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BOULDER COUNTY BUSINESS REPORT

Serving Boulder and Broomfield Counties | Vol. 27 | Issue 5 | Feb. 29 - March 13, 2008

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1BB



Broomfield courting public company VMware

BY DAVID CLUCAS
Staff Writer

BOULDER — VMware Inc. (NYSE:VMW) is considering a new software development office in Broomfield, which eventually could employ 300 to 500 people here.

The Palo Alto, Calif.-based computer virtualization firm is looking to lease 50,000 square feet at 380 Interlocken Crescent, according to Broomfield city documents.

VMware estimates it will employ 300

people in the office in 2009 and 500 people in 2011. It also plans to spend about \$2 million to renovate the office space.

Broomfield city council gave preliminary approval to offer the company several economic incentives. A meeting to possibly finalize the deal is scheduled for March 11.

The incentives include a 50 percent rebate on city and county personal property taxes for 10 years and a 50 percent rebate on the 3.5 percent building use tax. VMware is projected to see a total rebate of \$92,494 out of

\$197,987 of those taxes paid through 2019.

The company must maintain a local employee base of 300 people or more from 2010 to 2019 to receive the economic incentives.

VMware, a subsidiary of data-storage firm EMC Corp. (NYSE:EMC), provides vitalization solutions for computers — from desktops to data centers. The company's software creates a virtual server that can be transported to set up and access data at

▶ See **VMware, 38A**



COURTESY JIBBITZ

The Jibbitz stylizer allows online users to select backgrounds, colors and straps for a pair of Crocs and then add a combination of Jibbitz charms for an original creation before placing their order.

Snappy Jibbitz stylizer charms buyers of Crocs

BY HEATHER McWILLIAMS
Business Report Correspondent

BOULDER — Superheroes, sports teams and Disney seem to draw children to a Web site. Combine that with the ability to virtually decorate a pair of Crocs, and it is Web heaven for kids.

Jibbitz, the charms designed to snap into Crocs shoes as decoration, joined with Boulder-based Slice of Lime to add more kid-friendly features to its Web site. The new features, incorporated into a function called the stylizer, improve on the site's original shoe-decorating function.

The animated stylizer, which launched in October, allows users to select backgrounds, colors and straps for a pair of Crocs. They can add a combination of Jibbitz for an original creation, said Kevin Menzie, founder and chief executive of Slice of Lime.

"The idea was to create a site that is engaging to kids but trustworthy enough for parents to click that buy button," Menzie said. A shoe doubles as a shopping cart, allowing parents to buy their child's creation.

Slice of Lime first connected with Boul-

▶ See **Jibbitz, 38A**

ConocoPhillips arrival in area 'shot in the arm'

BY DOUG STORUM
AND DAVID CLUCAS
Business Report Staff

LOUISVILLE — ConocoPhillips Co.'s plans to open a Global Technology and Corporate Learning Center in Louisville likely will make Colorado and the Boulder Valley a leader in energy reform, local economic developers and officials say.

The Houston-based energy giant was the mystery buyer of the Storage Technology Corp. property along U.S. 36, which Sun Microsystems Inc. sold for \$58.5 million on Jan. 28. ConocoPhillips hopes to have the center operational by 2012 to focus on renewable energy and high-tech carbon fuels recovery.

U.S. Sen. Ken Salazar lauded ConocoPhillips' decision to locate its new center in Louisville.

"This reinforces Colorado's reputation as a trailblazer in our nation's quest for renewable energy and recognizes the abundant intellectual resources and potential that exist in Colorado, such as NREL and the Colorado Collaboratory who do important work to expand renewable energy opportunities every day.

"The location of this center in Colorado will bring great minds from across the country and the world to our state and will continue to make us a hub for renewable energy research and development."

The new ConocoPhillips center could specifically make the Boulder Valley a central hub for alternative energy, said Frances Draper, executive director of the Boulder Economic Council.

"I think it will be a real shot in the arm

▶ See **ConocoPhillips, 37A**

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Zayo Group doubles fiber routes with sixth acquisition

BY BUSINESS REPORT STAFF

LOUISVILLE—Zayo Group, a regional provider of bandwidth and telecom services based in Louisville, has finalized its acquisition of Citynet Fiber Network in Tulsa, Okla., the wholesale division of integrated communications provider Citynet.

The deal doubles Zayo's metro and regional fiber route miles to 17,000, serving more than 1,400 buildings in 12 states.

Citynet is Zayo's sixth acquisition since spring 2007. Terms of the deal were not released.

Citynet becomes part of Zayo Bandwidth, Zayo Group's fiber-based bandwidth business unit that provides solutions to carriers, Web-centric companies, public institutions and enterprises. Zayo Bandwidth services include private line, wavelength, Ethernet, Internet and colocation.

"This event enables the combination of two great networks and two strong teams to better serve our customers," said John Scarno, chief operating officer of Zayo Group and president of Zayo Bandwidth. Zayo's network now extends across the central and eastern regions of the U.S. and throughout nearly 100 metropolitan areas.

The Citynet network has 8,500 route miles of fiber covering 57 markets in 10 states.

Zayo Group consists of three business units with combined revenue of \$160 million. The group has financial backing from Battery Ventures, Columbia Capital, Centennial Ventures, MC Venture Partners and Oak Investment Partners.

AeroGrow expands into S. Korea

BOULDER – AeroGrow International Inc. in Boulder is expanding into South Korea through an agreement with Korea Fujifilm Co. Ltd. to market and distribute the AeroGarden line of indoor gardening products.

AeroGrow (Nasdaq CM:AERO) will sell its products in South Korea through television home shopping channels and a variety



of retail outlets, as well as launching Web marketing and public relations initiatives.

An AeroGarden features dirt-free aeroponic technology that can grow fresh herbs, salad greens, tomatoes, chili peppers, flowers and more, indoors, year-round.

Korea Fujifilm was established in April 1975 and joined the Lotte Group, a \$36 billion dollar consumer products and construction conglomerate, in 1980.

In other AeroGrow news, Jarvis Perkins has been promoted from chief oper-

ating officer to chief executive officer of AeroGrow replacing Michael Bissonnette, the Boulder-based company's founder and first CEO.

Bissonnette, who served as chief executive ever since he founded the indoor gardening products company in 2002, will stay on as chairman of the board.

"Jerry is a perfect fit for us on so many levels," said Bissonnette, in a statement. "He really understands our products and why consumers are responding so passionately, and he's an accomplished product and brand manager."

The appointment of Perkins is the culmination of a long-term succession strategy initiated nine months ago by Bissonnette.

Also, AeroGrow reported a net loss of \$1.6 million for the third quarter ending Dec. 31, 2007 compared with a net loss of \$2.8 million for the same quarter a year ago. Revenue for the third quarter was \$14.6 million compared with \$4.9 million reported for the same quarter last year.

Nautilus selling Izumi to Shimano

BROOMFIELD – Fitness company Nautilus Inc. (NYSE: NLS) has agreed to sell its Pearl Izumi apparel and footwear segment to Shimano American Corp., a

► See **Daily, 38A**

BCBR Opinion Poll ↗

Our online question:

Which candidate would be the most business-friendly president?

Hillary Clinton
— 22%

Mike Huckabee
— 12%

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Institute accredits e-mails for service providers



Anne P. Mitchell is chief executive and president of Institute for Spam and Internet Public Policy.

BY LAURIE M. FISHER
Business Report Correspondent

BOULDER — If e-mail doesn't get delivered the results can be lethal for a business.

The Institute for Spam and Internet Public Policy provides e-mail deliverability accreditation to e-mail service providers and individual companies to assure that legitimate e-mail lands in the correct inbox.

The think tank and privately owned business is finalizing its move to Boulder from the San Francisco Bay area. The institute's Chief Executive and President Anne P. Mitchell decided to move the company to Boulder after attending the International Congress for Entrepreneurs here last spring.

"The Bay Area was getting too crowded and expensive," she said.

Since a majority of the 10 employees and other contractors worked remotely, it really didn't matter where the headquarters are located.

Mitchell started her career as an attorney in California working for father's rights. After "burning out" in family law she worked in the legal and public affairs office of one of the first private anti-spam efforts.

She then signed on as CEO of Habeas, a company that created a program for spam filters and Internet service providers that made sure e-mail was not spam. In the early years private business and Internet service providers would not be willing to work together to resolve deliverability issues. So Mitchell organized a Deliverability Summit among several legitimate senders, ISPs and spam filters to demonstrate that they all wanted the same outcome — legitimate e-mail

deliverability.

Mitchell left Habeas and formed the institute, which provides analysis, information and consulting on industry issues relating to public policies and processes regarding spam, e-mail, e-mail deliverability and the Internet. The institute's primary product is an e-mail sender accreditation service called SuretyMail.

The company also organizes and sponsors industry forums such as e-mail management roundtables, e-mail deliverability summits and Internet law conferences. "We bootstrapped with no outside investors and no one telling us how to make our decisions," she said. "We accredit our customers solely based on if they deserve it. We are happy to and will turn people away (if they do not meet strict criteria). We have an extremely good reputation with commu-

► See **Institute**, 11A

Put down that fork, Taste of Longmont put on back burner

The Eye's eyes won't be bigger than its stomach come next October.

The Taste of Longmont has been placed on the back burner this year while Longmont Area Chamber members consider a possible change in venue.

"We had a lot of electrical problems at the Boulder County Fairgrounds," said **Kathy Weber-Harding**, the chamber's president and chief executive. She also said the event had lost money for three years running.

"The members want to focus instead



on educational events that cover topics on how to run a business effectively," Weber-Harding said. One example is the March 12 B2B Expo to take place between 9 a.m. and 4 p.m. at the Radisson Hotel and Conference Center in Longmont.

The chamber had hosted a B to B expo in 2000 and wanted to bring back the event and target B to B themes. **Marty Clarke**, author of "Leadership Land Mines: 8 Management Catastrophes and How to Avoid Them," will deliver the keynote.

It looks like some local entrepreneurs have learned how to sell sarcasm.

Andrew Hyde and **Matt Emmi**, two Boulder-based entrepreneurs, launched a T-shirt company called Venture Capital Wear. The company sells shirts that capture venture capitalist-themed slogans like: "Sure, I'll fund you. What's your sign," "Hedge Fund Managers are Big Meanies," and "My Ham Sandwich Has a Better Shot at Market Share."

The two local entrepreneurs take a thinly veiled shot at venture capitalists by offering the T-shirts for \$100 a piece. The company itself is up for grabs on its Web site — www.vcwear.com — for \$100,000.

"We started joking around, and we

► See **Eye**, 39A



PETER WAYNE

Kari Swenson, left, and Kenny Foster own the Play Grounds Café in Boulder. The restaurant has an adult-friendly menu and also offers options for kids. Along with the diverse menu, Play Grounds has a play area for kids. The restaurant is located at 4550 Broadway in the development known as Uptown Broadway in North Boulder.

Play Grounds makes parents, children happy

North Boulder restaurant promotes healthy, fun eating

BY CAROL MASKUS
Business Report Correspondent

BOULDER — When it comes to amusing parents and children together, not all businesspeople get it right.

Hip, adult restaurants often fail to provide things like plastic utensils and grilled cheese sandwiches for small hands. Chuck E. Cheese's, a restaurant that makes for a thrilling Saturday night for a 6-year-old, can be annoying for an adult craving a nice glass of Shiraz.

Play Grounds has taken the best of both worlds — the sophisticated palate of adults and the entertainment needs of small children — and put them together in one space. It is a counter-service cafe and restaurant that mixes seating for adults with play areas for children in one large room.

"We're parents, and we know it's tough to find a place that caters to both kids and parents," said Kari Swenson, who co-owns the restaurant with her husband, Kenny Foster.

"We used to go to regular cafes with our kid, but it wouldn't work. People give you funny looks. We wanted to create a place that was engaging for kids but entertaining for adults," Foster said.

Play Grounds opened last December at 4550 Broadway in the development known as Uptown Broadway in North Boulder. It is located on the same block as Restaurant 4580 and Amante Coffee — two popular locales for the young, professional people who live nearby.

"It's a great location. There are a lot of families in the neighborhood, and it's developing," Swenson said.

The business is funded from a U.S. Small Business Administration loan, a loan from Longmont-based Mile High Banks and personal financing. Swenson and Foster bought the space outright for \$925,000. They also paid for tenant finish and worked with Boulder architec-

► See **Play Grounds**, 39A

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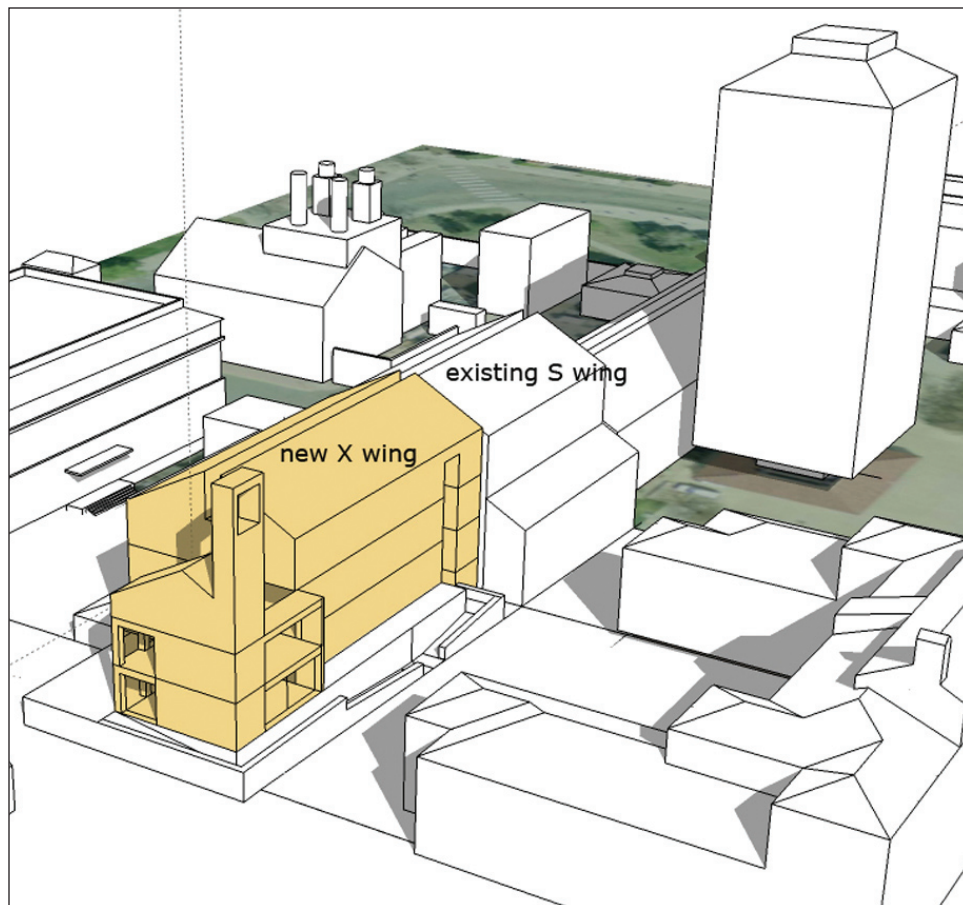
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COURTESY NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY

A rendering shows plans for the proposed 49,600-square-foot expansion of the JILA lab on the University of Colorado at Boulder. NIST is also proposing a 150,000-square-foot expansion of its main campus at 325 Broadway in Boulder.

NIST seeks funds to expand two laboratories in Boulder

BY DAVID CLUCAS
Staff Writer

BOULDER — The National Institute of Standards and Technology is requesting \$56.5 million as part of its 2009 budget to expand two of its laboratories in Boulder by a total of 200,000 square feet.

The funding requests are part of an overall \$105 million NIST building expansion in Boulder — including a 150,000-square-foot expansion at NIST's main campus on Broadway and a 49,600-square-foot expansion of its JILA facility on the University of Colorado campus.

NIST, a nonregulatory federal agency within the U.S. Department of Commerce, studies and advances measurement science, standards and technologies for the United States. NIST Boulder employs more than 350 scientific, technical and support staff in 29 buildings throughout the city. It also services more than 300 visiting researchers, students and contractors.

The proposed 150,000-square-foot building on the main NIST campus at 325 Broadway will help the laboratory better control outside variables — such as temperature, humidity, air quality and vibration — in its testing, officials said.

“As the nation's premier measurement agency, NIST must be able to produce extremely accurate data for industry and academia to maintain confidence in its results,” a NIST press release said. “Improvement in environmental conditions within NIST's Boulder, Colo., research laboratories is required to make further progress in measurements related to high-frequency electronics, advanced

materials characterized at the atomic level, subcellular forces, timing accuracy and other areas.”

NIST is requesting \$43.5 million in 2009 from the federal government for what it calls the Building 1 Extension. This is the third and final year of funding requests for the project, which totals \$77.2 million.

At the University of Colorado, NIST officials said they are running out of room at the existing JILA offices on campus. The JILA lab is a joint institute between NIST and the university, researching atomic, molecular and optical science.

“The existing group of 28 JILA research scientists could train approximately one-third more postdocs and student researchers, but there is literally no place for them to work,” a NIST press release said. “JILA also needs specialized laboratory space such as cold rooms for biophysics research and clean rooms to support research in nanometer-scale electronics.”

NIST is requesting \$13 million in 2009 for the 49,600-square-foot JILA lab expansion. It will request an additional \$9.5 million in 2010, and expects an extra \$5 million contribution from CU. The total project cost is \$27.5 million. The university will also supply the land and infrastructure services such as electricity, chilled water, and steam.

The two building expansions are part of NIST's \$638 million funding request in the 2009 federal budget issued by President George W. Bush and now before Congress.

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Symplified reduces complexity of identity management

Boulder tech startup uses SaaS experience for affordable system

BY BOB McGOVERN

Business Report Correspondent

BOULDER — Just off of Pearl Street, under a nondescript orange overhanging, a new Boulder startup is in stealth mode and is attempting to simplify identity management.

Symplified Inc. is a software as a service, or SaaS, company that is working to provide “affordable” network security for mid-tier companies — companies with revenues between \$100 million and \$1.5 billion. This segment has been an “untapped market” in the identity management business, according to Eric Olden, Symplified’s chairman and chief executive.

“We figured out that these companies were getting caught up in the cost and the complexity of making our type of technology work,” Olden said.

Identity management is technology used to manage security, access and compliance of users. It ensures that a company’s network is secure from within allowing only employees access to files they need to do their jobs as well as protection from hackers outside the company.

Olden, who is one of the company’s co-founders, has worked with fellow co-

founders — Jonti McLaren and Darren Platt — on Symplified’s technology since 2006. The two years of research and development were self-funded.

During those two years, Symplified’s top executives figured out that streamlining identity management software was anything but simple.

“We spent a couple of years just doing basic research and development to crack the code on it. We figured out that there is a reason why it’s complicated — there are so many moving parts,” Olden said. “We had to really question all the assumptions and figure out what we could build with a clean slate and figure out how we would build it. We had to figure out whether it would work.”

Olden and McLaren were no strangers to the identity management market. In 1996, while at the University of California at Berkley, Olden and McLaren started Securant Technologies. The company built identity management software for companies that could afford \$1 million and up technology.

They moved the company to San Francisco in the late 1990s to catch the initial “Web rise.” The company was purchased for \$140 million by RSA Technologies in 2001.

After selling the company, Olden took a “three-year vacation” and began to dabble in venture capitalism. He moved to Colorado from San Francisco with his family and decided it was time to enter the identity management market, again.



“It’s software that we build from the ground up. There’s a lot of heavy lifting involved with making this go across different systems, different computers and speak different languages. That’s the work that we have to do to keep our customers from dealing with it.”

Eric Olden

CO-FOUNDER AND CHIEF EXECUTIVE, SYMPLIFIED INC.

“We started looking at companies and realized that no one was taking care of the problem that we had worked on in our other company and make it something that other companies could afford,” Olden said. “We wanted to figure out a way to make technology that was really expensive and complicated affordable to companies that are smaller.”

Symplified is in stealth mode because it does not want “the big guys to know about our strategy.” Its product is in its

beta phase and is being implemented — in a testing format — by 36 companies. Olden would not disclose company names but said there were local businesses using Symplified’s service.

The company’s technology is meant to secure a company’s entire network — including all the outside applications it uses, such as payroll. To permanently implement this technology in house would cost \$1 million or more, according to

► See **Symplified, 7A**

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We2e helps businesswomen network, change

BY PAM MARTIN
Business Report Correspondent

BOULDER — For the members of we2e — shorthand for women entrepreneur 2 entrepreneur — a makeover isn't simply about getting a haircut and losing 20 pounds.

While the wider culture may be intrigued by quick fixes, change promoted by this all-women group of business owners goes far deeper. To showcase their eclectic talents they've enlisted 10 subjects worthy of whole-life makeovers.

For three months the 10 female finalists receive instruction and support in some of life's most challenging areas. Key

Expo information

For more information about the New You 2008 Experiential Expo and Gala, visit www.we2e.biz/expo or e-mail erin@erinblakemore.com, and e-mail heather@callunaevents.com for questions about we2e membership.

themes include personal finances, fitness and nutrition, organization, interior design, wardrobe and personal style, as well as resume and career consultation. The coaching is provided gratis so at the end of those three months each participant can embody the quality of products and services provided by participating members of we2e.

On May 4 each of the winners will receive

the red carpet treatment at The New You 2008 Experiential Expo and Gala, which will be held at Boulder's St. Julien Hotel and Spa. We2e expects 500 professional women to attend and has named the YWCA of Boulder as charitable beneficiary.

"The point of the expo is to celebrate each of these women's bravery," said Erin Blakemore, a local freelance writer and we2e member who's handling the press relations for the expo. "The caliber of applicants was very high. They each wrote very heartfelt personal essays. The best candidates were those women who seemed especially ready for what the we2e entrepreneurs have to offer."

A common subject in each winner's essay is a search for balance amidst the stresses of children, divorce, career change and — for one makeover finalist — a parent's death. Another common thread is a quest for support.

"I would welcome some help and guidance on how to work with time limitations," wrote one winner.

"I could use some help ... looking for a new job, but I feel very 'stuck in the middle' at the beginning of a new career," wrote another.

Heather Clark, owner of Calluna Events LLC, founded the all-women business networking group with 25 members in 2006. In two years it has grown to 100 members, with between 20 and 50 women attending each of the monthly meetings. Meetings travel between members' business locations

"I joined we2e because there aren't a lot of resources in the community for small business owners. In Boulder there seem to be the people in business who are really established and then everyone else."

Erin Blakemore
FREELANCE WRITER AND WE2E MEMBER

and contain an educational component provided by the host member.

There was a recent meeting in which an accountant discussed tax tips and little known expense write-offs for the small-business owner. Another meeting focused on how to increase hits to member Web sites. An upcoming meeting is scheduled at Besos, the Pearl Street clothing boutique, in which members will receive tips on dressing for success along with a 20 percent discount on purchases.

"It's a great marketing tool, enhances foot traffic and increases word-of-mouth for our various member businesses," Clark said.

Clark recently landed her biggest wedding of the year thanks to a we2e referral. Christine Neff, owner of Elevate Conditioning, has added at least eight new gym members or trainers since joining, and Blakemore has taken on between five to 10 new projects since becoming a member in 2007.

"I joined we2e because there aren't a lot of resources in the community for small business owners," Blakemore said. "In Boulder there seem to be the people in business who are really established and then everyone else."

We2e members share similar demographics. They're all between the ages of 25 and 45, and almost all are small-business owners. Business services provided by members are clustered in the areas of beauty, wellness, wealth, relationships and environments.

Blakemore describes the group as "fiercely supportive." She said members will go to great lengths to encourage fellow members. "The group completely accepts my experience and competence, but then they'll ask me how I'm differentiating myself from the competition. Their questions are designed to help my business become better and brighter. They challenge me to really put it out there in order to help me to achieve my goals."

While Blakemore cites Regina Mountjoy, owner of Recherche Photography, and Heather Clark as strong mentors, "The fact that the group has no actual leader is truly one of its strengths."

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Businesses find being green getting easier

SYMPLIFIED from 5A

Kermit the Frog has it all wrong. It is easy being green.

Being green just makes sense. Boulder and Longmont utilities and government have created programs to help consumers and businesses alike adopt more environmentally friendly practices.

Take Longmont Power and Communications, for instance. Its Web site offers pages of energy-saving tips to residents and businesses and encourages consumers to learn about energy efficiency and rebate programs, including incentives when citizens purchase energy efficient clothes washers and dryers. The utility also invests in renewable energy resources, such as hydro and wind power. The latter is available to residents and businesses of all sizes as an alternative to typical energy sources.

Gov. Bill Ritter believes in the power of green so much that he introduced the first annual Governor's Excellence in Renewable Energy Awards and announced the winners at his recent 2008 State of the State Address.

The University of Colorado at Boulder is a prime example of how groups

can partner to make a difference. According to the CU Recycling Web site, they are one of the oldest campus recycling programs in the country. This collaboration brings students, administration, and the UCSU Environmental Center together to reduce the university's carbon footprint.

Water is one of our most valuable resources. The city of Boulder's Water, Wastewater, Stormwater and Flood Management department now offers "Zero in on Xeriscape," a pilot program that offers interest-free loans to those who re-landscape using water-friendly methods, or who install water-efficient indoor appliances. Our water provider offers citizens the tips and resources today to ensure sufficient water supplies for our communities tomorrow.

Xcel Energy is no stranger to raising its customers' awareness of ecologically friendly measures. The utility also invests in renewable energy resources, such as hydro and wind power, making them available to residents and businesses as an alternative energy source. In an innovative approach, Xcel Energy educates its customers about the importance of doing their part to protect indigenous species. The Xcel Bird Cam puts a face on wildlife that call the power plant's surroundings "home." This way, customers can watch a variety of raptors raise their young from early spring to mid-summer.

If the utilities whose bottom line depends on our use of energy and water support

conservation and innovative approaches to going green, everyone should join the movement. Today, there are billions of people doing their part to shape our planet's future, and not one of them is doing it alone. Let's do our part – together.

Businesses should lead by example. Encourage employees to reduce, reuse and recycle everything, from paper and aluminum cans to batteries and magazines. At its Boulder site alone, IBM recycled 70 percent of its post-consumer waste last year. Implement energy saving technologies like motion-sensing illumination in offices and timer-regulated heating and cooling systems. Utilize data storage media that are appropriate for its use. Create carpool, rideshare and telework opportunities for employees. Create partnerships and share best practices.

Collaboration with key partners, including suppliers, industry associations, non-governmental organizations and governments, plays an important role in companies' ongoing commitment to environmental citizenship. Another great resource in our area is Eco-Cycle. Its Web site offers numerous recycling options at home and work, and provides a listing of local centers for our use.

Let's work together – business, citizens, utilities, and education leaders – to positively impact our environment. Start today. It's easy being green.

Larry Longseth is the senior location executive for IBM Boulder.



GUEST OPINION

Larry Longseth

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ON THE JOB

ARTS

Glenda Laveck has been named executive director of **Open Studios**, an annual tour of Boulder artists' studios. Paula Etrick has been hired as executive director of the **Old Firehouse Art Center**, a museum in Longmont.

BANKING, FINANCE

Michelle Worster has been named senior vice president of the operations group for **Key Equipment Finance**, a Superior-based equipment-financing company and an affiliate of KeyCorp.

ECONOMIC DEVELOPMENT

Stephen Menke has been hired by Colorado State University in Fort Collins as an associate professor of enology, or winemaking. He will also serve as a consultant to the **Colorado Wine Industry Development Board**, an agency of the Colorado Department of Agriculture.

EDUCATION

Jack Burns, professor of the astrophysical and planetary sciences department at the University of Colorado, has been appointed to the NASA Advisory Council.



Burns

Bernard Amadei, professor of civil, environmental and architectural engineering at the **University of Colorado at Boulder**, has been elected to the National Academy of Engineering. He was recognized for his creation of the nonprofit organization Engineers Without Borders-USA, his leadership in sustainable development education and his research on geomechanics.

Candice Bowen, director of the Office of Discrimination and Harassment and the Office of Labor Relations at the University of Colorado, has been named executive director of human resources, replacing outgoing Director Zan Johns.



Bowen

The Dalbey Education Institute in Westminster, a provider of educational products and services for home-based entrepreneurs working in the cash flow note industry, has named Lucas Kalisher executive vice president of marketing and sales.



Kalisher

HIGH TECH

Webroot Software Inc., a Boulder-based security software company, added three executives: Nicholas Banks as managing director, Europe, the Middle East and Africa; Charles Heunemann as managing director of Australian operations; and Dennis

Stoltenberg as vice president, human resources.

Mike Connolly has been named vice president for North American sales for **Copan Systems**, a data storage firm in Longmont.

Jason Broidy has been hired as account manager for **Productive Computer Solutions**, an information technology company in Boulder.



Broidy

NONPROFIT

Meals on Wheels of Boulder, an organization that delivers food to home-confined people, has appointed several people to its board of directors. Thomas Moore has been named president, Michael Maloy vice president, Carol Knight secretary and Merry Sue Clark treasurer.



Fiore

RETAIL

Forest City Commercial Group appointed Diana Fiore as director of marketing for **The Orchard Town Center**, a 983,000-square-foot development opening April 3 at the northwest corner of Interstate 25 and 144th Avenue in Westminster.

Kim Sims has been hired as director of real estate for **Sunflower Farmers Markets**, a chain of natural foods grocers. She will help with site selection and store openings in the company's expansion plan.

REAL ESTATE

Rob Parker has been hired as a broker associate for the Boulder Market Center of **Keller Williams Realty**.



Parker

OTHER

Boulder-based **Aurora Organic Dairy**, a provider of private-label and store-brand organic milk and butter, elected company officers: Cammie Muller will serve as chief financial officer, Dan Placke as vice president of accounting and finance and Sonja Tuitele as vice president of public relations and communications. Gary Sebek will transition from his position as CFO in anticipation of leaving the company later this year.

Deadline to submit items for *On the Job* is three weeks prior to publication of each biweekly issue. Mail to Editor, *Boulder County Business Report*, 3180 Sterling Circle, Suite 201, Boulder, CO 80301; fax to 303-440-8954; or e-mail to news@bcbcr.com with *On the Job* in the subject line. Photos submitted will not be returned.



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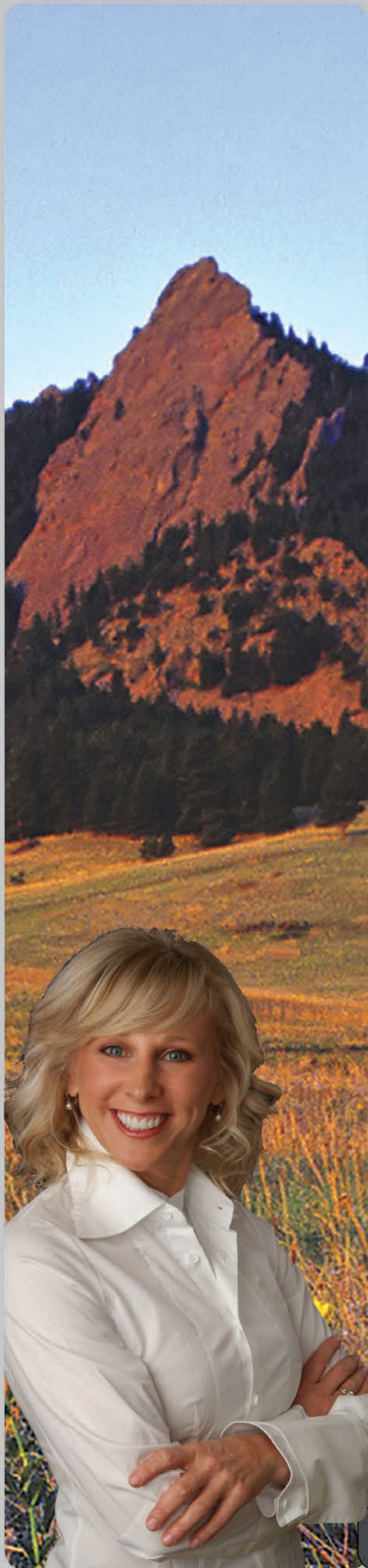


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Are you salesperson, consultant or trusted adviser?

When I say “trusted adviser,” what words come to mind?

Relationship?

Helpful advice?

Strategic alliance?

Consultant?

Deep thoughts: Do you believe you are a trusted adviser? Do your customers perceive you as a trusted adviser?

Before you begin this lesson take a moment to list your current accounts in which you feel you’re a trusted adviser. List the people who rely on you and your trusted adviser status. How many are there?

When you complete this list, the first thing to do is compare it with your entire customer base. Are you a trusted adviser to more than 20 percent of your customer base? Take heart, most salespeople and managers are less than 10 percent.

Let me clarify before we get too deep into this concept – trusted, and trusted adviser are not the same — not even close. The status of being trusted is one small part of being or becoming a trusted adviser.

Consider this: If you work for a great company, they are trusted. If your products are great, they are trusted. The only variable is you.

Do you believe that you are a trusted adviser by your customers? I hope you do. But a bigger question is: What do your customers believe?

It’s not what you think you are: It’s where does the customer place you in his or her mind? How do they see you? How do they regard you? How do they refer to you? How do they talk about you? How much do they respect you? How much do they trust you?

Here are the levels of competence you can rise to as a salesperson: salesperson, adviser, strategic adviser, trusted adviser and resource.



SALES MOVES

Jeffrey Gitomer

person, adviser, strategic adviser, trusted adviser and resource.

Note well: These are not titles. They’re roles you play and positions you are regarded as by the customer. If your card says “consultant” that doesn’t mean you are one. The proof of title is that the customer perceives you as one.

The customer’s perception of you is your reality.

The biggest questions to ask is: What am I doing to ensure my status of trusted adviser in the mind of the customer? What can I do to improve my relationship to earn and keep the status?

These elements also beg the question: Am I doing my best for all my customers, all the time?

Understand that becoming a trusted adviser is much more than just having

a great relationship. Trusting is just the beginning.

What are the elements of a trusted adviser?

Caution: These elements are as tough to achieve, as they are strategic to your success.

- Trusted advisers are value providers, not suppliers or vendors.

- Trusted advisers concentrate on business building — not just business seeking — on behalf of the customer.

- Trusted advisers are considered friends by their customers.

- Trusted advisers are liked, believed, respected and trusted.

- Trusted advisers are valuable information providers.

- Trusted advisers are able to combine trust and valuable information.

- Trusted advisers understand the situation their customers are in, and they’re willing to risk being right.

- Trusted advisers are empowered by their customers to act, and they’re willing to take action.

- Trusted advisers help customers profit, not just save money.

- Trusted advisers figure out a way to get more face time.

- Trusted advisers make decisions based on the relationship, not the quarter or the quota.

- Trusted advisers are always invited in.

A trusted adviser displays profession-

alism, friendliness, competence, product knowledge and expertise. They are not just an expert, they are an expert communicator.

These elements are given. They are the basics that qualify you for the status of trusted adviser.

To earn the status these basics must be combined with your knowledge of the customer, the customer’s business and how they use, produce, benefit from and profit from your products and services.

Trusted advisers keep competitors at bay, and they turn a satisfied customer to a loyal customer.

The customer must perceive that you have these qualifications, or you will allow your competition to get in the door and establish some sort of position.

Remember the list I asked you to make at the beginning of this lesson, but you probably didn’t? For those few of you who did, wonder if you still have the same people on the list? For those of you who did not make a list — I venture to say that after this information, I dare say there are fewer people in the “they consider me a trusted adviser list” than you were thinking.

Well, if you’re a bit shaky right about now, let me assure you that if you invest the next few months doing things for your customer, you’ll get a clearer idea

► See **Salesperson, 11A**

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Corporate Express rejects Staples bid

BY BUSINESS REPORT STAFF

BROOMFIELD—Corporate Express NV, a Netherlands-based office supply company with its U.S. headquarters in Broomfield, has rejected an unsolicited buyout bid by rival Staples Inc.

Staples (Nasdaq: SPLS) offered a cash purchase of about 2.5 billion euros for Corporate Express (NYSE:CXP), which equates to about \$3.7 billion. The bid is a 67 percent premium to Corporate Express' stock price on Feb. 4, before rumors of the proposal leaked out. It is a 33 percent premium to the stock price on Feb. 18.

Corporate Express rejected the bid, saying the proposal "significantly under-

values" the company.

"We do not believe the proposal is in the best interests of our shareholders and other stakeholders," the company said in a press release on its Web site.

Staples said it made several attempts during the past months to discuss, in private, a deal with Corporate Express, but it was turned away, leading to the public unsolicited bid for the company.

Corporate Express provides companies with office supplies furniture, computer and imaging supplies, PC software, and document and print-management services. Its U.S. headquarters at 1 Environmental Way in Broomfield employs about 1,000 people. The company employs

about 18,000 people worldwide.

"Staples has high regard for the Corporate Express management team, and believes together our combined companies will create significant opportunities for all stakeholders," said Ron Sargent, Staples chairman and chief executive in a press release. "Staples is committed to working with the Corporate Express executive and supervisory boards to quickly enter into an acquisition agreement and begin making the most of the combined business."

Staples Inc. is the world's largest office products company. It reported \$18.2 billion of sales in 2006. It operates more than 2,000 retail stores worldwide.

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INSTITUTE from 3A

nity because we are independent."

While Mitchell declined to disclose revenues, she estimated the institute's customer based doubled in 2007. "We are on target to do three to four times this year based on the applications the company receives each week," she said.

The institute accredits 2.5 billion pieces of e-mail per month with 20 percent of customers each sending 25 million to 50 million e-mails a month. Some 40 percent of current customers send 1 million to 25 million e-mails per month.

Most customers find the institute through a search engine on the Internet, Mitchell said. The majority of its customers are very large e-mail senders, although SuretyMail pricing also appeals to low-volume, mom-and-pop Internet sites, she said. The institute differentiates itself from the other two major e-mail accreditation providers by structuring payment based on each customer's business model, which provides flexibility without long, binding contracts.

John Brogan, CEO and chief technical officer of Global IntelliSystems Email Service Provider based in Ashburn, Va., learned about the institute after researching online e-mail accreditation services. He tried to find "what works and what's just fluff," he said. "The institute service turned out to be one of only a few services that worked and worked very, very well." Currently, the institute provides accreditation services for his 45-plus dedicated

outbound e-mail delivery servers.

"We are an e-mail service provider so we need to have squeaky clean circuits and a great reputation in order to maintain the highest inbox delivery rates possible. ISIPP gives us the reputation on the IP addresses, which say to the recipient systems 'these guys are OK,' which makes inbox delivery vastly better," Brogan said.

He also likes the problem resolution service that the institute provides with ISPs. "If you have a problem with an ISP who is blocking or is degrading your inbox delivery, ISIPP usually knows the admin so they can be the in-between in getting the problem fixed or getting the discussion started."

E-mail deliverability has been a major issue for high-volume senders for some time. "Most are already using or are considering accreditation services. Smaller businesses may be floundering," Mitchell said. "They don't even realize they have a delivery problem and don't know how to check to see if a message is bouncing or is never delivered."

Mitchell is also proud that a significant number of her employees and contractors are work-at-home parents.

"The have incredible skills and are working for us because we are family friendly," she said. As a mother, she realizes it is hard to run a business and be an involved parent. "If you are supported you can really do both."

“We accredit our customers solely based on if they deserve it ... We have an extremely good reputation with community because we are independent.”

Anne P. Mitchell

CHIEF EXECUTIVE AND PRESIDENT,
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SALESPERSON from 10A

of what you must do to establish your position, your relationship and your reputation.

I have prepared a trusted adviser test. To see where you score go to www.gitomer.com, register if you're a first-time user, and enter the words "DROP IN" in the GitBit box.

Jeffrey Gitomer is the author of "The Little Red Book of Selling." President of Charlotte-based Buy Gitomer, he gives seminars, runs annual sales meetings, and conducts Internet training programs on selling and customer service at www.trainone.com. He can be reached at 704-333-1112 or e-mail to salesman@gitomer.com.

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Training dogs, owners with psychology lessons

BY BARBARA HEY

Business Report Correspondent

EDITOR'S NOTE: Job Resume offers an inside look at different and sometimes unusual occupations.

NORTHGLENN — Any person who treats his or her beloved dog as a human — not an instinct-driven four-legged creature — has a problem.

Brett Endes, a canine behavioral expert, can help.

Endes is trained in the psychology of both dogs and the humans who love them. He uses a range of tools — obedience techniques, intuition and a profound understanding of the human-canine bond — to bring civility to even the most unruly pups.

While some clients seek his services for easygoing canines, the bulk of his work is problem pooches, many of whom are just one more “bad dog” away from being relinquished to the local shelter.

According to Endes it's not the dog who's bad but the guardian at the other end of the leash. He said behavioral issues result from an unenlightened relationship between a person who doesn't understand the canine species and a dog who misbehaves because his human is acting like a wimp.

“What I do more than train dogs is to



MICHAEL MYERS

Brett Endes, a dog trainer, works with Ace, a German shepherd mix. Endes uses a variety of tactics to train both the owner and the dog. Endes received a degree in comparative psychology and then studied at the Academy of Canine Education where he worked as an apprentice to a master dog trainer.

train people,” he said.

A New York native, Endes received a degree in comparative psychology but

then followed his lifelong affinity for dogs by studying at the Academy of Canine Education where he worked as an app-

The Canine Counselor

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Brett Endes, founder

rentice to a master dog trainer.

In 2006 he relocated to Colorado — a state with plenty of dogs and plenty of misguided canine guardians. He was the on-site behaviorist at Church Ranch Veterinary Center in Westminster until he opened his own dog boarding, day care, training center in February. Now he offers one-on-one training seven days a week to clients from Boulder and the Denver Metro area. He also teaches group classes for private clients each Saturday and day or overnight boarding for up to 30 dogs at a time.

What's the problem with how humans relate to dogs?

Many dog people humanize dogs, and that's partly because we've coexisted with them for about 13,000 years. Dogs provide something we don't get from other humans, and since we are so close we project all sorts of things into that relationship.

Some dogs, if you treat it like a

► See **Dogs, 13A**



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AWARDS

WhiteWave Foods Co., Eco-Cycle, Boulder Valley Credit Union, ReDirect Guide and Airius LLC received CleanTech Sustainable Business Awards presented by the Colorado CleanTech Initiative at the outset of the 2008 Sustainable Opportunities Summit in Denver.

Broomfield-based WhiteWave and Eco-Cycle in Boulder received gold awards. Silver award winners are Boulder Valley Credit Union in Boulder and ReDirect Guide in Denver. Longmont-based Airius LLC will receive a bronze award.

WhiteWave, a wholly owned subsidiary of Dean Foods Co. (NYSE:DF), manufactures food and beverage products using socially and environmentally responsible practices. The company purchases renewable energy credits and uses clean wind power at its corporate headquarters. It also has prevented the use of an estimated 17 million pounds of pesticides, herbicides and chemical fertilizers last years by incorporating organic processes.

Eco-Cycle's Zero Waste Program collects the discards generated by businesses - recyclables, compostables and other trash for a fee.

Boulder Valley Credit Union has adopted several "green programs" including installation of solar panels at its main branch, recycling programs at all four of its branches and composting programs at two branch locations through a partnership with Eco-Cycle.

ReDirect Guide is a media company that publishes a phone directory of businesses that serve the environmental community. ReDirect has three regional

offices in Portland, Salt Lake City and Denver. Its Denver office serves Fort Collins, Boulder and Denver and surrounding areas.

Airius makes an energy-saving ceiling fan, the Airius Thermal Equalizer. The fan pulls hot air off the ceiling and directs it to the floor. It equalizes room temperature from floor to ceiling within three degrees. It has models suited for buildings with ceilings ranging from seven feet to 100 feet in height. The end result can be a savings of up to 40 percent of energy use and cost.

CTA Integrated Communications, a Louisville-based public and investor relations company, received four awards from the International MarCom Creative Awards. The company received the Platinum Award in special event promotion for Vail Art in Public Places: The Windmill Project - Sculpting Wind into Light; the Gold Award in media relations/publicity campaign for Dishes Up, a project for Flagstaff House Restaurant; an Honorable Mention in advertising campaign for No More Potholes!, a campaign for The Rocky Mountain Cement Council; and an Honorable Mention in corporate branding for A New Face on a 21-Year-Old Firm Stimulates Growth, a project for CTA Integrated Communications.

The Virtex-5 LXT FPGA family, a product of San Jose, Calif.-based software company **Xilinx Inc.**, won the EDN China Innovation Award for Best Product of 2007 in the Digital IC and PLD category. The award was given by Electronics Design, Strategy, News, a resource for the electronics original equipment manufacturer segment. Xilinx has a location in Longmont.

DOGS from 12A

baby, consider that weakness — you're no pack leader — and feel they need to pick up the slack. That's where behavioral issues come from. The dog isn't being bad (it's) just taking control because the human isn't. So it's really important to understand what is going on from the dog's instincts-based perspective.

Aren't we more enlightened in Boulder?

Boulderites are a distinct species of human compared to the average human in the rest of the world, but dogs are dogs. (They are) the same everywhere and need to be treated in a species-appropriate style. The tendency here is to use "gentle" training, but that is just one tool. Dogs need you to be assertive, not just nurturing. If your pooch feels you're too nice, too weak, it gets insecure and acts up.

What do you do?

I help make better leaders out of dog owners. I teach how to bridge the gap between humans and dogs, how to speak the language and interact in a way that makes sense to the dog. Dogs receive most communication through body language, and they are sensitive to something as subtle as a pupil dilating, arm movement or just energy, which is also how they communicate with one another.

Why is it the owners more than the dogs who need help?

People need to detach from their own emotions and human psychology and be neutral to deal with the business at hand. Dogs tap on the same nerves as our children, and you need to separate out your own issues, and view the dog's behavior objectively.

Consistency is key, and everyone in

the family must be on board. You can train dogs all day, but if the dog goes home and the owners aren't carrying through, the dog reverts to the same old same old.

How is your technique distinct?

Many trainers use one tool — positive reinforcement — which is just one of many tools. It's the equivalent of a carpenter coming to a job site with just a screwdriver. I use positive reinforcement along with about 20 other tools. I tailor my approach to the dog — whatever it takes to create a structured, content environment.

Because I see problem dogs most owners have already used other trainers. They ask how I am different, and I suggest they come in for a consultation to see first hand.

Most people aren't instant believers. I tell my clients the truth, what's in the best interests of the dog and not just what they want to hear. It's not the dog. The dog is a vehicle through which the person acts out their psychology. Some people resist, like in therapy. It's not comfortable at first. But, like a religion, if you have faith — and dog the feels that — that will pull you through.

How long does it take to train a dog?

A dog responds the first time, but with people it's more of a process; a couple months. At the consultation I offer suggestions to relieve the immediate stress, and recommend a number of weekly sessions. All private clients can attend group classes on Saturdays, which I call group therapy. It's a great environment to practice with other dogs and people in training who share a goal — master training techniques and improve behavior.



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MICHAEL MYERS

Paul Berliner is the founder of CampInTouch – a social networking site, similar to Facebook, designed to provide campers and their parents a safe platform to communicate with one another. Campers can search for friends, build profiles, trade e-mails, photos, videos, stories and memories.

Social networking site for campgoers puts parents' minds at ease

BY JULES MARIE

Business Report Correspondent

BOULDER – The highlight of Paul Berliner's young life was the two months he spent at Camp Saginaw in Pennsylvania every summer.

Today this young entrepreneur is the founder of CampInTouch – a social networking site, similar to Facebook, designed to provide campers and their parents a safe platform to communicate with one another. Campers can search for friends, build profiles, trade e-mails, photos, videos, stories and memories.

In March, Berliner plans to merge CampInTouch with CampMinder, founded by Dan Konigsberg in 2001. The announcement will be made at the American Camping Association Tri-State Conference where Berliner will be a participant in a panel called Going Green.

CampMinder is a Web-based data-management program that saves camps money and time by handling the majority

CampMinder LLC

1989 19th St., Suite C
Boulder, CO 80302
240-601-4610
www.campminder.com
Paul Berliner, founder

Employees: 2

Primary service: Social networking site for campers and environmental sustainability consulting for camps

Founded: 2006

of a camp's paperwork online. It also frees up the staff to run the camp and not worry about technology or paperwork.

CampInTouch has 160 camps in its network; each paying a \$5,000 setup fee and a \$5,000 yearly maintenance fee. Growth has allowed the company to sponsor a wide variety of conferences as a way of giving back to the community.

Merging social networking with data-based management is designed to enhance

▶ See **Campgoers, 18A**

Keeping up with interest rate shuffle

Understanding financial market can help make good refinance decisions

BY DAVID CLUCAS
Staff Writer

Some homeowners are giving their bankers and mortgage lenders a tough time.

Not with loan defaults, but with loan demands.

They've heard the news that the Federal Reserve has been lowering interest rates, and they expect to see the same decline in home mortgage rates.

But the two rates don't go hand-in-hand, and sometimes they can move in opposite directions.

Understanding how interest rates fluctuate, and determining the costs and savings of switching loans, are key considerations for those looking to refinance.

What drives mortgage rates

Since September 2007, the Fed has lowered its target federal funds rate from 5.25 percent to 3 percent. This is the minimum rate banks can charge each other to loan money.

At the same time the average 30-year home mortgage rate remained fairly stable above 6 percent. It recently dipped to 5.5 percent in early February, before increasing again to settle around 6 percent.

The lack of a direct correlation between the two rates can be confusing to customers.

"Fed rates have to do with monetary policy," said Greg Osborne, regional vice president for Wells Fargo Home Mortgage in Denver. "Home mortgage rates have to do with the financial markets reacting to that monetary policy and the general economy."

The 30-year mortgage rate is much more tied to the 10-year U.S. Treasury yield, Osborne said.

"The Fed might cut rates, but the Treasury yield may increase in fear of inflation," Osborne said. If investors are worried about inflation they aren't going to lend money cheap.

During the housing boom from 2003 to 2005, inflation worries were low. When the Fed cut rates, mortgage rates tended to follow. Today there is more concern the Fed rate cuts will spur inflation.

Beyond what the Fed does, other market conditions are keeping some home loan rates from dropping. Nonconforming mortgage rates — those that don't receive government backing — are still high because there is little market demand to fund them. This includes larger so-called jumbo loans and nonprime loans.

"Before the market shows interest again in these loans, the rates are likely to remain high to induce investors to take the risk for a higher return," Osborne said. "It's all a hangover from the credit crunch."

Rush to refinance

If inflation and credit crunch fears subside, and rates do start to inch down, there could be a rush of hom-

THINGS TO CONSIDER BEFORE REFINANCING

* **MORTGAGE RATES:** THE MARKET SETS THE MORTGAGE RATES, NOT THE FED.

* **RATE SAVINGS VS. FEES:** CALCULATE TIME TO RECOUP FEES THROUGH RATE SAVINGS.

* **CREDIT SCORE:** A LOWER SCORE SINCE YOUR ORIGINAL LOAN MAY MEAN HIGHER RATES AND FEES.

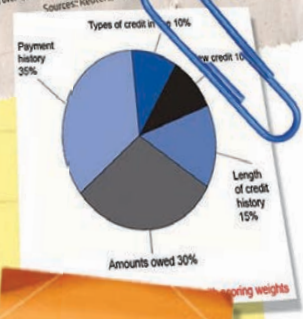
* **LENGTH OF LOAN:** TOTAL INTEREST ON A 15-YEAR LOAN IS LESS THAN THAT OF A 30-YEAR LOAN.

* **STRICTER RULES:** LENDERS DEMANDING HIGHER DOWN PAYMENTS AND MORE DOCUMENTATION.

* **HOME'S VALUE:** DECLINING APPRECIATION ERODES EQUITY, REFINANCING MAY BE UNAVAILABLE.



YIELD/RATE (Y)	3.00	3.00	3.00	3.00	3.00
Interest rate	3.00	3.00	3.00	3.00	3.00
Federal funds rate target	3.00	3.00	3.00	3.00	3.00
Prime rate*	3.00	3.00	3.00	3.00	3.00
Libor, 3-month	2.78	2.79	2.78	2.78	2.78
Money market, annual yield	3.35	3.36	3.33	3.33	3.33
Five-year CD, annual yield	6.05	5.87	5.36	5.36	5.36
30-year mortgage, fixed†	5.58	5.35	4.91	4.91	4.91
15-year mortgage, fixed†	7.10	6.92	6.09	6.09	6.09
Jumbo mortgage, \$412,000+†	5.33	5.14	5.01	5.01	5.01
Five-year adj mortgage (ARM)†	6.97	7.00	6.79	6.79	6.79
New-car loan, 48-month	5.77	5.78	5.73	5.73	5.73
Home-equity loan, \$30,000					



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owners looking to refinance.

Already, there has been increased refinancing interest from homeowners who have adjustable-rate mortgages, said Linda Cooper, residential lending manager at Boulder-based Elevations Credit Union.

Many of the five-year adjustable-rate mortgages financed during the start of the housing boom are beginning to reset at higher rates than today's 30-year fixed mortgages.

In most cases, if the borrower plans to continue owning the home, it makes sense to switch to the lower, more secure fixed-rate mortgage. But some borrowers are having trouble even affording that rate, Cooper said. The fixed rate is lower than the reset but not as low as their initial adjustable rate.

Couple that in with lower property valuations and stricter down payment requirements — both of which reduce the funding amount — and some borrowers could fail to qualify for a refinance, leaving them stuck with their adjustable-rate mortgage.

Refinancing mathematics

For homeowners who are already in a fixed-rate mortgage, or comfortable with their current adjustable rate, there still could be a time when refinancing makes sense, said Joe Wilson, a mortgage loan officer at Elevations.

Making the refinance decision has more to do than just watching interest rates, he said. Your future plans, credit score, home's value and the cost of refinancing are

► See **Shuffle, 20A**

New laws weed out unscrupulous mortgage brokers

BY REBECCA COLE

Business Report Correspondent

In February the Colorado Division of Real Estate issued its first “cease and desist” order to stop a convicted felon from brokering mortgage loans to unsuspecting citizens.

Citing new laws signed by Gov. Bill Ritter in June and enacted in January — collectively known as the Mortgage Broker Licensing Act — the division issued a \$20,000 fine against Cade Emerson Lee for acting as an unregistered mortgage broker in Colorado.

The new laws stipulate that anyone who negotiates or originates (or supervises someone negotiating or originating) a residential mortgage loan for a commission must be individually licensed and registered with the state.



Toll

Colorado started regulating the mortgage broker industry last year.

Previously brokers were only accountable to the federal Truth in Lending Act, which had disastrous results for the state’s housing market.

“Colorado was the second-to-last state to have oversight of mortgage brokers,” said Erin Toll, director of the Colorado Division of Real Estate. “According to the FBI, Colorado had the highest incidence of mortgage fraud in the country.”

Toll said prior to the licensing act

“Colorado was the second-to-last state to have oversight of mortgage brokers. According to the FBI, Colorado had the highest incidence of mortgage fraud in the country.”

Erin Toll

DIRECTOR,
COLORADO DIVISION OF REAL ESTATE

brokers were under no obligation to work in the best interest of the consumer, and the new laws were put in place to ensure accountability and stop predatory lending.

“There was no one to turn to before,” Toll said of duped consumers looking for restitution. “Now there’s a state group to investigate complaints.”

The new licensing rules order all registered mortgage brokers to undergo criminal background checks

and fingerprinting, complete up to 10 hours of continuing education every three years, obtain a personal \$25,000 surety bond, and purchase errors and omissions insurance to help safeguard the public in the event of any wrongdoing.

Dave Schell, founder of Insight Financial, a mortgage lender in Boulder, said that although the new laws likely will take time and money away from his business, the benefits to the industry and the consumer outweigh the costs.

“The beauty of the legislation is that it has weeded out the bad mortgage brokers who don’t understand the right way to service clients,” Schell said. “Those brokers were overcharging fees or preying on underprivileged people or on those not savvy enough to understand the fine print.”

Schell said a lot of people jumped into the mortgage broker business because there was good money to be made, and the industry was not regulated by the state.

By increasing the education and training requirements, plus the additional cost of licensing and insurance, Schell said it raises the bar for the entire industry. It qualifies those serious about the profession and eliminates many who were only brokering mortgage deals on the side.

The best advice, Schell said, is to go local when choosing your broker.

“Many out-of-state lenders were using

Becoming a legal mortgage broker

As of Jan. 1 all mortgage brokers conducting business in Colorado are required to be licensed with the Colorado Division of Real Estate. Here is a list of the basic requirements.

- Prior to submitting an application, a set of fingerprints for a criminal history record check must be submitted to the Colorado Bureau of Investigation.
- Obtain an individual \$25,000 surety bond.
- Obtain errors and omissions insurance coverage for not less than \$100,000 for each licensed individual per covered claim.
- Complete an online application and pay the required \$200 application fee.

the Internet to promote bad loans, and Colorado was a prime target. That kind of broker isn’t acting in good faith and in their client’s best interest. Consumers need a broker who knows the area and understands their financial situation.”

Douglas Braden, current president of the Colorado Association of Mortgage Brokers, applauds the state’s efforts to regulate the industry, and he is working to enact a national registry.

“We’ve crossed a big threshold in

► See **Laws, 20A**

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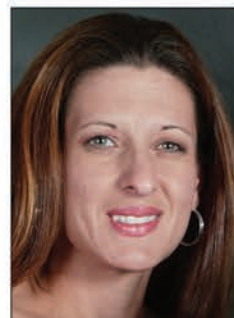
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MORTGAGE LENDERS

(Ranked by dollar volume of loans originated in Boulder & Broomfield counties.)

RANK	PREV. RANK	Company Address Phone/Fax	Dollar volume of loans 2007 2006	No. of loans 2007 2006	Avg. local loan size 2007	Percent of loans refinanced 2007 2006	Services offered	Percent of loans conventional Percent of loans government	Headquarters Parent company	Person in charge Year founded Web site
1	6	FIRST NATIONAL BANK 3033 Iris Ave. Boulder, CO 80301 303-938-4667/303-417-4430	\$525,000,000 N/A	N/A N/A	N/A	N/A N/A	Loan programs for purchase, refinance, jumbo, conventional, investment, government, second homes and first time home buyers.	N/A N/A	Omaha, Neb. First National Bank of Nebraska Inc.	Gene Humphries, President 1881 www.1stnationalbank.com
2	1	WELLS FARGO 1242 Pearl St. Boulder, CO 80302 303-442-0351/303-441-0392	\$371,090,000 \$349,854,000	1,257 1,123	\$295,219	33% 31%	Complete financial services.	N/A N/A	San Francisco Wells Fargo Bank National Association	Richard M. Kovacevich 1852 www.wellsfargo.com
3	2	PREMIER MORTGAGE GROUP 1844 Folsom St. Boulder, CO 80302 303-449-8855/303-449-4455	\$291,000,000 \$275,000,000	1,130 1,200	\$257,500	N/A 37%	Complete mortgage banking services, construction loans, FHA and VA, jumbo loans.	75% 25%	Greenwood Village	Melanie Nygren, Production Manager 1997 www.pmglening.com
4	3	AUTOMATED LENDING INC. 1637 Pearl St., Suite 203 Boulder, CO 80302 303-544-0600/303-544-0700	\$225,500,000 \$237,900,777	1,125 1,129	\$209,333	37% 35%	Residential and commercial lending.	95% 5%	Boulder Megastar Financial	Calvin Cox, President 2000 www.automatedlending.net
5	4	MORTGAGEMAX INC. 3005 Center Green Drive, Suite 225 Boulder, CO 80301 303-443-5566/303-444-8610	\$137,275,000 \$221,740,000	352 765	\$390,000	19% 27%	Full-service FHA, VA and conventional residential financing in-state, nationwide lending, commercial, foreclosures, construction, lots, developers, spec. homes, investment property.	N/A N/A	Boulder	James Dorney, President 1995 www.mortgagemaxloans.com
6	11	ELEVATIONS CREDIT UNION ① 2960 Diagonal Highway Boulder, CO 80301 303-443-4672/720-565-4673	\$90,000,000 \$64,000,000	437 315	\$220,000	59% 55%	Full-service mortgage lending, online application, local service.	100% 0%	Boulder	William Sterner 1952 www.elevationscu.com
7	9	BOULDER WEST FINANCIAL SERVICES INC. 2569 Park Lane, Suite 202 Lafayette, CO 80026 303-443-9424/303-443-0555	\$89,585,115 \$93,686,740	392 309	\$228,538	37% 30%	Purchase financing residential and commercial, refinancing, construction and permanent financing, bridge loans.	93% 7%	Lafayette	C.J. Galbraith, President 1988 www.boulderwest.com
8	10	CROWDER MORTGAGE LLC 3445 Penrose Place, Suite 240 Boulder, CO 80301 303-444-1545/303-444-3534	\$68,562,032 \$79,956,550	138 142	\$407,000	70% 65%	Any type of real estate financing: residential, commercial, land or construction.	100% 0%	Boulder	James Jr. Crowder, President 1984 www.crowder.com
9	7	COLORADO WESTERN MORTGAGE CORP. 1919 14th St., Suite 800 Boulder, CO 80302 303-786-7575/303-484-4328	\$65,000,000 \$110,000,000	420 612	\$185,000	70% 35%	Residential and commercial mortgage banking, property management and disposition services.	95% 20%	Boulder	Robert Emrick, President 1991 www.denverlending.com
10	12	UNITED LENDING INC. 885 Arapahoe Boulder, CO 80302 303-494-5170/303-494-1460	\$51,731,000 \$40,000,000	1,034 903	\$450,000	45% 55%	Mortgages (jumbo, construction, purchases, refinances, no income, no asset), bridge loans, interest only.	50% N/A	Boulder	Nahid Sedaghat, CEO and President 1979 www.unitedlendinggroup.com
11	20	AM MORTGAGE BROKERS 4845 Pearl East Circle, Suite 101 Boulder, CO 80301 303-440-6446/303-440-6160	\$36,000,000 N/A	110 N/A	\$450,000	35% N/A	Conventional, jumbo loans, relocation programs, one-time close construction loans, second homes investment properties.	100% N/A	Boulder	Pamela D. Amon, President 1992 www.amloan.lending.com
12	23	GREENCO FINANCIAL INC. 3005 Center Green Drive, Suite 200 Boulder, CO 80301 303-444-8900/303-444-8979	\$34,000,000 \$47,000,000	168 232	\$202,000	20% 25%	FHA, VA, underwrite and fund in-house, first mortgages of all types, adjustables, jumbo, fixed and CHFA.	75% 15%	Boulder	Mike Greenberg, President 1988 www.greencofinancial.com
13	15	DNL MORTGAGE AUTHORITY INC. 1242 Inverness St. Broomfield, CO 80020 303-469-5062/303-469-5074	\$32,500,000 \$34,750,000	162 157	\$200,000	75% 75%	Conventional loans, 100% loan-to-value second mortgages, in-home appointments.	100% N/A	Broomfield	Ted Degenhart, President 1994 www.hsh.com/ishow/dnl_mortgage.html
14	14	GMAC MORTGAGE 3100 Arapahoe Ave., Suite 302 Boulder, CO 80303 303-530-6997/303-530-1375	\$30,000,000 \$38,600,000	200 242	\$260,000	40% 29%	And first and second residential product, conventional, jumbo, government.	95% 5%	Horsham, Pa. GMAC Mortgage	Nancy Delacroix 1985 www.gmac.net/nancy.delacroix
15	18	DOVETAIL LENDING LLC 1035 Pearl St., Suite 312 Boulder, CO 80302 303-449-0343/800-928-5042	\$11,128,430 \$5,000,000	69 26	\$231,773	30% 34%	Conventional, jumbo, 100%, energy-efficient mortgages.	95% 0%	Boulder	Eric S. Peltier, Owner 2005 www.dovetaillending.com
16	22	COUNTRYWIDE HOME LOANS 2595 Canyon Blvd., Ste 110 Boulder, CO 80302 303-443-1122/303-443-6739	N/A N/A	N/A N/A	N/A	N/A N/A	A diversified financial services company with mortgage banking at its core.	N/A N/A	Plano, TX	Elizabeth Million, Branch Manager 1969 www.countrywide.com
17	27	ORION MORTGAGE INC. 10560 Wadsworth Blvd. Broomfield, CO 80021 303-469-1254/303-469-6744	N/A N/A	N/A N/A	N/A	N/A N/A	Mortgage loans for any purpose.	N/A N/A	Broomfield	Don Opeka, President 1996 www.orionmortgageinc.com

N/A: Not available.

If your company should be on this list, please request a survey by e-mailing research@bcbcr.com or calling our research department at (303) 440-4950.

① Elevations has three other Boulder branches, a Longmont branch and a Lafayette branch.

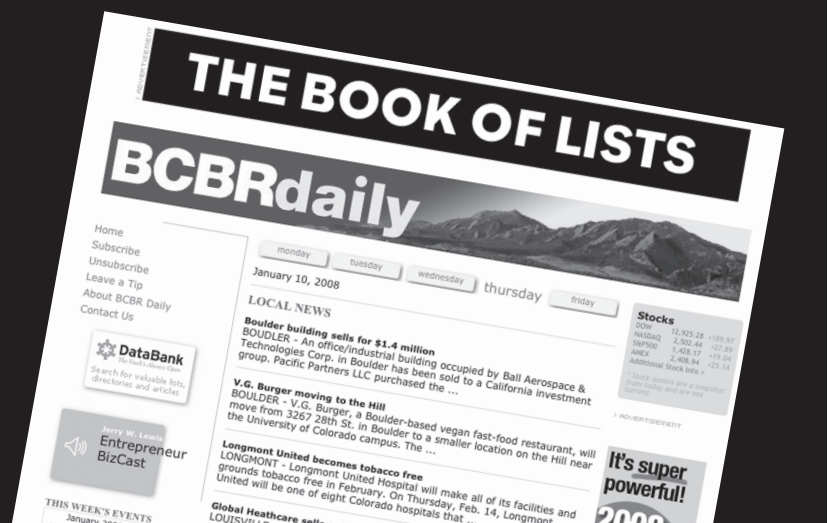
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(Companies ranked by number of executive placements handled last fiscal year.)

RANK	PREV. RANK	Company Address Phone/Fax	No. of placements: 2007 2006	Local employees Local offices	Areas of specialization	Contingency/retainer Cities represented Largest accounts	Fee percentage Deposit per placement/search	Person in charge Headquarters Year founded Web site
1	8	ACCOUNTING PRINCIPALS/PARKER & LYNCH 1426 Pearl St., Suite 206 Boulder, CO 80302 303-473-0600/303-473-9489	170 N/A	5 2	Accounting and finance, direct-hire placements, contract-to-hire, consulting services, contract assignments.	Contingency Westminster to Fort Collins N/A	N/A N/A	Deborah Grass, Division Director Jacksonville, Fla. 1991 www.accountingprincipals.com, www.parkerlynch.com
2	2	SLAYTON SEARCH PARTNERS INC. 10901 W. 120th Ave., Suite 300 Broomfield, CO 80021 303-998-0900/303-998-0400	126 88	4 1	Specialty Areas: associations and nonprofits, board services, consumer and retail, financial services, industrial, life sciences and health care, private equity and professional services. Functional expertise: finance, general management, human resources, legal, compliance and risk, marketing and sales, research and development, supply chain and technology.	Retainer Atlanta, Boulder, Chicago, New Canaan, New York and Washington, D.C. Campbell Soup Company, Danaher, DaVita, The Home Depot, Waste Management, Inc.	N/A N/A	Eric Pringle and Paul DiMarchi, Executive Vice Presidents Chicago 1985 www.slaytonsearch.com
3	3	HRMC INC. 2919 W. 17th Ave., Suite 200 Longmont, CO 80503 303-774-9445/303-774-9444	87 38	12 3	All levels of technical, non-technical management and individual contributor positions. High-tech, manufacturing and service industries.	Retainer, contract, modified contingency National contract N/A	Varies N/A	Robert Bowman, Manager Longmont 1988 www.hrmc.net
4	7	STAFFINGSOLUTIONS 2741 Mapleton Ave., Suite 1 Boulder, CO 80304 303-443-1700/303-939-0971	46 N/A	14 2	Light industrial, clerical/administrative, call center, executive search and direct-hire services, technical, logistics, medical (non-clinical) solutions.	Contingency Boulder, Westminster, Longmont, Loveland, Aurora, Lakewood, Colorado Springs N/A	Varies N/A	Nancy Hill, Manager Atlanta 1972 www.staffingsolutions.com
5	1	GLOBAL RECRUITERS NETWORK 1200 28th St., Suite 302 Boulder, CO 80303 303-545-6600/303-545-6601	45 162	9 1	Renewable energy and architecture.	Both National N/A	N/A N/A	Chris Beck, President and Senior Search Consultant Downers Grove, Ill. 2003 www.grnboulder.com
6	4	INTEGRATED PEOPLE SOLUTIONS 10901 W. 120th Ave., Suite 300 Broomfield, CO 80021 303-998-0100/303-998-0400	24 33	7 1	Human resources consulting and retained executive search.	Retained National Waste Management, Inc., Kaiser Permanente, Wm Wrigley Jr. Company.	33% Average fee of \$40K billed in thirds	Eric Pringle, Vice president Broomfield 2000 www.ipeoplesolutions.com
7	5	KUTT INC. P.O. Box 821 Louisville, CO 80027 303-440-4100/303-440-9582	15 15	1 1	Printing industry.	Contingency National N/A	25-30% N/A	Greg Neighbors, Partner Boulder 1971 www.kuttinc.com
8	8	COAST TO COAST EXECUTIVE SEARCH 9769 W. 119th Drive, Suite 14 Broomfield, CO 80021 303-464-1704/303-464-1553	12 N/A	1 1	Restaurants, hotels, clubs.	Both Local and national contract N/A	N/A N/A	Dennis Updyke, Principal Broomfield 1989 www.execsearch1.com
9	6	DONNELLY SEPP & ASSOCIATES 4450 Arapahoe Ave., Suite 100 Boulder, CO 80303 303-448-8846/303-516-9159	11 11	2 1	Hospitality, technology, financial services.	Both National contracts Hyatt Hotels, UBS, Citibank	Varies N/A	James A. Cunningham, Managing Director New York 1996 www.donnelysepp.com
10	8	STRATEGIC HR SOLUTIONS (SHRS) 4430 Arapahoe Ave. Suite 135 Boulder, CO 80303 303-247-9500/303-247-9504	5 N/A	N/A 1	Executive and human resources.	Retainer National N/A	N/A N/A	Jean E. Imbler, Manager Boulder 2001 www.shrsnet.com
NR	8	MR BOULDER 4885 Riverbend Road, Suite F Boulder, CO 80301 303-447-9900/303-447-9536	N/A N/A	4 1	RF engineering companies; RF wireless and microwave; executive management, mid-level management and engineering.	Both Local, national and international N/A	Flat fee or 30% N/A	Rich Bradfield and Windy Bradfield, Owners Boulder 1976 www.mrboulder.com
NR	8	BRANCO SEARCH INC. P.O. Box 488 Niwot, CO 80544 303-652-8370/303-652-8369	N/A N/A	2 1	Permanent, contract only; food/durable goods, manufacturing companies, production, engineering, quality, distribution, general management.	Both National contract N/A	N/A N/A	Fran Boruff, Director Niwot 1972
NR	7	SOS STAFFING 829 Main St., Suite 1 Longmont, CO 80501 303-772-7422/303-772-7353	N/A N/A	N/A 1	Executive searches nationwide for renewable energy, accounting and other professional placements.	N/A N/A N/A	Varies N/A	Tracy Roberts, Branch Manager - Direct Hire Consulting Longmont 1973 www.sosstaffing.com
NR	8	VITA GROUP INC. P.O. Box 185 Broomfield, CO 80038 303-465-4944/720-887-4604	N/A N/A	N/A 1	Computer consulting and outsourced IT resources.	N/A N/A N/A	N/A N/A	Lori Lister, Founder/Manager and President Broomfield 2001 www.vitagroup.com

N/A: Not available.

SOURCE: BUSINESS REPORT SURVEY
RESEARCHED BY Pam Martin

CAMPGOERS from 14A

the entire camping experience and free staff and kids to do what they love to do most – have fun. Visitors to member camp Web sites can request information, complete applications, medical and activity forms, register and pay fees or even fill out job applications online.

Mitch Reiter, owner of Camp Towanda in Pennsylvania, said, “We are quickly becoming a paperless office.” He gives thanks to the secure link between the camp’s Web site and the data management system CampMinder created for him.

Camp directors also herald the medical system links, which many feel are a cornerstone of a parent’s concerns. Medical information is available to staff in real time, whether allergies or food sensitivities and medications can be dispensed as needed.

Raised by naturalist parents, Berliner is accustomed to eating healthy foods, using natural products and minimizing his environmental impact. Extensive research led him to believe it was time to introduce the concept of social responsibility and

MERGING SOCIAL NETWORKING with data-based management is designed to enhance the entire camping experience and free staff and kids to do what they love to do most – have fun. Visitors to member camp Web sites can request information, complete applications, medical and activity forms, register and pay fees or even fill out job applications online.

environmental consciousness into the camp experience so seamlessly that campers wouldn’t even know it. To that end, Berliner is in the process of creating eConscious Camps, which will be dedicated to helping the more than 12,000 camps in the U.S. minimize their impact on the environment.

The American Camping Association reports that more than 10 million kids attend summer camps, along with

untold numbers of camp counselors and support staff. A daunting challenge faces Berliner as he works to help camps embrace the necessity for reducing their environmental footprint by incorporating sustainable habits into their daily lives.

“Outside of Boulder people aren’t as environmentally consciousness, and I forget that sometimes,” Berliner said.

Berliner will be working with various renewable energy marketers to bring

renewable energy certificates to camps to help offset energy. The average person’s yearly carbon footprint (measured by the amount of carbon dioxide emission that an activity produces) is approximately 19 tons per year, according to ClimateSmart in Boulder.

A carbon footprint is measured by the amount of greenhouse gases released into the atmosphere through a person’s electricity, natural gas or fuel use. eConscious Camps hopes to create a seal of approval indicating that a camp’s carbon footprint is significantly less than the average.

eConscious Camps will offer resources for organic cleaning supplies, all natural foods and a variety of green products, including compostable flatware. Camps will be able to order their camp logos on organic cotton T-shirts of which eConscious and CampMinder would receive a fee. They also encourage camps to recycle, all in an effort to reduce the carbon footprint.

Berliner’s passionate approach to supporting campers nationwide is proof positive that our children are our future.

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Business description _____

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SHUFFLE from 15A

all part of the formula, too.

“The rule of thumb is if the interest rate has dropped a full percentage point, then it’s a good time to consider a refinance,” Wilson said. “It doesn’t automatically mean that you should refinance.”

The first thing to consider is the costs versus the savings of refinancing. A refinance can cost about 1.5 to 2 percent of the loan amount. There are numerous refinance calculators online that can help borrowers figure a preliminary cost analysis. For example, if the refinance fee is \$2,000 and the savings per month is \$100, then it would take 20 months, or more than a year-and-a-half, just to break even.

Wilson points out, “So the question for the borrower is: ‘How long will I be in this house?’ They want to be there long enough to break even and probably a year more to see some of the savings.”

Homeowners also should consider the length of the new loan. If they’re 10 to 15 years through a 30-year mortgage, and they don’t need the extra money, then it’s likely better to get a 15-year mortgage instead of a new 30-year mortgage. The 15-year loan rate will be lower, and the shorter maturity date means less overall interest being paid for the home.

Borrowers also need to keep their eye on their credit score. If they’ve recently been applying for auto and credit card loans, or failing to pay other debts, then their score may have dropped. A lower credit score likely will translate into higher rates and fees when they’re looking to refinance.

The recent housing downturn and credit crunch also could affect a borrower’s ability to refinance. Tougher loan policies could call for higher down payments, more documentation of income and more stringent home appraisal procedures. The type of loan a borrower got three years ago may not exist in today’s market.

The final, but perhaps most important variable in a refinance, is the home’s appraised value. The housing



“Fed rates have to do with monetary policy. Home mortgage rates have to do with the financial markets reacting to that monetary policy and the general economy.”

Greg Osborne

REGIONAL VICE PRESIDENT,
WELLS FARGO HOME MORTGAGE

downturn has caused some home values to drop.

“If you bought a house for \$200,000 and now it’s valued at \$180,000, you’re stuck with the original loan, unless you can come up with a bigger down payment,” Wilson said.

Most refinances today require at least 5 percent of equity in the home based on the original loan value — 20 percent if the borrower wants to avoid mortgage insurance fees.

Contact David Clucas at 303-440-4950 or dclucas@bcbr.com.

LAWS from 16A

Colorado,” Braden said. “If it protects the consumer then it should be everywhere.”

Braden said his association worked with the state to determine appropriate education targets and to ensure that all mortgage-loan originators were covered under the new laws. He believes mortgage bankers should be regulated as well.

Unscrupulous mortgage brokers who couldn’t pass state background checks and obtain a license were using the banks as cover to sell bad loans — not just in Colorado but all across the country.

Braden said too many overlapping laws could result in unintended consequences.

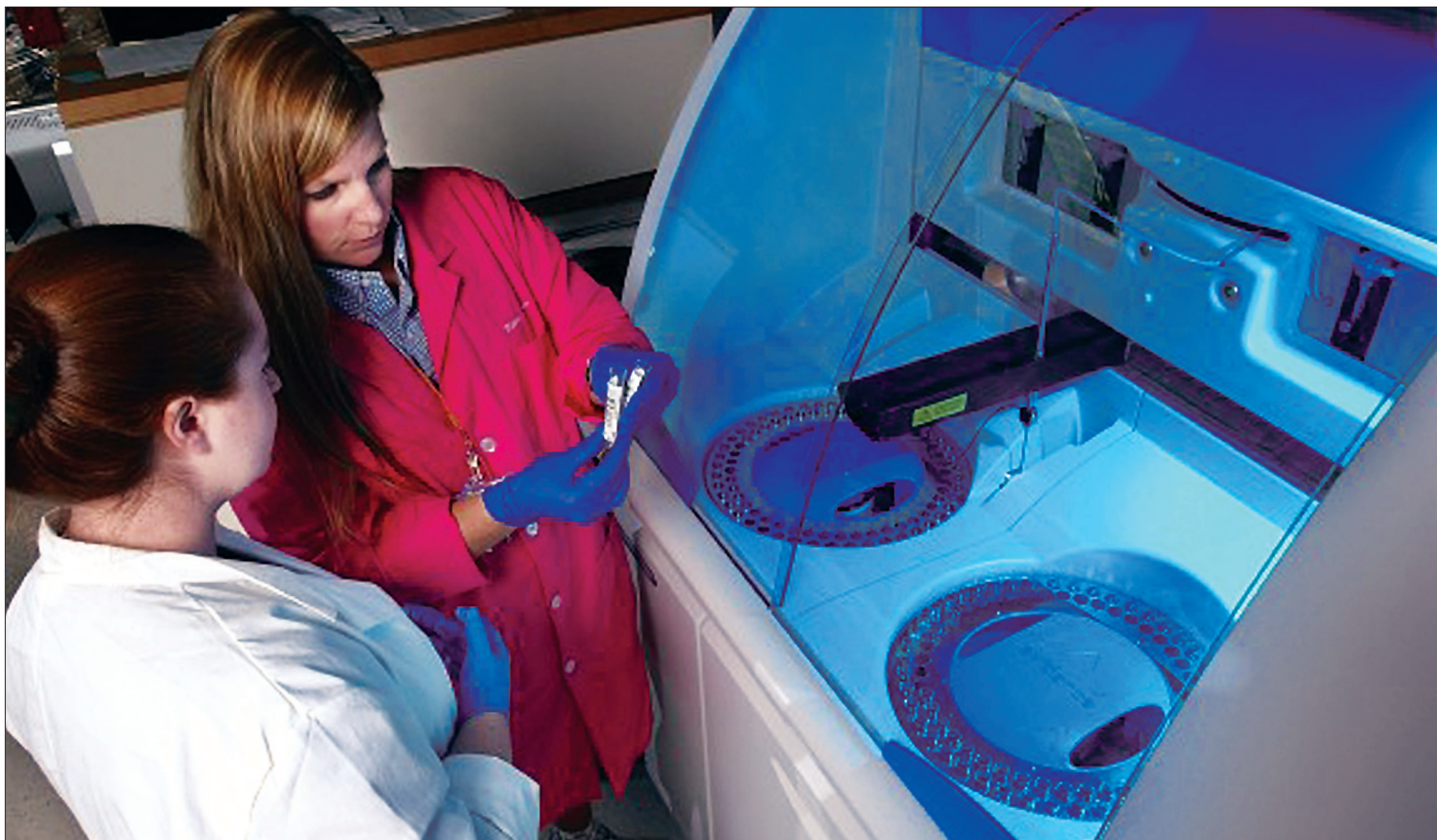
Excessive federal and state regulation coupled with the elimination of some lending products — such as the stated income loan — will make it more expensive to the consumer as those costs are passed on to clients, he said. Those hurt the most are those least likely to afford the higher cost of lending.

Braden said a few bad actors had put the mortgage broker industry in the spotlight of the foreclosure and subprime lending mess.

“You can imagine how I feel being a mortgage broker — a big target on my chest and a kick me sign on my back,” he said. “It trickled down from the top, and we just happen to be standing in the mud.”

TECHNOLOGY

mBio develops diagnostics device, 22A



COURTESY UNIVERSITY OF COLORADO

The Boulder Innovation Center hopes to work closely with the University of Colorado Technology Transfer Office in the field of bioscience. The innovation center's Executive Director Tim Bour said, "We don't get 100 percent of our cases from CU, but certainly we've been focused on forging a strong relationship there." Here scientists work in a lab at CU's Denver Health Sciences Center's Anschutz Medical Campus Lab.

Innovation center sets sights on biotechnology

Boulder nonprofit expands targets, partners with TTO

BY JEFF THOMAS

Business Report Correspondent

BOULDER — Innovators in the biotech field may find they have friends in the business — potentially lots of friends.

Extended programming at the Boulder Innovation Center has targeted bioscience, and the heart of the program is matching new technologies with a list of hundreds of potential advisers who might help bring the product to market, according to the center's Executive Director Tim Bour.

At the same time, BIC appears to be getting closer with the University of Colorado Technology Transfer Office.

"We added bioscience as one of our target markets right after I came in September," Bour said. "We don't get 100 percent of our cases from CU, but certainly we've been focused on forging a strong relationship there."

Historically, the innovation center has focused on areas of natural and organic

foods, and software and systems, but the recent expansion has added program areas in nanotechnology, optical, engineering, bioscience, energy and clean tech.

That's just fine with the CU Technology Transfer Office, said Kate Tallman, CU's assistant vice president for technology transfer.



Bour

"We've been involved with BIC since its inception (in 2005)," Tallman said. "(Bour) has really defined the process and expanded the range of technologies that we can bring in."

Tallman said the tech transfer office typically has seen about 10 potential startup companies work with BIC in a given year. This year that may increase to 20 or 30.

The expanded program list is one reason for that increase, and Bour has brought five part-time program managers on board to shoulder an increased workload. In just a few months the number of active clients who were headed for new business creation at BIC had more than doubled to about 20 potential businesses.

Bour noted that even when working with the transfer office, a number of

scientific or technical ideas and patents are examined that are not ultimately selected for business creation.

"There's some triaging for best potential at TTO, but no one is exactly sure what the commercial potential is of any invention," Bour said. "Science at the university is funded with the aim of furthering scientific knowledge and not for business creation. There's quite a gap between there and actually creating a business."

That's where having hundreds of potential advisers can be useful.

Christopher Rehm is the new program manager for bioscience. He reviews available client information and sends out information to the most qualified from a list of more than 650 volunteer advisers BIC keeps on hand. These advisers are contacts with scientific and technical expertise in the program areas. There are also serial entrepreneurs, business and financial experts and journalists interested in scientific or technical fields.

It is through this review process that the most likely candidates for business creation are gleaned. Eventually the most qualified and interested advisers will work closely with the principal investigators of the patent or business idea, and

► See **Innovation, 24A**

BIC's bioscience program identifies potential businesses

BY JEFF THOMAS

Business Report Correspondent

BOULDER — The Boulder Innovation Center started out 2008 with a new program manager in biosciences and a healthy crop of potential business after only a few months of review.



Rehm

Christopher Rehm, who obtained his master's degree in business administration from Purdue University's International program in Hanover, Germany, has only been on the job for a couple of months, but the program already has identified three potential businesses in biosciences.

"Currently, the BIC biosciences

► See **BIC's, 24A**

mBio developing device for medical diagnostics

BY BRITTANY RAUCH

Business Report Correspondent

BOULDER — mBio Diagnostics, a subsidiary of Boulder-based Precision Photonics Corp., is developing a product that may drive down some health-care costs.

For the past two years mBio has been working on a low-cost, high-sensitivity medical diagnostic system to detect multiple pathogens, infectious diseases, and respiratory, cardiac and allergy complications.

By reducing the need for lab work and lab instruments, mBio is hoping to supply medical professionals around the world with the mBio instrument.

"One of the motivators for us is that we can make it so inexpensive that we can take it to any laboratory as well as developing countries with the intent that this can be used in a resource-limited setting," said Chris Myatt, founder and chief executive of both Precision Photonics Corp. and mBio Diagnostics.

Precision Photonics specializes in sensitive detection, precision measurement and laser technology. It has provided the technology base and technologists for mBio's research and development for the past two years. Myatt won't reveal the name of the product because of patent constraints, but he refers to it as the mBio instrument.

The instrument is similar in some

respects to a diabetic-testing kit, Myatt said. "You have the test strip that goes with the reader. You put your blood on the test strip, the test strip goes in the instrument, and you get instant results."

The mBio instrument will require health professionals to collect a testable sample with a cartridge in the same way a diabetic would use a glucose test strip. The cartridge is inserted into the instrument, and the health professional obtains results within minutes.

The cost of the instrument "as is" in a research setting is \$600, but Myatt predicts that the marketed instrument, which will potentially be the size of a cell phone, will be inexpensive.

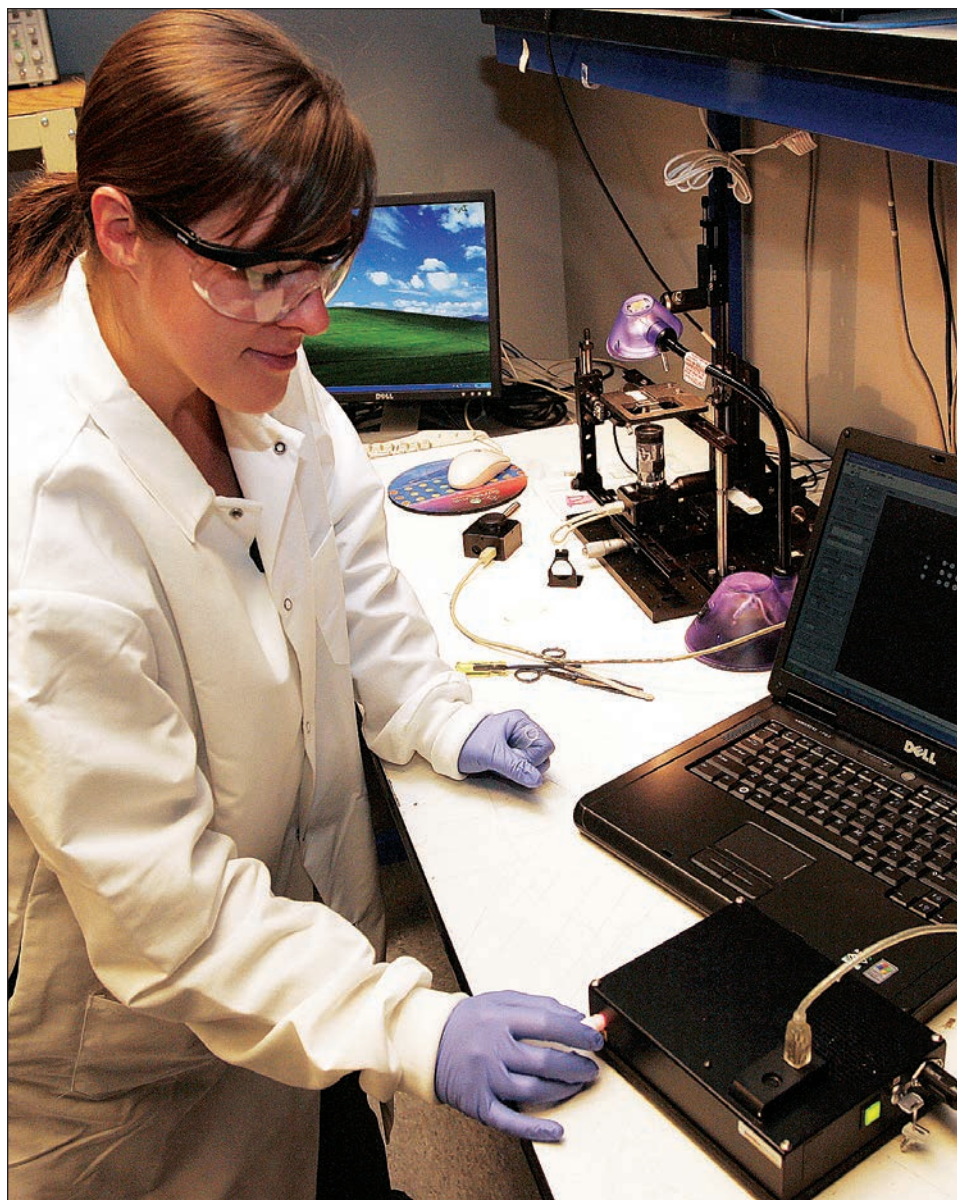
"We've been pushing technology to virtually make the instrument almost disposable. It is so cheap that it is effectively free because we want to be successfully selling the test cartridges," Myatt said.

The cartridges produce a series of dots used to diagnose patients. In the simplest form, if the dots light up it means the patient is infected. mBio has successfully tested this in a clinical study with blood donated from a blood bank.

Compared to the current medical diagnosis procedures, the mBio instrument has potential beyond cost.

"We're taking our sensitive precision technology into bio detection, and the

➤ See **mBio, 24A**



DAVID CLUCAS

Boulder-based mBio Diagnostics, a subsidiary of Precision Photonics Corp., is developing a new device that can provide rapid point-of-care medical test results without having to send information off to a laboratory. Katie Todorof, a research associate with both companies, tests the device with a laptop.



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BIOSCIENCE COMPANIES

(Companies in Boulder & Broomfield counties ranked by parent company revenues. *)

RANK	PREV. RANK	Company Address Phone/Fax	Revenues 2007 Revenues 2006	Employees: Local Companywide	R&D budget 2007	Products/services Primary market	Public or private Parent company Stock exchange Stock ticker	Person in charge Year founded Web site
1	2	ROCHE COLORADO CORP. ① 2075 N. 55th St. Boulder, CO 80301-2880 303-442-1926/303-938-6413	\$42,000,000,000 \$34,383,000,000	300 74,372	\$7,714,000,000	Develops and produces bulk pharmaceutical intermediates and active ingredients. Peptide manufacturing.	Public The Roche Group Swiss Exchange RHHBY	Don Fitzgerald, President and Site Manager 1946 www.rochecolorado.com
2	1	SANDOZ INC. 2555 W. Midway Blvd. Broomfield, CO 80020 303-466-2400/303-438-4474	\$38,947,000,000 \$36,749,000,000	665 23,100	\$563,000,000	Manufactures generic drugs, tablets and capsules. Anti-infectives, anti-arthritis, cardiovasculars, gastrointestinal agents and psychotherapeutics.	Public Novartis AG NYSE NVS	Bernhard Hampl, CEO 1946 www.us.sandoz.com
3	3	SIRNA THERAPEUTICS INC. 2950 Wilderness Place Boulder, CO 80301 303-449-6500/303-449-6995	\$24,198,000,000 \$22,636,000,000	35 60,000	\$4,900,000,000	RNAi therapeutics research and development; oligonucleotide manufacturing. Medical.	Public Merck & Co. Inc. NYSE MRK	Alan Sachs, Interim Director 1992 www.sirna.com
4	5	AGILENT TECHNOLOGIES INC., NUCLEIC ACID SOLUTIONS DIVISION 5555 Airport Road Boulder, CO 80301 877-663-2500/303-440-0273	\$5,420,000,000 \$4,973,000,000	50 18,400	\$685,000,000	Flexible therapeutic oligo development services and manufacturing for the biotech and pharmaceutical industries. Pharmaceutical.	Public Agilent Technologies Inc. NYSE A	James Powell, General Manager 1999 www.agilent.com
5	11	MARTEK BIOSCIENCES CORP. 4909 Nautilus Court N., Suite 208 Boulder, CO 80301 303-381-8100/303-381-8181	\$306,800,000 \$270,600,000	30 515	N/A	Lab location for manufacturer and retailer of products developed from microalgae. Infant formula, nutritional supplements, life science and drug discovery.	Public Nasdaq MATK	Steve Dubin, CEO 1985 www.martekbio.com
6	14	INB-PAXIS PHARMACEUTICALS INC. 5555 Airport Blvd., Suite 200 Boulder, CO 80301 303-448-9850/303-448-9880	\$60,200,000 \$57,800,000	20 167	N/A	Manufacturer of Paclitaxel, a compound found in yew or Taxus trees. Breast and ovarian cancers.	Public Integrated BioPharma Inc. Nasdaq INBP	Brian Cooper, Site Manager 2002 www.paxispharma.com
7	15	ARRAY BIOPHARMA INC. 3200 Walnut St. Boulder, CO 80301 303-381-6600/303-386-1390	\$37,000,000 \$45,000,000	335 350	\$57,000	Discovery, development and commercialization of targeted small molecule drugs to treat patients afflicted with cancer, inflammatory diseases and pain. Cancer, inflammatory diseases and pain treatments.	Public Nasdaq ARRY	Robert Conway, CEO 1998 www.arraybiopharma.com
8	NR	CHEMIZON INC. 105 S. Sunset St., Suite N Longmont, CO 80501 303-219-8029/303-651-2194	\$35,000,000 N/A	7 120	N/A	Business development and U.S. operations for Korean collaborative drug discovery company. Pharmaceutical.	Public Optomagic Co. Ltd. Kosdaq 010170	Anthony Piscopio, Chairman and CEO 2005 www.chemizon.com
9	NR	BOLDER BIOPATH INC. 5541 Central Ave., Suite 160 Boulder, CO 80301 303-633-5400	\$3,400,000 \$3,100,000	10 10	N/A	Contract research lab specializing in inflammatory diseases, such as arthritis. Pharmaceutical and biotechnology.	Private	Allison Bendele and Phillip Bendele, Co-owners 1998 www.bolderbiopath.com
10	NR	COLORADO CENTER FOR BIOREFINING AND BIOFUELS (C2B2) 523 UCB Boulder, CO 80309 303-492-7736/303-492-4341	\$1,000,000 N/A	5 8	N/A	A cooperative research and educational center devoted to the conversion of biomass to fuels and other products. Research focuses on finding ways to make biofuels out of algae, grasses, wood chips, corn stalks and other "cellulosic" feedstocks that are not edible. N/A	Nonprofit	Alan Weimer, Executive Director 2007 www.C2B2web.org
11	21	PISCES MOLECULAR 2200 Central Ave., Suite F Boulder, CO 80301 303-546-9300/303-546-9400	\$359,000 \$346,000	7 N/A	N/A	Molecular biology products and services for infectious diseases, genetic identification and genomic studies on a variety of species in the aquatic environment. Wildlife agencies, conservation organizations, aquatic researchers.	Private	John Wood, President 1996 www.pisces-molecular.com
12	4	AMGEN INC. ② 4000 Nelson Road Longmont, CO 80503 303-401-1000/303-401-7601	N/A \$14,268,000,000	809 20,100	N/A	Manufacturer of biologics; this location makes bulk ingredients for Epogen and Aranesp for anemia. Oncology, inflammation, hematology, neurology.	Public Nasdaq AMGN	Kevin W. Sharer, Chairman, President and CEO 1980 www.amgen.com
13	12	PHARMION CORP. ② ② 2525 28th St., Suite 200 Boulder, CO 80301 720-564-9100/720-564-9191	N/A \$898,900,000	417 417	N/A	Focused on acquiring, developing and commercializing hematology and oncology products. Medical.	Public Nasdaq PHRM	Patrick J. Mahaffy, CEO, Director and President 2000 www.pharmion.com
14	10	OSI PHARMACEUTICALS INC. ② 2860 Wilderness Place Boulder, CO 80301 303-546-7600/303-444-0672	N/A \$375,700,000	140 611	N/A	Discovery, development and commercialization of pharmaceutical products for cancer and diabetes/obesity. Oncology.	Public Nasdaq OSIP	Robert Simon, Executive Vice President, Pharmaceutical Development and Manufacturing 1991 www.osip.com
15	6	DHARMACON, PART OF THERMO FISHER SCIENTIFIC ② 2650 Crescent Drive, No. 100 Lafayette, CO 80026 303-604-9499/303-604-9680	N/A \$3,791,600,000	130 30,500	N/A	Novel technologies for RNA interference (RNAi) and RNA/siRNA synthesis. Life science researchers in academia, biotechnology and pharmaceutical sectors.	Public Thermo Fisher Scientific Inc. NYSE TMO	Mitch Kennedy, Site Manager 1995 www.dharmacon.com
16	7	HOSPIRA BOULDER INC. ③ 4876 Sterling Drive Boulder, CO 80301 303-938-1250/303-938-1255	N/A \$2,688,500,000	95 13,000	N/A	Pharmaceuticals, consumer products, pathology, diagnostic imaging and pharmacy. Hospitals.	Public Hospira Inc. NYSE HSP	Brian McCudden, Vice President of Operations 1995 www.hospira.com
17	9	INVERNESS MEDICAL PROFESSIONAL DIAGNOSTICS ② 331 S. 104th St. Louisville, CO 80027 303-530-3888/303-530-6601	N/A \$569,500,000	80 2,561	N/A	Clinical diagnostic tests used to detect infectious diseases; genomic assay and system development. Medical.	Public Inverness Medical Innovations Inc. Amex IMA	Larry Rea, Site Manager 1992 www.invernessmedicalpd.com
18	13	REPLIDYNE INC. 1450 Infinite Drive Louisville, CO 80027-9440 303-996-5500/303-597-6999	N/A \$15,988,000	70 85	N/A	Biopharmaceutical company focused on developing and commercializing anti-infective products. Pharmaceutical.	Public Nasdaq RDYN	Kenneth J. Collins, CEO, Director and President 2000 www.replidyne.com
19	17	ENDO PHARMACEUTICALS COLORADO ② 3122 Sterling Circle, Suite 200 Boulder, CO 80301 303-926-1900/303-926-1906	N/A \$909,700,000	20 1,024	N/A	Researches, develops and markets prescription pharmaceuticals primarily used to treat and manage pain. Medical.	Public Endo Pharmaceuticals Inc. Nasdaq ENDP	Peter A. Lankau, CEO, Director and President 1920 www.endo.com
20	8	ALPHARMA ANIMAL HEALTH INC. ② 1301 Iowa Ave. Longmont, CO 80501 303-678-7112/303-678-8953	N/A \$653,800,000	17 1,400	N/A	Veterinary pharmaceuticals: nutritional supplements, water-soluble pharmaceutical products and disinfectants. Veterinary.	Public Alpha Inc. Nasdaq ALO	Dale Jurgensmeyer, Site Manager 1913 www.alpha.com
21	20	ACCERA INC. 380 Interlocken Crescent, Suite 780 Broomfield, CO 80021 303-439-0004/303-439-0005	N/A N/A	15 15	\$4,000,000	Research and development on Alzheimer's disease, Parkinson's disease and related neurodegenerative disease therapeutic drugs. Pharmaceutical.	Private	Steve Orndorff, CEO and President 2001 www.accerapharma.com
NR	NR	SOURCE MDX 2500 Central Ave., Suite H-2 Boulder, CO 80301 303-385-2700/303-385-2750	N/A N/A	N/A N/A	N/A	Markets patented disease and pathway-specific biomarker panels used in preclinical and clinical drug development, develops patient care diagnostics in cancer, cardiovascular disease, sepsis, rheumatoid arthritis, multiple sclerosis and other autoimmune diseases. Oncology, cardiovascular, autoimmune and infectious disease.	Private	Karl Wassman, CEO and President 1998 www.sourcemdx.com
NR	NR	ZEOPONIX INC. P.O. Box 19105 Boulder, CO 80308 303-673-0098/303-673-9583	N/A N/A	N/A N/A	N/A	Zeoponic growth media/soil amendment/fertilizer, a material developed for NASA for growing plants on long-term space missions. Specialty horticulture, reforestation and selected agricultural crops.	Private	Richard D. Andrews, Chairman and CEO 1994 www.zeoponix.com

N/A: Not available.

*Second ranking criterion is number of local employees.

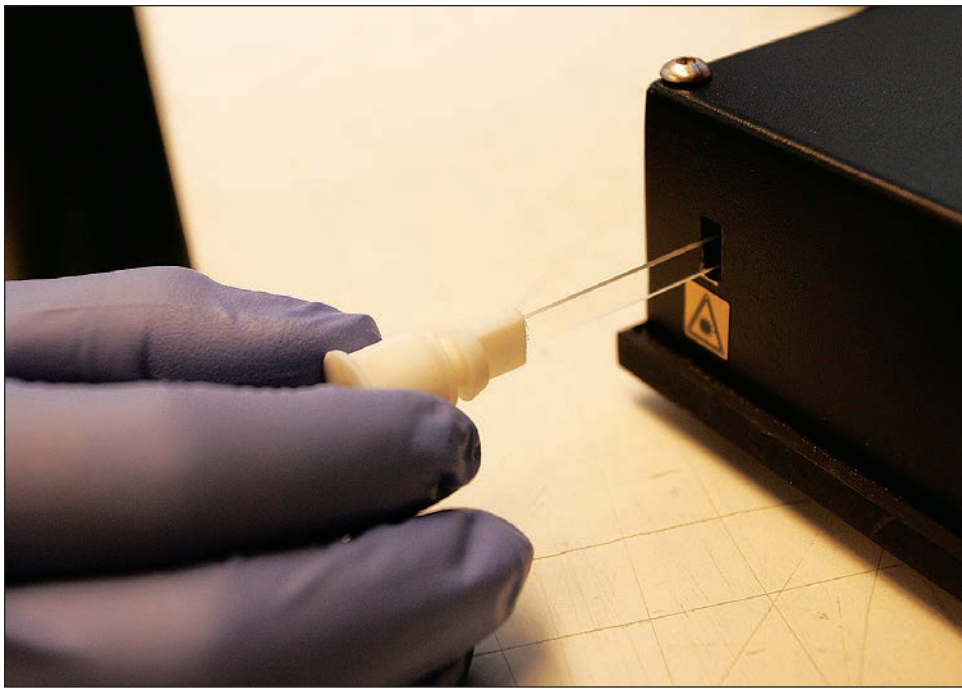
If your company should be on this list, please request a survey by e-mailing research@bcr.com or calling our research department at 303-440-4950.

① 2007 revenues and R&D budget are estimated from Swiss francs.

② 2007 revenues not yet released.

③ This company used to be called Mayne Pharma Inc., and was acquired in 2007. 2007 revenues not yet released for Hospira.

SOURCE: BUSINESS REPORT SURVEY
RESEARCHED BY Carol Maskus



DAVID CLUCAS

A test strip is fed into mBio Diagnostics' device that can provide rapid point-of-care medical test results.

MBIO from 22A

most interesting application that we see is in medical diagnostics," Myatt said. Not only will clinics have the ability to have immediate results, but the mBio instrument also detects the progression of a disease.

"You can tell whether you were recently infected," Myatt said. "Knowing where you are in the disease progression is very important. The gradations of the dots that light up are intended for us to see where you are in the progression of the disease."

mBio received its funding through a number of National Institute of Health programs. The subsidiary has received more than \$5 million for research and development and is seeking funding for FDA submission and market distribution.

Myatt's research team has collaborated with the Infectious Diseases Department at the University of California at San Diego as well as countries such as Brazil, Kenya and Peru. Myatt said mBio will have two trial instruments released as early as this summer to Brazil and UCSD.

"Our goal is to sustain a company with worldwide distribution of this diagnostic technology. I feel there could be a very substantial operation here in the Boulder area."

Worldwide distribution is important

MBIO RECEIVED ITS FUNDING through a number of National Institute of Health programs. The subsidiary has received more than \$5 million for research and development and is seeking funding for FDA submission and market distribution.

for countries that lack centralized labs and medical resources. "This will be faster, better and cheaper for those countries that will never really have that option," he said.

For more-developed countries, the mBio instrument can be used in addition to what the medical field has.

"I could put one of our instruments in an ambulance, which gives them vital cardiac information as they arrive at the ER," Myatt said. "We don't have all of the kinks worked out, but we consider ourselves on the path to getting this on the market. If this is successful we see a company that revenues \$300 million to \$500 million a year. We want to bring the sensitivity to the user without making them pay for that extra precision."

BIC'S from 21A

program has three cases progressing toward possible commercialization," said Tim Bour, the BIC executive director.

"The first case involves a thiolene hydrogel technology that allows for safer and more concentrated drug delivery to patients. It has wide ranging applications from (topical) burn treatments to the possibility of insulin or chemotherapy drug delivery. We are expecting the creation of a business around this technology in the next month.

"Our second case that is progressing involves a new muscle engraftment technique, that may lead to new therapies for rehabilitation of injured muscles and has the potential for use in the cardiovascular field.

"Finally we are working on reviewing the potential for starting a small business around a series of experiments that the CU Bioserve office has developed for use in K-12 classrooms, in conjunction with the space shuttle program," he said. "These experiments are designed to stimulate young scientists' minds as well as actively participate in research occurring in near space.

Rehm said a number of other cases are currently under review.

"It's one of the most fun jobs I've ever had," Rehm said. "It's fascinating the way that everything relates to everything else. It really requires a broad background and problem-solving abilities to get through the pitfalls that might stand in the way of getting these things started."

INNOVATION from 21A

three or four volunteers ultimately may become a part of that business.

The process is much the same for business people who bring in novel concepts to the innovation center, which is loosely defined as a business incubation center. The innovation center is dramatically different from most incubation centers because the nonprofit does not seek equity in businesses and doesn't offer office space.

Initial funding came from the city of Boulder, the state of Colorado, the Boulder Chamber of Commerce and the Boulder Economic Council. A number of sponsors help keep the doors open, including Faegre & Benson, which supplies office space. A

"I really enjoy working in Boulder. There are a bunch of very bright, very articulate and very educated serial entrepreneurs who really know how to take a raw idea and turn it into a business."

Christopher Rehm

PROGRAM MANAGER FOR BIOSCIENCE, BIC

Rehm, who speaks French and German, as well as a little Dutch, Spanish and Russian, spent more than two years studying theoretical physics and was a design engineer at Intel Corp. before pursuing a master's degree in business administration.

He came to Boulder without a job offer specifically for the entrepreneurial business climate and soon hooked up with Bour at a Boulder Chamber of Commerce breakfast.

"I really enjoy working in Boulder," he said. "There are a bunch of very bright, very articulate and very educated serial entrepreneurs who really know how to take a raw idea and turn it into a business."

"The business climate here is fantastic."

number of other sponsors provide financial and in-kind support, including financial and accounting assistance.

Potential businesses can come from a number of sources, including Web site applications and people walking through the front door, Bour said. His staff works closely with the Small Business Administration to sort through good fits for assistance to both organizations.

The heart and soul of the program, he said, is the many talented business and technical people who are willing to volunteer their time as advisers.

"I'm continually amazed by the quality of people who are willing to be our advisers," Bour said.

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6 selected for Boulder County Business Hall of Fame

BY BUSINESS REPORT STAFF

LONGMONT — Peter D. Behrendt, Joan Brett, John Fenstermaker, Edwin Kanemoto, David M. Wyatt and the late Harlow C. Platts will be inducted into the Boulder County Business Hall of Fame in May.

The six inductees for the class of 2008 will be honored at the hall of fame's 16th annual induction luncheon at 11:30 a.m. Thursday, May 1, at the Radisson Hotel and Conference Center in Longmont.

The Boulder County Business Hall of Fame, established in 1992 to recognize and honor businesswomen and men who personify "business at its best." More than 110 people have been inducted in to the hall.

Peter D. Behrendt

Behrendt joined Exabyte in 1987 after spending 26 years with IBM. With Behrendt at the helm, Exabyte became a leading designer and manufacturer of computer tape drives and libraries and contributed tens of millions of dollars in value creation to Boulder County through its successful IPO in 1989. He supported the following: CU Artists Series, Colorado Music Festival, Boulder Youth Symphony, Emergency Family Assistance, CU, the Boulder Humane Society and others. He has served on the boards of the Boulder Chamber, CU Business School Advisory Council and the Boulder Economic Council to name a few. Today he is chairman of ProStor Systems.

Joan Brett

Brett founded the Culinary School of the Rockies from an idea when she was a practicing attorney. The school is now a world-class institution that brings people to Boulder County from all over the United States. It has rained thousands of students in home cooking, as chefs and in corporate kitchen programs.

John Fenstermaker

Fenstermaker, described as a "world class business executive," joined IBM out of the University of North Dakota and held various engineering and engineering management assignments at IBM and Staodyn Inc. He served, and in some cases continues to serve, as leader on the board of the Longmont Chamber

of Commerce, the Longmont Industrial Park Board, Boulder County Technology Incubator, Boulder County United Way Board, St. Vrain Historical Society Board, Longmont Community Fund and Front Range Community College.

Edwin Kasnemoto

Kanemoto has been vice president and co-owner of Longmont's largest real estate company, Prudential Rocky Mountain Realtors, since 1977. He has been one of the leading commercial real estate brokers, and is a quiet business giant with strong goal-oriented planning and knows how to generate enthusiasm and energy into any endeavor in which he participates. He served, and in some cases continues to serve, on many business and nonprofit boards of directors including: Longmont Board of Realtors, Board of the Colorado Association of Realtors, regional banks, County and Longmont YMCAs, Longmont Industrial Park, Longmont Area Economic Council, Longmont Chamber of Commerce, Longmont United Hospital and Hospital Foundation Board.

David M. Wyatt

Wyatt is president and owner of Wyatt Construction Co, which he formed in 1970. His community involvement includes supporter of organizations such as the Boulder Valley Humane Society, University of Colorado, Boulder Economic Council, Boulder Chamber of Commerce, United Way, Boys Scouts of America and many others. He has also served in organizations including the Thistle Community Housing, Boulder Community Hospital and the YMCA.

Harlow C. Platts

Platts, who died in 1983 at the age of 90, moved to Boulder in his early teens and graduated from the University of Colorado with a degree in engineering. During World War I, he served in France. In 1919 he entered the family business, Western States Cutlery, one of Boulder's oldest manufacturers of sheath and pocket knives and axes and known internationally for their quality. When his father retired, he and his brother Reginald managed the business for several decades. He was active in Rotary and the Elks and served on the Boulder Planning Board from 1930 to

1960. The park at Viele Lake was named after him for his service on city boards.

Event sponsors

The Boulder County Business Hall of Fame's presenting sponsor is the Radisson Hotel and Conference Center through the Susan M. Pratt Foundation.

Platinum sponsors are Millennium Harvest House Hotel, Heritage Bank, Boulder County Business Report, Daily Times-Call, Brock and Company CPAs, P.C., J & S Audio Visual Inc.

Gold sponsors are Amgen Inc., Awei-
► See **Hall, 27A**

Reservations

Tickets this year's Boulder County Business Hall of Fame luncheon are \$50 per person and \$500 for a corporate table.

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APconnections helps shape bandwidth with NetEqualizer

BY JULES MARIE

Business Report Correspondent

LAFAYETTE – Once a frustrated homeowner unable to maintain consistent Internet service, Art Reisman is now a global manufacturer of solutions for clogged bandwidth on the Internet.

Reisman, founder of APconnections, has developed NetEqualizer — a device that minimizes the peaks and valleys of Internet use by distributing bandwidth according to preset rules. Customers include the elusive Blackwater USA and the burgeoning Afghanistan wireless industry. The company also has domestic sales to corporations in industries around the country.

NetEqualizer is a bandwidth-shaping system designed for voice and data networks of 100 to 10,000 users. No changes to the existing network are needed, and it installs in minutes.

“Equalizing is the art form of looking at the usage patterns on the network, and then when things get congested, robbing from the rich to give to the poor,” Reisman said. “Rather than writing hundreds of rules to specify allocations to specific traffic as in traditional application shaping, you can simply assume that large downloads are bad; short, quick traffic is good, and be done with it.”

The software has jettisoned APconnections to the front of Internet traffic jams with its built-in fairness rules. When the network is congested the fairness algorithm



MICHAEL MYERS

Art Reisman, left, chief executive of APconnections, and Steve Gold of Gold Systems, who is on the APconnections board of directors, have helped to produce NetEqualizer — a bandwidth-shaping system designed for voice and data networks of 100 to 10,000 users. The basic device costs \$2,000 and with upgrades can reach a price of \$6,000.

favors business-class applications, including voice over Internet protocol, Web browsing, chat, and e-mail while delaying by a second an e-mail with 10 attachments.

Growing in popularity is AirEqualizer — proprietary software that minimizes disruptions to wireless network users. Reisman said it solves the hidden node problem found in wireless networks. Think of ‘nodes’ as wireless users, and historically the farther a wireless user was from the remote, the less priority those transmissions received. AirEqual-

izer balances the flow by using latency — similar to a time delay — which essentially blocks dominant nodes from usurping weaker ones.

Sweat equity, 401(k)s and day jobs financed the company. Minimal development costs were incurred as they added software to off-the-shelf hardware. First to market was the Linux Bandwidth Arbitrator — an open-source freeware program. Open source software is shared, and end users can make and suggest changes, but the software is still copyrighted. APcon-

APconnections Inc.

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www.netequalizer.com

Art Reisman, CEO

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Founded: 2003

nections reaped the benefits of debugging advice globally and today enjoys worldwide recognition for its popular anti-clogging software programs.

In addition to the accolades received in cyberspace, APconnections advertised with www.adwords.google.com and found it to be a very cost-effective way to advertise on a small budget and is largely responsible for their international business growth.

Reisman's goals have remained the same since 2003 — slow, steady growth. He declined to state his revenues though he did say that he is very profitable, moves 40 units a month and is growing steadily.

NetEqualizer has proprietary features and is no longer free. The basic device starts at \$2,000 and with upgrades approaches \$6,000. Reisman said he tries to ignore the competition.

“We stay original by not looking at others’ work. I don’t have the philosophy that

► See **Bandwidth, 27A**

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HALL from 25A

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BANDWIDTH from 26A

we have to beat someone to grow or win. Internet optimization is slowly becoming a commodity. We're not locking you into our solution, and it doesn't require upgrades every year to keep it running. We do add new features, but we don't obsolete customers or sell support contract.

"Philosophically, do the best, live in the now, and good things happen," he said. "I don't believe in saying we have to make this much money in order to be successful. We don't have investors so it's almost a completely stress-free life. We have a vision, we're healthy, and we're growing. We measure ourselves on how relaxed we are."

PRODUCT UPDATE

Pharmion Corp., a Boulder-based biotech firm, and **MethylGene Inc.**, a Canadian biotech firm, announced that the U.S. Food and Drug Administration has designated the companies' histone deacetylase inhibitor, MGCD0103, as an orphan drug for the treatment of acute myelogenous leukemia in the United States. Orphan drug designation allows special incentives for sponsors planning to test a product for use in a rare disease or condition.

ProStor Systems, a data storage firm based in Boulder, announced general availability of its InfiniVault archive appliance, a removable disk archiving system. The InfiniVault product family is sold by a network of resellers throughout North America. ProStor also announced interoperability between its InfiniVault archive appliance and CommVault's Simpana Data Archiver and Exchange Compliance Archiver software.

Webroot Software Inc., a Boulder-based security software company, globally expanded its Channel Edge Partner Program that includes the integration of its Webroot AntiSpyware Corporate Edition with AntiVirus software and its new Webroot E-Mail Security Software as a Service. The program also offers Web filtering, e-mail archiving, business continuity and personal encryption.

Clementine Art Kits in Boulder has launched a new line of art supplies for children using earth-friendly art materials. The art kits were designed by Diana Mercer, the founder of Clementine Art Studio, an arts enrichment program in Boulder for children ages two through 12.

LeftHand Networks, a Boulder-based data storage company, announced its Virtual SAN Appliance for VMware ESX Server is available as part of new Virtualization Solution Kits, which provide applications and storage without requiring an external SAN. The Virtualization Solution Kits, which consist of LeftHand Networks' VSA software as well as VMware virtualization software, are now available from distributors Alternative Technology Inc. and Avnet Technology Solutions.

Tech-X Corp. of Boulder has launched its Vorpel v3.0. Vorpel is a software framework that enables plasma simulations composed of particles and fluids for 1-D, 2-D, and 3-D geometries. New capabilities will allow researchers to apply Vorpel in new application areas and enable more advanced simulations of the physics being studied.

BUSINESS OF THE YEAR *Lafayette chamber honors Camera*



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Al Manzi, publisher of the Camera, a daily newspaper in Boulder, receives the Lafayette Chamber of Commerce's Business of the Year Award from Vicki Trumbo, executive director of the Lafayette chamber. The Camera was honored for its work in the Lafayette community including donations to more than 170 local nonprofit organizations and programs.

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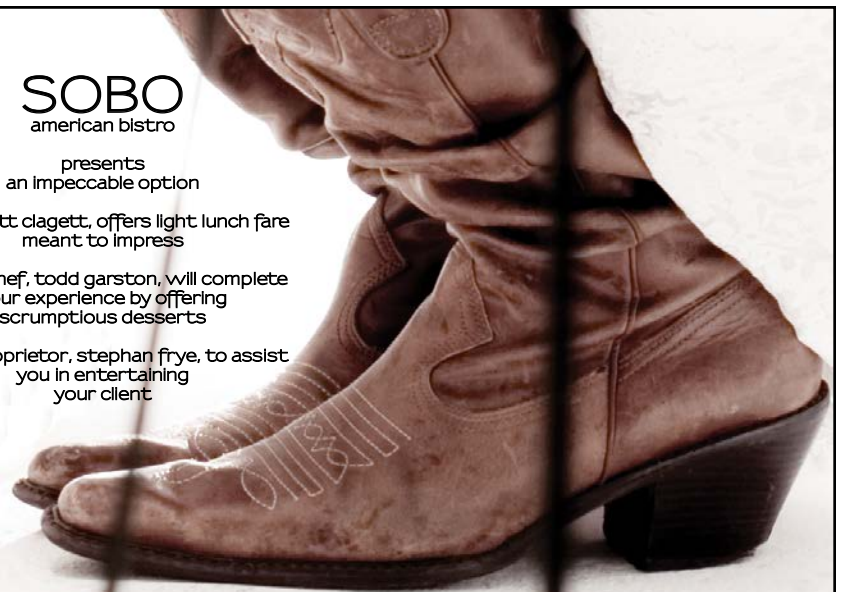
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WayFarer creates 'visual representation' of thoughts

New software requires input of data, sources, diagrams into graphic interface

BY SUZAN K. HEGLIN
Business Report Correspondent

BROOMFIELD — “Part of my business is to do away with text. Steve Jobs says nobody reads any more, so we’re going with that,” said Steve Connolly, president and co-founder of Boulder-based WayCraft Biosoftware, somewhat facetiously.

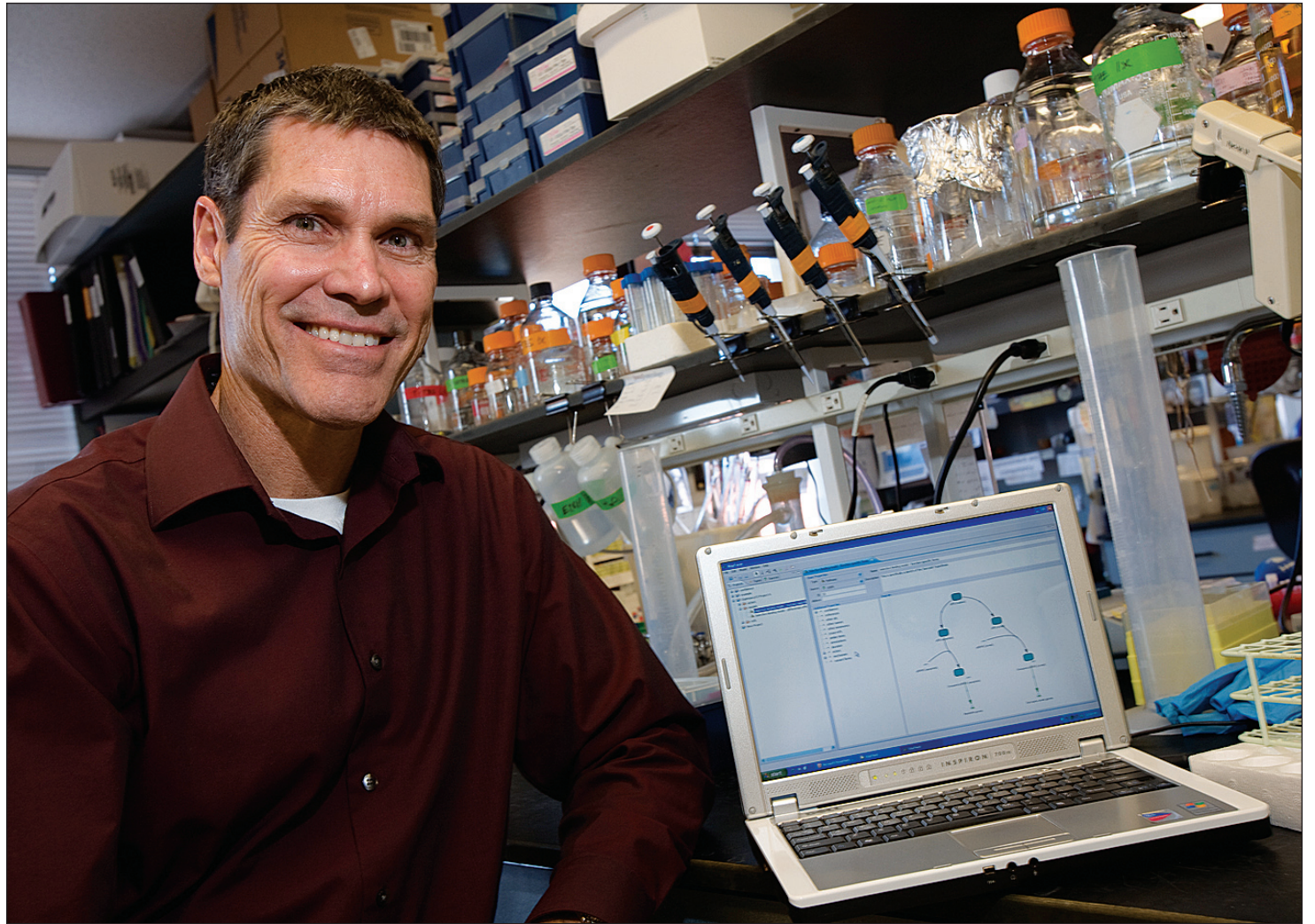
WayCrafts’ product — the WayFarer — is a knowledge-management tool. It strives to create a visual representation of thought that is linked real time to sources of information.

“Our product does represent and transfer knowledge in terms of facts and figures and scientific knowledge and does a good job of conveying the nuances so scientists want to use it,” Connolly said.

The WayFarer is a piece of software that requires input of data, sources, thoughts and diagrams that — through a graphic interface — can link to other databases and, at its highest level of functioning, manipulate that data to make predictions.

“It’s Web 2.0 for science,” Connolly said. “Our tool leverages the resources

► See **WayFarer, 29A**



STEVE PETERSON

Steven Connolly, president and co-founder of Boulder-based WayCraft Biosoftware, has helped to create the WayFarer — a knowledge-management tool that strives to create a visual representation of thought that is linked real time to sources of information.

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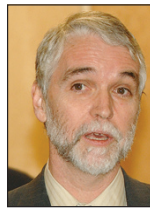
NCAR director taking job at National Science Foundation

BY BUSINESS REPORT STAFF

BOULDER – Timothy Killeen will leave his post as director of the National Center for Atmospheric Research in Boulder to become assistant director for the geosciences at the National Science Foundation.

The University Corporation for Atmospheric Research, which manages NCAR, will launch an international search for a new director, said UCAR President Rick Anthes.

Killeen will start his new job July 1. He has served as the director for NCAR since 2000.



Killeen

In his new role, Killeen will oversee the Geosciences directorate, or GEO, of the science foundation, which has a fiscal year 2008 budget of \$752 million.

GEO supports research in the atmospheric, earth and ocean sciences, including climate pro-

cesses and changes, the water cycle, and natural disasters such as earthquakes, tsunamis and severe storms.

"In his new capacity, Tim will be able to guide the broader community with the same energy and forward thinking that he has brought to NCAR for the past eight years," Anthes said in a press release. "While we are sorry to be losing him, we will all benefit from his leadership at NSF."

Prior to leading NCAR, Killeen was a professor of atmospheric, oceanic

and space sciences, associate vice president for research, and director of the Space Physics Research Laboratory at the University of Michigan. He holds a doctorate in atomic and molecular physics and a Bachelor of Science with first-class honors from University College London.

NSF provides funding to the nonprofit UCAR to manage NCAR. The contact to manage NCAR in the future is up for bid and a decision is expected as early as this summer.

WAYFARER from 28A

that are out there."

Connolly had worked with Frank Russo, co-founder and chief scientific officer of WayCraft, in 2003 on joint projects for a Midwest research hospital and pharmaceutical company. After that Russo worked for Insight — the human genome project.

The project goal was to determine the sequence of chemical base pairs that make up DNA and to identify the more than 35,000 genes of the human genome — the hereditary information and is encoded in the DNA.

When the project was published for free Russo was put out of business, but the process also brought its own insight: Simply publishing the human genome doesn't provide enough utility, so there is a need for software to analyze the

material.

"He saw the light of computational biology, the potential of what computers can do for biology," Connolly said. They decided to join forces and push the technology forward.

They started WayCraft in summer 2006. Connolly is involved with the development, sales and marketing end. Russo is on the science and computer side of the company.

Scientists have been relying on Word and PowerPoint to get their ideas across to peers. "The quantity of information that scientists need to sort, they need more powerful databases than that," Connolly said.

WayFarer, which is Java based, is intended for use by an individual scientist, but Connolly and Russo agree it

is much more powerful if everybody in the lab uses it.

"It's desktop, and it's designed as more of a peer-to-peer paradigm, which is a real departure," Russo said.

The WayFarer is in the product development stage, according to Connolly. He said the company has had "various professional service contracts at this point."

"It's now reaching a point where we can safely call it beta," Russo said.

They've brought the product to this point without outside funding. "In the current economic environment we've had to be self-funded for a large part of the development plan," Russo said.

With investors, the company could add to capabilities. One goal would be to make it so that what is written on a white board automatically would be entered as data.

The company's customers are bench biologists and research biologists.

"When we go out and make a pitch to scientists they don't easily understand what we're talking about, and that's good

and bad," Connolly said.

One early adopter is Joaquin Espinosa, an assistant professor of microcellular and divisional biology at the University of Colorado at Boulder. He was at a neighbor's party when he heard of the technology.

"It caught my attention. It was new software that could allow for biological modeling," Espinosa said. "WayFarer hopefully in the short term will allow us to synthesize a lot of information that is dispersed. It's a connection of the dots that I have in my head."

Espinosa said the data has to be entered manually, but he thinks it's worth it.

"For a software to do what we do mentally — it has to know a lot," he said.

Connolly is cognizant of the time commitment required but insists that that time will come back. "I can shave off four or five hours a week," Connolly said.

Espinosa believes in the potential of the product. "It's one of those things you see, and you say, 'It's really cool. There's nothing like it.'"

Information sought on executive health programs, landscape architects, executive health programs

The Boulder County Business Report is gathering information for lists on health insurers, security firms, landscape architects and executive health programs.

For the March 28 issue, information is sought on cultural attractions, art galleries, largest public-sector employees and largest private-sector employees.

The Business Report is conducting

research for upcoming lists for the April 11 issue on advertising, marketing and PR firms, architectural and design firms, assisted /independent living and nursing homes.

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NEW BUSINESS

The owners of the Purple Martini bar at Twenty Ninth Street in Boulder are opening **Elixir**, a nightclub, at 1915 Broadway, just south of the Pearl Street Mall in Boulder.

BUSINESS CLOSINGS

Avey Portrait Studio, a family-owned photography studio in Longmont run by Jerry and Donna Avey, is closing after 33 years. The Aveys photographed families, children, high school seniors and pets. They completed 10,933 sittings over the years.

Hunter's Restaurant & Pub in Longmont has closed after a 10-year run. Owner Vijay Mehra opened the restaurant that was known for its steaks and seafood in 1998 in the Meadow View Shopping Center at the southeast corner of Airport and Nelson roads. Its last day was Saturday, Feb. 9.

Young & Thulin, an executive placement firm located at 555 Clover Lane in Boulder, has closed.

BUSINESS BRIEFS

Boulder **Open Studios** announced an alliance with **Clementine Studio** to expand the latter's multimedia arts enrichment for children ages 2 to 12 to include classes for teens and adults of all ability levels. New programming will include a monthly event called No Fear Art, an artist-led workshop for dilettantes, and spring classes that include photography, clay, acrylic painting and other media.

The **I Have a Dream Foundation of Boulder County**, a Boulder nonprofit that provides academic support for disadvantaged youth, broke ground on a new community center at 3114 Broadway. It is scheduled to be completed this summer.

MERGERS & ACQUISITIONS

Pittsburgh-based PPG Industries has acquired Longmont-based **NanoProducts Corp.** for an undisclosed amount. The local nanotechnology company develops, manufactures and markets nanoscale materials and technology. The acquisition involves four employees at NanoProducts, and the office will remain in Longmont, a PPG spokeswoman said.

Realtime Technologies Inc., a Royal Oak, Mich.-based company with a satellite office in Lafayette, has been acquired by Ann Arbor, Mich.-based Arotech Corp. for \$1,350,000. The two employees and facility in Lafayette will not be affected by the acquisition, according to Larry Ramey, a software engineer at the Colorado office.

GRANTS

The Denver-based Rose Community Foundation has granted \$10,000 to the Child Learning Center at the **University of Colorado at Boulder** to support ongoing operations of the center's programs. CU's Child Learning Center includes an accredited preschool that supports educational programs for typically developing children and for children with special needs.

The Colorado Coalition for Gender and Information Technology, based at the university, received a \$20,000 Motorola Foundation Innovation Generation Grant to encourage K-12 students to study computer science. The grant will support the Inspiring Ambition program supported by five universities in Colorado and Wyoming, which are collaborating to recruit students into the field of computer science.

CONTRACTS

North Carolina-based Burt's Bees, a manufacturer of natural personal-care products, purchased 3,954,000 kilowatt hours of renewable energy credits generated by wind farms from Boulder-based **Renewable Choice Energy**. The credits will offset 100 percent of the company's electricity use.

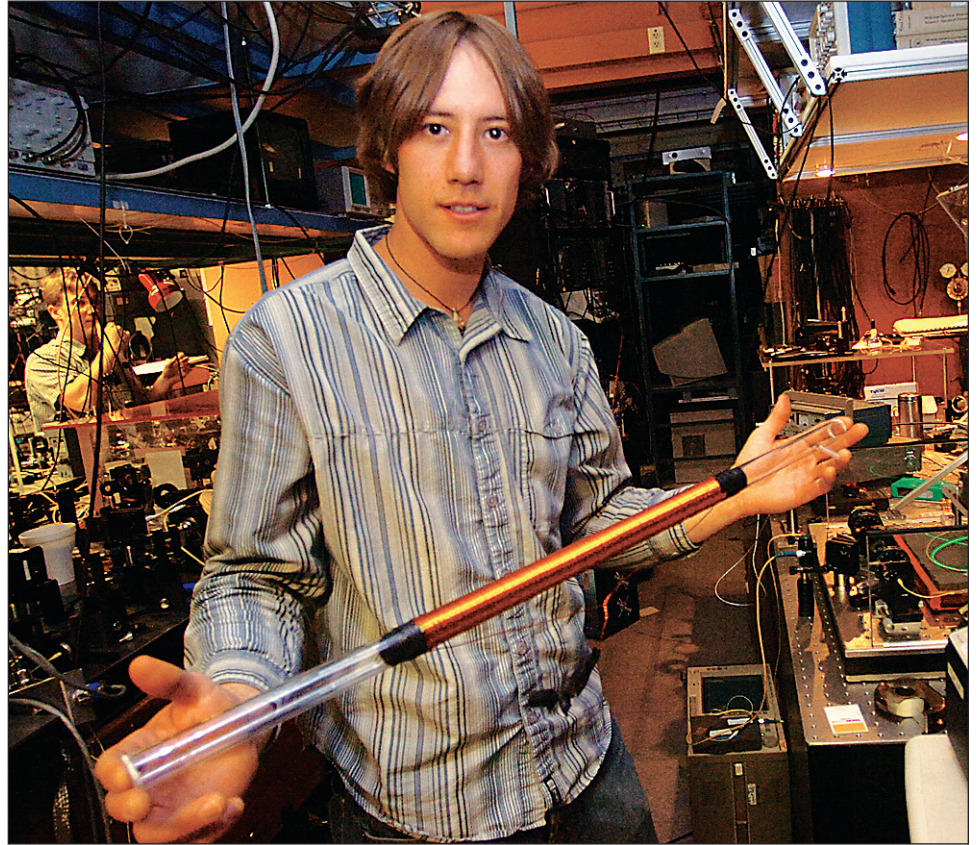
Denver-based Red Tree Marketing Resultants has been named the agency of record for Boulder-based **Next-Foods** for the launch of its new grocery product, Good-Belly probiotic fruit drink.

The Creative Alliance, a public relations and marketing firm based in Lafayette, has been retained by Eberl's Claim Service Inc. to provide strategic branding and marketing services.

Boulder's Best Organics, specializing in gift collections of organic items made exclusively by Boulder companies, has been selected as the gift provider for Premier Members Federal Credit Union and by Eco Green Office as part of their variety of environmentally friendly office products.

Slipstream/Chipotle, a professional cycling team, used the 3-D bike-fitting system of **Retul**, a Boulder company, to fit its bicycles for the Amgen Tour of California.

The Ice, Cloud and Land Satellite built by **Ball Aerospace & Technologies Corp.** in Boulder will continue operations until at least 2010 following a NASA mission extension contract. Ball Aerospace is a subsidiary of Broomfield-based Ball Corp.



COURTESY UNIVERSITY OF COLORADO

Scientists from the National Institute of Standards and Technology and the University of Colorado at Boulder have developed a breath-analyzing laser that may be able to detect molecules that could be markers for diseases like asthma and cancer. The new technique has yet to be tested in clinical trials. CU graduate research assistant Michael Thorpe holds the device. Jun Ye, a fellow with JILA, CU-Boulder doctoral student Matthew Kirchner and former CU graduate student David Balslev-Clausen are working on the project.

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REGIONAL STOCK PERFORMANCE

Exchange	Company	Ticker Symbol	Closing Price 2/22/08	Closing Price 2/8/08	Net change in period	Percent change in period	Period High	Period Low	Average Volume
Nasdaq	Advanced Energy Industries Inc.	AEIS	13.00	11.68	1.32	11.3	13.03	11.39	642880
Nasdaq	Amgen Inc.	AMGN	46.43	46.56	-0.13	-0.28	47.35	46.38	9169860
Nasdaq	Array Biopharma Inc.	ARRY	5.55	5.36	0.19	3.54	5.79	5.3	448730
NYSE	Ball Corp.	BLL	45.78	44.37	1.41	3.18	45.78	44.37	814280
Nasdaq	BEA Systems Inc.	BEAS	18.77	18.66	0.11	0.59	18.83	18.66	14743880
NYSE	Brocade Communications Systems Inc.	BRCD	7.71	6.75	0.96	14.22	7.82	6.62	9063210
Nasdaq	Carrier Access Corp.	CACS	2.59	2.59	0	0	2.59	2.59	109433
Nasdaq	Cisco Systems Inc.	CSCO	23.60	23.54	0.06	0.25	24.06	22.88	63555500
NYSE	Colorado Business Bank	COBZ	13.09	13.56	-0.47	-3.47	13.79	13.09	65810
NYSE	ConAgra Inc.	CAG	22.13	21.00	1.13	5.38	22.16	21	3004390
NYSE	Corporate Express NV	CXP	11.53	11.24	0.29	2.58	11.7	11.24	81825
NYSE	Covidien LTD	COV	43.60	43.55	0.05	0.11	43.69	42.56	2315510
Nasdaq	Crocs Inc.	CROX	25.43	31.99	-6.56	-20.51	33.58	25.43	8646740
NYSE	Dean Foods Company	DF	24.43	26.91	-2.48	-9.22	27.08	23.89	2617230
NYSE	Dynamic Materials Corp.	BOOM	56.58	55.47	1.11	2	59.36	55.47	353800
NYSE	Electronic Data Systems Corp.	EDS	18.78	17.16	1.62	9.44	18.78	17.16	4655650
NYSE	EMC Corp.	EMC	15.28	15.48	-0.2	-1.29	16.09	15.28	35041780
NYSE	Emerson Electric Co.	EMR	51.81	50.84	0.97	1.91	53.03	50.84	4041850
ASE	Encision Inc.	ECI	1.94	1.95	-0.01	-0.51	2.3	1.94	5360
Nasdaq	Evolving Systems Inc.	EVOL	2.15	2.21	-0.06	-2.71	2.38	2.15	174140
Nasdaq	Flextronics International Ltd.	FLEX	10.56	11.15	-0.59	-5.29	11.6	10.51	6956520
Nasdaq	Gaiam Inc.	GAIA	21.80	23.62	-1.82	-7.71	24.49	21.8	193990
NYSE	Hain Celestial Group Inc.	HEII	1.00	1.18	-0.18	-15.25	1.25	1	4570
NYSE	International Business Machines Corp.	IBM	108.07	103.27	4.8	4.65	108.42	103.27	7131110
NYSE	JPMorgan Chase & Co.	JPM	43.93	43.82	0.11	0.25	44.1	42.61	28516300
NYSE	Key Corp.	KEY	23.95	24.65	-0.7	-2.84	25.05	23.03	4261000
NYSE	Kroger Co.	KR	25.74	25.72	0.02	0.08	26.87	25.31	6600430
Nasdaq	Level 3 Communications Inc.	LVLT	2.30	3.00	-0.7	-23.33	3	2.14	70760560
NYSE	Lexmark International Inc.	LXK	33.54	34.32	-0.78	-2.27	34.32	32.15	2006830
NYSE	Lockheed Martin Corp.	LMT	105.12	105.76	-0.64	-0.61	108.87	105	1850070
NYSE	Macerich Co.	MAC	64.15	64.07	0.08	0.12	66.21	62.37	738380
NYSE	Magna International Inc.	MGA	78.60	76.51	2.09	2.73	81.1	76.51	300190
NYSE	Martek Biosciences Corp.	MATK	28.45	28.43	0.02	0.07	29.58	28.43	296430
NYSE	McKesson Hhoc Inc.	MCK	59.89	57.68	2.21	3.83	59.89	57.68	2720990
NYSE	Mentor Graphics Corp.	MENT	9.18	7.71	1.47	19.07	9.23	7.67	2303620
Nasdaq	Microsemi Corp.	MSCC	20.98	21.18	-0.2	-0.94	22.49	20.98	1115310
Nasdaq	New Frontier Media Inc.	NOOF	4.97	4.78	0.19	3.97	4.97	4.78	81450
NYSE	Novartis Group AG	NVS	50.33	48.95	1.38	2.82	50.38	48.94	1630830
Nasdaq	OSI Pharmaceuticals Inc.	OSIP	37.10	37.41	-0.31	-0.83	39.67	36.04	1389650
NYSE	Par Technology Corp.	PTC	7.54	7.03	0.51	7.25	7.54	6.95	12380
Nasdaq	Pharmion Corp.	PHRM	70.04	70.35	-0.31	-0.44	70.57	69.4	583240
Nasdaq	Qualcomm Inc.	QCOM	43.47	41.92	1.55	3.7	43.47	40.87	19755300
Nasdaq	Replidyne Inc.	RDYN	1.99	2.25	-0.26	-11.56	2.26	1.99	68660
NYSE	Scripps Co.	SSP	42.47	42.08	0.39	0.93	43.26	42.08	753900
NYSE	Seagate LLC	STX	23.77	21.95	1.82	8.29	23.77	21.95	5915810
Nasdaq	Sirenza Microdevices Inc.	SMDI	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NYSE	Sun Microsystems Inc.	JAVA	17.25	16.37	0.88	5.38	17.39	16.37	11044380
Nasdaq	Tapestry Pharmaceuticals Inc.	TPPH	0.07	0.25	-0.18	-72	0.25	0.03	2323350
NYSE	Tyco International Ltd.	TYC	40.05	40.10	-0.05	-0.12	40.73	39.96	4374570
NYSE	US Bancorp	USB	32.91	32.34	0.57	1.76	32.94	32.09	9390830
NYSE	Vail Resorts Inc.	MTN	46.29	45.97	0.32	0.7	49.11	45.7	431850
NYSE	Washington Mutual Inc.	WM	16.90	18.08	-1.18	-6.53	18.08	16.48	27278210
NYSE	Wells Fargo & Co.	WFC	31.44	29.48	1.96	6.65	31.44	29.48	28941640
NYSE	Western Digital Corp.	WDC	31.23	28.20	3.03	10.74	31.3	28.2	5865150
Nasdaq	Whole Foods Market Inc.	WFMI	36.76	39.38	-2.62	-6.65	41.74	36.54	4784550
NYSE	Xcel Energy Inc.	XEL	20.38	20.61	-0.23	-1.12	20.96	20.26	2358770
Nasdaq	Xilinx Inc.	XLNX	21.59	21.43	0.16	0.75	22.46	21.43	6426850
Nasdaq	Zions Bancorp.	ZION	50.65	51.91	-1.26	-2.43	51.91	50.05	2257500

Top Gainers

Company	ticker	Percent change in period
Mentor Graphics Corp.	MENT	19.07
Brocade Communications Systems Inc.	BRCD	14.22
Advanced Energy Industries Inc.	AEIS	11.3
Western Digital Corp.	WDC	10.74
Electronic Data Systems Corp.	EDS	9.44
Seagate LLC	STX	8.29
Par Technology Corp.	PTC	7.25
Wells Fargo & Co.	WFC	6.65
ConAgra Inc.	CAG	5.38
Sun Microsystems Inc.	JAVA	5.38

Bottom Losers

Company	ticker	Percent change in period
Flextronics International Ltd.	FLEX	-5.29
Washington Mutual Inc.	WM	-6.53
Whole Foods Market Inc.	WFMI	-6.65
Gaiam Inc.	GAIA	-7.71
Dean Foods Company	DF	-9.22
Replidyne Inc.	RDYN	-11.56
Hain Celestial Group Inc.	HEII	-15.25
Crocs Inc.	CROX	-20.51
Level 3 Communications Inc.	LVLT	-23.33
Tapestry Pharmaceuticals Inc.	TPPH	-72

EARNINGS

(Amounts in thousands of dollars, except per-share amounts. Losses in parentheses.)

Crocs Inc.		
Boulder/Nasdaq: CROX		
3 months Dec. 31	2007	2006
Revenues	\$224,800	\$112,904
Net income	\$38,284	\$20,785
Earnings per share	\$0.45	\$0.26
12 months Dec. 31 2007 2006		
Revenues	\$847,350	\$354,728
Net income	\$168,228	\$64,417
Earnings per share	\$2.00	\$0.81

Pharmion Corp.		
Boulder/Nasdaq: PHRM		
3 months Dec. 31	2007	2006
Revenues	\$71,466	\$60,050
Net income	\$(27,476)	\$(63,860)
Earnings per share	\$(0.74)	\$(2.00)
12 months Dec. 31 2007 2006		
Revenues	\$267,300	\$238,646
Net income	\$(63,860)	\$(91,012)
Earnings per share	\$(1.81)	\$(2.84)

Whole Foods Market Inc.		
Austin, Texas/Nasdaq: WFMI		
16 weeks Jan. 20	2008	2007
Revenues	\$2,457,258	\$1,870,731
Net income	\$39,143	\$53,755
Earnings per share	\$0.28	\$0.38

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ConocoPhillips the latest coup for Ritter's 'New Energy Economy'

Gov. Bill Ritter's drive for a "New Energy Economy" is gathering steam. Word that ConocoPhillips is the "mystery buyer" of the former Storage Technology Corp. campus in Louisville represents the latest clean-energy announcement for the state.

ConocoPhillips plans to develop the 432-acre property as a center for research in clean-energy technologies, including hydrogen fuel cells, wind and solar power. The facility is slated to open by 2012, employing scientists researching alternative energies, as well as serving as a corporate training center for the energy giant.

The location gives ConocoPhillips easy access to clean-energy experts at the University of Colorado in Boulder and the National Renewable Energy Laboratory in Golden. The former StorageTek location, at U.S. Highway 36 and the Northwest Parkway, is also within an easy drive of Denver International Airport.

It's thus far unclear how large the new facility or facilities will be, or how many people might be employed there.

Nonetheless, the ConocoPhillips' news left Ritter smiling, as it comes on the heels of several other major announcements in the past year or so:

- Vestas Wind Systems A/S of Denmark has built a wind-turbine manufacturing plant in Windsor, between Fort Col-

lins and Greeley, employing 600 workers. Colorado is also in the running for a wind-energy research center that Vestas wants to build somewhere in North America.

- Colorado State University spinoff AVA Solar Inc. plans a solar-panel manufacturing plant in Fort Collins. The plant is expected to employ 500 workers.

- NREL ranks as the pre-eminent center for renewable-energy research in the nation and has secured increased federal funding.

- Emergence of biofuels companies such as Blue Sun Biodiesel LLC of Golden add to the state's clean-energy knowledge base.

- The University of Colorado at Boulder, Colorado State University in Fort Collins and the Colorado School of Mines boast a variety of programs aimed at research of clean-energy technologies.

Ritter's push for a "New Energy Economy" is a staple of speeches the governor makes throughout the state, from Pueblo to Fort Collins. It's also an area that brings together environmentalists and business leaders who see the economic benefits of these emerging technologies.

It doesn't hurt that clean-energy companies have accounted for at least three of the state's most-recent economic-development successes. Vestas, AVA Solar and ConocoPhillips represent real jobs, at higher-than-average pay scales. Other companies are likely to follow these players as they ramp up production, and ramp up research activities.

Already, some of Vestas vendors are looking at operations in Windsor to be close to the wind-turbine manufacturing plant, which opened quietly in February, months ahead of schedule. And other

wind-turbine companies are reported to be looking at the Front Range for manufacturing plants, lured by the plethora of wind-energy projects that have emerged throughout North America.

Such a jobs base gets the attention of individuals in the economic-development sphere, whether it's Broomfield, Boulder, Fort Collins, Windsor or Denver.

That's one reason we can expect to see an acceleration of growth in the clean-energy sector: Any time environmentalists and business leaders can agree on a strategy and targeted industry cluster, it's a win-win for everyone. Clean-energy jobs can take up the slack from other sectors that have declined over the years, including the computer and aerospace sectors.

A lot of factors are contributing to the growth of the clean-energy niche, including an emphasis by the research laboratories and universities, an entrepreneurial spirit evidenced by local scientists (ala AVA Solar), and a strong push by the governor.

Add to those factors the impetus for clean-energy technologies brought on by global warming and high energy prices, and one can see only growth ahead for this sector in Colorado.

Ritter captured the mood of the population, at just the right time. Colorado is uniquely poised to emerge as a center for clean-energy technologies, and it meshes perfectly with the goals of the environmental community and business leaders alike.

More information likely will emerge soon as to the scope of the ConocoPhillips operations. But let's hope that this initiative lives up to its billing, and that 2008 continues to bring announcements that fuel Colorado's status as a center for clean-energy technologies.

Be confident, communicate during job interview

The adventure of finding a job or a new career requires several steps.

Developing or fine-tuning your resume, creating the ultimate cover letter and sending hundreds of these out to potential employers is just the beginning of the adventure.

The hiring takes place in the interview. Preparing for the interview is crucial for your success in acquiring the job. Interviewing is all about selling yourself for the job. By following the steps below and with some practice you can "nail" that interview and become a top candidate for job consideration.

Know your skills

If you can't identify and communicate your skills no one else will do it for you. Ask yourself, "What are my skills? How do I want to use my skills and talents? What industries could use my skills? How are these skills transferable to a work environment?" You should have four to six key skills that fit the job description. Being clear on your skills in advance, before the question gets asked in an interview will help you come across more professional and confident.

Get the interview

It doesn't happen by sending a resume. You need to follow up, use your contacts, network and call. If a business has not advertised a job opening, call for an informational interview to find out more about their industry and company. It's a great way to get your foot in the door.

Many companies request that you don't call, which is unfortunate and inappropriate in my opinion. If you haven't heard from them in a week, call. A company that won't hire you because you called for an appointment already knows who they want to hire or isn't interested in employees with follow-through skills. Do not say, "I sent my resume and you haven't called me back." Try something like, "I am extremely interested in meeting with you regarding the marketing position you posted. Can we set a time?"



GUEST OPINION

Alice Swanson

Research the company

There is no excuse anymore for not finding out as much as you can about the company you are interviewing with. Most companies have Web sites with almost everything you'd need to know — products, services, mission, top management and more. If possible talk to someone who works there. Use a search engine to find articles and press releases about the company.

Practice makes perfect

Do not assume you will be poised and brilliant when you walk in the interview. Have someone help you by asking some basic interview questions and practice

forming concise, effective answers.

Dress for Wall Street

Even if the company is extremely casual, you do not work there, yet. Dressing professionally is a sign of respect for the person you are meeting with. That usually means a suit or pant suit for women and a coat and tie for men. No tattoos showing, no piercings, no sneakers, no kidding.

Musts

- Arrive 15 minutes early.
- Bring several copies of your resume.
- Bring paper and pen to take notes.

Conversation and questions

Starting the conversation can be the hardest part for some people. You can talk about something unique in their office or the location of their office, the weather or something casual and not personal. You can ask how that person got their start or got their job with the company. Stay away from politics or controversial issues.

If it seems it's up to you to make the transition to the interview, say something like, "I'm so excited to be here today." That can be a sign to move the conversation toward the interview. Ask them questions that are relative to the job. "Is this a new position? How many people currently do this in your company? What are you looking for? When are you looking to make a decision?" Listen to the answers, and form your

responses to sell yourself for the job.

Features and benefits

Everyone can say things like, "I like working with people. I'm a hard worker. I have strong communication skills." But very few sell those "features" as benefits to the employers. Every skill you have should be sold as a reason to hire you for the job. For example, "I have strong writing skills, which means I can correspond with your clients and get the message across the company wants to portray."

Ask for the job

It is surprising how many do not do this. It's not "I'd really like this job or I hope you consider me." It's full flat out, "Can I have the job?" They may not hire you on the spot, but they will remember you.

Follow up, be patient

Send a short follow-up note to the person who you interviewed with thanking them for their time and expressing your interest. Just because you don't hear from them in a day or so doesn't mean they aren't interested. Be patient and continue to follow up.

Following these few simple interview tips can help make the adventure of finding a job a rewarding and successful experience.

Alice Swanson is an independent consultant who offers individual coaching and group workshops for graduating seniors on the job search process. For more information, contact alice@learntoearn-workshops.com.

Use action items to complete important e-mails tasks

E-mail is now the primary source of where action items enter your work world.

There needs to be a system to manage the action items you receive daily. Adopt the same process as the inbox on your desk — a place that information should come into, make a decision on the next action and move out quickly. Regardless of how carefully you manage e-mail, occasionally you won't be able to respond immediately to an e-mail action item, or action is not required until a future date. In such cases — or when you need to take a later follow-up action — use these techniques so that those action-related e-mails don't fall off your radar.

Keep in inbox

The most effective way to manage e-mail action items is to keep them in your e-mail inbox until they are completed.

The goal is to create an empty inbox and move all e-mails that require no action out of the inbox. Only e-mail that you haven't yet read or still must take action on should remain in your inbox. All other e-mail should ideally be deleted or moved to an e-mail file folder so that you can view easily those e-mails that need action or response. This approach keeps your inbox cur-

rent and highlights the items you must take action on next.

Change the date column to be in descending order so that the older e-mails are at the top of the page and the newest at the bottom. This will keep the older e-mail items in your current view on the monitor so that you don't forget they are there.

Use your flags

Another alternative if you have problems deleting or moving e-mails into folders is to use the flagging function. In Outlook merely right click on an e-mail, and choose "Follow-up," and there are options to flag an e-mail. Outlook 2003 will give you flag color options, and Outlook 2007 will give you flag date options.

Using the flag feature in Outlook you can also add a date and time to be reminded. Once an e-mail is flagged, click on the "Follow-up" folder (under the Favorites Folders), and all e-mails you have flagged will be located in one location. In this view you will be able



GUEST OPINION

K.J. McCorrey

to see the 'due date,' which will help you prioritize and know which e-mails to take action on first. In Outlook 2007 you will also see the flagged e-mail items along the "To-Do Bar." Most other e-mail programs — such as Lotus Notes — also have follow-up flag functions.

Copy e-mails

For action-related e-mails that need to be done at a future date, consider moving them into the "Calendar" or "Task" folder within Outlook. Merely left click and drag an e-mail into the file folder that says Calendar or Tasks, and Outlook will automatically create a new window with the body of the e-mail in the text section.

This is a copy function and does not remove the e-mail from the inbox. You can then either delete the e-mail or move it to an e-mail file folder. For more options converting e-mails into Calendar or Tasks, right click on the e-mail and drag to the folder, and there will be multiple options including moving the e-mail and or creating it as an attachment.

Create action-type folders

You can also create action-type e-mail file folders as suggested in David Allen's book, "Getting it Done." Fold-

ers can be created for action-type e-mails that are "Action," "Follow-up," "To Read," "Priority," etc. If you choose this option you will have to be extremely diligent to review this folder daily. Otherwise the action items will be forgotten. This is only recommended if you find it easier to manage action items in a separate file folder. For most individuals, when you move e-mails out of view from the inbox, you are less likely to take action.

E-mail needs to be one of your priorities, with its management scheduled along with other tasks you need to complete each day. Set aside an appropriate amount of time to read, respond and manage your incoming e-mail, and determine a system to manage those e-mail actions that will be dealt with at a later time and date.

K.J. McCorrey is founder and president of Officiency Inc., a professional organizing company based in Boulder since 1996. She is a productivity and efficiency consultant that specializes in customizing systems for individuals and companies with office and computer organization. She is the author of, "Organize Your Work Day In No Time," released by Que Publishing. She can be reached at www.officiency.com.

CALENDAR

MARCH

1 Birthday Party Open House & Play Date, from 10 a.m. to noon, The Living School, 1852 Arapahoe Ave. in Boulder. Mountain Day Camp is celebrating its third anniversary. Cost: Free. Registration deadline: Friday, Feb. 29. Contact: Betsy Strohmaier at 720-249-2997 or info@mountaindaycamp.com.

6 Longmont Area Economic Council and their sponsors presents **Healthcare Reform: How Will it Affect You?**, from 7:30 to 9 a.m., the Radisson Conference Center, 1850 Industrial Circle in Longmont. A panel discussion on health-care reform issues with Steven Summer, Colorado Hospital Association and Steve ErkenBrack, Blue Ribbon Commission. Cost: \$25. Contact: www.longmont.org or 303-651-0128.

7 Longmont Small Business Association presents **Small Business Educational Summit**, from 10 a.m. to 4:30 p.m., First Lutheran Church, 3rd Avenue and Terry Street in Longmont. Small business expo with 15 half-hour break-out sessions in marketing, finance and business development. Lunch is included. Cost: \$15 members, \$20 nonmembers in advance. Registration deadline: March 4. Contact: www.LongmontSBA.org.

Self-Directed IRAs - Invest in What You Know, a Webinar from 10 to 10:45 a.m. Learn how to invest in real estate, private placements, LLCs and more with your retirement money. Important tips for preserving IRS permitted tax savings with these investments. Register at www.newdirectionira.com. Cost: Free. Contact: Mary Laverty at 303-546-7930 or mlaverty@ndira.com.

11 Boulder County Land Use Department presents a **Public Meeting on Vacation Rental Regulations**, starting at 6 p.m., Boulder County Courthouse, third floor, Public Hearing Room, 1325 Pearl St. in Boulder. A meeting to gather comments from neighbors of short-term rentals, owners of short-term rentals and others so staff can take these comments and concerns into account when drafting regulations for new land use designation. Contact: 303-441-3930.

National Investor Relations Institute presents **Socially Responsible Investing and Shareholder Activism**, from 11:20 a.m. to 1:45 p.m., The Denver Athletic Club, 1325 Glenarm Place in Denver. Speakers are: Gary N. Anderson, UMB Scout International Fund; Stephen P. Gottesfeld, Newmont Mining Corporation; Lloyd Kurtz, Nelson Capital Management; and Steven J. Schueth, First Affirmative Financial Network. Cost: \$38 to \$55. Contact: Terri Douglas at 303-581-7760 or info@rockyniri.org.

Self-Directed IRAs - Invest in What You Know, from 9:30 to 10:30 a.m., Entrust New Direction, 1300 Plaza Court N., Suite 202 in Lafayette. Investment options include: real estate, promissory notes, private placements, LLCs, tax liens, gold bullion and more. Cost: Free. Contact: Mary Laverty at 303-546-7930 or mlaverty@ndira.com.

12 Longmont Area Chamber of Commerce presents **B2B Expo with Keynote Marty Clarke**, from 9 a.m. to 4 p.m., Radisson Conference Center, 1900 Ken Pratt Blvd. in Longmont. Contact: www.longmontchamber.org.

13 Self-Directed IRAs - Level I Workshop, from 9:30 to 10:30 a.m., Entrust New Direction, 1300 Plaza Court N., Suite 202 in Lafayette. Goes over the dos and don'ts of retirement planning, and alternative investment choices to the stock market. Cost: Free. Contact: Mary Laverty at 303-546-7930 or mlaverty@ndira.com.

20 Boulder Business and Professional Women presents **Celebration of Women** event, from 5:30 p.m. to 8 p.m., A Spice of Life Event Center, 5706 Arapahoe Ave. in Boulder. To recognize women in the community who support the BBPW platform to promote economic self-sufficiency for working women. Buffet dinner, meeting and program. Cost: \$20 members, \$35 guests. Contact: www.boulderbbpw.org.

21 Entrust New Direction IRA presents **The Real Estate IRA-What's All the Buzz About**, a Webinar from 10 to 10:20 a.m. Cost: Free. Contact: Mary Laverty at 303-546-7930 or mlaverty@ndira.com.

MONTHLY

Boulder Valley Ventura Publisher User Group meets **each month**. Call Gay Lang at 303-665-2622 for time and location.

The East Boulder County Business and Professional Women's Monthly Luncheon is held **the third Monday** of each month at Karen's in the Country, 1900 Plaza Drive in Louisville. Visitors welcome; reservations are required. Call 303-277-8394.

The **Boulder Coaches Alliance** meets from **6:30 to 9 p.m. the last Monday** of the month in downtown Boulder. For locations and more information call Cynthia Morris 303-442-0664, e-mail cynthia@originalimpulse.com or visit www.bouldercoaches.org.

The **Boulder Business Leads Group** meets the second and fourth Tuesdays of each month from noon to 1 p.m. at Dolan's Restaurant, 2319 Arapahoe Ave., Boulder. Helping to advocate and promote our members' businesses throughout the community, passing qualified business referrals to other group members, and fostering lasting professional networking relationships among our members. Contact Kate Kellett, Realtor at 303-541-1932 or visit www.boulderbusinessleads.com.

The **Rockies Venture Club**, an entrepreneurial networking group, meets on **the second Tuesday** of the month in Denver at the Marriott City Center. Visit www.rockiesventureclub.org for details and registration, or call the RVC office at 303-831-4174.

The **Rocky Mountain Internet Users Group** meets **7 to 9 p.m. the second Tuesday** of odd-numbered months. The free meeting includes a featured speaker on an Internet-related topic. Call Dan Murray at 303-447-3475 or e-mail dan@mriug.org. For more information, visit www.mriug.org.

The Boulder Denver New Technology Meetup Group meets the first Tuesday of each month for entrepreneurs to showcase new technologies. Location and

time varies. Visit <http://newtech.meetup.com>.

Boulder Evening Optimist Club, a civic organization, meets **6 to 8:30 p.m. the first three Tuesdays** of the month at the Spice of Life Center, 5706 Arapahoe Ave. in Boulder. Contact Fred Sage at 303-499-7952 or Charles Dinwiddie at 303-442-0661.

The Colorado Hypnotherapist Monthly Meeting is from **6:30 to 8:30 p.m. on the second Tuesday** of each month at 1600 38th St., Suite 201 in Boulder. Call 303-963-1688.

The **Boulder Valley Chapter of the Institute of Management Accountants** meets from **6:15 to 8 p.m. the third Tuesday** of each month, January through May, for dinner and a speaker meeting. Cost is \$21. Call Alison Giachetti at 303-443-7267.

Lafayette Cultural Arts Commission meets **7 p.m. on the fourth Tuesday** of each month. Call Janet McGavin at 303-665-5917 for information and locations.

Coal Creek Chapter of the American Businesswomen's Association meets **6:30 p.m. the second Wednesday** of each month at Juan Orleans restaurant, 400 W. South Boulder Road in Lafayette. Cost is \$8.50. Call Kathleen Nolan at work 303-576-1140 or home 303-666-9138.

The Democratic Women of Boulder County meets at **11:30 a.m. the second Wednesday** of each month at the Angel Pines Country Club, 5706 Arapahoe Ave. in Boulder. Cost is \$12 if ordering lunch, and an advance reservation is required. Meetings are open to the public. Call 303-442-6091.

Colorado Professional Organizers meets **the third Wednesday** of each month at the Clayton Foundation at 3801 Martin Luther King Blvd. in Denver. Networking starts at 6:30 p.m. The meetings run from 7 to 9 p.m. Cost is \$10 for nonmembers. Call 303-751-3220.

Boulder B2B-Only Leads Group meets the **first three Thursdays** of the month from 11:30 a.m. to 1 p.m. at the Olive Garden Restaurant at Pearl and 26th in Boulder. The group only allows salespeople and owners who sell to businesses. Contact Mark Hiatt at 303-791-3237.

Secrets of a Successful Business Plan is hosted by the Boulder Small Business Development Center from 2 to 5 p.m. at 2440 Pearl St. in Boulder during the **first Thursday** of the month. Cost: \$40 Chamber members, \$50 nonmembers. Call Christine Stubbs at 303-442-1475 ext. 2.

The Colorado Internet Keiretsu CIK, a networking organization for founders and chief executive officers of Internet-based businesses in Colorado, meets **the second Thursday** of every other month. The event is open to members only. Contact Catapult PR at 303-581-7760 or visit www.cik.org for membership information and meeting times and locations.

The Colorado Macintosh User Group meets at **7 p.m. on the second Thursday** of every month in the big auditorium at NCAR, 1850 Table Mesa Drive in Boulder. Meetings are free and open to the public. Discussions include business

and personal applications for Mac hardware and software, trends, bugs and visits from industry representatives. Call 303-543-8300 or visit www.comug.com.

Boulder Chapter of International Association of Administrative Professionals meets at **5:30 p.m. the third Thursday** of each month at La Hacienda Restaurant at Conestoga Street and Arapahoe Avenue in Boulder. Cost is \$11 for program and dinner. Call Robin Trader at 303-678-2742 for reservations and information.

Pride Leads Group, a group of GLBT professional businesses, meets from **8:30 to 9:30 a.m. every other Thursday** at the Boulder Outlook Hotel & Suites, 800 28th St. in Boulder. Join our leads exchange organization and network with other GLBT businesses. Contact Susan Hofer, 303-442-2440.

Boulder Business and Professional Women meets from **5:30 to 8 p.m. on the third Thursday** of the month. Programs cover a broad range of topics of interest to working women. Guests welcome. Cost: Members \$20, guests \$25, walk-ins \$25. Contact: registration@boulderbbpw.org.

Toastmasters meets for a Loquacious Lunch Bunch during the **second, fourth and fifth Thursdays** of the month at the YWCA, 2222 14th St. in Boulder. Contact: Wally Clark, 303-440-0328.

ON TARGET Resource Networks "Lunch 'n Network" is held from **11:30 a.m. to 1:30 p.m. the first Friday** of the month at Thyme on the Creek Restaurant at the Millennium Harvest House Hotel in Boulder. For "great eats and great meets" contact Maxine Brand at 303-449-7771 or maxine@prequalifiedsuppliers.com. Cost: \$15, includes meal, beverage, tax and tip. No reservations necessary. Drop in any time.

PC User's Group of Colorado meets **7 p.m. on the last Friday** of each month in room 224 of the University of Colorado Business School. Meetings are free and open to the public. Call Don Hagge at 303-499-3451, Ed Doerr at 303-772-8010 or Margaret Auld-Louie at 303-278-1152.

The Boulder Jaycees, an organization for professional people between the ages of 18 and 40, meets **5:30-6:30 p.m. the first and third Monday** of each month at the Norlin Keating Seminar Room on the third floor of Norlin Library at the University of Colorado at Boulder. Contact Catherine Williams at 303-449-7134 or www.boulderjaycees.org.

Café Palo Alto meets for breakfast **the third Wednesday of each month** at 1951 S. Fordham St., Suite 250 in Longmont. Business networking group offering mentors. Cost: \$15 to \$30. R.S.V.P. 303-772-6100 ext. 10.

Deadline for Calendar items is three weeks prior to publication. The weekly events calendar alternates with the monthly events calendars; each appears once every other issue. Mail Calendar items to Calendar, Boulder County Business Report, 3180 Sterling Circle, Suite 201, Boulder, CO 80301-2338; fax to 303-440-4950 or e-mail to news@bcbcr.com with Calendar as subject.

LEADS

NEW BUSINESSES

Information listed comes from filings with the Colorado Secretary of State and other sources. Companies listed are not necessarily new businesses. Existing companies sometimes organize under new names when creating new subsidiaries or changing names. Included are company name, address, type of filing, registered agent and date filed. The following key explains different types of filings.

DLLC: Domestic Limited Liability Company
DLLLP: Domestic Limited Liability Limited Partnership
DLLP: Domestic Limited Liability Partnership
DLP: Domestic Limited Partnership
DNC: Domestic Nonprofit Corporation
DPC: Domestic Profit Corporation
FLLC: Foreign Limited Liability Company
FLP: Foreign Limited Partnership
FLPA: Foreign Limited Partnership Association
FNC: Foreign Nonprofit Corporation
FPC: Foreign Profit Corporation

1035 VENICE LLC, 3624 YALE, LONGMONT, CO 80503. REGISTERED AGENT: JOSEPH LEMIEUX. TYPE: DLLC. DATE: 12/31/07.

1038 VENICE LLC, 3624 YALE, LONGMONT, CO 80503. REGISTERED AGENT: JOSEPH LEMIEUX. TYPE: DLLC. DATE: 12/31/07.

1100 ASPEN ST. LLC, 7399 MOUNT MEEKER ROAD, LONGMONT, CO 80503. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/17/08.

1228 FRONTIER LLC, 3624 YALE, LONGMONT, CO 80503. REGISTERED AGENT: JOSEPH LEMIEUX. TYPE: DLLC. DATE: 12/31/07.

1411 HECLA WAY LLC, 1200 DIAMOND CIRCLE, LAFAYETTE, CO 80026. REGISTERED AGENT: DALE KING. TYPE: DLLC. DATE: 1/7/08.

1475 LAWRENCE ST. LLC, 4474 GREENBRIAR BLVD., BOULDER, CO 0. REGISTERED AGENT: A. YOUNG. TYPE: DLLC. DATE: 1/16/08.

1501 LEE HILL LLC, 1507 NORTH ST., BOULDER, CO 80304. REGISTERED AGENT: ANTHONY CATALANO. TYPE: DLLC. DATE: 1/22/08.

160 WELLINGTON LLC, 8515 OURAY DRIVE, LONGMONT, CO 80503. REGISTERED AGENT: BRETT HEINRICH. TYPE: DLLC. DATE: 1/1/08.

163 GRANT LLC, 3624 YALE, LONGMONT, CO 80503. REGISTERED AGENT: JOSEPH LEMIEUX. TYPE: DLLC. DATE: 12/31/07.

1734 MACON ST. LLC, 501 SPRUCE ST., LOUISVILLE, CO 80027. REGISTERED AGENT: ROBERT MCCARVILL. TYPE: DLLC. DATE: 12/27/07.

1973 CARR LLC, 3624 YALE, LONGMONT, CO 80503. REGISTERED AGENT: JOSEPH LEMIEUX. TYPE: DLLC. DATE: 12/31/07.

2252 ASH ST. LLC, 462 BONANZA DRIVE, ERIE, CO 80516. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/17/08.

2COM COMMUNICATIONS LLC, 6227 RESERVE DRIVE, BOULDER, CO 80303. REGISTERED AGENT: . TYPE: FLLC. DATE: 1/17/08.

320 COLONY HOA INC., 2450 AIRPORT ROAD, LONGMONT, CO 80503. REGISTERED AGENT: DEBRA HARRISON. TYPE: DNC. DATE: 1/15/08.

326 THIRD AVE. LLC, 1693 MOUNTAIN DRIVE, LONGMONT, CO 80503. REGISTERED AGENT: PAUL KELLEY. TYPE: DLLC. DATE: 1/15/08.

3624 YALE LLC, 8515 OURAY DRIVE, LONGMONT, CO 80503. REGISTERED AGENT: JOSEPH LEMIEUX. TYPE: DLLC. DATE: 12/31/07.

3R INC., (DBA) RED WING SHOES, 4350 HIGHWAY 66, LONGMONT, CO 80504. REGISTERED AGENT: ROBERT HERR. TYPE: DPC. DATE: 1/11/08.

5395 PEARL PARKWAY LLC, 3188 NOBLE COURT, BOULDER, CO 80301. REGISTERED AGENT: ERIC KRAMER. TYPE: DLLC. DATE: 1/15/08.

729 DUDLEY LLC, 2727 NELSON ROAD, LONGMONT, CO 80503. REGISTERED AGENT: DEBRA HARRISON. TYPE: DLLC. DATE: 1/14/08.

760 W. FIRST LLC, 3166 FRONTIER AVE., BROOMFIELD, CO 80020. REGISTERED AGENT: CORRINE STEWART. TYPE: DLLC. DATE: 1/8/08.

7700 WEST COLFAX LLC, 140 S. 36TH ST., BOULDER, CO 80305. REGISTERED AGENT: CHARLES SISK.

TYPE: DLLC. DATE: 1/9/08.

788 GATEWAY LLC, 3956 DA VINCI DRIVE, LONGMONT, CO 80503. REGISTERED AGENT: BRETT HEINRICH. TYPE: DLLC. DATE: 1/1/08.

926 MARINE LLC, 1241 MEADOWLARK DRIVE, BOULDER, CO 0. REGISTERED AGENT: . TYPE: DLLC. DATE: 12/31/07.

961 GRANDVIEW LLC, 1241 MEADOWLARK DRIVE, BOULDER, CO 0. REGISTERED AGENT: . TYPE: DLLC. DATE: 12/31/07.

976 UNIVERSITY LLC, 365-B SEMINOLE DRIVE, BOULDER, CO 80303. REGISTERED AGENT: . TYPE: DLLC. DATE: 12/31/07.

A FIT LIFE, 501 W. LINDEN ST., LOUISVILLE, CO 80027. REGISTERED AGENT: REBECCA CHAPPELL. TYPE: DLLC. DATE: 12/28/07.

A SOLAR GENERATION INC., 3978 PRIMEROSE COURT, BROOMFIELD, CO 0. REGISTERED AGENT: KELLY SLOAT-WHITE. TYPE: DPC. DATE: 1/1/08.

ABACUS ENTERPRISE INC., 480 W. DAHLIA ST., LOUISVILLE, CO 80027. REGISTERED AGENT: MARTIN NEWMARK. TYPE: DPC. DATE: 1/1/08.

ACADEMY EQUITIES LLC, 970 AURORA AVE., BOULDER, CO 80302. REGISTERED AGENT: GARY BERG. TYPE: DLLC. DATE: 1/7/08.

ACADEMY HOLDINGS LLC, 1630 30TH ST., NO. 350, BOULDER, CO 80301.

REGISTERED AGENT: GARY BERG. TYPE: DLLC. DATE: 1/7/08.

ADD IT UP LLC, 1860 LEFTHAND CIRCLE, LONGMONT, CO 80501. REGISTERED AGENT: CHARITY JOHNSTON-JONES. TYPE: DLLC. DATE: 1/8/08.

ADNOTA ENTERPRISES LLC, C/O STUART P. KINGSBERY, BOULDER, CO 80302. REGISTERED AGENT: TONDA WILKINSON. TYPE: DLLC. DATE: 1/3/08.

AFFECT LLC, 8470 STRAWBERRY LANE, NIWOT, CO 80503. REGISTERED AGENT: JAMES McDONALD. TYPE: DLLC. DATE: 1/10/08.

AFP CONSORTIUM, 2444 NINTH ST., NO. 10, BOULDER, CO 80304. REGISTERED AGENT: HARRY LEWIS. TYPE: DNC. DATE: 1/8/08.

AFTERSHOCK CONSTRUCTION INC., 225 FLINT WAY, BROOMFIELD, CO 80020. REGISTERED AGENT: BRAD BROWN. TYPE: DLLC. DATE: 12/28/07.

AGILONICS LLC, 2687 N. PARK DRIVE, LAFAYETTE, CO 80026. REGISTERED AGENT: LINDA FAST. TYPE: DLLC. DATE: 1/15/08.

AIYA! SOFTWARE LLC, 1524 KENNEDY AVE., LOUISVILLE, CO 80027. REGISTERED AGENT: THEODORE CHEN. TYPE: DLLC. DATE: 1/7/08.

ALBEDO, 1111 KIMBARK ST., LONGMONT, CO 80501. REGISTERED AGENT: . TYPE: DLLC. DATE: 12/28/07.

ALEXCO LLC, 8446 GREENWOOD DRIVE, NIWOT, CO 80503. REGISTERED AGENT: BRUCE HEIMANN. TYPE: DLLC. DATE: 1/16/08.

ALJ ENTERPRISES INC., 2243 DALEY DRIVE, LONGMONT, CO 80501. REGISTERED AGENT: DAVID HAYES. TYPE: DPC. DATE: 1/18/08.

ALJ ENTERPRISES LLC, 2236 MARI-NER DRIVE, LONGMONT, CO 80503. REGISTERED AGENT: DAVID HAYES. TYPE: DLLC. DATE: 1/9/08.

ALL SORTS OF HELP, 607 W. LUCERNE DRIVE, LAFAYETTE, CO 80026. REGISTERED AGENT: HELEN PEIKER. TYPE: DLLC. DATE: 1/15/08.

ALLEN PRODUCTIONS LLC, 1140 U.S. HIGHWAY 287, NO. 100A, BROOMFIELD, CO 80020. REGISTERED AGENT: JEFF TARR. TYPE: DLLC. DATE: 1/17/08.

ALLIE IN THE KITCHEN LLC, 2610 N. BROADWAY ST., BOULDER, CO 80304. REGISTERED AGENT: ALLISON GUNTER. TYPE: DLLC. DATE: 1/16/08.

ALLIED EDUCATIONAL INSTITUTE LLC, 911 PIKES PEAK LANE, LOUISVILLE, CO 80027. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/9/08.

ALLIES COLORADO INC., 2430 BROADWAY, BOULDER, CO 80302. REGISTERED AGENT: . TYPE: DNC. DATE: 1/2/08.

ALM, 7313 OLD POST ROAD, BOULDER, CO 80301. REGISTERED AGENT: .
➤ See **Leads, 35A**

NONPROFIT NETWORK

BRIEFS

Community Cycles, a Boulder-based nonprofit that educates and advocates the safe use of bicycles, is expanding its operations into a neighboring location at 2805 Wilderness Place, Suite 1000. The nonprofit is subleasing the 500-square-foot space from the Green Heart Institute, an environmental education nonprofit.

FUNDRAISERS

The Tiny Tim Center Inc. presents **Moon Over Shanghai** at 5:30 p.m. on Saturday, March 1, at the Radisson Hotel & Conference Center, 1900 Ken Pratt Blvd. in Longmont. This is an auction event to raise money for the Center's mission to help disabled children. Cost: \$60. Contact: www.tinytimcenter.org.

Bal Swan Children's Center presents the **Bal Swan Ball** from 5:30 p.m. to midnight on Saturday, March 1, at the Omni Interlocken Resort, 500 Interlocken Blvd. in Broomfield. The event features a silent auction, live auction, dinner, and dancing to the Groove Machine. Cost: \$100. Contact: www.balswan.org.

YWCA of Boulder County presents its annual **Hall of Fame** event from 6:30 to 10:30 p.m. on Saturday, March 8, at the Omni Interlocken Resort, 500 Interlocken Blvd. in Broomfield. Honors people who have made significant contributions to the advancement of women and children in Boulder County. Cost: \$125. Contact: www.ywcaboulder.org.

Rocky Mountain Center for Musical Arts presents **Crescendo!**, from 6 to 11 p.m. on Saturday, March 8,

at the Renaissance Suites Hotel, 500 Flatiron Blvd. in Broomfield. This gala benefit features Face, an all-vocal band. There will also be dinner, live jazz and an auction. Cost: \$65 single, \$520 table of eight. Contact: Lorenza Maksimow at 303-665-0599 ext. 106 or lorenza@mcma.org.

OUR Center hosts **Empty Bowls** from 10:30 a.m. to 1:30 p.m. on Saturday, March 15, at Longmont High School, 1040 Sunset St. in Longmont. Select a handmade bowl to take home and fill it with one of 20 soups made by community members. Cost: \$17 advance, \$20 door if available. Contact: Elaine, 303-772-5529 or elaine@ourcenter.org.

Mountain Day Camp presents **Campership Fundraiser & Open House**, from 5 to 9 p.m. on Tuesday, March 18, at Noodles & Co., 1245 Alpine Ave. in Boulder. Noodles &

Co. will donate 20 percent of the night's proceeds to the MDC Campership fund, a fund for children unable to pay for camp. Contact: Betsy Strohmaier at 720-249-2997 or info@mountaindaycamp.com.

GOOD DEEDS

Bob Charles, a Boulder citizen, pledged \$100,000 toward a housing facility for **Imagine!**, a Lafayette-based nonprofit that provides services for people with developmental disabilities. The facility will be named The Bob and Judy Charles SmartHome.

The German School Club of Boulder disbanded and gave its treasury surplus to **Meals on Wheels of Boulder**, a nonprofit that brings meals to people unable to leave their homes. The amount of the surplus was \$4,554.68.

LEADS from 34A

ALAN MAINERO. TYPE: DLLC. DATE: 1/22/08.

AMERICAN HANDS INC., 5928 BRANDYWINE COURT, BOULDER, CO 80301. REGISTERED AGENT: ERIC SCHWARTZ. TYPE: DPC. DATE: 12/31/07.

AMERICAN PARKING LOT STRIPING LLC, 2394 HIGH LONESOME TRAIL, LAFAYETTE, CO 80026. REGISTERED AGENT: PAUL GABEL. TYPE: DLLC. DATE: 1/1/08.

ANANDA COMPUTERS LLC, 1041 DELTA DRIVE, LAFAYETTE, CO 80026. REGISTERED AGENT: SAMUEL HALIMI. TYPE: DLLC. DATE: 1/3/08.

ANDREW PEABODY LLC, 122 LONGS PEAK DRIVE, LYONS, CO 80540. REGISTERED AGENT: ANDREW PEABODY. TYPE: DLLC. DATE: 1/3/08.

ANGELIS TRAVEL LLC, 3146 W. 134TH COURT, BROOMFIELD, CO 80020. REGISTERED AGENT: JOCELYNE GRZELA. TYPE: DLLC. DATE: 1/8/08.

ANNIE B. LIFESTYLE AND APPAREL LLC, 162 RUSTIC ROAD, WARD, CO 80512. REGISTERED AGENT: ANNE BLAIR. TYPE: DLLC. DATE: 1/18/08.

ANUBIS INC., 901 SAINT ANDREWS LANE, LOUISVILLE, CO 80027. REGISTERED AGENT: STANLEY SWANSON. TYPE: DPC. DATE: 1/1/08.

ANYTHINK INC., 368 S. MCCASLIN BLVD., LOUISVILLE, CO 80027. REGISTERED AGENT: BRIAN SCHWALM. TYPE: DPC. DATE: 1/9/08.

APPLE SKIN MEDIA INC., P.O. BOX 2004, BROOMFIELD, CO 0. REGISTERED AGENT: KENNETH MERRILL. TYPE: DPC. DATE: 1/16/08.

ARAPAHO PEAK REAL ESTATE FUND II LP, 1143 PORTLAND PLACE, BOULDER, CO 80304. REGISTERED AGENT: DOUG BONNETTE. TYPE: FLP. DATE: 1/2/08.

ARROW DELIVERY SERVICE LLC, 305 W. BROME AVE., LAFAYETTE, CO 80026. REGISTERED AGENT: CLIFF SMEDLEY. TYPE: DLLC. DATE: 1/2/08.

ARS PRINTING INC., 917 KIMBARK ST., LONGMONT, CO 80501. REGISTERED AGENT: SHERRY HANSON. TYPE: DPC. DATE: 1/1/08.

ARTHUR CONDOMINIUMS OWNERS ASSOCIATION INC., 193 W. CEDAR WAY, LOUISVILLE, CO 80027. REGISTERED AGENT: EDWARD LADLEY. TYPE: DNC. DATE: 1/11/08.

ARVADA 2 LLC, 1276 NORTHVIEW DRIVE, ERIE, CO 80516. REGISTERED AGENT: MICHAEL BOSELLI. TYPE: DLLC. DATE: 1/1/08.

ATHLETICS FINANCIAL SERVICES LLC, 340 BRIGGS ST., ERIE, CO 80516. REGISTERED AGENT: CLAYTON HAMILTON. TYPE: DLLC. DATE: 1/9/08.

AUSSIE DAY'S SERVICES INC., 630 LARAMIE BLVD., BOULDER, CO 80304. REGISTERED AGENT: BENJAMIN DAY. TYPE: DPC. DATE: 1/18/08.

AWAKENED LIFE LLC, 378 HOLLYBERRY LANE, BOULDER, CO 80305. REGISTERED AGENT: SHANNON JONES. TYPE: DLLC. DATE: 1/11/08.

BADON COMPUTER SERVICES AND TECHNOLOGIES, 1000 COREY ST., LONGMONT, CO 80501. REGISTERED AGENT: JASON BADON. TYPE: DLLC. DATE: 12/30/07.

BARRY C. SHAPIRO LLC, 898 KOSS ST., ERIE, CO 80516. REGISTERED AGENT: BARRY SHAPIRO. TYPE: DLLC. DATE: 1/21/08.

BASEMENT MASTERS LLC, 7070 W. 117TH AVE., NO. D, BROOMFIELD, CO 80020. REGISTERED AGENT: LISA YOUNG. TYPE: DLLC. DATE: 1/14/08.

BASIC NUMBERS LLC, 4240 PEACH WAY, BOULDER, CO 80301. REGISTERED AGENT: MICHAEL HOFFMAN. TYPE: DLLC. DATE: 1/22/08.

BEAR CREEK ENGINEERING LLC, 990 CRESCENT DRIVE, BOULDER, CO 80303. REGISTERED AGENT: DOUGLAS HANSEN. TYPE: DLLC. DATE: 1/12/08.

BEDEUS LLC, 295 HARVEST POINT DRIVE, ERIE, CO 80516. REGISTERED AGENT: DEBORAH HARDING. TYPE: DLLC. DATE: 1/2/08.

BENTRAY PHOTOGRAPHY LLC, 3080 RED DEER TRAIL, LAFAYETTE, CO 80026. REGISTERED AGENT: MARTEL TIGNOR. TYPE: DLLC. DATE: 1/10/08.

BETASSO, P.O. BOX 18103, BOULDER, CO 80308. REGISTERED AGENT: MARK ARROYO. TYPE: DLLC. DATE: 12/31/07.

BHP VENTURES LLC, 4253 PRADO DRIVE, BOULDER, CO 80303. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/3/08.

BIG BLACK LAB VIDEO INC., 107 S. PUBLIC ROAD, LAFAYETTE, CO 80026. REGISTERED AGENT: LEILA MCMURRAY. TYPE: DPC. DATE: 12/27/07.

BIOTX LLC, 713 PASCHAL DRIVE, LAFAYETTE, CO 80026. REGISTERED AGENT: YUBONG HAHN. TYPE: DLLC. DATE: 1/15/08.

BIOXT LLC, 9830 ISABELLE ROAD, LAFAYETTE, CO 80026. REGISTERED AGENT: YUBONG HAHN. TYPE: DLLC. DATE: 1/15/08.

BLACKARROW LLC, 777 PEARL ST., BOULDER, CO 80302. REGISTERED AGENT: MATTHEW DAVIES. TYPE: DLLC. DATE: 1/8/08.

BLACKGLASS LLC, 1722 14TH ST., BOULDER, CO 80302. REGISTERED AGENT: . TYPE: DLLC. DATE: 12/27/07.

BLISS PLUMBING SERVICE INC., 2668 ELMER LINN DRIVE, LONGMONT, CO 80504. REGISTERED AGENT: PAUL BLISS. TYPE: DPC. DATE: 1/10/08.

BLOEM BODYWORK LLC, 5023 W. 120TH AVE., BROOMFIELD, CO 80020. REGISTERED AGENT: BARBARA BLOEM. TYPE: DLLC. DATE: 12/31/07.

BLOSSOM 4U LLC, 8151 ANCHOR DRIVE, LONGMONT, CO 80504. REGISTERED AGENT: JOAN BLOSSOM. TYPE: DLLC. DATE: 12/26/07.

BLUE DOLPHIN SWIM SCHOOL INC., 2400 INDUSTRIAL LANE, SUITE 2100, BROOMFIELD, CO 80020. REGISTERED AGENT: STACY YOUNG. TYPE: DPC. DATE: 1/9/08.

BOGDANOVA DANCE LLC, 1707 N.

MAIN ST., LONGMONT, CO 80501. REGISTERED AGENT: ANNA BOGDANOVA. TYPE: DLLC. DATE: 12/27/07.

BOK GROUP, 152 CROCKETT TRAIL, NIWOT, CO 80481. REGISTERED AGENT: NANCY O'KELLEY. TYPE: DLLC. DATE: 1/17/08.

BOULDER AERO LLC, 8238 SUGARLOAF ROAD., BOULDER, CO 80302. REGISTERED AGENT: MICHAEL BRISTOL. TYPE: DLLC. DATE: 1/2/08.

BOULDER COUNTY FISHING ACADEMY, 3065 REDSTONE LANE, BOULDER, CO 80305. REGISTERED AGENT: SAM WELLS. TYPE: DPC. DATE: 1/1/08.

BOULDER COUNTY FOOT & ANKLE, P.C., 1225 GEORGETOWN ROAD., BOULDER, CO 80305. REGISTERED AGENT: JOHN JACHIMIAK. TYPE: DPC. DATE: 1/1/08.

BOULDER ELKS YOUTH SERVICES INC., 3753 MOUNTAIN LAUREL PLACE, BOULDER, CO 0. REGISTERED AGENT: DON GARDNER. TYPE: DNC. DATE: 12/28/07.

BOULDER GYPSIE NATION, 1015 PINECONE CIRCLE, WARD, CO 80481. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/11/08.

BOULDER HOSPITALITY PARTNERS LLC, 1120 TOEDTLI DRIVE, BOULDER, CO 80305. REGISTERED AGENT: CHRISTOPHER KILCULLEN. TYPE: DLLC. DATE: 1/22/08.

BOULDER PERFORMANCE LAB LLC, 388 PEAKVIEW ROAD., BOULDER, CO 80302. REGISTERED AGENT: JASON SMITH. TYPE: DLLC. DATE: 1/14/08.

BOULDER TDR LLC, 4957 SUNDANCE SQUARE, BOULDER, CO 80301. REGISTERED AGENT: STEVEN ERICKSON. TYPE: DLLC. DATE: 1/4/08.

BOULDER TRIP SERVICE LLC, 2995 GLENWOOD DRIVE, BOULDER, CO 80301. REGISTERED AGENT: MARK CARSON. TYPE: DLLC. DATE: 1/9/08.

BOULDER WELLNESS BLENDS, 4743 KINCROSS COURT, BOULDER, CO 80301. REGISTERED AGENT: MARK MALLEN. TYPE: DLLC. DATE: 1/21/08.

BRAINTech LLC, 3807 FLORENTINE CIRCLE, LONGMONT, CO 80503. REGISTERED AGENT: OWEN EMLÉN. TYPE: DLLC. DATE: 1/14/08.

BREAKAWAY MULTISPORTS LLC, 1342 APPLE VALLEY ROAD, LYONS, CO 80540. REGISTERED AGENT: ANDREW PEABODY. TYPE: DLLC. DATE: 1/3/08.

BRENT WILSON LLC, 1539 PEARL ST., BOULDER, CO 0. REGISTERED AGENT: BRENT WILSON. TYPE: DLLC. DATE: 12/28/07.

BRIAN MILLER COMMUNICATIONS LLC, 3480 BARON COURT, BROOMFIELD, CO 80020. REGISTERED AGENT: BRIAN MILLER. TYPE: DLLC. DATE: 1/1/08.

BROADMOORE SIX REAL ESTATE LLC, 1460 LEXINGTON AVE., BROOMFIELD, CO 80023. REGISTERED AGENT: . TYPE: DLLC. DATE: 12/31/07.

BROOMFIELDBLITZFOOTBALL CLUB INC., 580 BURBANK ST., SUITE 130, BROOMFIELD, CO 80020. REGISTERED

AGENT: . TYPE: DNC. DATE: 12/31/07.

BROWN & CO. CPA'S LLC, 1073 WHITE HAWK RANCH DRIVE, BOULDER, CO 80303. REGISTERED AGENT: KATHLEEN BROWN. TYPE: DLLC. DATE: 1/22/08.

BSIMPLE DESIGNS LLC, 1314 MAIN ST., SUITE 200, LOUISVILLE, CO 80027. REGISTERED AGENT: BRIGID FILMER. TYPE: DLLC. DATE: 1/4/08.

BUDGETCO LLC, 1690 N. MAIN ST., LONGMONT, CO 80501. REGISTERED AGENT: D MILLER. TYPE: DLLC. DATE: 1/14/08.

BULLSEYE APPRAISAL SERVICES LLC, 875 NINTH ST., BOULDER, CO 80302. REGISTERED AGENT: CYNTHIA WITTERS. TYPE: DLLC. DATE: 1/1/08.

BUY-RITE AUTO GLASS INC., 1901 CARR DRIVE, LONGMONT, CO 80501. REGISTERED AGENT: . TYPE: DPC. DATE: 1/7/08.

C & B PROPERTIES LLC, 1802 PRIMROSE PLACE, ERIE, CO 80516. REGISTERED AGENT: CATHLEEN COOPER. TYPE: DLLC. DATE: 1/19/08.

C. E. ARMSTRONG LLC, 313 W. LUCERNE DRIVE, LAFAYETTE, CO 80026. REGISTERED AGENT: CLEVE ARMSTRONG. TYPE: DLLC. DATE: 1/8/08.

C.L. BRADFORD & ASSOCIATES INC., 154 WIGGETT COURT, ERIE, CO 80516. REGISTERED AGENT: COPELAND BRADFORD. TYPE: DPC. DATE: 1/4/08.

CANOVA RESEARCH LLC, 772 CYPRESS DRIVE, BOULDER, CO 80303. REGISTERED AGENT: JOHN CANOVA. TYPE: DLLC. DATE: 12/26/07.

CANTON DRUGSTORE LLC, 14353 BLUE VISTA WAY, BROOMFIELD, CO 80023. REGISTERED AGENT: RUDIGER FETTIG. TYPE: DLLC. DATE: 1/10/08.

CAPSTONE LLC, P.O. BOX 6729, LONGMONT, CO 80501. REGISTERED AGENT: ARTURO VASQUEZ. TYPE: DLLC. DATE: 12/27/07.

CAPROCK CORP., 1979 FAIRWAY POINT DRIVE, ERIE, CO 80516. REGISTERED AGENT: KAE KRUEGER. TYPE: DPC. DATE: 1/1/08.

CARBONAIR LLC, 14901 HURON ST., BROOMFIELD, CO 80023. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/4/08.

CARTESIAN GOBLET LLC, 3700 SILVER PLUME LANE, BOULDER, CO 80305. REGISTERED AGENT: MICHAEL SHOPNITZ. TYPE: DLLC. DATE: 1/14/08.

CATAMOUNT ENTERPRISES INC., 2270 SPRUCE ST., BOULDER, CO 80302. REGISTERED AGENT: EDWARD GILMARTIN. TYPE: DPC. DATE: 12/27/07.

CAVA CONSTRUCTIONS, 1043 TURNBERRY CIRCLE, LOUISVILLE, CO 80027. REGISTERED AGENT: GUILLERMO VALENZUELA. TYPE: DLLC. DATE: 1/2/08.

CAVALLO MARKETING INC., 790 N. 119TH ST., LAFAYETTE, CO 80026. REGISTERED AGENT: STEFANIE LUCIANO. TYPE: DPC. DATE: 1/10/08.

CBC CONSTRUCTION BY CARTIER LLC, 1200 DIAMOND CIRCLE, LAFAY-

ETTE, CO 80026. REGISTERED AGENT: JOEL CARTIER. TYPE: DLLL. DATE: 1/8/08.

CCEC LLC, 4066 26TH ST., BOULDER, CO 80304. REGISTERED AGENT: ROBERT KARGOL. TYPE: DLLC. DATE: 1/15/08.

CHARLOTTE F. WILLIAMS CONSULTING, 108 PINE ST., BROOMFIELD, CO 80020. REGISTERED AGENT: CHARLOTTE WILLIAMS. TYPE: DPC. DATE: 1/4/08.

CHI CONSTRUCTION LLC, 1502 ADONIA CIRCLE, LAFAYETTE, CO 80026. REGISTERED AGENT: CHARLES ACHCET. TYPE: DLLC. DATE: 1/8/08.

CHIDOG CARTS LLC, 1252 S. COFFMAN ST., LONGMONT, CO 80501. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/22/08.

CK CREATIONS LLC, 5916 GUNBARREL AVE., NO. F, BOULDER, CO 80301. REGISTERED AGENT: CHRISTOPHER BLAKEMORE. TYPE: DLLC. DATE: 1/7/08.

CLEANING PROS LLC, 1789 WILSON CIRCLE, ERIE, CO 80516. REGISTERED AGENT: BRIAN VIGIL. TYPE: DLLC. DATE: 1/20/08.

CLEATUS LLC., 13818 TEAL CREEK DRIVE, BROOMFIELD, CO 80023. REGISTERED AGENT: ROBERT CONNORS. TYPE: DLLC. DATE: 1/20/08.

CLIENT MANAGEMENT CONSULTANTS LLC, 309 E. ELM ST., LAFAYETTE, CO 80026. REGISTERED AGENT: MARC BONSIGNORE. TYPE: DLLC. DATE: 1/22/08.

CLOUD-VEIL IMAGES, 5656 BROOK HOLLOW DRIVE, BROOMFIELD, CO 80020. REGISTERED AGENT: LINDA MAHONEY. TYPE: DLLC. DATE: 1/16/08.

CMM CRAFT LLC, 49 E. 17TH AVE., LONGMONT, CO 80501. REGISTERED AGENT: STEVEN RUIZ. TYPE: DLLC. DATE: 1/8/08.

CO2 WEATHER INC., 965 35TH ST., BOULDER, CO 80303. REGISTERED AGENT: . TYPE: DPC. DATE: 1/2/08.

COKNOWN LLC, 4760 WALNUT ST., BOULDER, CO 80301. REGISTERED AGENT: ERIC MAY. TYPE: DLLC. DATE: 1/10/08.

COLAZ LLC, 40 ANCHORAGE COURT, LONGMONT, CO 80501. REGISTERED AGENT: WILLIAM RICH. TYPE: DLLC. DATE: 1/4/08.

COLLINS PROPERTIES LLC, 800 E. GENESEO ST., LAFAYETTE, CO 80026. REGISTERED AGENT: RICK DOTY. TYPE: DLLC. DATE: 12/31/07.

COLOR DESIGN INC., 1143 E. 12TH AVE., BROOMFIELD, CO 80020. REGISTERED AGENT: CAROLYN MOLITOR. TYPE: DPC. DATE: 1/8/08.

COLORADO ACADEMY OF ART FOUNDATION, 595 CANYON BLVD., BOULDER, CO 80302. REGISTERED AGENT: PETER KENNEDY. TYPE: DNC. DATE: 1/17/08.

COLORADO LIFESTYLE PHOTOGRAPHY LLC, 836 MAIN ST., LOUISVILLE, CO 80027. REGISTERED AGENT: DAVID LANGDON. TYPE:

DLLC. DATE: 12/31/07.

COLORADO LOCAL SUSTAINABILITY LLC, 241 ALPINE DRIVE, NEDERLAND, CO 80466. REGISTERED AGENT: JIM SINCOCK. TYPE: DLLC. DATE: 1/8/08.

COLORADO MORTGAGE ADVISORS LLC, 417 ALPINE AVE., BOULDER, CO 80304. REGISTERED AGENT: LEWIS COX. TYPE: DLLC. DATE: 12/28/07.

COLORADO PHOTOGRAPHY CO. INC., 1619 MOUNT EVANS DRIVE, LONGMONT, CO 80501. REGISTERED AGENT: ROSS GREINER. TYPE: DPC. DATE: 1/1/08.

COLSON QUINN LLC, 470 JUNIPER AVE., BOULDER, CO 80304. REGISTERED AGENT: ROBERT QUINN. TYPE: DLLC. DATE: 1/3/08.

CONGRUITY TECHNOLOGIES INC., 5000 BUTTE ST., NO. 127, BOULDER, CO 80301. REGISTERED AGENT: SCOTT SMITH. TYPE: FPC. DATE: 1/7/08.

CORNERSTONE HOLDINGS INC., 735 GILPIN DRIVE, BOULDER, CO 80303. REGISTERED AGENT: . TYPE: DPC. DATE: 12/31/07.

CORNERSTONE TIMBER FRAME LLC, 365-B SEMINOLE DRIVE, BOULDER, CO 80303. REGISTERED AGENT: . TYPE: DLLC. DATE: 12/31/07.

COSMIC FIRE LLC, 1942 BROADWAY, SUITE 314, BOULDER, CO 80302. REGISTERED AGENT: MICHAEL HAYNES. TYPE: DLLC. DATE: 1/21/08.

COTF LLC, 970 AURORA AVE., BOULDER, CO 80302. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/16/08.

COZY ACRES LLC, 7464 ARAPAHOE ROAD, BOULDER, CO 80303. REGISTERED AGENT: JEFF ROTH. TYPE: DLLC. DATE: 1/1/08.

CRAIG SCHUMACHER INC., 7996 OXFORD ROAD, LONGMONT, CO 80503. REGISTERED AGENT: CRAIG SCHUMACHER. TYPE: DPC. DATE: 1/17/08.

CRAIG'S CHIROPRACTIC LLC, 7669 N. FOOTHILLS HIGHWAY, BOULDER, CO 80302. REGISTERED AGENT: CRAIG SHANNON. TYPE: DLLC. DATE: 1/4/08.

CREATIVE VENTURES LLC, 1782 PRIMROSE PLACE, ERIE, CO 80516. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/7/08.

CROSS PARTNERS LLC, 965 GRAPE AVE., BOULDER, CO 80304. REGISTERED AGENT: BROOK WATTS. TYPE: DLLC. DATE: 12/27/07.

CROWD FACTOR LLC, 1780 DEER VALLEY ROAD, BOULDER, CO 80305. REGISTERED AGENT: DANIEL RICHARDSON. TYPE: DLLC. DATE: 1/1/08.

CTC CHALLENGE LLC, P.O. BOX 477, NIWOT, CO 80544. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/2/08.

CUSTOM HEALTH INTEGRATION LLC, 1136 PEARL ST., BOULDER, CO 80302. REGISTERED AGENT: . TYPE: DLLC. DATE: 1/2/08.

CUSTOMCHANNELS.NET LLC, 4072 DAWN COURT, BOULDER, CO 80304. REGISTERED AGENT: DAVID RAHN. TYPE: DLLC. DATE: 1/1/08.



DAVID CLUCAS

The Summit at Flatirons apartments in Broomfield recently added a new ownership partner. The two partners agreed to recapitalize the project at \$76.3 million.

Broomfield apartments recapitalized for \$76.3 million

BROOMFIELD — The Summit at Flatirons, a 500-unit luxury apartment community in Broomfield, has changed part of its ownership, recapitalizing the property at \$76.3 million.

The original builder, Charleston, S.C.-based Greystar Real Estate Partners, said it is adding a new undisclosed institutional investor, after its previous partner, Morgan Stanley, sold its share of the development.

“Morgan Stanley wanted to sell, but Greystar wanted to stay in, so we recapitalized the project at a new price and brought in a new investor,” said Kris Woolley, a principal with Greystar Investment Group, the investment arm of Greystar.

Broomfield public records lists the new \$76.3 million price. Woolley declined to reveal the ownership share of each group.

The 500-unit apartment complex, with luxury one- and two-bedroom apartments, was built in 2005 and sits on 13.2 acres. It features a swimming pool, gym, elevators and a parking garage. Greystar’s management service arm will manage the apartments. Occupancy is above 90 percent.

“We believe in that U.S. 36 Corridor,” Woolley said. “We think there will continue to be an influx of quality, high-paying jobs to that area. The ConocoPhillips news (to build a new global training center along U.S. 36) is the latest endorsement by a large company about how great that area is.”

Greystar owns or manages about 4,600 apartment units throughout Colorado, Woolley said.

BOLDER

RAYBACK PROPERTY SOLD:

Local developer Stephen Tebo has purchased the former Rayback Plumbing Supply property at 2775 Valmont Road for \$1,784,300.

Tebo plans to eventually renovate the site near the northwest corner of Valmont Road and 28th Street for retail use. He owns the retail properties to the east and north of the property, including Tebo Plaza along 28th St.

The Rayback property has a 10,516-square-foot commercial building and a 4,730-square-foot storage building that is available for lease.

The 58-year-old Rayback Plumbing business closed in January, and owner Marion Rayback put the property into a family partnership before the sale to Tebo, according to Boulder County public records.



REAL ESTATE

David Clucas

..... “We were at the Valmont location for 30 years. He had a shop on 14th Street for 28 years prior.

MUSICAL MOVE: Robb’s Boulder Music has found a new location at 30th and Bluff streets in Boulder, after selling its former building at 1580 Canyon Blvd.

The musical instrument store signed a lease for 7,453 square feet of space at 2691 30th St., across from the Boulder Steel Yards. Darrin Harris Frisby with

Avanti Commercial Real Estate helped broker the deal.

Robb’s Music President Seth Goodman expects to complete the move to the new location by late spring.

The former location of Robb’s at 1580 Canyon is being redeveloped into a mixed-use building, which will include a new location for the Boulder Map Gallery.

NEW SPACE: LogRhythm Inc., a data-log management software company, has signed a lease to move and expand its offices in Boulder.

The company signed a lease for 9,000 square feet of office space at 3195 Sterling Circle. The new building is nearing construction completion, and the company expects to move in April. Westland Development Services Inc., partly owned by the Aweida family, owns the building.

The new lease more than doubles LogRhythm’s space at 3005 Center Green Drive, Suite 130.

Andrew Freeman with Freeman Myre Inc. and Stephanie Vaughn with Prudential Commercial Real Estate helped broker the deal.

NONPROFIT EXPANDING: The I Have A Dream Foundation, a local nonprofit that provides academic support for disadvantaged youth, will be breaking ground on a new community center in Boulder.

The new center at 3114 Broadway is scheduled to be complete in the summer of 2008.

The city’s housing authority, Boulder Housing Partners, is funding the project, and Boulder-based Stephen Sparn Archi-

tects PC is designing the building.

The new community center will allow I Have A Dream to expand its program to 50 additional low-income children. IBM will be donating 15 new computers to the center through its Teaming For Technology Program for a computer lab. The center will have a kitchen to provide snacks for the kids and classrooms for teaching and tutoring.

NEW NIGHTCLUB: The owners of the Purple Martini bar at Twenty Ninth Street have opened a new nightclub called Elixir at 1915 Broadway, just south of the Pearl Street Mall.

Co-owner Will Coleman said the nightclub will offer a high-end atmosphere with 10 private booths available for reservation, each featuring a flat-screen TV. The booths sit above a central dance floor. The second floor features a lounge atmosphere for drinks and happy hour.

Elixir is leasing the 4,000-square-foot space from building owner Stephen Tebo. The space has housed several martini bars in the past. Coleman said he completely gutted and renovated the inside with a high-end finish, granite tabletops and better lighting.

THAT SMELLS GOOD: Scent Chips Colorado, an Estes Park-based fragrance company, is opening a new store on the Pearl Street Mall.

The company signed a lease for 1,352 square feet of retail space at 1970 13th St.

Tebo Development Co. owns the property. Chris Hansen with The Colo-

► See **Real Estate, 37A**

rado Group helped broker the deal.

LONGMONT

LAND NEGOTIATIONS: The city of Longmont will allow Boulder County to negotiate the possible purchase of 258 acres of land north of the city for open space.

The land, along Colorado 66 and west of U.S. 287, is owed by PUMA 66 Investors LLLP. The parcel had received conditional annexation approval into the city of Longmont as part of a larger mixed-use development master plan, said Planning Director Brad Schol.

PUMA has since changed its mind on the future for the land, also known as the Beauprez Farm. It approached Boulder County to sell the land as open space. Because of intergovernmental agreements the county needed Longmont's approval to begin negotiations.

Even if a deal is reached between PUMA and Boulder County it would require another vote by Longmont city council to allow the transaction to go through.

"They could accept it, not accept it, or accept it with some conditions," Schol said.

Some officials and residents are concerned that the switch to open space could hurt the mixed-use plans for the surrounding properties. Schol said the master plan would need to be adjusted if the deal went through.

Schol said there is no specific timeline for the negotiations or a final decision.

"We've been told by PUMA that they'd like to move as quickly as possible," he said. "And if the deal with the

THE WALNUT *High-end residences going up*



DAVID CLUCAS

Crews with Denver-based GE Johnson Construction Co. work on the new luxury residents at The Walnut in downtown Boulder. The project is being developed by Boulder-based Morgan Creek Ventures. The developer is using part of a former office building on the property at 1655 Walnut St. to create 30 high-end living units. The residences range from 1,000 to 3,500 square feet and are selling from \$500,000 to \$3 million.

county falls through, or they can't come to terms, then PUMA wants to move ahead to finalize the annexation into the city."

PUMA bought the property for \$5 million in 2003, according to Boulder County public records.

WAREHOUSE SOLD: Local developer Stephen Tebo has purchased a 73,454-square-foot industrial building in the Weaver Business Park for \$2,768,500.

Tebo Partnership LLLP purchased the building at 455 Weaver Park Road from Actis LLC, headed up by local investor Richard Groves. Ashley Overton with Freeman Myre Inc. helped broker the deal.

The warehouse and manufacturing building has 20,437 square feet available for lease at rates from \$4.25 to \$5.50 per square-foot, triple net, according to Tebo Development Co.

The building with 14- to 18-foot clearances also includes 167 parking spaces.

LOUISVILLE

CTC BUILDING SALE: The owners of a cleaning service company have purchased a 15,010-square-foot building in the Colorado Technology Center in Louisville.

Harry and Sylvie Price with ServiceMaster of Boulder County purchased the building at 270 S. Taylor Ave. for \$1.21 million, according to Boulder County public records. The sellers were Jerry and Ann Raisch.

ServiceMaster of Boulder County plans to occupy about 9,400 square feet of space in the building and lease the remainder of the space to two existing tenants, said Audrey Berne with The Colorado Group, who helped broker the deal with Mathias Thurmer and Michael Ruiz of Coldwell Banker Commercial NRT.

ServiceMaster provides emergency water/fire restoration services and carpet, upholstery, rug/floor and air duct cleaning to homes and businesses throughout Boulder County.

It currently is located at 1630 N. 63rd St. in Boulder and plans to move to the new location.

LAFAYETTE

A GOOD RAW DEAL: Two Moms in the Raw, a Lafayette-based granola and natural foods company, signed a lease for 2,400 square feet of space at 1370 Miners Drive, Suite 108. Chris Boston and Lynda Gibbons with Gibbons-White Inc. helped broker the deal.

Contact David Clucas at 303-440-4950 or dclucas@bcbr.com.

CONOCOPHILLIPS from 1A

with the potential growth of alternative energy companies wanting to locate to the area," Draper said. "All the resources — from ConocoPhillips to the alternative energy collaborative with CU, CSU and the School of Mines and NREL — will all be in one area."

Draper said it's hard to predict whether the new center will increase traffic and congestion to an already busy area along U.S. 36.

"This probably won't be your traditional employee base because of all the visitors and training," she said. "I'm guessing that if you're building a renewable energy center, then it will integrate public transportation."

It's not clear if ConocoPhillips (NYSE: COP) will raze the buildings and start from the ground up or renovate the existing buildings. Company spokesman Bill Tanner said ConocoPhillips is forming internal teams to assess the buildings at the 432-acre site to determine how much renovation or construction must be done to build the research and development center "We will be moving quickly on this over the next few months."

Tanner said the area appeals to ConocoPhillips because the campus is within 50 miles of four universities — University of Colorado in Boulder, Colorado State University in Fort Collins, Colorado School of Mines in Golden and the University of

Denver — and other amenities. "The National Renewable Energy Lab is nearby, Denver International Airport is a world-class airport, and the community is one of those top 100 places to live," Tanner said.

ConocoPhillips currently has two research and development operations in Bartlesville and Ponca City, Okla. Tanner said they are operating at capacity.

Tanner said the number of jobs the center will generate hasn't been determined.

"We will have a permanent cadre of employees to run the center, and we will be regularly bringing in employees from our 40 locations worldwide to use the center."

The revolving door of employees will bode well for hotels, restaurants and tourism in the area, said Broomfield Economic Development Corp. President Don Dunshee.

Before the property sale, five new hotels already had been proposed along the U.S. 36 Corridor in Broomfield — two at Parkway Circle, directly southeast of the campus, two in the Interlocken Advanced Technology Environment business park and one at Arista next to the Broomfield Event Center.

Gov. Bill Ritter announced the energy company's plans for the StorageTek site Feb. 20 in a speech to the Rocky Mountain Asphalt Association at the

Holiday Inn at Denver International Airport. The governor had learned of the buyer that morning, said spokesman Jim Carpenter.

Ritter said this helps establish the state as a leader in what he calls the "New Energy Economy."

"ConocoPhillips clearly recognizes the need to marry the traditional oil-and-gas industry with renewable energy," he said, in a statement. "Fossil fuels will be part of our energy future for decades, but we must build a bridge to the future through new, cleaner technologies and renewable energy."

NREL in Golden has been working with ConocoPhillips since 2003, said NREL spokesman Gary Schmitz.

"The primary focus is biofuels ... one being how to create commercial ethanol from cellulose," Schmitz said. "Today most all ethanol in the country is from corn. But we don't want fuel to compete with food sources."

Schmitz said that cellulose can be derived from many other sources, such as the nonfood leftovers of corn, switchgrass, or fast-growing trees.

"Once perfected, it would provide a boom for the ethanol industry," he said.

ConocoPhillips has yet to ask the state for economic incentives pertaining to the property deal, but it could still do so before building out the campus.

"I think they're here for other reasons,"

said Don Elliman, director of Colorado's Office of Economic Development. "The quality of life, the quality of employees, and number one, the strong research base of alternative energy already here."

Jon Bargas, communications director with the Independent Petroleum Association of Mountain States, said ConocoPhillips' local presence will be good for the state and the pursuit of sustainable fuels.

"We think it's a great thing for Colorado and our region as a whole. We have always been a big supporter of renewable energy production," Bargas said. "This is an exciting thing for our state, to have a facility that is going to be researching and making these renewable energy sources viable."

The nonprofit trade association represents more than 400 independent oil and natural gas producers, service and supply companies, banking and financial institutions and industry consultants committed to "environmentally responsible oil and natural gas development in the Intermountain West," according to its Web site. ConocoPhillips is not a member of the association.

ConocoPhillips is the fifth-largest refiner in the world. It reported revenues of \$194.5 billion and a net income of \$11.9 billion in 2007. The company employs 32,600 people worldwide.

VMWARE from 1A

individual machines.

Founded in 1998, VMware went public on the New York Stock Exchange in August 2007.

It is headed up by co-founder,

President and Chief Executive Diane Green. The company has more than 40 offices, 5,000 employees worldwide and 100,000 customers worldwide. It reported revenues of \$1.33

billion last year.

The company already has a temporary local office at 10955 Westmoor Drive, Suite 400 in Broomfield, according to its Web site.

VMware officials declined to comment on the possible new office.

Contact David Clucas at 303-440-4950 or dclucas@bcbr.com

JIBBITZ from 1A

der-based Jibbitz a few years ago, Menzie said. Jibbitz creator Sheri Schmelzer asked Slice of Lime to help Jibbitz with its original Web site.

"We actually built the whole Web site in about a week," Menzie said. They included an interactive piece similar to the current stylizer but with fewer functions. Then Slice of Lime watched Jibbitz take off.

"Within three months they were selling crazy amounts of Jibbitz," said Jeff Rodanski, Slice of Lime creative director and partner. "Within a year they sold a million."

Jibbitz sold so well that Niwot-based Crocs bought the company for \$10 million in 2006. Jibbitz is now a wholly owned subsidiary of Crocs Inc (Nasdaq:CROX). When Jibbitz wanted to enhance the animated functions of its Web site, it came back to Slice of Lime.

"Kids and adults just found the original experience to be very engaging,"

Menzie said. "They brought us back a second time to do what we had done in the past — only even better."

The shared history between Slice of Lime and Jibbitz made the site development easier.

"We worked with this client before, so we kind of knew what they liked. They trusted us," Rodanski said.

Curtis Floth, Web operations manager for Jibbitz, said the partnership was a good fit.

"They understood our system. They were able to easily and quickly figure out what needed to be done — what enhancements needed to be made," Floth said.

Slice of Lime, in business for almost eight years, strives to build a sense of teamwork with its clients while building their Web sites, Rodanski said, and the company has carved out a niche working with startup companies.

"We start off any client with a big

strategy session," Rodanski said. The company analyzes its client's goals and needs and help the client build a business strategy. Potential clients often bring up Jibbitz when talking with Rodanski.

"A lot of them say, 'Can you do something like you did with Jibbitz for us?'"

Jibbitz's product line has more than quadrupled since the original Web site. In addition to the Jibbitz charms for shoes, the company now offers other items, such as wrist bands and cell phone charms.

To accommodate new additions, Slice of Lime linked the Web site to the Jibbitz database. When a new piece is added to the database it is immediately accessible on the Web site.

"It's a big deal because we didn't want to put them in a situation in which adding a new product would mean reinventing the wheel," Menzie said.

New features — such as the user's ability to drag and drop one piece at a

time onto a shoe — background scenes and the ability to choose straps improved on the old idea, Menzie said. These are all things that help generate excitement for kids when they use the site.

"The idea of building something gets kids excited, and when kids get excited, that's when mom and dad spend money," Rodanski said

The new design also allows kids to share their creations with others through e-mail or by printing them. This leaves the door open to adding a social-networking component later, Menzie said.

"What we really wanted to do is allow them to design the shoe and then print it out and put it on the fridge or e-mail it to grandma," Floth said.

Floth said traffic on the Web site increased since the stylizer launched, and Jibbitz plans to add more features.

"We've got a lot of enhancements for the stylizer planned."

DAILY from 2A

division of cycling and fishing equipment provider Shimano Inc.

Pearl Izumi USA Inc. will become a wholly owned subsidiary of Shimano's U.S. operations and will continue to operate from its facility in Broomfield with its current management team.

The deal is valued at \$69.5 million and is comprised of \$65.3 million in cash and the assumption of \$4.2 million in long-term debt, and is subject to adjustment for net working capital. The transaction is expected to close by March 31.

The deal includes Pearl Izumi operations in Germany, Spain and the Netherlands.

Nautilus announced in October 2007 that its apparel business would be offered for sale. Nautilus is being represented by Wachovia Securities.

Nautilus has operations in Louisville for product development, sales and administrative support. In December, Nautilus sold its 93,743-square-foot building in the Colorado Technology Center for \$6.3 million to a private investment group called 1886 Prairie Way LLC.

Elevations opens Broomfield branch

BROOMFIELD — Boulder-based Elevations Credit Union opened its new Broomfield branch in the Sheridan Crossing shopping center on Feb. 25, its seventh location in the area.

The new 3,200-square-foot branch at 4750 W. 120th Ave. features two teller stations, online self-service stations and a 24-hour walk up ATM. The full-service lobby offers specialists in account services, mortgage lending and investment services.

Elevations estimates that it has more than 2,500 account holders living in the Broomfield/Westminster area.

"This new location is part of a larger

branching strategy that includes plans for three new branches in the next year," Elevations President and Chief Executive Bill Sterner said. "Our objective is to serve existing account holders and expand business in Boulder County, Broomfield County and Westminster."

Elevations Credit Union serves about 76,000 members and manages more \$740 million in assets.

Peak8 secures \$5 million

BOULDER — Peak8 Solutions, a Web solutions company, has secured \$5 million in funding from Boulder-based Lacuna Venture Capital and other "existing investors."

Boulder-based Peak8 Solutions said the funding will be used to expand its product development and to increase marketing of Supportal.com — an Internet service that provides technical support.

"This funding from such notable investors as Lacuna Venture Capital, our existing investors and others is an important milestone for Peak8," said Ron Renjilian, Peak8's chief executive, in a statement. "With it we will be able to accelerate our customer deployment efforts and bring our transformational solutions to an expanded market more rapidly."

Albeo receives \$1.5 million

BOULDER — Albeo Technologies Inc., a Boulder-based designer and manufacturer of LED lighting systems, has received \$1.5 million in venture capital from Denver-based Green Spark Ventures LLC.

The money will be used for marketing and product expansion.

Albeo, headed by President and Chief Executive Jeff Bisberg, has four major

product lines. Its light-emitting diode-based products are for commercial and industrial use. The company said benefits include reduced energy consumption, zero maintenance cost, no hazardous materials and reduced heat loads while providing high-quality illumination.

Green Spark is a new clean-tech venture fund headed by Dave Ryan, managing director "We are delighted to invest in a company that is reducing operational costs and the carbon footprint of global industry. Albeo's solid state lighting fixtures offer cost-effective real-world solutions to the environmental problems we face today," Ryan said in a statement.

Winemakers have new resource

FORT COLLINS — Stephen Menke, an associate professor of enology, has been hired as the state of Colorado's consulting enologist, or winemaker.

Menke will work with Colorado vintners to find solutions to their winemaking problems, focusing primarily on research into issues created by Colorado grapes and Colorado's climate. Menke also will spend part of his time teaching in Colorado State University's Department of Horticulture and Landscape Architecture.

"We are very lucky to have Dr. Menke in Colorado. His presence will be a huge boost to our quality-improvement program and a great resource for our winemakers," said Doug Caskey, executive director of the Colorado Wine Industry Development Board based in Boulder. The wine board is an agency of the Colorado Department of Agriculture that supports the state's 66 wineries.

The wine board has committed \$25,000 per year for at least two years to help fund Menke's position and the

development of a laboratory, Caskey said. CSU and the trade group Rocky Mountain Association of Vintners and Viticulturists also are providing funding.

Most recently, Menke was the first statewide extension enology educator for Penn State University, where he focused on the establishment of tight linkages between grape vineyard quality, winery processing quality and market definitions of quality.

"There are wonderful, interesting and unique opportunities and challenges for me in Colorado, where they are creating award-winning wines in a high-altitude terroir," Menke said in a statement.

Chancellor hires chief of staff

BOULDER — Tonya Haas has been named the chief of staff for G.P. "Bud" Peterson, the chancellor of the University of Colorado at Boulder.

Haas's appointment is effective March 2. Haas currently serves at the assistant city and county manager for the city and county of Broomfield. As assistant city and county manager Haas manages more than 600 staff members in an organization with a budget of \$147 million.

She will be responsible for internal communications, work flow and project management for the Office of the Chancellor. She will assist in policy coordination and implementation in conjunction with the Office of The President and the University Board of Regents.

"Tonya's noteworthy experience in the public arena of city and county management, combined with her legal expertise and operational knowledge, make her particularly well-suited to this position," said Peterson, in a statement. "I am delighted she has agreed to join the leadership team as chief of staff here at CU Boulder."

APPLAUDING SMALL BIZ *Governor salutes Mansika*



COURTESY ARRON MANSIKA

Gov. Bill Ritter holds a gift collection from Boulder's Best Organics presented by Arron Mansika, founder of the company. Mansika was at the governor's mansion Jan. 23 to celebrate the role of small business in Colorado's economy. Mansika graduated from the 2007 Leading Edge Entrepreneurship Program sponsored by the Colorado Small Business Development Center and the Office of Economic Development and International Trade.

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The Business Report would like to publish photos of your business or nonprofit event. E-mail event photos for After Hours to photos@bcbcr.com. Please include name and purpose of event and identify all individuals in photo. Include contact name and phone for further information if needed.

HI-DEF NETWORKING *Digital artists talk shop at BDA event*



PAM MARTIN

Brad Wallace, left, a contract cameraman with 42 Productions; Paul Lee, director of photography of "Woodshop," 42 Production's first feature-length video; and Mark W. Sherman discuss the high-definition, digital merits of the camera called Red at the Feb. 20 Boulder Digital Arts Exhibition held at the Boulder Museum of Contemporary Art.

FLAGSHIP STORE *prAna opens on Pearl Street Mall*



COURTESY DAVID NAYLOR

Pam and Beaver Theodosakis, founders of prAna Living, a clothing store, celebrate the opening of their flagship store at 1147 Pearl St. on the Pearl Street Mall in Boulder.

PLAY GROUNDS from 3A

ture firms Jack Rudd Architects and Sawhorse Studio LLC to design the space.

"The space was a blank canvas, and we could design the space specifically for the concept," Foster said.

The 2,700-square-foot space has spring green and wine-colored walls. Wooden chairs and tables line the large windows and fill the space. The hardwood floors are interspersed with sectional rugs connoting play areas for children. Play areas include a mock kitchen with miniature tables and chairs, a pile of stylized, modern-looking stuffed animals, a built-in train set, a library and two arched door-

ways that lead into a construction area with wooden blocks.

As far as food goes, Play Grounds serves wine and beer, coffee drinks, pizzas, fresh and grilled sandwiches, and salads for adults. For kids it has pizza, sandwiches, desserts and tasting plates. With kids' sandwiches, the company serves carrot sticks and applesauce, rather than chips, to promote health.

The tasting plate, which allows kids to choose from items like ham, crackers, apple slices and kalmata olives, is the company's best-seller. "That's how most kids eat," Foster said.

Play Grounds makes an effort to work with local companies and serves Conscious Coffees, Udi's breads, Third Street Chai, Bhakti Chai, Pixie Maté and Outrageous Grains gluten-free baked goods.

It also hosts live music for children and acupuncture clinics.

"We have a lot of things in the works, and we're looking for partnerships for people to offer their services," Swenson said.

The company doesn't disclose sales figures, but the owners said they run about 50 to 100 covers per day. A cover counts as an admission of a child 8 months to 6 years old and costs \$4.50. Adults and

children 7 years and older are admitted for free.

Play Grounds also offers monthly and yearly memberships.

"It's cool. She likes it — that's the main thing," said an anonymous patron, who was visiting with his friend's 17-month-old daughter. "When we're walking down the street she recognizes (the café) and gets psyched when we get near it."

Swenson and Foster are happy with the response they've gotten so far.

"We try and get out of here two days a week, but it hasn't happened yet," Foster said.

EYE from 3A

launched the company and came up with the T-shirt designs all during the two-hour plane ride," Emmi said. "We did it, and we just launched it because it's funny, but now a lot of people want the shirts."

The company is offering "friends" in the entrepreneurial community a 75 percent discount on the shirts.

Smoke 'em if you got 'em.
Fuller's Griffin Cigar Bar is going to

reopen at the Millennium Harvest House hotel on Friday, March 7. There will be free appetizers, half-price drinks and a scotch tasting. The cigar bar closed in November 2007 when Fuller's Griffin underwent a restructuring of management.

Fuller's Griffin has added more cigars to its menu, allowing guests to pair with food and spirits from various regions in the world. Cigar distributors and local

liquor distributors will be on hand. There will be a drawing for a free wine dinner, cigar locker rental and cigars.

Was there a method to his ... ?

How ironic was it that Gov. Bill Ritter chose to announce oil and gas giant ConocoPhillips was the mystery buyer for the former Storage Technology Corp. campus in Louisville while giving a speech to the Rocky Mountain Asphalt Association?

ConocoPhillips plans to build a Technology and Corporate Learning Center for renewable energy research and development on that campus.

With new technology in our future could asphalt as we know it be headed for a makeover? After all, asphalt predominately is made of bitumens that occur in nature or are obtained in petroleum processing. The term bitumen includes tars and pitches derived from coal. Hmmm.

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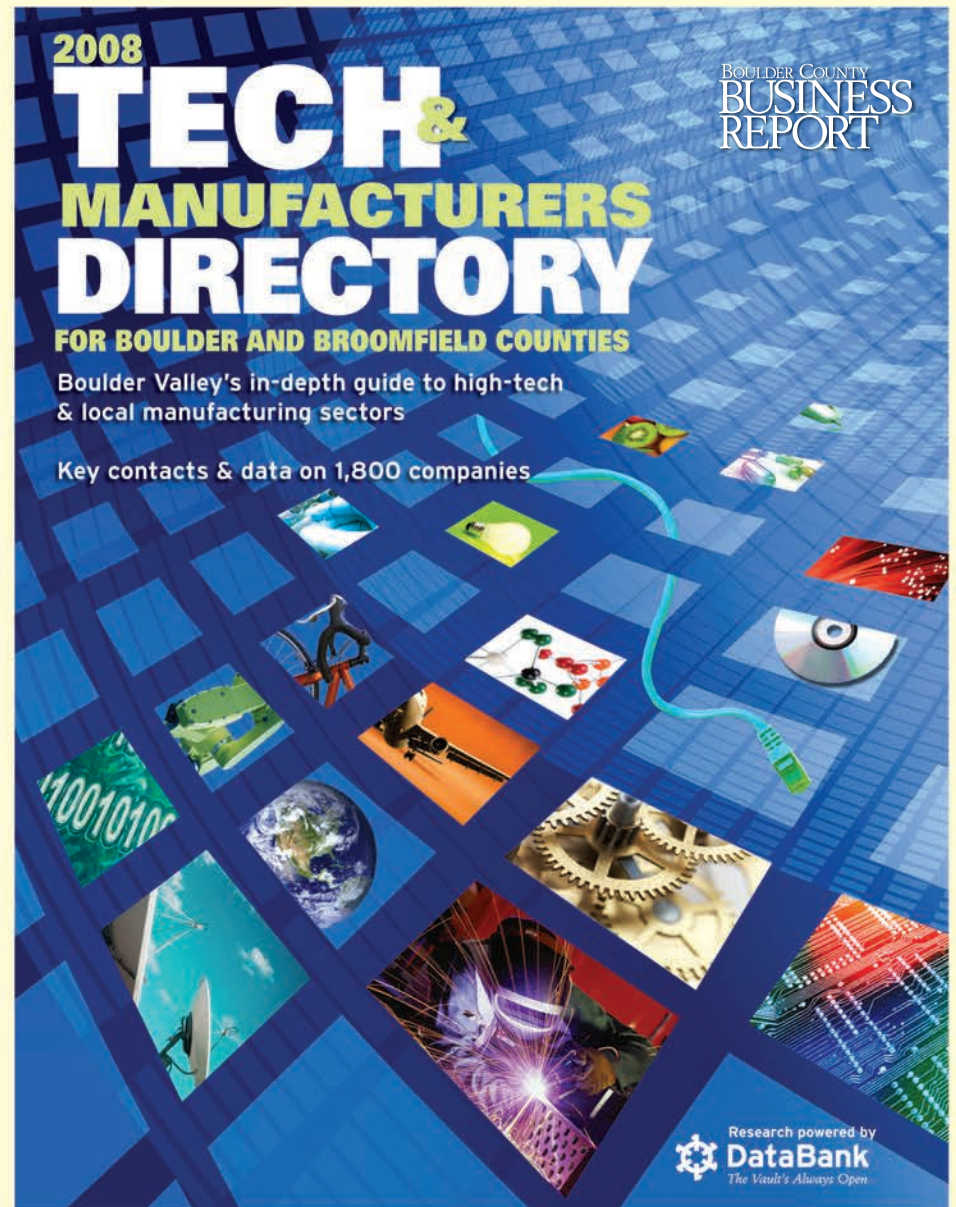
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**BOULDER COUNTY
BUSINESS
REPORT**

LONGMONT BUSINESS



JONATHAN CASTNER

Tom Nix, an employee at Mountain Optech Inc., shapes a part with a lathe at Mountain Optech's new machine shop in Longmont. The company, which builds mass-memory data storage systems for harsh environments and extreme conditions, recently has relocated from its former location in Weld County to a 17,000-square-foot facility in Longmont — the former Seedex building at 1350 Kansas Ave.

Longmont lands several new companies, workers will come from local talent pool

BY KEELY BROWN
Business Report Correspondent

LONGMONT — The relocation of several major industry leaders to the Longmont area, all which have plans to grow and tap the local talent pool for workers, is generating optimism in the city's business community.

The Honda North American Data Center at 2501 Clover Basin Road received its occupancy permit in October 2007 and since then has been operating while additional equipment is continuing to be installed.

Honda stores and manages data related to the automaker's business, but officials declined to reveal specifically what the data would be.

Because of its function as a "lights-out" automated facility the \$20 million, 60,000-square-foot data center will employ a minimal number of employees. However, according to Tony Piazza, a vice president with Honda, a number of jobs — particularly in the areas of service administration, security and maintenance — have been filled from the local Longmont job pool.

The data center currently occupies 60 percent of its 11.5-acre parcel, which means that future expansion plans may become a possibility, Piazza said.

He said plans are for the data center to become fully operational within the next six months. In the meantime, everything is running ahead of the company's time frame.

"The data center was supposed to be completed in December, and we completed in October so we were able to bring it in two months early," he said. "A lot of that was because of the city of Longmont and its building department. We're very pleased we selected Longmont as our business partner. We had been looking at three or four other sites, but we know that we very definitely made the right decision."

Another company new to Longmont is Mountain Optech Inc., which has already had a Colorado presence for more than 20 years. The company, which builds mass-memory data storage systems for harsh environments and extreme conditions, has just this

► See **Talent, 10B**

Longmont builds on 'decent year' for primary jobs

Existing companies had slow hiring year

BY KEELY BROWN
Business Report Correspondent

LONGMONT — Primary job growth took a turn for the better in Longmont in 2007, according to a report compiled by the Longmont Area Economic Council.

The numbers indicate growth in comparison the previous year in the areas of new companies, expanding businesses, and, in particular, primary jobs.

Of the new jobs generated in Longmont in 2007, 673 came from expanding businesses, while 284 came from new companies.

In addition, 32 existing companies cut back employment in 2007, which resulted in a loss of 552 jobs, while 17 companies relocated or closed their Longmont facilities, resulting in a loss of 357 positions.

These numbers represent a net increase of 48 new primary jobs over the previous year.

Primary jobs are companies that sell the majority of their goods and services outside the region and import new revenue for the immediate geographical area.

John Cody, president and chief executive of the economic council, said 2007 was an average year in terms of new company job growth. He said it was a poor year in terms of existing companies adding new jobs — the worst, in fact, in the last 15 years.

"The median number of jobs added by existing companies over the last 15 years has been about 1,300, so we were at about half that number for 2007," he said. "It shows growth, but it also shows that some companies that have been growing consistently in the recent past probably didn't in the last year."

The 909 jobs lost in Longmont in 2007 reflect an improvement when compared to the typical total of 1,200 jobs lost annually, according to Cody. In 2006 the job-loss statistic increased significantly to 1,800 due to the acquisition of Maxtor Corp. by Seagate Technology. Both companies had major presences in Longmont prior to the acquisition.

On the plus side, 15 companies opened new facilities in Longmont in 2007. These include ABSL Space Products, Advantage Drilling Fluids, American Convertors, Analog Devices, Arete Associates, Data Storage Group, DataPlay, FreeDesign Inc., Fujitsu Computer Products, nSpire

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Top 25 Longmont Employers . . 11B



MICHAEL MYERS

Brad Poorman, chief executive of Cocona Inc., is wearing Marmot clothing that contains coconut shell fibers, which dry faster than typical fabrics. Cocona, which has its headquarters in Boulder and a research lab in Longmont, creates this fabric and plans to open a retail store on Pearl Street in March.

Cocona creates clothing with quick-drying agent derived from coconuts

BY HEATHER McWILLIAMS
Business Report Correspondent

LONGMONT – Coconuts call to mind frozen drinks, sunscreen and tropical islands for most, but for one Colorado-based company coconuts equal clothing.

Cocona Inc. uses activated carbon extracted from coconut shells — a waste product of the food industry — to create a fabric that is both easy on the environment and high performing.

“We buy what would have gone into the landfills and turn it into a product that dries quickly, releases odor when washed and provides UV protection for the wearer,” said Jon Erb, chief marketing officer for Cocona.

Cocona fabrics swept onto the commercial athletic clothing scene two years ago, and it partnered with companies such as Marmot, Pearl Izumi, Cannondale and IZOD. Cocona fabrics now appear in 50 different brands. Everything from base-layer shirts and outer shells to running shoes and sleeping bag liners incorporate Cocona fabric, Erb said.

The Colorado-based company has its

headquarters in Boulder and a research lab in Longmont. The manufacturing is primarily done out of the country. Cocona plans to open a retail store on Pearl Street in Boulder in March.

Originally named TrapTek for the odor trapping properties of the fabric, the company changed its name to Cocona after an influx of investor capital in late 2007.

The microscopic spongelike structure of the material captures odors, but unlike some fabrics Cocona releases the odor when washed in hot water, Erb said. This keeps clothing smelling fresh. These odor-trapping properties last for the life of the product, too, rather than washing out like some treatments or coatings.

Cocona inventor, Gregory Haggquist, originally thought odor reduction would be the primary selling point, Erb said, but Cocona users quickly changed that by pointing to the fabric’s rapid dry time as the most noticeable quality.

“We dry 52 percent faster than polyester,” Erb said — this fact that has been tested by Cocona as well as labs at Colorado State University in Fort Collins.

▶ See **Cocona, 8B**



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Madhava Honey doubles sales with new product line

Operation in Lyons packages 8 tons of sweet stuff each day

BY BETH EDWARDS

Business Report Correspondent

LYONS – Beekeepers are tough people.

They must fight the weather like a wheat farmer and take care of livestock like a cattle farmer. That's one of the first things Craig Gerbore, president of Madhava Honey, learned about the honey business.

To survive in it, you need to be as hardworking and resourceful as the men and women who keep the bees.

Gerbore has learned to do more than survive. Overall sales at Madhava Honey topped \$9 million in 2007, an increase of 50 percent compared with 2006, primarily because of the introduction of a new product line, Agave Nectar, a liquid sweetener made from the extract of the wild Agave plant in Mexico.

Agave Nectar pours more easily than honey and has a milder taste. It also can be used as a substitute for sugar and has a low glycemic index, so it is suitable for people with diabetes.

Madhava introduced that product to the U.S. five years ago. When it received a 10-second pitch by Dr. Oz on Oprah in 2007, Madhava sales took off.

Madhava packs about 6 tons of Agave Nectar and 2 tons of honey a day for sale in natural food stores as well as retail chains like Safeway. Madhava also sells honey to companies like the Molson Coors Brewing Co. for its Blue Moon Label honey beer.

One of the reasons Madhava has been so successful is that the operation of receiving, packing and shipping the honey and Agave Nectar is relatively simple. And honey prices have increased only slightly by inflation since the company started 30 years ago.



JONATHAN CASTNER

Greg Gerbore, president of Madhava Honey in Lyons, checks out a display of bees in the company's retail store, The Sticky Wick-It. Madhava no longer has bee hives, but it packs about 6 tons of Agave Nectar, a liquid sweetener, and 2 tons of honey a day for distribution in grocery stores.

Madhava Honey began as a concept at the original Rainbow Gathering in Colorado in 1972. Bart Utley, who sold honey from the back of a van in Boulder Canyon, planned to use his honey business to fund a commune. The commune didn't last, but the honey business did.

Utley was friends with Gerbore, who graduated with a degree in business management from the University of Colorado in 1975.

"He met me and said, 'Here's the honey and a list of accounts and here are the keys, good luck,'" Gerbore said. "I found myself alone on a five-acre farm south of Longmont with a honey business and five goats."

Gerbore knew no more about bees and honey than he knew about the goats, but he had two hives and an alfalfa field, and Madhava Honey was born.

► See **Madhava, 5B**

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TOMORROW'S BUSINESS NEWS TODAY

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JOBS from 1B

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These 15 new companies currently occupy 223,448 square feet of space. The combination of new companies added to the expansions of existing companies in 2007 brings the totals to 538,921 square feet of newly occupied space.

According to Cody the numbers tell the story — 2007 was not a great year but not a bad year either, thanks to a decrease in Longmont's business vacancy rate, as well as net positive primary job creation.

"It was what I would call a decent year," he said. "Comparatively, Boulder County outperformed metro Denver, the state

“Colorado is now the No. 2 private sector aerospace state in the country, behind California.”

John Cody

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and the nation — and we're a part of those numbers. While we would certainly like to see more primary job growth, there are national and global trends that are beyond our control, and so we're pleased to end the year on a positive note."

Cody said that the marketing push has already begun to keep Longmont's business and industrial community on track for 2008. Plans are to update the LAEC Web site, as well as to continue to target industry marketing — particularly to specific industries such as Longmont's growing aerospace community.

"Colorado is now the No. 2 private sector aerospace state in the country, behind California," Cody said. "And Boulder County has a sizable aerospace presence, which includes Ball Aerospace, DigitalGlobe and Lockheed Martin's informational division, as well as a number of small companies like ABSL. So we think we can compete for some of that business."

Among the 15 companies new to Longmont this year is ABSL Space Products, a world leader in providing lithium ion batteries to the aerospace industry. According to ABSL project manager Andrea Bennetti, Longmont will provide an ideal location for its new U.S. center of operations, which is scheduled to open this March.

"Longmont is a good place for us because of the proximity to our clients, such as Ball Aerospace and Lockheed Martin, as well as the whole of the Colorado space industry," Bennetti said. "And it's also good having CU next door, with fresh graduates we can build up into engineers."

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Businesses, city, school combine for high-tech curriculum

BY JENNIFER QUINN

Business Report Correspondent

LONGMONT – What do you do when one in four workers in the region work for advanced technology companies, you have a high quality work force that is primarily imported from other parts of the country and the world, and you don't have a mechanism in place to prepare your kids for these jobs going forward? You develop a STEM school.

What is that?

Skyline High School in Longmont is in the process of becoming a science, technology, engineering and mathematics, or STEM, focused school, offering students classes in robotics and introduction to computer science.

The school has hired a grant writer to help raise the \$1.5 million needed during the course of four years to incorporate new technology and additional teachers for the program called STEM.

Heidi Ringer, assistant principal and the STEM and visual arts coordinator at Skyline, said next year will be its transition year, and in the 2009 academic year the school will offer students the full STEM program starting in ninth grade.

"With these classes and partnering with Front Range Community College kids could get a STEM-related job right after high school or attending two years of college," Ringer said. "Students will get hands-on experience in courses that we never offered before. The goal is not to attract only the top 2 percent of the math



MICHAEL MYERS

Assistant Principal Heidi Ringer, left, science teacher Travis O'Hair, center, and science coordinator Jeremy LaCross are in the process of helping Skyline High School in Longmont become a STEM school, one which focuses on science, technology, engineering and mathematics. The program is a collaboration of the St. Vrain Valley School District, Front Range Community College, the Longmont Area Economic Council and the city of Longmont.

minds, but reach kids on all different levels and introduce them to engineering and biotechnology."

She said it is a very exciting time for Skyline High School, and no other school in the district offers this opportunity for students.

In January 2007 the Longmont Area

Economic Council convened a number of partners to begin the discussion of creating a STEM initiative. Partners like the St. Vrain Valley School District, Front Range Community College, Workforce Boulder County and the city of Longmont joined forces to begin preparing local students for the more advanced jobs of the future.

It was decided last spring that Skyline High School would pursue establishing a STEM school and would offer students within the St. Vrain Valley School District the option of open enrollment.

Contributions of \$5,000 from the Longmont Area Economic Council,

► See **Curriculum, 8B**

MADHAVA from 3B

The company currently employs 42 people, an increase of 11 people in the last year. It has been at its current location at the junction of Highway 66 in Lyons since 1980. Locals in Lyons still bring empty jars to Madhava daily to buy the honey at a lower price.

Madhava Honey no longer has hives. It markets local honey and provides a conduit for Colorado producers. They also use honey from neighboring states like New Mexico, Wyoming and Nebraska.

"Colorado is not a large bee state," Gebore said. "There are only a dozen commercial beekeepers living here, though beekeeping on a hobbyist level is very widespread."

Beekeepers are classified as hobbyists when they maintain fewer than 25 hives, part-time beekeepers with 25 to 299 hives and full-time, commercial producers with 300 hives or more. Estimates of the numbers of beekeepers in the U.S. are wide ranging, and the USDA makes no official estimates.

The U.S. consumes twice as much honey as it produces, and Colorado is one of the leading per capita users of honey in the nation. The honey business proved to be a practical one for this business major to land in.

Madhava can also sell other goods produced by the hive, including beeswax for candles and bee pollen, royal jelly and propolis used as nutritional supplements. These are all sold at Madhava's retail shop, the Sticky Wick-It.

The infestation of the tracheal and Varroa mites causing colony collapse disorder among U.S. bees has not affected Madhava honey sales. To fight the disorder, beekeepers must raise more bees and make more hives.

"There is always a certain amount of winter loss," Gebore said. "Five to 12 percent, but losses are up to 30 percent to 50 percent because of the disorder. People believe from the news that the entire bee population is collapsing, but it's not quite that. Some beekeepers have heavier loss, depending on the conditions and techniques they use."

But colony collapse disorder has brought honey production into the public eye for the first time because it's affecting bees worldwide. Albert Einstein said, "If the bee disappeared off the surface of the globe, then man would only have four years of life left. No more bees, no more pollination, no more plants, no more animals, and no more man."

Gebore is more concerned about the influence of cheaper foreign honey supplies on the U.S. market. Much of the honey in the U.S. comes from China and is sold for less. For the consumer, honey is honey, but at Madhava only local honey is sold.

"Honey is the oldest food we know," Gebore said. "Nothing we eat is as old as honey. And the Agave Nectar may be one of the newest foods we know." That combination of old and new is keeping Madhava Honey at the top of its game.

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Longmont juggles city funds to meet lower 2008 budget

BY PAM ANDROULIKDAKIS
Business Report Correspondent

LONGMONT – The Longmont City Council has implemented a policy change to reallocate funds between the general fund and the public improvement fund to help offset a decline in use-tax revenues.

A decline in use tax during the course of several years caused by a gradual slowdown in the number of housing permits issued prompted the city council to re-evaluate its budget.

Use taxes are collected mainly on purchases of lumber, manufacturing supplies and vehicles, and the city expected to bring in \$4.7 million from use tax in 2007 but fell short by almost \$1 million.

“Because there is less home building there is less building materials to utilize, so there is less use tax that we use. As a result it has affected our budget,” Finance Director Jim Golden said. “A portion of the total rate of use tax for the city goes into the city’s public improvement fund (used for) streets, open space and public safety, which is not part of the city’s budget cuts for 2008. We will need about a 2.6 percent increase in sales and use tax to meet our budget.”

A policy change has been put into place by city council members. The plan is to reallocate funds between the general fund and the public improvement fund. Normally, 2 cents out of the 3.275 cents



“We will need about a 2.6 percent increase in sales and use tax to meet our budget.”

Jim Golden
FINANCE DIRECTOR,
CITY OF LONGMONT

per dollar sales and use tax is divided between the general fund and the public improvement fund.

The remaining 1.275 cents per dollar pays for the street system maintenance and improvement fund (0.75 cent), the open space sales tax fund (0.20 cent) and the public safety sales tax fund (0.325 cent).

The 2 cents proportion divided between the general fund and the public improvement fund varies year to year. In 2007, 85 percent went to the general fund, and 15 percent went to the public improvement fund.

In 2008, 100 percent of the sales tax will go to the general fund along

with 5.92 percent of the use tax. In the past 94.08 percent went to the public improvement fund. In the coming year, 98 percent will go to the public improvement fund.

According to the city’s 2008 Financial Policies, debt and bond services and special projects are some of the items funded by the public improvement fund, which received the almost 4 percent increase. The general fund, which lost 4 percent of the 2 cent use tax, pays mostly for independent human service agencies, administrative costs including employee pay and benefits, fleet maintenance, maintenance of the city’s capital assets, the Longmont Public

Access cable channel and the parking enforcement service.

City officials have responded to the sales and use tax decline by cutting back more than \$1 million from the city’s \$197.6 million budget for 2008.

In order to meet this budget the city council reduced:

- Medical contributions for city employees;
- Eliminated fire department overtime pay for special operations;
- Reduced library electronic database services and collections;
- Eliminated youth-asset grants;
- Reduced outdoor and youth/teen recreation programs;
- Eliminated the Discovery Days program and the Victims Advocate programs;
- Reduced the employee recognition program, temp wages in the police records department, the employee activity budget;
- Reduced the overtime in communications and eliminated overtime for police programs, the reserve dispatcher and the Behind the Badge and Holiday Creek walk programs (though they did manage to keep the ice rink);
- Macintosh Lake Lease payment was also transferred to water fund.

The majority of the savings came from the elimination of \$504,567 of full-time employee positions that were never refilled once employees retired or quit.

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B2B EXPO

B2B Expo to feature power panel



COURTESY LONGMONT AREA CHAMBER OF COMMERCE

Marty Clarke, a public speaker who has gained national acclaim for his two books, "Communication Landmines" and "Leadership Landmines," will speak at the Longmont Area Chamber of Commerce's B2B Expo on Wednesday, March 12. Clarke's address to the B2B attendees will focus on leadership landmines and the practical ways to avoid them.

BY KEELY BROWN

Business Report Correspondent

LONGMONT — The B2B Expo will have a power panel and some prominent public speakers.

On Wednesday, March 12, the Longmont Area Chamber of Commerce will host its B2B Expo, which will feature a morning of power panel workshops on the topic "Maintaining a Competitive Edge," followed by a series of professional development workshops.

The keynote speaker for the event is Marty Clarke, a distinguished public speaker who has gained national acclaim for his two books, "Communication Landmines" and "Leadership Landmines." Clarke's address to the B to B attendees will focus on "leadership landmines" and the practical ways to avoid them.

As a consultant in sales and business leadership, Clarke said that he sees leadership landmines constantly in the business and corporate world, and that, in today's economy, it's more important than ever to identify and control them.

"The damage that these landmines are doing is more severe these days because the stakes are getting higher — all because of the economic pressures on everyone," he said. "Everyone's leadership ability really needs to be at a peak now, and if you're a bad leader it's going to be a lot more obvious than you think because of the current economic climate."

Clarke said that his speech, which will be "short in theory but long in practical applications," will highlight some of the behaviors that go on in an everyday business setting but which nevertheless test a manager's ability to emerge as a true leader. By focusing on these management strategies the audience will be able to immediately learn ways to improve their leadership skills.

"It's not enough to just point these landmines out. You have to literally tell people how to get around and avoid them," Clarke said. "When I wrote the book 'Leadership Landmines' I had

underestimated how widespread these behaviors were in the everyday workplace. But since then I have spoken in front of large groups of CEOs and large groups of first-time supervisors, and the point resonates with each group because these behaviors are so pandemic."

Clarke, whose third book, "Building High Performance Sales Engines," will be coming out at the end of summer 2008, said whether his audience members spend their workday managing projects or people, they'll be able to find something of value in the management tools outlined in his talk.

"The audience will learn techniques that they can apply as soon as they walk out the door," he said. "Everyone can expect an extremely fast and valuable 90 minutes."

In addition to the speakers, the event will be moderated by a power panel, which will include several leaders in Longmont's business community, who in the last several months have helped to assemble the speakers for the event.

One power panel moderator is Dennis Paul, assistant vice president of the Boulder-based Elevations Credit Union. According to Paul the goal of all the podium participants is to share their successful business expertise with members of the business audience.

Paul said the audience can expect to hear success stories from innovative local business executives, such as Eric Wallace, owner of Left Hand Brewery, and Emilio Torres, a manager of Crocs Inc. Both of these businessmen have managed to keep their competitive edge and emerge as leaders in their fields, according to Paul.

"It's an exciting story, to hear what they've done to establish their positions — especially among the hurdles and challenges of maintaining their brand awareness," Paul said. "They've maintained a competitive edge in a very crowded marketplace — all without using a cookie-cutter approach to their business. They'll be bringing great depth and expertise to

► See **Panel, 4BB**

Agenda includes professional development workshops

BY BUSINESS REPORT STAFF

LONGMONT — Workshops, seminars, a trade show and power panels will be showcased Wednesday, March 12, at the Longmont Area Chamber of Commerce B2B Expo.

The event will be held from 9 a.m. to 4 p.m. at the Radisson Conference Center at 1850 Industrial Circle in Longmont.

"The B2B Expo is created to provide area businesses with a useful way to connect with other area businesses," said Tracy

Taylor-Sea, Longmont Area Chamber of Commerce events manager. "It is the perfect venue to showcase your company's exceptional products and services."

Fifty booths will be sold at \$185 each for chamber members and \$285 for nonmembers. Eight booths priced at \$100 each will be available to nonprofit organizations.

In addition to the trade show, the chamber has organized a series of workshops. Leadership speaker and consultant Marty Clarke will keynote the luncheon.

Clarke is the author of "Leadership and Communication Land Mines." His address will deal with communicating effectively with others and will provide tips to avoiding errors leading to miscommunication and ineffectual work.

The schedule of professional development workshops is:

9-10:30 a.m. — Power panel — "Maintaining a Competitive Edge," sponsored by Elevations Credit Union, with moderator Dennis Paul, Elevations vice president of marketing. Participants include

Dan Gust, owner of ACE Hardware; Eric Wallace, owner of Left Hand Brewing Co.; and Emilio Torres with Crocs Inc.

10:40 - 11:40 a.m. — Professional Development Workshops. Professors from local colleges and universities — including Luka Powanga at Regis University and Claire Damken-Brown at University of Colorado at Denver — will provide an educational compass for your business to increase profits in economically turbulent times.

Noon - Keynote and luncheon.

► See **Agenda, 4BB**

SPEAKER BIOGRAPHIES

JOHN ARNOLD



John Arnold is the author of "E-Mail Marketing for Dummies" and the director of Constant Contact's Local Expert Program. He has consulted with almost every type of small business imaginable and has personally taken more than a dozen small businesses from conception to fruition in the retail, service, nonprofit, and consulting industries, including a nationally syndicated radio show.

In 2006, John helped to pioneer a small-business training program on behalf of Constant Contact. Through the program, John personally taught e-mail marketing to thousands of small-business owners, and his seminars and workshops have since become a trusted source for e-mail marketing strategies, tactics, and best practices. During John's tenure, Constant Contact was named No. 166 on the Inc. 500 list of the fastest-growing private companies and, in 2007, completed a successful initial public offering.

JACK BERGSTROM



Jack has been successful in a number of different careers. After college, he was recruited by a startup retail hardware company, and along with other hardworking and visionary people, helped this company to grow to more than \$1 billion in sales in less than six years. Jack was also involved in the successful initial public offering of this company.

He started, owned and operated a successful headhunting and staffing company. After only 3½ years, this company was receiving national attention and Jack accepted a very lucrative buyout offer.

Jack has been an executive coach since 1989 and has also worked as a business consultant and seminar leader since 1994. He was a sales group leader for Dale Carnegie for eight years, where he helped to train hundreds of salespeople in virtually every line of work. He was also an assistant to Anthony Robbins...the world's most successful and well-known business and life coach and is a master of the technology behind much of what Tony teaches, NeuroLinguistic Programming, or NLP. Jack has successfully worked with more than 300 of the Fortune 500 companies, thousands of business executives in large and small companies and he has consulted with hundreds of small companies.

Jack's goals for his clients are always the same:

- To help his clients become completely clear on what they want and why they want it.
- To help them get past whatever issues may be between them and their dreams.
- To help them achieve their wonderful goals as quickly and elegantly as possible.
- And finally, to make sure that his clients always have a great time, a blast, along the way. He works today as an executive coach, a business consultant, a seminar leader and keynote speaker and an author.

ROBERT E. BOWMAN



Bob Bowman is the founder and president of HRMC Inc. and frequently serves as a senior consultant and project manager for a wide variety of HRMC's human resource and occupational safety consulting projects.

HRMC Inc. (Human Resource Management Consultants) has been serving both large and small companies since 1988 in the areas of human-resource consulting and outsourcing, executive search and recruiting, career management and outplacement, occupational safety and health. HRMC Inc. has 17 professional subject matter expert consultants, each with more than 12 years of significant corporate HR management experience and a minimum of five years external consulting experience.

HRMC Inc.'s extensive client list includes private-sector companies in the high-tech, engineering, manufacturing, medical, service companies and nonprofit organizations as well as public-sector clients in local, state and federal government.

Along with leading HRMC Inc., Bob is president of Olanic Ventures, a human resource recruiting software startup company and co-founder of Benefits Express, a corporate employee benefits fair provider. Prior to founding HRMC Inc., Bob directed the HR departments of several Fortune 100 subsidiaries, including Seagate Technology, Pfizer and Ralston Purina and served as a senior consultant for the leading national firm of Right Management Consultants. Before entering the field of HR, Bob was an educator and a YMCA executive director.

Bob is an active community volunteer leader. He founded and serves on the Board of the Longmont Area HR Roundtable, currently supporting a membership of 35 HR professionals; LONGNET, a displaced worker's networking support group; and Priority Associates. He has served on the Board of Directors for the OUR Community Outreach Center; BAHRA Boulder Area HR Association; NCHRA Northern Colorado HR Association, YoungLife and FCCI Fellowship of Companies for Christ International.

DR. CLAIRE BROWN



Dr. Claire Brown is an enthusiastic, popular speaker, consultant and author specializing in diversity and equal employment opportunity strategies, gender communication and sexual harassment prevention. As a pioneer in the field of diversity, Dr. Brown is a realist and knows the workplace. She has 25 years of corporate experience, featuring 16 years directing equal opportunity, affirmative action, and diversity organizations in Fortune 500 companies.

Founder and president of Damken Brown and Associates Inc., Dr. Brown is committed to providing services that enhance work effectiveness and foster inclusive environments. A recognized and sought-after industry expert, she has

helped many teams and individuals understand the far-reaching roles they play in promoting and maintaining an inclusive workplace. She works individually with clients and partners with her associates to ensure that clients' needs are met. She has organized and directed diversity conferences, events and initiatives for local businesses and Fortune 100 companies.

MARTY CLARKE



Wickedly funny and painfully honest, Marty Clarke's compelling keynote speeches, workshops and seminars continue to draw large and enthusiastic audiences.

His first book, "Communication Land Mines: 18 Communication Catastrophes and How to Avoid Them," was written directly as a result of all of his years of experience on both sides of the decision-maker's desk.

Marty's second book, "Leadership Land Mines: 8 Management Catastrophes and How to Avoid Them," focuses on the eight specific behaviors that cripple a manager's ability to emerge as a true leader.

Marty spends his professional time on:

- Speaking engagements.
- Leadership assessments.
- Sales coaching and consulting.

Marty lives quietly with his wife and three children in Raleigh, N.C.

DAN GUST



Dan Gust and his wife, Karen, were born and raised in South Dakota. They met in college, got married shortly after graduation and will celebrate their 35th wedding anniversary in June. They have one daughter, Kirsten Pellicer, who is in the Ace Hardware business with them, and a son, Jason, who lives here in Longmont.

The Gust family has lived in Longmont since 1984.

Dan holds a bachelor of science degree in mechanical engineering from South Dakota State University and a masters degree in business administration from Texas Tech University. After graduating from SDSU, Dan worked in various engineering, management and executive positions for Winnebago Industries, Texas Instruments and MiniScribe Corp.

The Gusts bought their first hardware store on North Main Street in Longmont in 1990. The store was in need of updating so they joined Ace Hardware, and completely retrofitted the store. In mid 1991, the Gusts bought Hometown Hardware on Coffman Street in Longmont and also converted that store to Ace. The North Longmont store grew rapidly, and in 1997, it was enlarged to 12,000 square feet to accommodate a growing market.

In 1999, the Gust family bought Johnstown Ace Hardware, a small rural store in downtown Johnstown. They operated that store until it was sold to a new Ace retailer in 2005.

The North Longmont location continued to grow, and in 2001, the Gusts moved the store to the adjacent 23,000-square-foot (20,000 retail) space previously occupied by Hobby Lobby, where the store cur-

rently resides. In 2005, the family opened a new 13,000-square-foot store at Broadway and Baseline Road in Boulder.

The Gusts are now expanding the North Longmont location yet again to update the store, plus add retail, office and warehouse space. That expansion is scheduled to be complete by August 2008.

Dan is active in the Longmont community. He has served on the board of the Longmont Area Chamber of Commerce, of which he was chairman in 1996. He also served on the board of the Longmont Area Economic Council (formerly EDAL) and the Longmont Industrial Park Board. He has served on the board of the Ed & Ruth Lehman YMCA and the Skyline Education Foundation.

Dan is currently active on the Boulder County Community Board for Wells Fargo Bank, the board of Longmont United Hospital and the Longmont Rotary Charity Fund. In 2006, he retired after nine years on the Board of Directors of Ace Hardware Corp., Oak Brook, Ill.

LUKA POWANGA



Dr. Luka Powanga is a full professor of international business and economics in the School of Management in the College for Professional Studies at Regis University.

Dr. Powanga's experience in the academic and business world spans more than two decades at international and domestic levels. He currently teaches international logistics and transportation, economics, international finance, and business development. He has been featured as an industry expert at business forums such as the Logistics and Outsourcing Summit, and the North American Technology conferences.

He also writes a column for CargoNews Asia on matters pertaining to Cargo Security, Transportation and Supply Chain, Logistics and Economic Issues. His research interests include economic issues, technology applications to business processes, international project evaluation and financing, supply chain, security as it pertains to international supply chain management. His latest article on U.S. security measures and its impact on importers was one of the resources for the 5th North American Cargo Security Forum held in Washington, D.C., 2006, by the Homeland Security Department.

Dr. Powanga's academic qualifications include a bachelor's degree in mineral sciences in metallurgy and mineral processing, master of science (economic analysis and international trade) and a doctorate in economics (economic analysis and finance), masters of science in computer information technology, and a master's level certificate in object oriented programming.

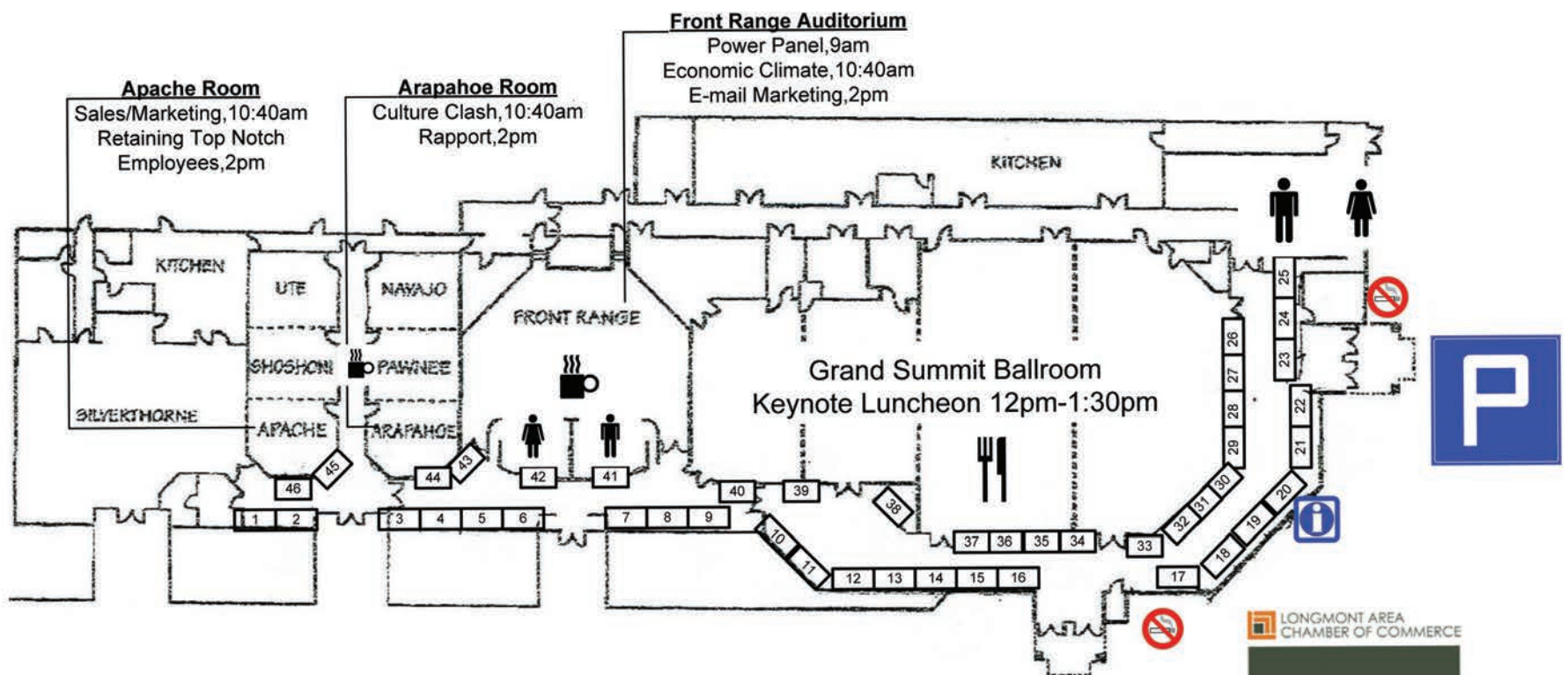
EMILIO TORRES



Emilio Torres is currently in the position of national sales operations manager, which oversees all sales for Crocs in North America. He is responsible for communicating between the planning, warehouse, logis-

► See **Speaker, 4BB**

B2B EXPO FLOOR PLAN MARCH 12, 2008



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 Contact: Carol Valdez
 carol.valdez@pinnacol.com</p> <p>Premier Members Federal Credit Union
 5495 Arapahoe Dr.
 Boulder, CO 80303
 303-657-7143
 Contact: Charles Wright
 charles.wright@premiermembers.org</p> <p>Radisson Hotel & Conference Center
 1900 Ken Pratt Blvd.
 Longmont, CO 80501
 303-776-2000
 Contact: Carolyn Burke
 carolyn_burke@prattprop.com</p> <p>RE/MAX Alliance
 900 S. Main St. #100
 Longmont, CO 80501
 303-651-3939
 Contact: Liz Murray
 liz.murray@homesincolorado.com</p> <p>Regis University
 2101 Ken Pratt Blvd., Ste. 102
 Longmont, CO 80501
 800-967-3237
 Contact: JoAnn Honey
 jhoney@regis.edu</p> | <p>Ron's Printing Center
 420 Main Street
 Longmont, CO 80501
 303-772-2510
 Contact: Ron Cheyney
 ron@ronsprinting.com</p> <p>S.O.S. Staffing Services
 829 Main Street, Suite 1
 Longmont, CO 80501
 303-772-7422
 Contact: Amanda Hansen
 hansen1@sosstaffing.com</p> <p>Small Business Development Center
 528 Main St.
 Longmont, CO 80501
 303-442-1475
 Contact: Sharon King
 Sharon.King@boulderchamber.com</p> <p>Select Comfort Federal Credit Union
 1855 29th Street
 #1168
 Boulder, CO 80301
 303-573-4751
 Contact: Patrick Snelson
 offttackle06@yahoo.com</p> <p>The Tincher Group
 700 Ken Pratt Blvd., Ste. 204-402
 Longmont, CO 80501
 303-834-8882
 Contact: Mike Tincher
 mtincher@thetinchergroup.net</p> <p>Tutoring Club
 1445 Nelson Rd., Ste. 100
 Longmont, CO 80501
 303-651-0800
 Contact: Kathy DeMatteo
 KMDeMatteo@comcast.net</p> <p>Volk & Bell Benefits LLC
 2040 Terry St., Suite 101
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11:30AM – 1PM

Business After Hours
The Great Frame Up and A Grande Affair Catering
Thursday, March 20, 5PM – 7PM

Workers' Comp Safety Seminar
Safe Driving
Presented by the Colorado State Patrol
Wednesday, March 26
11:30AM – 1PM

Small Biz Net
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Thursday, March 27, 8AM – 9:30AM

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PANEL from 1BB

our panel, and we're looking forward to hearing about the path they've traveled and how they've carved out their business niche."

As a local entrepreneur and owner of Ace Hardware in Longmont, power panel moderator Dan Gust said that he hopes the expertise of the podium participants will help guide other owners of local startups who may be attending the expo.

"We'll be focusing on how you start a business and keep it going with all the competition out there, and I would hope that some of what we've done would translate into what other folks can do," Gust said. He added, almost 700,000 square feet of new retail business open in Longmont in 2006, proving the competitive market for retailers in the area.

Another speaker on the power panel will be Emilio Torres, sales operation manager of Crocs, the Niwot-based shoe manufacturer that has become an international success story.

Torres said that during his talk he

plans to highlight the history of Crocs, giving a few insights into the secrets of its success.

"We'll talk about how at Crocs we do everything directly through our retailers," Torres said. "We don't work through distributors — we manufacture and sell our products directly to our dealers, which is something a lot of companies don't do. This method, which we call 'tiering,' creates a better way to manage our product, especially from a branding standpoint."

In addition, Torres plans to speak about the company's history of charitable programs over the years, including its latest endeavor, the "SolesUnited Program," which recycles used Crocs into new pairs of shoes for those in need. Last year Crocs distributed one million pairs of these recycled shoes, and this year has plans to distribute two million worldwide.

"We definitely have a charitable mind, and this has been part of our identity at Crocs," Torres said.

AGENDA from 1BB

2-3 p.m. – Professional Development Workshops. Business experts — including John Arnold with Constant Contact, Bob Bowman with HRMC Inc. and Jack Bergstrom with Bergstrom Peak Performance Coaching — will share insights into marketing, sales, management and customer service.

The tradeshow and Professional Development Workshops are free to attendees. The cost for attending the keynote luncheon and Power Panel is \$45 for a chamber member and \$60 for a nonmember. The charge for attending

only the luncheon is \$30 for a member and \$45 for a nonmember.

Underwriters of the B2B Expo include Pinnacol Assurance and Radisson Hotel & Conference Center, presenting sponsors; the Boulder County Business Report, media sponsor; Elevations Credit Union, power panel sponsor; and Humana Insurance, supporting sponsor.

For information on becoming a sponsor or to exhibit at the 2008 Longmont B2B Expo, contact Tracy Taylor-Sea at 303-776-5295 x103, or e-mail ttaylor-sea@longmontchamber.org.

SPEAKER from 2BB

tic, production, marketing, vendor compliance, and accounting departments.

In 2004, Emilio came to Crocs and started as the 18th employee. Currently, Crocs has more than 5,000 employees worldwide.

When he started as an account/sales manager, Crocs was struggling to sell 60,000 units a month in shoes and now has the capacity to sell well more than 6 million units per month.

Emilio attended the University of Texas, graduating in 1989 with a degree in marketing.

In the early '90s, after moving to Colorado, he began his marketing and sales career. He has now managed sales for more than 17 years between two local Boulder companies before coming to join the Crocs team. The first company was Oilme, a bicycle shop he owned and managed from 1994 to 2001. With this independently owned company, he basically ran the entire company, including the sales department, working with retailers all over the Front Range.

The second management position was at Leanin' Tree, a Boulder-based greeting-card company, for which he managed the sales department from 2001 to 2004.

ERIC WALLACE



Jon Eric Wallace is the president and cofounder of Indian Peaks Brewing Co., parent company of Left Hand Brewing Co. Eric grew up around the world as the son of an Air Force officer, and was

exposed to good beer at a precocious age in Germany.

He graduated from the U.S. Air Force Academy in 1984, with a degree in international affairs, and spent eight years in the Air Force as a communications officer in Italy and Turkey before moving back to the United States in 1993.

Upon his return, he was inspired by the renaissance in craft-beer brewing and drinking developing here in the United States and jumped into the beer business. His company acquired Tabernash Brewing Co. in April, 1998 and launched Indian Peaks Distributing in November 1998.

Indian Peaks Distributing was sold off in January 2006, taking Left Hand back to its roots and core mission of producing balanced, world-class beers through traditional, time-tested methods for consumers who appreciate good beer.

Longmont home to three quality municipal golf courses

BY DOUG STORUM
Managing Editor

LONGMONT – Golfers are treated to a post card view of the Rocky Mountains from any of the city of Longmont's three municipal golf courses.

From the historic nine-hole Sunset Golf Course, with towering trees lining the fairways to the 18-hole Twin Peaks Golf Course with its breathtaking views of Longs and Meeker peaks to the challenging Ute Creek Golf Course, players of all skill levels have a place to play.

These three courses, under the supervision of Larry Mills, the city's golf course superintendent, add to Longmont's quality of life. Longmont has a population of about 83,000, and it also draws players from throughout the Front Range of Colorado.

Last year the courses combined for a total of 99,849 rounds of golf in 2007, a few less than 102,478 rounds in 2006. The 2 percent drop in rounds played could be attributed to last year's near record snowfall that prevented golfers from playing the first few months of the year.

Quality
OF
Life
▶ Recreation

Mills said Ute Creek, designed by the world-renowned golf course architects of the Robert Trent Jones II Group, will be implementing an automated online tee time reservation system this year.

"This is a pilot program we hope to have up and running by early March," he said. A decision to make the online reservation system available for Sunset and Twin Peaks will be made in the future.

A couple of capital improvement projects are on the drawing table for Twin Peaks – replacing a water pump station and constructing hard surface cart paths. "We are still waiting to see if these are things we can do this year or if we need to wait a little longer," Mills said.

Greens fees remain the same this year at Sunset and Twin Peaks, but Ute Creek will have a slight increase. Eighteen holes at Ute Creek increases from \$30 to \$32 on weekdays and from \$36 to \$37 on weekends and holidays. For 18 holes, Sunset charges \$21 on weekdays and \$22 on weekends and holidays; and Twin Peaks charges \$26 on weekdays and \$28 on weekends and holidays. Cart fees remain the same at all three courses.

Built in 1922, Sunset is Longmont's oldest course, and last year it logged 30,072 rounds. It is located in historic old Longmont in a residential area. It features narrow, tree-lined fairways and small greens that can prove to be a challenge.

Twins Peaks was designed by Frank Hummel and opened for play in 1977. Twin Peaks is a traditional-style championship course that features elevated, undulating greens and water hazards on seven holes. This is a par 70 course that challenges experienced golfers, yet is enjoyable for players of all ages and skill levels. Last year it recorded 35,373 rounds. The course



Twin Peaks Golf Course is one of three municipal golf courses in Longmont. The Frank Hummel-designed course was built in 1977 and offers great views of the Rocky Mountains.

has a driving range, practice putting green, a full-service clubhouse and is a great place to socialize after a round of golf and host company outings.

Ute Creek, designed by the world-renowned golf course architects of the Robert Trent Jones II Group, opened in 1997. While Sunset and Twin Peaks experienced a decrease in rounds played in 2007, Ute Creek increased from 32,608 in 2006 to 34,434 rounds in 2007.

This 18-hole championship course is a par 72, ranging in length from 5,509 yards to 7,167 yards. Ute Creek is one of only six Robert Trent Jones II courses in Colorado, and the only one on the

northern Front Range. Its five lakes, two creeks, multi-level fairways and native grass areas will provide challenge and interest for players of all abilities. It has five par 3s and five par 5s.

Amenities at Ute Creek include a driving range, practice putting green, practice sand bunker area and a full-service clubhouse.

Each year all three courses offer a variety of tournaments for men and women in addition to the Longmont Men's City Golf Championship for city residents tentatively scheduled for July, which includes play at Sunset, Twin Peaks, Ute Creek and Longmont's private golf course at Fox Hill Country Club.

Longmont's golf trifecta

The city of Longmont operates three golf courses.

Sunset Golf Course
1900 Longs Peak Ave.
303-651-8466
9 holes, public

Twin Peaks Golf Course
1200 Cornell Drive
303-651-8491
18 holes, public

Ute Creek Golf Course
2000 Ute Creek Drive
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COCONA from 2B

Brad Poorman, Cocona's chief executive officer, attributes Cocona's rapid growth to the fast dry time and good timing.

"Once we showed how fast it dried at trade shows, and then confirmed with athletes, it really opened the floodgates," Poorman said. The industry was thirsty for a new high-tech fabric for users interested in high performance. Products like Gore-Tex and Coolmax emerged years ago with few new or unique performance fabrics entering the market since then, Poorman said.

"The marketplace has been looking for something to differentiate their products, and this came along at the right time."

Former professional triathlete Nicole DeBoom took notice of the Cocona fabric right away.

"It wicks moisture better than any product that I've used," DeBoom said. DeBoom liked the fabric so much she decided to use it in a line of clothing for her company — SkirtSports Inc. SkirtSports makes athletic apparel with an eye toward fashion as much as function, DeBoom said, and the feel and look of the fabric factored heavily into her choice of Cocona.

"Our consumers have just been blown away by the way Cocona has been incorporated into the line," DeBoom said, something she attributes not just to the fabric's quick-drying feature but also to the soft, silky feel of the material.

While DeBoom said the price of Cocona fabric is slightly higher than similar products, Cocona's environmen-

tal integrity makes it worthwhile.

"I think it's very important for business owners to make decisions with the bigger picture in mind," DeBoom said, and environmental sustainability is part of that bigger picture.

Making clothing from waste products isn't the only way Cocona may help the environment, Erb said. The reduction in the time it takes for a dryer to rid Cocona products of moisture is significantly less than for traditional cotton or polyester clothing. Erb said this could lead to a big reduction in the clothing industry's carbon footprint.

"Most of the carbon footprint is not in the manufacturing. It's in the care, the washing and the drying (of clothing)," Erb said. When clothing made with Cocona fabrics is dried with traditional materials it takes the whole load less time to dry.

"The part of this we find real interesting is not only the dollar savings but the reduction in the carbon footprint," Erb said. Decreased energy use for clothing care would impact household drying times but could have a grander impact for commercial laundries, such as places cleaning sheets, towels and uniforms, he said.

Cocona plans to expand into home and bath products with the release of a new technology in summer 2008, Erb said. The new product, made from volcanic minerals, will complement the coconut-derived fabric and will be pure white.

Current Cocona products all have color.



MICHAEL MYERS

Student Samantha Wild, right, works on a lab experiment at Skyline High School. Watching are, from left, Ansley Ellwood and Monika Finke.

CURRICULUM from 5B

\$5,000 from the city of Longmont and \$17,000 from the St. Vrain Valley Education Foundation allowed Skyline to hire a grant writer in December 2007 on a year-to-year basis. The grant writer is responsible for finding the initial \$1.5 million needed for the first four years, and then Skyline will incorporate the STEM costs into its academic budget.

Costs include the visual and performing art piece as well as additional teachers, mobile labs, smart boards, curriculum writing, professional development, equipment needed for classes and career center material.

Skyline is looking into internship opportunities for seniors along with an advisory board composed of local companies to help guide the STEM program.

John Cody, president and chief executive officer of the Longmont Area Economic Council, said the greatest asset Longmont has is the quality of the work force.

He said Longmont is experiencing the "Colorado Paradox," where there is a highly educated group of workers and a low high school graduation rate.

"We are an attractive area of the Front Range and can recruit people from anywhere in the world," he said. "The problem is we have not done a good job of preparing our kids for the future. We are importing our quality labor rather than attempting to grow our own. Offering STEM programs in our schools is absolutely necessary."

In a related effort Front Range Community College received The Bruce Wallace Biotechnology Laboratory Program grant totaling \$212,000 from Amgen over the course of three years. The grant provides money for Front Range professors to train high school teachers to use new lab equipment and substances to mimic the DNA biotech giant Amgen Inc. uses to make medicine. The community college is in the second semester of the project and started working with high schools throughout Colorado last summer. This month equipment has been delivered to Silver Creek, Skyline and Berthoud high schools.

"What we expect is that the high school students who are studying these labs will become more interested in bioscience or

biomedicine and will study math and science in college," said Barbara Bollmann, dean of instruction at Front Range. "Then we do not have to import our bio scientists. Employees are excited as we prepare students for the rest of their lives either in the work place or in higher education. We in higher education are preparing students for jobs that are now just being invented."

The math, engineering, science achievement, or MESA program, is associated with the STEM initiative and focuses on minority female and at-risk students. MESA partners include the Cooperative Institute for Research in Environmental Sciences at CU Boulder as well as the Laboratory for Atmospheric and Space Physics. The St. Vrain Valley School District MESA program has more than 1,000 students ages 4 to 18 years old in more than 40 different schools.

Karen Hunter, MESA coordinator for the St. Vrain Valley School District, said the MESA program at Skyline offers Latino students who are learning English the ability to get high-powered science concepts in a class taught in dual languages.

"This is unique and interested students are able to get the concepts in a language they understand while still learning English," she said.

Hunter said she has been in education 43 years, and MESA is the program she sees making the biggest difference in the lives of student who need access to enriching opportunity.

David Ramirez, mentor and CU Boulder student studying mechanical engineering, said it is a way to connect with students and help them understand.

The CU Boulder Multicultural Engineering students also serve as mentors to the MESA kids.

"The activities we do are math and science based," Ramirez said. "We have had kids who come in and are not interested in college, and they now want to be engineers. We try and show them how fun and easy it is when you apply knowledge and get them excited about learning."

It is hoped these coordinated efforts will provide the vehicle by which Longmont area kids can be ready for the advanced technology jobs of the future.



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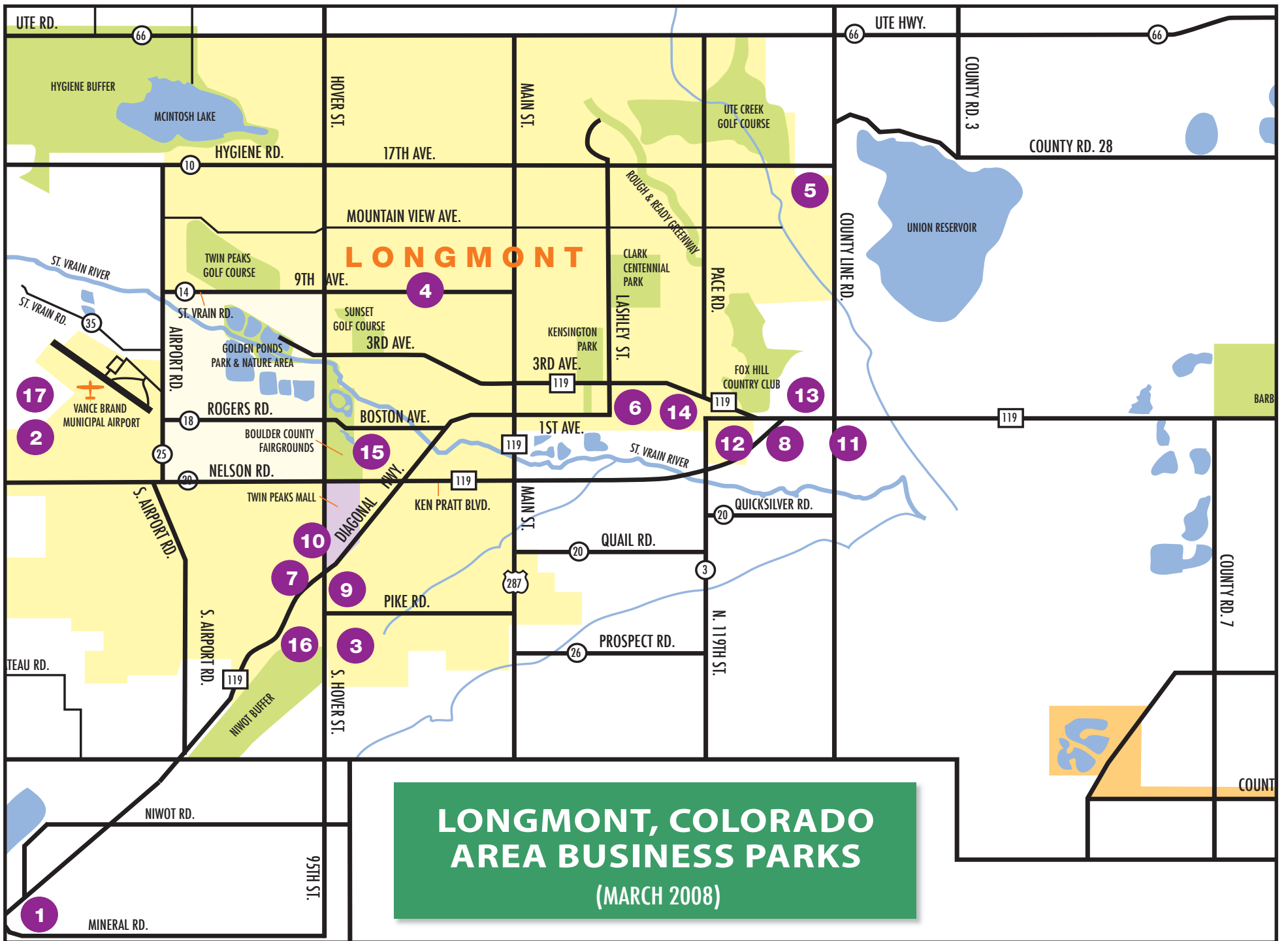


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2 CLOVER BASIN BUSINESS PARK

(Nelson Road & N. 75th)
 Western Property Advisors - Stan Whitaker
 303-469-4200
 Acres: 166
 Major Tenants: Seagate

3 CREEKSIDe BUSINESS PARK

(Pike & Hover Roads)
 MAGI Real Estate Services - Steven Holcomb
 303-301-5408
 Acres: 40
 Major Tenants: Mentor Graphics, Emulex, Tetra Tech, PharMerica, Sangat Precision, Breakthrough Management, LSI Storage Peripherals, Analog Devices

4 LONGMONT INDUSTRIAL FACILITY

(120 - 9th Avenue)
 Colorado & Santa Fe Real Estate - Brandi Spencer
 303-466-2500
 Acres: 12
 Major Tenants: Circle Graphics, Longmont Sports Warehouse, A-Window Grate, Precision Works

5 EASTGATE BUSINESS PARK

(17th Avenue & County Line Road)
 Ithaca Development LLC - Bill Sheerin
 303-598-2455
 Acres: 80
 Major Tenants: N/A

6 LONGMONT AUTOMOTIVE PARK

(Highway 119 & Lashley Street)
 Prudential Rocky Mountain Realtors - Ed Kanemoto
 303-772-2222
 Acres: 8
 Major Tenants: Valley Ford, Traffic Signal Controls, Salud Clinic, Prestige Chrysler Dodge

7 BOULDER COUNTY BUSINESS CENTER

(Hover Road & Diagonal Highway)
 Macy Development - Don Macy
 303-321-8888
 Acres: 150
 Major Tenants: Intrado, Sun APT, DigitalGlobe

8 MILL VILLAGE BUSINESS PARK

(Highway 119)
 Prudential Rocky Mountain Realtors - Ed/Keith Kanemoto
 303-772-2222
 Acres: 17
 Major Tenants: DaVita Dialysis Center, Horizon Banks, Sunflower Spa, Precise Cables, Blueprint Robotics

9 CIRCLE CAPITAL LONGMONT

(Southwest Longmont)
 Becky Callan - Dean Callan & Co./Scott Garel - Frederick Ross
 303-440-6621/303-892-1111
 Acres: 227
 Major Tenants: Displaytech, Texas Instruments, nSpire Health, National Semiconductor, Matheson Tri-Gas, Array BioPharma, Melles Griot, Front Range Community College, RidgeviewTel LLC

10 ST. VRAIN CENTER

(Hover Road)
 Macy Development Company - Don Macy
 303-321-8888
 Acres: 170
 Major Tenants: King Soopers, First National Bank of Colorado, Kohl's, Borders Bookstore, Chili's, Noodles & Company, Pro Golf, Elevations Credit Union

11 SANDSTONE FARM

(Highway 119 & WCR 1)
 Bush Development - Troy Smith
 303-780-9396
 Acres: 131
 Major Tenants: N/A

12 SUGAR MILL PARK

(10012 N. 119th)
 Colorado Gold Properties - Noreen Canaday
 720-480-1589
 Acres: 29.7
 Major Tenants: N/A

13 THE BUSINESS PARK AT FOX HILL

(Highway 119 & WCR 1 - NW Corner)
 Actis, LLC - Richard Groves
 303-678-0426
 Acres: 83
 Major Tenants: N/A

14 WEAVER INDUSTRIAL PARK

(Highway 119)
 Prudential Rocky Mountain Realtors - Ed/Ken Kanemoto
 303-772-2222
 Acres: 40
 Major Tenants: Reliant Manufacturing, UPS, Syngenta, Colorado Coiling, Specialty Gas Products, Royal Crest Dairy

15 LONGMONT TECHNOLOGY PARK

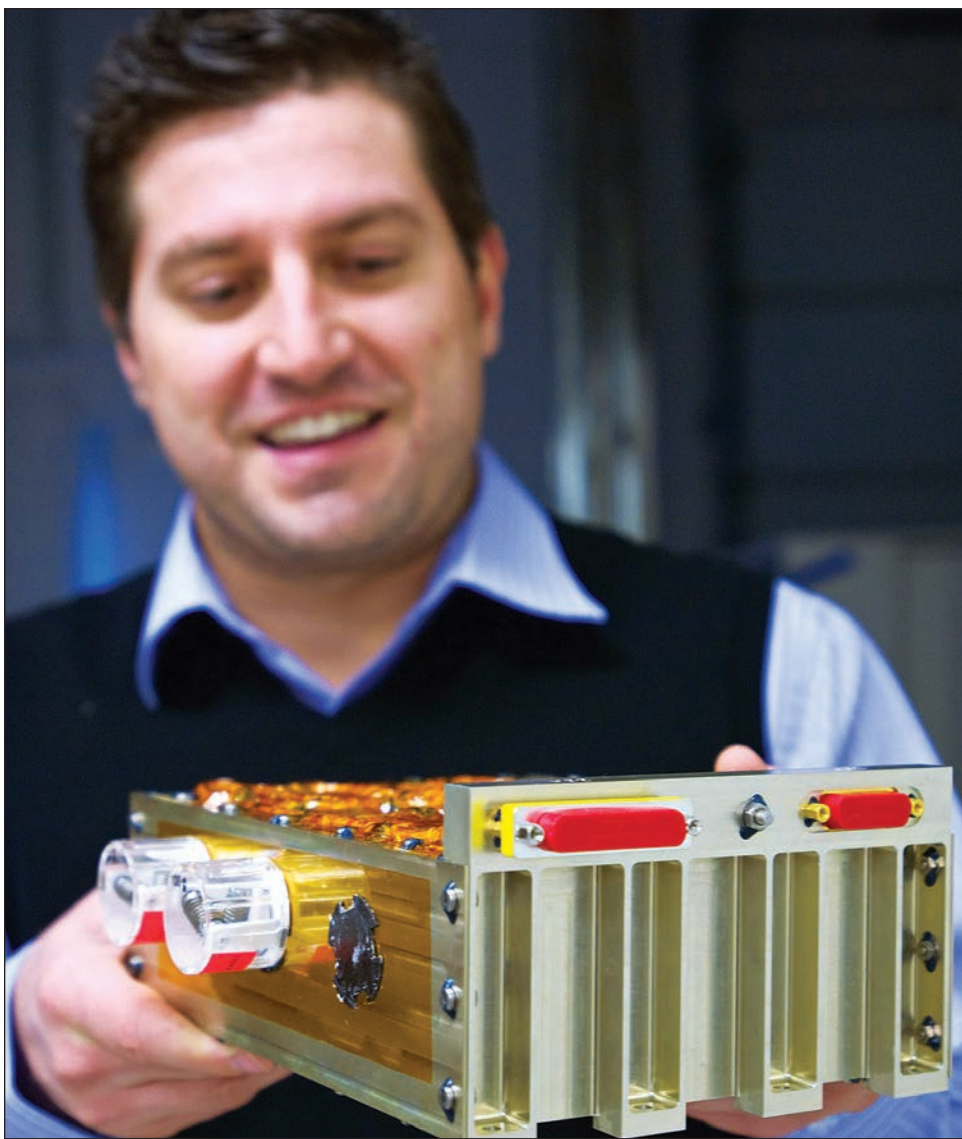
(Sunset Street & Nelson Road)
 CB Richard Ellis - Todd Witty
 720-528-6339
 Acres: 19
 Major Tenants: American Convertors, Circuits West., Bags, Inc., Longmont United Hospital Business Office

16 LONGMONT STATION

(1901 South Hover St.)
 Panattoni - Jason Tadych
 303-623-0865
 Acres: 19
 Major Tenants: N/A

17 MOUNTAIN VIEW BUSINESS PARK

(10302 North 75th)
 Grubb & Ellis - Mike Wafer and Bruce Mawhinney
 303-572-7700
 Acres: 147.9
 Major Tenants: N/A



JONATHAN CASTNER

Andrea Bennetti, project manager with ABSL Space Products, shows off one of the company's 15 amp battery systems at the company's new facility in Longmont. ABSL launched the very first lithium ion batteries in space in 2001 and three years ago started producing its first batteries for the U.S. market. ABSL has two other U.S. locations, and the national center of operations is in Longmont.

TALENT from 1B

month relocated from its former location in Weld County to a 17,000-square-foot facility in Longmont — the former Seedex building at 1350 Kansas Ave.

According to company comptroller Lonna Cinnamon, the choice of location was strongly dictated by consideration for the company's employee base.

"Our employee base is largely in Longmont, and we didn't want to lose employees by moving out of their comfort zone," she said. "We had the choice to buy an existing building or build a new one, and we bought the Seedex building and started an entire renovation last October. Pretty much the only thing left now from the former building is the walls."

While the company is continuing to grow its base of Colorado clients, Mountain Optech primarily handles military and government contracts for international organizations ranging from the U.S. Department of Defense and NASA to the U.K. Royal Aircraft Establishment. During the last three years the company has shown a significant revenue growth of 250 percent, according to Cinnamon.

The new facility stands on a two-acre site, which will give Mountain Optech enough room to eventually expand, Cinnamon said. In the meantime, the company plans to hire more employees during the coming months.

A new entry into Longmont's growing aerospace community is ABSL Space Products. Originally created in the 1950s as part of the United Kingdom's Atomic Energy Authority, the company began patenting lithium ion materials in the 1970s, and in the 1990s it began focusing on the production and development of lithium ion batteries for the aerospace industry.

ABSL launched the very first lithium ion batteries in space in 2001, and three years ago started producing its first batteries for the U.S. market.

According to Andrea Bennetti, project manager with the company, the growing number of contracts from NASA and other major aerospace clients made it necessary for ABSL to expand its U.K. headquarters to include a U.S. center of operations.

"We realized that we had to market more in the U.S.," Bennetti said. "Marketing from abroad was difficult at the time, and we knew that if we moved to the U.S. for marketing and operations it

“We’re very pleased we selected Longmont as our business partner. We had been looking at three or four other sites, but we know that we very definitely made the right decision.”

Tony Piazza

VICE PRESIDENT,
HONDA NORTH AMERICAN DATA CENTER

would be successful.”

After setting up briefly in Boulder and then in Los Angeles, the company has been permanently located to Longmont, bringing top executives such as Bennetti from its U.K. office to help operate the new 10,250-square-foot research and development facility, which was acquired by lease last December. Located at 2602 Clover Basin Drive, the facility will be open and fully operational by March 15.

While ABSL currently has two other U.S. locations, the national center of operations will now be in Longmont, Bennetti said. With aerospace clients on both coasts the central location will be convenient and close to local aerospace industry clients such as Lockheed Martin Integrated Systems & Solutions and Ball Aerospace and Technologies Corp. in nearby Boulder.

Bennetti said the company is considering an ambitious expansion plan during the next couple of years, which would include taking over the available space next door — thus doubling the size of the present facility.

The new facility will employ a staff of 35 to 50 employees — with many, Bennetti said, coming from the local talent pool.

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Jan. 4 - 17, 2008

U.S. companies offer mentoring to Afghani women

Key Equipment Finance donates laptops, employee to Peace through Business

By **Laura Benor**
Business Report Correspondent

SUPERIOR — A dozen women in Afghanistan can thank Key Equipment Finance Inc. for their new laptop computers as well as inspiration and advice from a Key employee who was born there.

Superior-based Key Equipment Finance participated in the first Peace through Business program by donating 12 laptops and allowing Zahra Akh, vendor support manager for Key Government Finance Inc., to serve as a mentor. The Oklahoma City-based Women Impacting Public Policy Institute Inc. developed the program to promote business, political and economic stability in developing countries.

KeyCorp (NYSE:KEY) employs 300 in Boulder County and 1,100 worldwide in 26 countries. The Superior location is involved in leasing technology and health-care equipment, commercial vehicles and heavy machinery to small- and mid-size companies.

The "Peace through Business" program brought 12 women from Afghanistan to the United States for six weeks of business training this past August and September. The women found out about the program via e-mail from the Afghan-American Chamber of Commerce and the U.S. Agency for International Development.

Terry Niese, the institute's chief executive, contacted companies and foundations for support in early 2007. Afghan women started applying for the program in September 2006. Of the 118 women who applied 20 were selected — of the 20, 12 were able to travel and participate. The women applied by answering e-mail questions.

Selection criteria involved owning a business or having a concrete idea of the type of business they wanted to start with funding. The women also had to speak English and have support from their family and business to leave Afghanistan for six weeks.

"Because this was financed through the private sector the help from the corporations and foundations were critical to the program's success," Niese said. "The laptop computers were critical to the success of the program."

Key joined other major donors like General Electric, AT&T Corp. and United Parcel Service Inc. along with several foundations. This was the first time Key donated Dell laptops. In the past the laptops were recycled for parts.

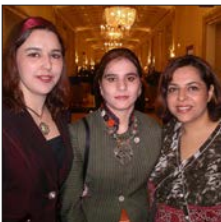
Lori Franzer, senior vice president for human resources and administration for Key National Finance in Superior, said Key could do it again if presented with another opportunity.

"We were breaking ground," she said. "Key, like any company, wants to make sure its assets were used properly."

Donating laptops isn't the only corporate philanthropy Key is involved in. The company also has a partnership with the University of Colorado's Leeds School of Business. Franzer said Key gives grants and donations to the business school and encourages employees to serve as mentors to students.

"Getting our current employees in outreach programs builds engagement between the employee and company," she said. "It's a retention tool. Engaged employees are more productive employees."

Ahadi, who has been in Afghanistan and has been in the country since 1982, served as a cultural liaison before the women arrived. She also mentored a 21-year-old Afghan woman in Chicago. The women received five weeks of business training at Northwood University in Midland, Mich. before staying with women business owners in Chicago, Oklahoma City and Midland. The women spent time with



Zahra Akh, right, a vendor support manager for Key Government Finance Inc. in Superior, serves as a mentor for women in Afghanistan with the help of her employer through the Peace through Business program. She attended the Women Impacting Public Policy conference in Washington, D.C. with 12 women from Afghanistan including Hafsa Akh, left, and Sahiba Alamyar who sells handmade crafts in Kabul, Afghanistan.

mentors in the three cities.

"We taught them about business plans and marketing Web site development," said Terry McNally Beak, president of Global Capital Ltd. in Illinois. "The idea is that they go back and teach other women. It's a grassroots effort to help women around the world."

McNally Beak, who is an ambassador for the institute, is a Key Equipment Finance client.

Ahadi worked with McNally Beak in Chicago. Sahiba Alamyar, who received guidance from Ahadi, wanted to expand her embroidery store in Kabul, Afghanistan to include clients in Pakistan and other neighboring countries. "She did have experience with computers," Ahadi said. "I explained how we live here in the United States compared to Kabul."

The Afghan women ranged in age from 21 to 48. They were involved in businesses ranging from tea and beauty shops to a soccer ball factory. After the mentorship part of their stay the women traveled to Washington, D.C. to attend a conference held by the institute's sister organization — Women Impacting Public Policy. Key sponsored Ahadi's trip to Washington, D.C. where the women met Labor Department Secretary Elaine Chao in a White House reception.

Home reception. The women returned to Afghanistan with their laptops loaded with software from Office Depot Inc. Niese said 20 companies and 15 individuals raised \$250,000 for the program. The money was in addition to in-kind donations like the laptops. The institute will go through the recruiting and fundraising process again in 2008 when another 10 to 15 women will be selected to come to the United States.

Niese believes corporations benefit from a project like "Peace through Business" because it's an opportunity to build democracy, free enterprise and economic development worldwide.

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(Employers ranked by number of employees in Longmont.)

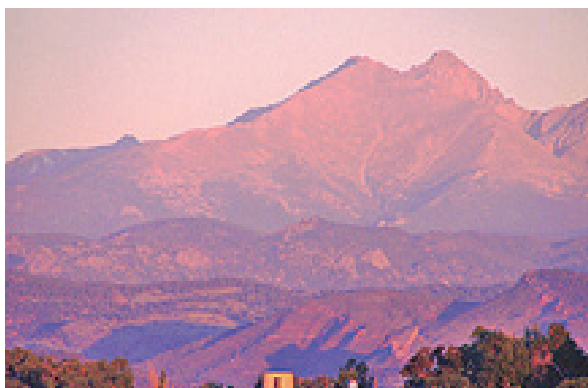
RANK	Company Address Phone/Fax	Local employees Employees worldwide	Products/Services	Revenues 2007 Revenues 2006 Fiscal year end	Public/Private Stock exchange Stockticker	Headquarters Web site Parent company	Person in charge Year founded
1	ST. VRAIN VALLEY SCHOOL DISTRICT 395 S. Pratt Parkway Longmont, CO 80501-6527 303-776-6200/303-682-7366	4,228 N/A	St. Vrain Valley School District operates 44 schools that are spread over 411 square miles and include 22 Elementary, 9 Middle, 1 Middle/Senior, 6 High, 2 Alternative, and 3 Charter.	N/A N/A Dec. 31	Private	Longmont www.stvrain.k12.co.us	Randy Zila, Superintendent 1965
2	SEAGATE TECHNOLOGY LLC 389 Disc Drive Longmont, CO 80503 720-684-1900/720-684-1213	1,605 N/A	Disk drives, magnetic disks and read-write heads.	\$11,360,000,000 \$9,206,000,000 June 30	Public NYSE STX	Scotts Valley, California www.seagate.com Seagate Technology LLC	Andy Davis, Vice President, Design Engineering 1979
3	LONGMONT UNITED HOSPITAL 1950 W. Mountain View Ave. Longmont, CO 80501 303-651-5111/303-678-4050	1,285 N/A	Level III trauma services, Level II nursery, 15-bed transitional care unit, open-heart surgery and neurosurgical services.	N/A \$315,601,419 Dec. 31	Private N/A N/A	Longmont www.luhcares.org	Mitchell Carson, CEO 1959
4	BUTTERBALL LLC 150 Main St. Longmont, CO 80501 303-776-6611/303-678-4120	920 N/A	Processed turkey products.	\$12,028,200,000 \$11,579,400,000 Dec. 31	Public NYSE CAG	Omaha, Nebraska www.conagrafoods.com	Tom Christensen, Complex Manager 1951
5	CITY OF LONGMONT 350 Kimbark St. Longmont, CO 80501 303-651-8601/303-651-8590	857 N/A	Our mission is to enhance the quality of life for those who live in, work in, or visit the community of Longmont.	\$217,365,493 \$218,989,695 Dec. 31	Private	Longmont www.ci.longmont.co.us	Roger Lange, Mayor 1873
6	MEASURED PROGRESS 2950 Colorful Ave., Suite 500 Longmont, CO 80504 303-772-5300/303-774-8778	826 N/A	Evaluation/grading of No Student Left Behind programs.	N/A N/A N/A	Private	Dover, New Hampshire www.measuredprogress.org	Stuart Kahl, Founder 1983
7	AMGEN INC. 4000 Nelson Road Longmont, CO 80503 303-401-1000/303-401-7601	809 N/A	Manufacturer of biologics; this location makes bulk ingredients for Epogen and Aranesp for anemia.	N/A \$14,268,000,000 Dec. 31	Public Nasdaq AMGN	Thousand Oaks, California www.amgen.com	Kevin W. Sharer, Chairman, President and CEO 1980
8	INTRADO INC. 1601 Dry Creek Drive Longmont, CO 80503 720-494-5800/720-494-6600	724 N/A	Suite of software, services and solutions for public safety, 911 and commercial applications.	N/A N/A Dec. 31	Private	Omaha, Nebraska www.intrado.com West Corp.	George Heinrichs, President 1979
9	MCLANE WESTERN 2100 E. Ken Pratt Blvd. Longmont, CO 80504 303-682-7500/303-678-9831	541 N/A	Food distribution.	\$840,680,412 N/A Jan. 1	Public NYSE WMT	Temple, Texas www.mclaneco.com	Keith Pearson, President 1894
10	FEDERAL AVIATION ADMINISTRATION 1625 S. Fordham St. Longmont, CO 80503 303-684-5000	428 N/A	Aviation control center.	N/A N/A N/A	Private	Washington, D.C. www.faa.gov	N/A N/A
11	XILINX INC. 3100 Logic Drive Longmont, CO 80503 720-652-3600/720-652-3660	400 N/A	Design tools for programmable technologies, specifically field programmable gate arrays.	N/A \$1,726,250,000 March 21	Public Nasdaq XLNX	San Jose, California www.xilinx.com Xilinx Inc.	Wim Roelandts, Chairman, President and CEO and Bruce Talley, Vice President, General Manager 1984
12	DIGITALGLOBE INC. 1601 Dry Creek Drive, Suite 260 Longmont, CO 80503 303-684-4000/303-682-3848	315 N/A	Provider of high-resolution commercial satellite imagery and geospatial information products.	N/A N/A Dec. 31	Private	Longmont www.digitalglobe.com	Jill Smith, CEO and President 1992
13	LONGMONT CLINIC 1925 W. Mountain View Ave. Longmont, CO 80501 303-776-1234/720-494-3107	302 N/A	Multi-specialty medical center providing ancillary services including radiology, laboratory, walk-in urgent care, nuclear medicine and an anti-coagulation clinic.	N/A N/A Dec. 31	Private	Longmont www.longmontclinic.com	Jack B. Campbell, Administrator 1906
14	LEXMARK INTERNATIONAL INC. 6555 Monarch Road Longmont, CO 80503 303-581-5000/303-581-2220	270 13,000	Development and manufacturing of laser printer toner and photo conductor drums.	\$5,000,000,000 \$5,100,000,000 Dec. 31	Public NYSE LXX	Lexington, Kentucky www.lexmark.com	John Byrne, General manager 1991
15	LEHMAN COMMUNICATIONS CORP./DAILY TIMES-CALL 350 Terry St. Longmont, CO 80501 303-776-2244/303-776-9271	259 N/A	Newspaper publishing and printing, including Daily Times-Call, Loveland Daily Reporter-Herald, Canon City Daily Record, Lafayette News, Louisville Times, Erie Review, Superior Observer, and Longmont FYI.	\$30,778,000 \$31,255,000 Dec. 31	Private	Longmont www.timescall.com	Edward Lehman, CEO and Publisher and Dean Lehman, President 1871
16	CIRCLE GRAPHICS 120 9th Ave. Longmont, CO 80501-4594 303-532-2370/303-532-2384	230 N/A	Billboard signs.	N/A N/A N/A	Private	Longmont www.circlegraphicsonline.com	Hank Ridless 2001
17	SUNRISE MEDICAL, MOBILITY DIVISION 7477-A E. Dry Creek Parkway Longmont, CO 80503 303-218-4500/303-218-4575	220 4,400	Mobility-focused business: supplies Quickie, Jay, Guardian, Hoyer and Bio Clinic products; also offers the A.R.T. Group portfolio of products.	N/A N/A June 30	Private	Carlsbad, California www.sunrisemedical.com	Michael Hammes, CEO 2007
18	PHARMERICA 1900 S. Sunset St. Unit 1A Longmont, CO 80501 303-651-3535	207 N/A	Billing, collections, customer service and claims processing for PharmERICA pharmacies.	N/A N/A N/A	Private	Louisville, Kentucky www.pharmERICA.com	N/A N/A
19	COMPLETE HOME HEALTH CARE LLC 850 23rd Ave., Suite C Longmont, CO 80501 720-652-0292/720-652-0295	175 N/A	Skilled nursing, physical, occupational and speech therapy, home health aides, personal care providers, pediatric care specialists, rehabilitation, and cardiac care.	N/A N/A N/A	Private	Boulder www.completehhc.com	Cathy Kaufman, R.N., CEO, Founding Partner 2001
20	COPAN SYSTEMS INC. 1900 Pike Road Longmont, CO 80501 303-532-0200/303-532-0201	150 N/A	Long term data storage using MAID technology. Solutions include backup/restore, archive, and disaster recovery.	N/A \$8,000,000 Dec. 31	Private	Longmont www.copansys.com	Mark Ward, CEO and President 2002
21	THULE ORGANIZATION SOLUTIONS 6303 Dry Creek Parkway Longmont, CO 80503-7294 303-652-1000/303-652-1094	135 4,000	Consumer portable electronics cases, backpacks and luggage.	N/A \$4,200,000,000 Dec. 31	Private	Denver, Colorado www.caselogic.com Thule	Tom Sandler, President N/A
22	STMICROELECTRONICS INC. 1625 S. Fordham Road, Suite 500 Longmont, CO 80503 303-772-9729/303-381-3680	132 45,000	Global independent semiconductor company that designs, develops, manufactures and markets a broad range of semiconductor integrated circuits and discrete devices used in microelectronic applications.	\$9,850,000,000 \$8,910,000,000 N/A	Public NYSE STM	Geneva, Switzerland www.st.com	Jeffrey Wellinger, Vice President of Data Storage 1974
23	NSPIRE HEALTH INC. 1830 Lefthand Circle Longmont, CO 80501 303-666-5555/303-666-5588	120 N/A	Manufacturer of diagnostic spirometers and bacterial filters for pulmonary testing; specialized aerosol delivery devices. Asthma management monitoring tools and medical delivery devices. Lung function diagnostic testing equipment.	N/A N/A N/A	Private	Longmont www.nspirehealth.com	Michael Sims, CEO 1990
24	ARRAY BIOPHARMA INC. 2620 Trade Centre Ave. Longmont, CO 80503 303-381-6600	119 335	Focused on the discovery, development and commercialization of targeted small molecule drugs to treat patients afflicted with cancer, inflammatory diseases and pain.	N/A N/A N/A	Public Nasdaq ARRY	Boulder www.arraybiopharma.com	Robert Conway, CEO 1998
25	DOT HILL SYSTEMS CORP. 1351 S. Sunset St. Longmont, CO 80501 303-845-3200/303-845-3655	115 N/A	Designs and delivers storage networking solutions to channel partners worldwide. Products include the SANnet II family of storage systems and RIO Xtreme storage solutions.	N/A \$239,200,000 Dec. 31	Public Nasdaq HILL	Carlsbad, California www.dothill.com	Dana W. Kammersgard, CEO, Director and President 1999

N/A: not available.

If your company should be on this list, please request a survey by e-mailing research@bcb.com or calling our research department at (303) 440-4950.

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