelers!)

We’ve cleaned up some messy layout issues, for both desktop and mobile devices.

We’ve added author bios for our staff writers to tell you more about them.

Mobile users, by the way, should see a much more mobile-friendly design.

And more is on the way:

BizWest soon will launch its first apps for iPhone and Android, creating an even easier way for mobile users to access our content.

Additional design tweaks will make the website even friendlier and more useful to readers.

We’ll be adding much more imagery to make the website more attractive and engaging.

We’ll be reviving our podcasts.

We’re adding more video, including interviews with key decision-makers at our many business-oriented events.

We’re redesigning all of our event websites in the coming months.

We’re continuing to add data into our popular DataBank section, bringing thousands of local companies to your desktop.

This is in addition to complementary websites: Breaking Ground, featuring new development projects, and Econowatch, which focuses on economic data and statistics.

So please visit BizWest.com. Explore the latest news offerings. Search through our story archives (more than 70,000!). Click on every button, and let us know if something doesn’t work. Send us your ideas for additional features or changes.

And we promise not to wait eight years to do this again.

Christopher Wood can be reached at 303-630-1942 or cwood@bizwest.com.

Water scarcity and CU South

I was speaking with a friend the other day, and he said that just about every community concern has a six degrees of Kevin Bacon-like connection to CU South for those who oppose the negotiated annexation agreement for that site. The most recent red herring we've seen is concerns about our ability to save enough water for Boulder to meet its future needs in the face of climate change-induced droughts.

They say, whiskey is for drinking and water is for fighting. I'm not looking for a fight, but how about setting the record straight.

First, let's acknowledge the obvious legitimate concerns about western water resources. If you want to legitimately frighten yourself, consider this summary of current conditions that I pulled from a scientific website called Climate Central:

"The western U.S. has fallen into an extreme dry spell ... The country's two largest reservoirs, Lake Mead and Lake Powell, are both at record-low levels since they were first constructed 86 and 56 years ago, respectively.



**BOULDER'S
BUSINESS CENTER**
JOHN TAYER

And drought conditions are forecast to continue for the vast majority of the western U.S. at least through June. Drought and dry spells are common in the west, but recent years have been unprecedented. The ongoing southwestern megadrought (since 2000) is the most severe of the past 1,200 years, and a recent study suggests that the drought would be 42% less intense without human-caused climate change. Exceptional drought and our warming climate put water in the west—and the people, ecosystems, and food supplies that depend on them—at risk."

Yeah, the picture isn't pretty. We are facing a very real challenge to the character of our environment across the West, with water scarcity as a very real threat. That is why enlightened business groups are in league with environmentalists on actions that will help us turn the tide on climate change and conserve water. These are solutions with a broader scope than any single community, such as refocusing our development patterns to make them less wasteful of precious water resources.

The U.S. Environmental Protection Agency is clear on its findings regarding this point: "Compact development ... can also conserve drinking water because it requires shorter pipes to

serve a community, which reduces the amount of water lost to leaks. Directing development to existing communities can help reduce the pressure to develop on open space that might have valuable ecological functions such as buffering a water body."

It is ironic that some of the folks raising water concerns as a reason to oppose the CU South annexation agreement are the same individuals who oppose compact development. This is typical of their line of argument: "Pro-growth advocates who support expanding the city to CU South, the planning reserve, and unrestricted densification of neighborhoods conveniently ignore the additional water demand these proposals will bring in a climate impacted future."

Setting aside the fact that such logic conveniently ignores the findings of the EPA, let's take a look at Boulder's actual water resource situation.

City staff reports that Boulder's high-end annual water consumption demand is about 20,000 acre feet. Adding together all our expected water resources, Boulder can account for 40,700 acre feet of water availability, in an average year. That's a pretty deep cushion to draw from in periods of extended drought.

Put another way, Boulder's director of utilities Joe Taddeucci tells me, "[O]ur modeling of reasonably foreseeable drought scenarios, including climate change and Colorado River impacts, indicates that Boulder's current and planned water supply is adequate."

That means it is adequate to meet our needs for current and future development, including the planned housing on CU South (and recently approved development in the East Boulder subcommunity Plan, for that matter).

Again, yes, the impact of climate change on water supplies is a critical concern across the West. We need to act now to reverse course toward cooling our overheated climate. We also need to preserve available water resources. Fortunately, though, Boulder is in an enviable position with respect to our own water supplies. That gives us the opportunity—and I might argue, the responsibility—to accommodate more water-efficient compact development. And to those who raise the specter of future droughts as a reason to oppose the CU South annexation agreement, well, that Kevin Bacon-like association doesn't hold water.

John Tayer is president and CEO of the Boulder Chamber.

Buc-ees to break ground on massive Johnstown convenience store

By BizWest Staff

news@bizwest.com

JOHNSTOWN — Buc-ee's is one step closer to bringing one of the world's largest convenience stores to Northern Colorado.

The Pearland, Texas-based chain will break ground June 7 on its 74,000-square-foot project at the southwest corner of Interstate 25 and Colorado Highway 60. The store will tie one in Sevierville, Tennessee as the world's largest.

An invitation to the ground-breaking lists the address as 5201 Nugget Road, a nod to the company's Beaver Nuggets, a caramel-coated corn-pop snack.

Buc-ee's locations use their Texas-sized stores to smoke barbecue in-house, craft homemade fudge and sell everything from road-trip snacks to home goods. The chain's famous bathrooms were designed by Buc-ee's LLC founder Arch "Beaver" Aplin III, and feature floor-to-ceiling walls around each stall and bright lights.

Buc-ee's employees make a starting salary of \$15 an hour.

BizWest first reported in February that Buc-ees was coming to Johnstown. The development will include 116 fueling spaces. The Johnstown



COURTESY BUC-EE'S

An artist's rendering depicts the exterior of a Buc-ee's store that broke ground last year in Tennessee.

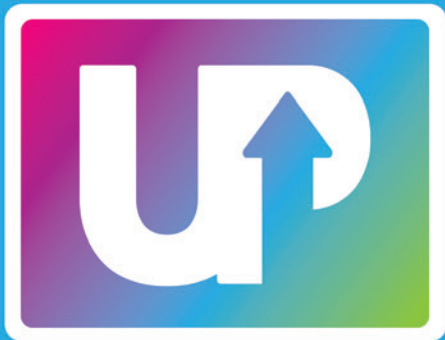
Town Council approved the site plan for the project in early May.

The Johnstown location is expected to open in 2024.

Buc-ee's, through holding com-

pany Bucees Johnstown LLC, bought the property at Interstate 25 and Colorado Highway 60 in December 2021 for nearly \$9.4 million, Weld County real estate records show.

The land seller was Platte Land & Water LLC, an entity registered to the Denver address of Resource Land Holdings LP, an agricultural land investor.



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BBB Foundation Serving Northern Colorado and Wyoming

Invites you to congratulate our 2022 BBB Torch Awards for
Ethics and Spark Awards for Entrepreneurship Winners

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Torch Awards for Ethics

The Torch Awards for Ethics is the most prestigious honor BBB can present to exceptional organizations for their dedication to integrity and ethical practices. It is an annual awards program that publicly recognizes organizations that have practices in place that elevate their commitment to ethical operations. The Torch Awards for Ethics is designed to not only promote the importance of building trust, but also the willingness and efforts made by outstanding organizations to help contribute to an honorable marketplace. Organizations who receive this award consistently demonstrate how they exceed the award criteria of Character, Culture, Customer and Community.



Ethics Scholar Internship Program

The Ethics Scholar Internship has been designed to provide university students with an out of classroom ethics learning experience while also providing business/nonprofit leaders with an opportunity to engage with our future workforce. Students from Colorado State University, University of Northern Colorado and University of Wyoming who are selected to participate in this internship work directly with businesses and/or nonprofits that have been nominated for the elite BBB Torch Award for Ethics. Ethics Scholar Interns research, advocate and work collaboratively with leadership, executive teams and employees to prepare both a written and verbal analysis as to how the organization exceeds the award criteria.

Spark Awards for Entrepreneurship

The BBB Spark Awards for Entrepreneurship celebrates emerging entrepreneurial businesses whose leaders demonstrate a high level of character, generate a culture that is authentic about its mission and genuinely connects with their community. The Spark Award criteria is based on the three C's: Character, Culture and Community.

NOMINATIONS OPEN

For the 2023 BBB Torch Awards for Ethics

Nominations are now open for the 2023 BBB Torch Awards for Ethics. Members of the public, community leaders, businesses and nonprofits can nominate outstanding ethical organizations in Northern Colorado and Wyoming for this prestigious award, including their own company.

Nominate Today!

bit.ly/TorchNomination



FOUNDATIONAL CORE VALUES

LEAD KITTLE REAL ESTATE

If there's anything Rob Kittle wants to change about the real estate industry through the brokerage he founded; Kittle Real Estate, it can be summed up in two stats about the industry.

1) 65% of real estate clients do not remember their agent's name after 45 days, and 2) of the new real estate agents entering the industry each year, 50% will not make it to their second year and of those that do, another 50% will not make it to their third year.

Part of the reason for the second statistic is that real estate agents are often expected to be jack-of-all-trades. In addition to the core real estate skills of pricing and valuing homes, negotiating on behalf of buyers, and translating client's goals into actions, real estate agents can find themselves having to be marketers, interior designers, photographers, social media experts, etc. What Kittle Real Estate does differently is to take those functions off the plate of their agents and put them into the hands of specialists.

Marketing is handled by the marketing team, listing is handled by the listing team, and closing is organized by a transaction coordination team. This allows brokers to focus on those core functions they excel at and build deeper relationships with clients.



This leads to what Kittle Real Estate is doing about the first statistic. The entire team at Kittle Real Estate is hyper-focused on client care and follows up with clients on a regular basis prior to going under contract, throughout the course of the transaction, and following closing to see if they have questions or concerns.

Kittle Real Estate also hosts regular events for current and past clients, like renting out a bowling alley, corn maze or movie theater and providing free pies at Thanksgiving. Additionally, Kittle Real Estate maintains a list of home maintenance contractors and vendors that their valued clients have hired and trusted to work on their properties and makes that list available to anyone free of charge.

As an ethical foundation, Kittle Real Estate embraces a set of core values that the company bases its hiring, decision making, and allocation of resources around. Kittle Real Estate holds regular team meetings where a team member presents on one of the core values, and at these meetings, team members can also be nominated by colleagues for being "caught in the act of greatness" by going above and beyond to showcase one of the core values of the company.

While the red hot housing market might seem to make life easy for real estate firms, it also means intense competition for listings and a need to be exceptionally responsive to clients. Kittle Real Estate has a culture and systems in place to build lasting relationships with clients, and provide outstanding customer service while never compromising on their principles.



COMMITMENT TO CUSTOMERS, EMPLOYEES, AND INNOVATION IS THE FOUNDATION OF SNAPTRON

Snaptron, founded in 1990 by Earl Tatman and now led by his son, CEO Brett Tatman, is a company who manufactures products people use everyday without knowing it. Snaptron is the leading American manufacturer of tactile metal domes; small metal components under many of the buttons we use on electronic devices that provide tactile feedback and complete the electrical circuit to register the button press.

Snaptron's domes are in products from consumer electronics to automobiles to medical devices to the aerospace industry. A Snaptron dome could be pressed hundreds of times a day or sit for years waiting to be pressed once in an emergency, but they need to work every time.

Snaptron ensures reliability by focusing heavily on customer support and testing. Unlike overseas manufacturers who largely sell off-the-shelf designs, Snaptron works with customers both big and small to design exactly the right domes for their application. As with startups refining the design of a product to meet the rigorous demands of a large manufacturer, Snaptron extensively tests all its standard and custom metal dome offerings. The company has also developed a number of tools to help ease and automate placing or installing domes and selling these devices to customers rather than keeping them in-house.

Snaptron is able to provide this high standard of reliability and service thanks to a staff of many long-time employees. Almost two-thirds of Snaptron staff have been with the company for at least five years, and many managers have worked their way up from entry-level roles. The leadership team values work-life balance and is attentive to employee concerns. Snaptron shuts down for the week between Christmas and the New Year as a paid holiday so all employees can spend time with their families. And at the start of COVID, Snaptron instituted hazard pay for employees who still needed to come into the facility to do their work.

As a result, Snaptron is a company with a worldwide reach based right in our region in Windsor, CO. At a time when many people say American manufacturing cannot compete with overseas suppliers, Snaptron is disproving that notion. In valuing and investing in their people and providing exceptional service and technology to customers.





NEIGHBOR TO NEIGHBOR

HONORS LEGACY THROUGH GROWTH

Neighbor to Neighbor was founded in 1970 based on the idea that a stable home is a strong foundation. For the first 50 years of the organization, it was a steadily growing and well-run nonprofit focusing on helping individuals and families in Northern Colorado avoid losing their home, becoming homeless, and ultimately achieving the goal of homeownership. Then COVID-19 hit. Virtually overnight Neighbor to Neighbor went from a budget of \$3 million per year spread across a variety of programs to a budget of \$30 million with \$20 million focused on rent, utility and mortgage assistance.

Neighbor to Neighbor was ready for this challenge thanks to the character of its leadership and its focus on employee wellbeing. One-third of the board of directors is drawn from the populations that Neighbor to Neighbor serves. Many of the organization's most innovative and impactful programs have come from this group of board members and other community partners. Having members of the communities served by the organization on the board, keeps both the board of directors and the leadership staff more connected to the needs and concerns of the people they serve, and gives them a voice at the very top of the organization.



Neighbor to Neighbor is also heavily focused on the wellbeing of staff; always especially important in social services where staff are often dealing with clients in a state of crisis. This can be as small as encouraging staff in the office to take breaks to walk around the campus or a staff member who sends music playlists to the rest of the office based on monthly questions about their taste in music. It can also be as large as a recent review by the board of staff salaries to ensure that staff are not worried about their own ability to make ends meet while providing assistance to clients. Neighbor to Neighbor also sought ways to continue integrating its many new hires during COVID into its culture, including outdoor onboarding (weather permitting) to maintain a strong sense of connection.

Because of diverse leadership and strong values, Neighbor to Neighbor was able to quickly expand programs and their budget by ten times and triple the staff in two years while still maintaining their culture and staying true to their mission. The result was that Neighbor to Neighbor was the fastest growing organization in Colorado when it came to providing COVID-19 rental assistance and one of the fastest growing nonprofits in the country. While the pandemic is not over for Neighbor to Neighbor yet (the early months of 2022 saw some of their highest amounts of assistance provided), the organization has managed a period of immense change and is ready for a much different future than might have been imagined in February 2020.

ETHICS SCHOLAR INTERNSHIP PROGRAM



JARED CLAPPER
UNIVERSITY OF WYOMING

Jared Clapper is a junior at the University of Wyoming majoring in Finance. Prior to his internship with BBB, Jared worked with the University of Wyoming Center for Blockchain and Digital Innovation, an interdisciplinary center focusing on emerging technologies and involving four UW colleges and schools. Jared has begun his career working for MADToken whose mission is to create the software infrastructure needed for small nonprofits and charities to receive cryptocurrency donations and to be active in blockchain ecosystems.

“When asked about the internship experience, Jared said, **“I [learned] a lot; how to be in charge, the importance of defining ethics, and being intentional about them.”**”

MATTHEW CYMBOLUK
UNIVERSITY OF NORTHERN COLORADO

Matthew Cymboluk is pursuing his Masters of Accounting degree at the University of Northern Colorado. He is expected to graduate with the requirements for licensing as a CPA in May of 2023. Matthew will be working his third tax internship this winter at Plante Moran in Fort Collins, Colorado; a BBB Accredited business. His favorite experience during the Ethics Scholar Internship was meeting with management of both organizations he was paired with.



“Matthew said of his experience, **“This internship has been the highlight of my year and I cannot express how much this experience has meant to me.”**”



RJ MELLO
COLORADO STATE UNIVERSITY

RJ Mello is a senior at Colorado State University majoring in economics and minoring in media studies. During their spare time, RJ runs their own visual arts company, Mello Artwork. They are particularly passionate about serving marginalized people and underserved communities and felt that the internship at BBB was an important milestone toward their future career in service work.

“RJ said, **“This internship helped me to view why people search out careers they are passionate about instead of just financially-lucrative careers.”**”

ETHICS SCHOLAR INTERNSHIP PROGRAM



MOLLY MOXNESS
COLORADO STATE UNIVERSITY

Molly Moxness recently graduated from Colorado State University with her bachelor of arts degree in Philosophy and a minor in Biomedical Sciences. Molly recently returned to her home in Thousand Oaks, CA where she plans to attend graduate school to seek a master's degree in Biomedical Ethics and afterwards may seek her Ph.D. or pursue a career in the field of clinical bioethics; the branch of bioethics focused on resolving ethical questions in the practice of health care.

“Molly said of the internship, **“It helped me fine-tune my presentation skills, and how to effectively communicate and plan with others.”**”

JOE RUBALD
UNIVERSITY OF WYOMING

Joe Rubald is a senior at the University of Wyoming majoring in Entrepreneurship with a minor in Creative Writing. Prior to his internship with BBB, Joe participated in business competitions including the John P. Ellbogen Business Start-Up Competition and the Daniels Fund Ethics Case Competition. After graduating later this year, Joe plans to seek a career helping start-up companies in the arts and nonprofit sectors.



“Joe said, **“This internship really taught me how to juggle the time management, goals, and cultural norms of three different organizations”** including the two businesses Joe worked with as well as BBB.”



WALKER URBAN
COLORADO STATE UNIVERSITY

Walker Urban is a senior at Colorado State University majoring in Philosophy. Having previously studied computer science, psychology, and cognitive sciences at CSU, Walker plans to work in technology ethics, focusing his writing and journalism skills on a wide variety of topics. In his free time, Walker enjoys writing and recording music, spending time with his family and friends, and enjoying Colorado's outdoor landscapes and wildlife.

“He said of the internship, **“It helped me to think outside of the box and to come up with my own solutions to problems and become more self-sufficient in my work.”**”



2022 BBB SPARK AWARD FOR ENTREPRENEURSHIP WINNER

BETTER PEOPLE CARE

Better People Care is an occupational therapy practice specializing in care for people with dementia and providing training, education, and respite for their families. Better People Care uses the DAWN Method, a strength based and person centered approach to dementia care that helps meet the emotional needs caused by dementia. Founder, Jill Couch, was motivated to start Better People Care and provide a different type of dementia care after watching her grandmother live out the end of her life with an Alzheimer's diagnosis and without proper specialist care.



Character

Jill's time in the army taught her that "the best leaders are those who are mindful of those they are leading." Jill encourages her team to bring their own experiences and personal history to their work, just as she has. This leads to new ideas and ways of doing things that one person, with just one set of life experiences, would be unlikely to think of. Jill has also empowered her team members as "care leads", giving them more autonomy and responsibility to develop care plans; freeing up Jill's time for education, community outreach, and consulting.

Culture

Because the DAWN Method is a unique approach to dementia care compared to traditional methods, Jill makes sure potential team members understand and appreciate the approach. After an initial conversation, Jill sends videos from DAWN's training to see if the information resonates with them. If it does, Jill sends them videos of a Better People Care team member working with a client. Jill gauges whether someone is a good fit by what they see and share about watching the videos of the work they would be doing. This is a slow process but leads to very intentional hires that fit within the culture and philosophy of Better People Care.

Community

Better People Care looks to improve the quality of dementia care in Northern Colorado while also supporting those affected by dementia. The team donated over \$6,000 of care services in 2021. Better People Care has trained caregivers and worked with home care agencies to expand the availability of their services. The company also has a strong referral network to find clients who could benefit from their services while pointing those who might not need that level of care to more affordable services. Jill sits on the Larimer County Office on Aging Advisory Council to stay aware of and provide insight on senior issues in the community.

2022 BBB SPARK AWARD FOR ENTREPRENEURSHIP WINNER

ki.co MARKETING

ki.co Marketing is a branding, design, and marketing agency based in Fort Collins, Colorado. Founder, Cody Johnson, started ki.co Marketing after working for Downtown Fort Collins Business Association and the Fort Collins Downtown Development Authority providing creative and marketing communication services. ki.co Marketing's mission is to help businesses grow their brands where it matters most and to build marketing solutions focused on results through a culture of creativity and innovation.

Character

One of the biggest changes for Cody as a leader has been moving from the background to center stage. Working for the two downtown Fort Collins community organizations, Cody was behind the scenes producing marketing campaigns. Now as a small business owner, he is the face of his company; building relationships, interviewing potential employees, and selling and working with clients.

Culture

ki.co Marketing is built around a collaborative, flexible, and dynamic approach to serving its clients. The goal is not just to produce a deliverable for the client and get paid, but rather to develop a marketing strategy that will benefit the client which will ultimately bring long-term growth to ki.co Marketing. There is a sense of altruism in ki.co Marketing's work that comes from working for, and with, community organizations that have a larger mission than their profit margin.

Community

ki.co Marketing has donated branding services, website development work, and marketing strategy advice to nonprofits in Fort Collins including Outreach Fort Collins addressing homelessness and Off the Hook Arts, a BBB Accredited charity in our area that provides free music lessons to disadvantaged children. Cody is also active on the board of directors for Downtown Fort Collins Business Association and meets monthly with other marketing agency owners to share best practices, partnership opportunities, and a sense of connection in the local community.



2022 BBB SPARK AWARD FOR
ENTREPRENEURSHIP WINNER

ROCKY MOUNTAIN WOODWORKS

Rocky Mountain Woodworks builds playgrounds, but not the brightly colored metal and plastic playgrounds we typically think of today. The company believes all children deserve the opportunity to experience natural play elements and so they build playgrounds out of natural materials like wood, timber, logs, and rocks. Rocky Mountain Woodworks has constructed over 20 playgrounds, parks, and community spaces across the country in four states, including Colorado's Front Range.



Character

One of the biggest challenges for Rocky Mountain Woodworks' founder, Nick Moore, has been to learn to delegate and trust more in his team. Over the last couple of years, as the company has grown, Nick learned that trust and empowerment are a virtuous cycle. Trusting someone with something important gives them the opportunity to grow and blossom, which allows you to trust them with even greater responsibilities. This cycle has created a company that values growth, creativity, and change. To further facilitate this, Nick is implementing a cross-training program where the field crew and office/design staff will each learn more about the other's job to fully appreciate all the work the company does.



Culture

The goals that are set at Rocky Mountain Woodworks are not just about projects completed or revenue booked, but also about personal growth as well. At the beginning of the year, or when a new employee is onboarded, goals of personal growth are set and Nick checks in with employees every quarter to monitor progress toward those goals. He believes that by prioritizing this type of goal setting; one focused on growth, happiness, and impact, the company is able to more effectively rally around a common purpose of impacting as many kids and communities as possible.

Community

Ultimately the core of Rocky Mountain Woodwork's business is based on giving back to the community by designing and creating natural spaces for kids to play and explore. Many of Rocky Mountain Woodwork's projects are focused on equity, bringing high-quality playgrounds and natural spaces to traditionally underserved communities. Rocky Mountain Woodworks also partnered with dozens of community groups and nonprofits in 2021 to bring together a total of 300 volunteers in eight different communities to finish projects, including the planting of over 1000 trees and plants.

2022 BBB SPARK AWARD FOR ENTREPRENEURSHIP WINNER

SOLAR PATHWAYS ENERGY & ELECTRICAL



Solar Pathways Energy & Electrical was founded in 2021 by Blake Lund. The company designs and installs solar power systems and batteries as well as residential and commercial electrical vehicle (EV) chargers. But the purpose of the company according to Blake, is about people. The main goals of Solar Pathways are to grow employees' skills and further their careers while providing the highest possible customer satisfaction.

Character

Blake credits a great deal of his leadership ability to his father, Earl Lund, who taught him about work ethic, integrity, perseverance, and excellence. Another important mentor was one of Blake's college professors, Dr. Brian Morley, who showed him how to listen and communicate effectively to both teach and learn from those around you. The result is that the leadership at Solar Pathways is focused on listening to employees, accepting feedback both positive and negative, and staying flexible so the company can pivot to take advantage of opportunities as well as ride out storms.

Culture

Solar Pathways is focused on changing the image of the solar industry which has been defined by dishonest door-to-door salespeople, questionable quality of components and materials, and poor installations. This starts with setting reasonable long and short-term goals for sales and growth and making sure they support each other while also ensuring that employees have what they need to reach those goals. Employees, customers, partners, and vendors are all expected to hold the company accountable and to be held accountable by Solar Pathways.

Community

Beyond the environmental and sustainability benefits of the products and services Solar Pathways sells, the company also looks to give back to the community using its skills and expertise in unique ways. Last year the company held a contest where families in need were nominated to have Christmas lights professionally installed by the company in order to brighten their holiday season. Blake also leans into his penchant for reading to stay on top of industry news as well as contribute to the knowledge base of the solar industry and startup community.



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