



# EXISTING INDUSTRY ANNUAL UPDATE 2016 Report

ADVANCE LONGMONT

ADVANCE PRIMARY INDUSTRY

ADVANCE LOCAL BUSINESS

ADVANCE STARTUP COMMUNITY

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## EXECUTIVE SUMMARY

Longmont area primary employers continue to be optimistic about the future of their business. They are the foundation of the local economy and their wages provide most of the discretionary income that supports the rest of our local economy. The efforts of the Longmont Economic Development Partnership (Longmont EDP) to ascertain the condition of these companies, now in their 27th year, are an important component in our ability to keep and grow them.

The Longmont area has 228 primary employers with more than 11,560 workers. Again this year, our response rate from companies contacted remains positive at 59%. This is a testament to the dedication of our volunteers. Longmont has the most comprehensive industry retention program in the state and continues to be recognized nationally for its volunteer support.

Below are the highlights of this year's survey, which reflect current conditions for primary employers in the Longmont area:

1. 88% of our companies anticipate new products being introduced in the next two years.
2. Over half of Longmont's responding companies have expansion plans in the next three years.
3. 71% of companies stated there are no barriers to growth in Longmont.
4. Workforce productivity is considered high (87%) by local companies.
5. 70% noted that company sales are increasing.
6. 61% of the companies responding report that market share is increasing.
7. 94% of companies said that Longmont's technology infrastructure is adequate for their growth plan.
8. 76% of primary companies conduct research and development in Longmont.
9. Anticipated job growth will be mostly in the Advanced Technology sector at (84%).
10. 51% of responding companies have adequate room for expansion at their current facility.

Longmont companies continue to predict growth, and 2016 reflects a confidence in expanding their operations in the Longmont community. While the results of this survey reflect current attitudes, they will change over time and we must be ever mindful that nothing is guaranteed. As such, the Longmont EDP remains attentive and responsive to the needs of Longmont's employer base.

## OVERVIEW

The mission of the Longmont Economic Development Partnership (LEDP) is to lead a comprehensive, collaborative economic development strategy to promote and strengthen our community's economic health. As part of that mission our Existing Business committee, comprised solely of 33 volunteers from the Longmont business community, contacts primary employers in the Longmont area annually. **Our appreciation goes out to the dedicated group who make this important task possible.**

This update achieves several purposes: it demonstrates the community's interest in existing primary industry retention and expansion, better determines their needs and concerns so we can try to address them, helps determine the health of our industrial base and its individual companies, and tries to assess the opportunities and risks for retaining and growing them. The Longmont EDP utilizes a national software program called Synchronist to track and analyze employer information.

Conclusions and graphs are based on information supplied through direct answers, analysis and comparisons made from extracted data, and background and historical information. Internal efforts are also made to ensure that Longmont EDP staff follows up with the companies looking to expand their operations here or facing issues that may put their current operation at risk.

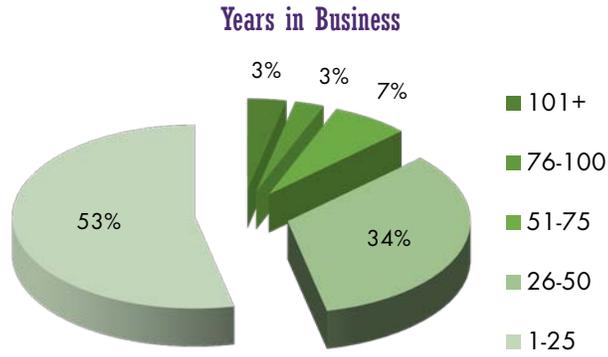
The Existing Industry Update continues to be an integral part of keeping the Longmont EDP informed about the activities of Longmont area primary employers. It is also our means of communicating with employers and emphasizing our desire to assist in any manner practical. The information gleaned from these contacts helps direct our activities and programs. In real terms, there are limits on our ability to assist companies as many threats are market oriented and therefore outside our control. What we can do is stay aware of the issues facing our companies, address the ones we can influence, and continue our focus on maintaining the Longmont area as a quality business environment.

The industrial base of Longmont is comprised of 228 primary employers, providing more than 11,560 jobs. Sixty-seven percent of Longmont area companies are headquartered here and 77% of our primary employment is provided by advanced technology companies. An attempt is made to contact every primary employer in the Longmont EDP's service territory each year.

<b>228**</b>	<b>Total Primary Companies on contact list</b>	
<b>200</b>	<b>Companies Contacted</b>	<b>99% Contacted</b>
<b>117</b>	<b>Updates Completed/Received</b>	<b>59% Returned</b>
	<b>(Representing 7,129 jobs)</b>	

*\*\*We currently have 228 primary employers in our area, however some of the companies have requested not to be surveyed and some are new companies to the area that will be surveyed next year.*

Forty-seven percent of the companies responding have been in business for 25 years or more. Sixty-two percent of those responding are in facilities 11 - 25 years old, and 95% say that their building is in good or excellent condition. This is up significantly from 78% in 2015. Sixty-seven percent lease their facilities and 51% say that there is room for expansion at their current site. This exemplifies the opportunity for new real estate construction/remodel of space as 49% do not have room to expand at their current facilities.



## INDUSTRY VITALITY

### Company Evolution

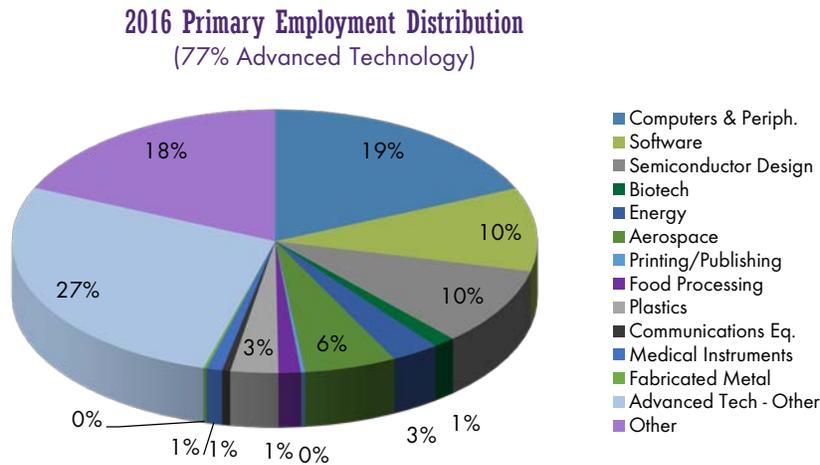
This section of the update gives us an overview of the company’s achievements, product/service life cycle, and their research and development efforts. Answers from this section help us to determine how well a company is poised to take advantage of market opportunities.

### ACHIEVEMENTS

“Business Growth or Sales Increase” continued as the highest ranking achievement companies listed in 2016, decreasing slightly to 37% compared to 41% in 2015. “Products/Services Added” remained as second ranking with 15%; and “Business Challenge/Successful Conclusion” remained third with a ranking of 12%. The challenges noted most often were again “staying in business/survival” as they were in 2015 and have been over the past few years.

### RESEARCH & DEVELOPMENT

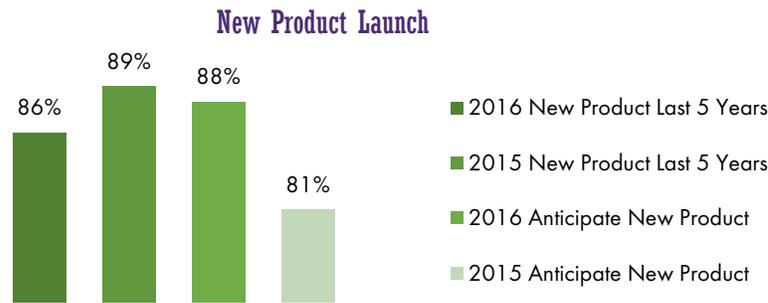
Research and development is an integral part of an advanced technology community, and seventy-seven percent of all primary jobs in the Longmont area are located in advanced technology companies (see graph below).



Eighty-four percent of primary employers are conducting R&D – up from 73% in 2015. Of those employers, 76% perform R&D services in the Longmont area, higher than the national average and down slightly from 78% in 2015. R&D efforts are reflected in the fact that 86% (compared to 89% in 2015) of responding companies have introduced a new product or service in the last five years and 88% anticipate doing so in the next two years (up from 2015’s figure of 81%). This reflects a continued uptick in product development.

### PRODUCT LIFE CYCLE

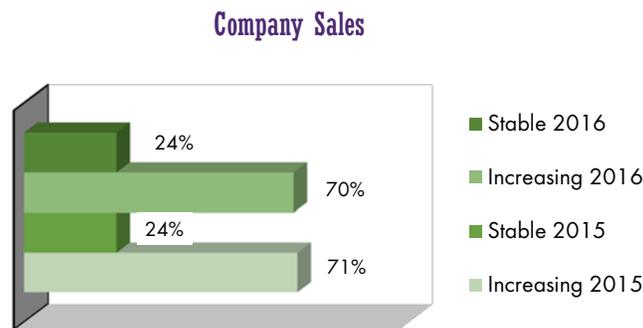
Seventy-two percent of the companies responding noted that their company's primary product or service life cycle is either emerging or growing, up from 67% in 2015. Of the remaining employers, 26% (31% in 2015) said the life cycle of their product/service was maturing and less than 2% were declining (stable with 2015's figure). The Longmont EDP will continue to monitor this 28% of employers as their potential for either changing products or closing operations is higher and has increased over the last year.



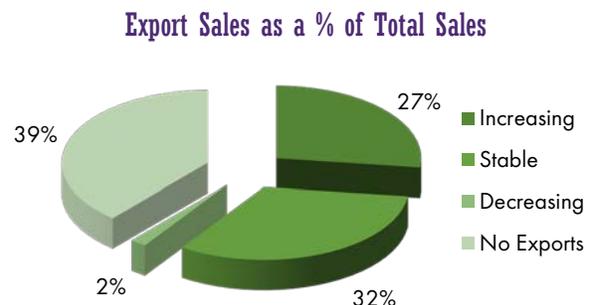
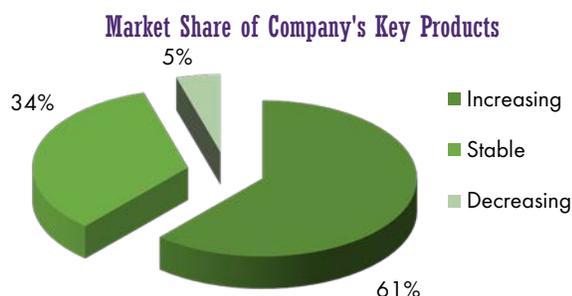
## Market Conditions

### STATUS

This section provides a snapshot of the company's current market situation. It reviews the status of company sales and addresses export markets and foreign operations. Seventy percent of companies responding said that their company sales were increasing (stable with 71% in 2015), while 24% were stable (same as 2015). Further, 61% (60% in 2015) indicated the market share for their main product was increasing and 34% reported it as stable. While the market condition numbers in 2016 remained stable as in 2015, we continue to recognize the importance of communicating with companies about the opportunities for their companies to grow in Longmont and how the Longmont EDP may assist with those efforts.



Thirty-three percent of our employers indicated that their primary market was international (down slightly from 37% in 2015). The percentage of employers involved in exporting remained stable at 61%. Of those exporting product, 27% reported that export sales, as a percentage of total sales, were increasing while 32% indicated they were stable. Seventeen percent of area companies have overseas facilities to meet these market needs. Plant facilities are located in numerous countries including Japan, China, Mexico, Europe, Asia, and Canada.



## CHALLENGES

This section explores changes in the company's industry sector, including competition, mergers & acquisitions, and production capacity. It also reflects on legislation that may impact their industry. In 2016, the percentage of companies indicating that merger and acquisition activity was increasing decreased dramatically to 39% (down from 95% in 2015). It should be noted that in the past, less than 40% of companies responding answered this question, but in 2016 - 88% responded. 59% of those responding felt that Merger & Acquisition activity was stable. The global and tight markets our companies are competing with are constantly being monitored by the Longmont EDP in an effort to retain business in the community.

## Growth Potential

These questions are designed to provide some insight for the potential growth of companies in our region. They cover plans for expansion, capital investment and job growth, and allow us to further analyze the data by geography and industry sector.

### EXPANSION PLANS

Fifty-nine percent of companies indicated that current production was balanced (stable with 2015 at 55%), while 25% said current production is under capacity (down from 31% in 2015). The number of employers reporting that their production is over capacity in 2016 remained stable at 16%.

Sixty-five of the 117 companies responding (56%) indicated plans to expand in some form (capital, jobs, facilities) *within the next three years*. This is up slightly from 2015 at 51% and continues to be a focus of the Longmont EDP as they work with existing employers to grow their operations in Longmont.



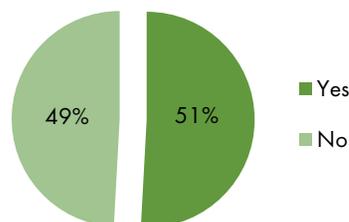
In 2016, the percentage of companies that said their existing facilities are adequate and had room for growth for future operations again increased slightly to 51% (versus 49% in 2015). Of the companies that don't have adequate facilities to expand in and are planning to expand, they are expected to absorb 11% of the vacant space currently on the market. This number is down slightly from 16% in 2015 but is a reminder that the community needs to work to provide adequate facilities for our employers to have an opportunity to grow/expand into. The need to continue to market to new businesses for absorption of existing square footage remains a priority but inventory is becoming more of a challenge for existing and new companies to find the kind of space they require.

***Planned expansions over the next 3 years - 56%***

### POTENTIAL IMPACT

Planned expansion by companies reporting specific numbers is expected to result in 710 new jobs (stable with 2015 which was 715); \$111,900,000 in capital investment (up significantly from 2015 at \$79,895,000); and an additional 417,650 square feet (up from 358,300 square feet in 2015) over the next 3 years. Analysis of these numbers is positive in that two of the three categories are expecting increases. These figures exemplify a strong commitment of expansion in the next three years from our existing employers.

### Room For Expansion



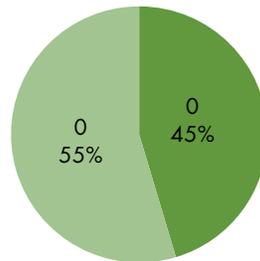
## SECTOR ANALYSIS

The Synchronist system allows us to break the figures down even further by industry sector. For example, of the 710 new jobs anticipated over the next three years, 597 (84%) are represented by advanced technology companies and 113 (16%) will be added by non-advanced technology companies.

## LEGISLATIVE IMPACTS

Forty-five percent of Longmont area employers felt that legislative initiatives would have an adverse affect on their operation. 28% of companies responding said that legislative initiatives would benefit them (down slightly from 33% in 2015). The majority of the legislative impact concerns were again around Healthcare, taxation and the uncertainty of the upcoming Presidential election.

### Anticipate Legislative Changes that will Adversely Affect Your Business in the Next 5 Years?



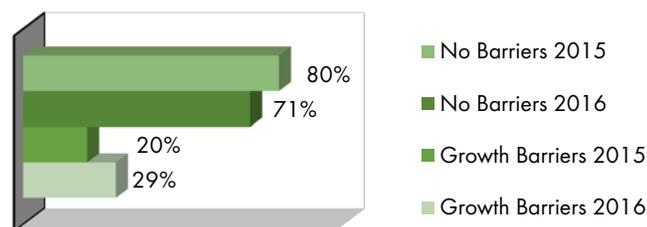
## BUSINESS ENVIRONMENT

### Management Perceptions

The "management" section asks about company management changes and management feelings toward the community. This includes community strengths, weaknesses, barriers to growth and executive attitudes at corporate headquarter levels about doing business in our community.

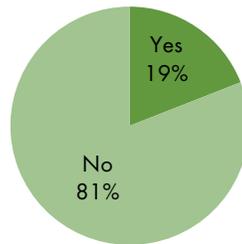
Seventy-one percent of companies responding note that there are no barriers to growth in our community (down from 80% in 2015). Note that 87% of the executives at corporate headquarters agree with local management about the quality of the Longmont area business environment (down from 90% in 2015).

### Perceived Growth Barriers



The 2016 survey revealed that the majority of the barriers seen in the community at this time are Building/Land Availability; with Labor - Skilled Worker Supply Inadequate being a close second (Labor was the number one issue in 2015). Other concerns included a High Cost of Living and Cost of Doing Business as it relates to Boulder County taxes. Nineteen percent (20% in 2015) of the responding companies said that our community may not be considered for future expansion due to most of the same factors as mentioned above.

## Is There Any Reasons the Community May Not Be Considered for Future Expansion?



### STRENGTHS

Companies responding report that the following top categories were community strengths: Workforce/Labor Market Attributes (15%); Location (13%); Business Climate Positive (12%); Business Mix/Services (10%); Quality of Life (9%); and Infrastructure (9%). Workforce continues to remain our strongest asset. Location came in as a strong second in 2016 where it was in 4<sup>th</sup> ranking in 2015. Business Mix/Services is a new addition to our top strengths this year. Comments in this category mostly referred to restaurants and local business services available. Longmont's NextLight service was highly praised as well.

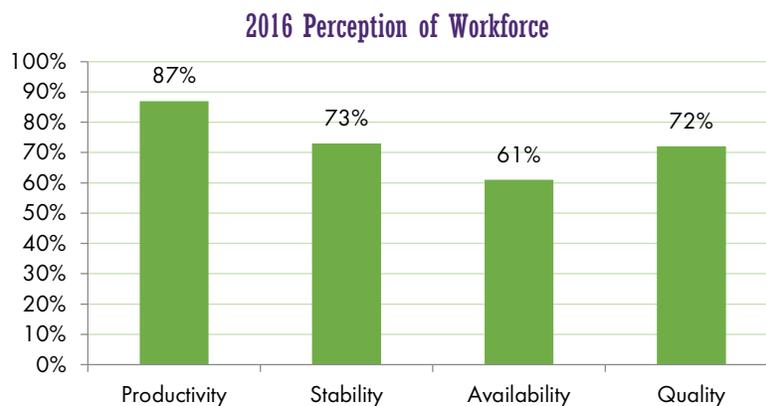
### WEAKNESSES

Community weakness categories cited by companies changed in 2016. Transportation was the highest weakness at 14% - trains, traffic, parking and public transportation were all noted. Business Services and Labor-Skilled Worker Supply both came in at second (12%). Business services mentioned as a weakness were mostly centered around the lack of shopping available. Government Services came in next at 11%. Companies specified Boulder County government, and local building codes and regulations most often.

### WORKFORCE

While Workforce is our greatest strength, it also continues to be a weakness. Finding experienced workforce with specific skill sets continues to be a challenge especially with Boulder County's low unemployment rate of 2.9%.

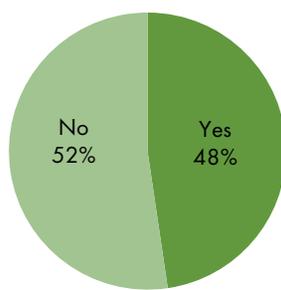
"Workforce" looks at the availability and quality of labor in the area. It includes information on specific skills, recruiting efforts and training programs. Based on the information provided, the percentage of companies who ranked Workforce Productivity in the highest category (5-7) was 87%, which continues to serve as an indicator of the amount of workload being given to existing employees versus new hires, as well as increased business activity. Stability of Workforce came in second again this year at 73%. Quality of Workforce remained stable at 72% (same as in 2015), while Workforce Availability decreased to 61% (64% in 2015). While Productivity and Stability continue to rank high, Availability is reflected in the low unemployment rate we are seeing in Boulder County and the skill sets of the labor pool that are not available. As noted in the "Community Strengths" section above, our workforce and labor supply continue to be a highly positive attribute for Longmont area employers.



Seventy percent of companies responding note that the number of unfilled positions in their firms is stable, while 5% say that their number of unfilled positions is decreasing (same as in 2015). Sixty percent said that their employee needs for this facility are increasing, a large increase from 22% in 2015. In response to the workforce quality issue, 36% of our primary employer respondents are increasing their employee training investment. Forty-eight percent of responding companies note that they are having recruitment problems (compared to 43% in 2015) of which 23% of those are community-related (versus industry related). Twenty-nine percent said that they anticipate significant changes in their workforce (up from 20% in 2015). Note that this does not specify positive or negative. As stated before, the recruitment problems are related to specific skill sets, and not necessarily just the local labor force availability; and are partly due to the low unemployment rate in Boulder County.

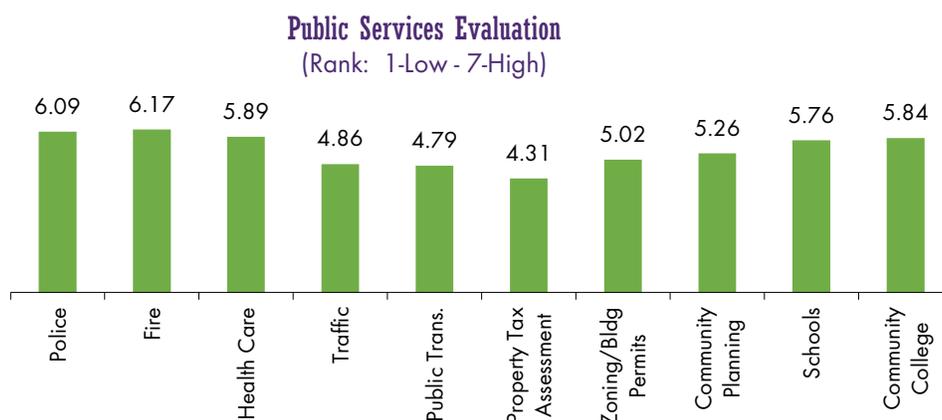
While the top two categories in 2016 were the same, they switched places as number one and number two (opposite of 2015). The skill gaps included: Scientific/Technical at 45% (32% in 2015) and Skilled Production Labor at 30% (down from 47% in 2015). The next highest category of skill gaps was Management/Marketing/Sales at 14%. Although the number of companies experiencing recruitment problems remains stable with last year (up slightly from 43% in 2015 to 48%), it is important to re-state that the job skills gaps are very specific skills versus general labor. With a tightened labor force, it is important for the Longmont EDP to continue to work with area educational providers, Workforce Boulder County, and temporary staffing agencies as sources for more specific areas of labor supply that are needed.

### Company Experiencing Recruitment Problems



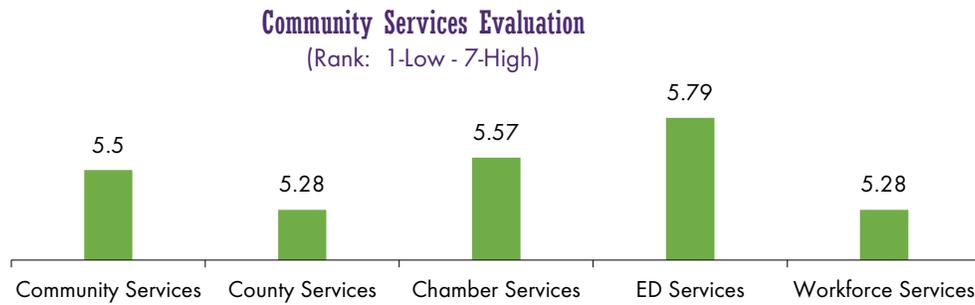
### PUBLIC SERVICES

Below is a graph representing the ranking of public services on a scale of 1-7 by company executives with 7 being the highest. The lowest ranking public service in 2016 again was Property Tax Assessment at 4.31. Fire services remained as our highest ranking public service with a 6.17 and Police and Health Care followed.



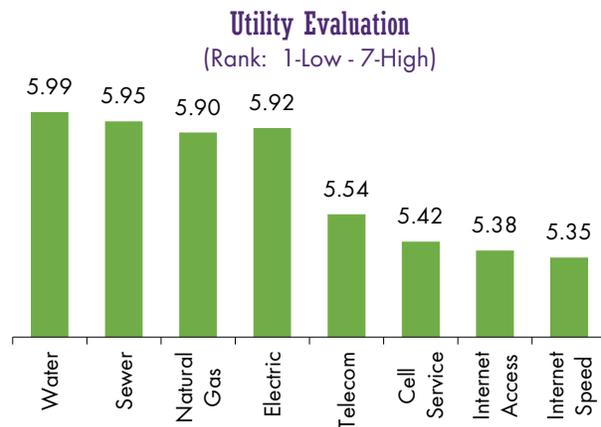
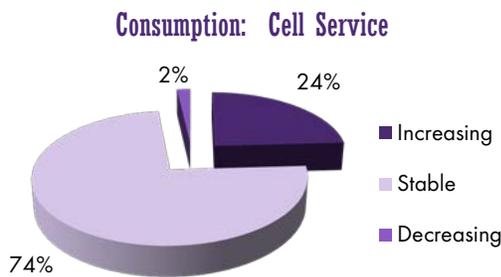
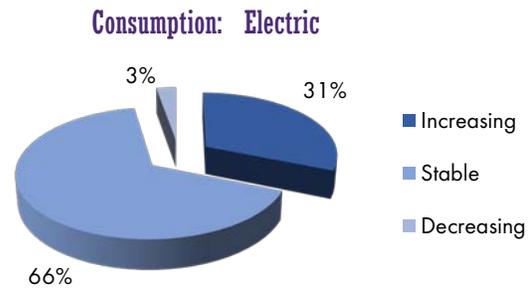
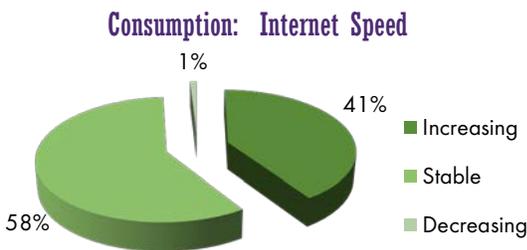
## COMMUNITY SERVICES

Respondents are also asked to rank Community Services. The Community Service graph reflects rankings on a scale from 1-7 with 7 being high for Community Services as a whole and individual groups.



## UTILITY SERVICES

Utility services included in this section are Water, Sewer, Natural Gas, Electric, Telecom (voice), Cellular Service, Internet Access and Internet Speed. Internet Speed and Access remain the top utilities that were increasing in consumption followed by Electric and Cell Service.



Companies were also asked to rank their satisfaction with utility providers. Companies in 2016 ranked Water the highest with a 5.99 ranking, followed closely by Sewer with a 5.95 ranking and Electric at 5.92; then Natural Gas with a 5.90 ranking (on a scale of 1-7 with 7 being high).

The survey asks if the Community's Technology Infrastructure is Adequate for their Company's Growth Plan. Ninety-four percent of respondents said it was adequate. We are also continuing to see an increase in the demands for infrastructure, specifically with Electric, Internet Speed and Cell Service and are working closely with Longmont Power & Communications and our local employers to promote the City's broadband services and savings through Nextlight for companies.

## SUMMARY

2016 showed an increase in the R&D category with the percentage of companies conducting R&D rising to 84% over 73% in 2015. New product development increased slightly from 81% in 2015 to 88%, while product improvement and recent new products decreased slightly. This, along with stable market share, foreign market competition and international sales, exhibits cautious growth in today's economy. Our workforce continues to be our strength as well as our weakness. Workforce Quality was the only category that remained stable with last year; all other categories (Productivity, Stability and Availability) saw a slight decrease. 2016 showed a decrease in the percent of companies who felt our business environment was conducive to growth (71% in 2016 versus 80% in 2015) and a slight decrease in the headquarters of companies agreeing with local management on business environment (87% in 2016 versus 90% in 2015). This exemplifies the continued need for Longmont EDP staff to stay in contact, not only with our local employers, but to outreach to their parent companies as well.

In 2016, we saw a slight increase in the overall percentage of companies with expansion plans (56% versus 51% in 2015); the amount of capital investment grew tremendously again in 2016 over 2015 to \$111,900,000 (\$79,895,000 in 2015) and space needs increased from 358,300 in 2015 to 417,650 square feet in 2016. The breakout of companies projecting growth for 2016 is advanced technology companies at 84% and non-advanced technology companies at 16%.

The Loss Potential in 2016 declined to just two companies, compared to three in 2015. These indicators reinforce the importance to continue our commitment as a community in focusing on the retention and attention paid to existing employers. Space needs are expected to absorb 11% of our vacant space currently on the market, a decrease over 16% in 2015. This data emphasizes our need to continue emphasis on leasing space to new primary employers to improve our vacancy rates; and look at our inventory available for business expansion and relocation.

## INDUSTRY VITALITY

"Business Growth or Sales Increase" continued as employers Greatest Achievement in 2016 and second ranking was the same - "Products/Services Added". This is positive as Longmont employers appear to be continuing to focus on growing their business. The Longmont Economic Development Partnership continues to see new projects coming into the area, as well as plans for existing expansions and new construction projects. We will continue our efforts in terms of helping those companies that have the best chance to succeed in the Longmont area along with recruiting and growing companies for whom our assets provide a competitive advantage.

## BUSINESS ENVIRONMENT

As a community, Longmont is desirable to the vast majority of our companies. This is evidenced by 87% of the executives at corporate headquarters agreeing with local management about the quality of the Longmont area business environment; and 71% of companies finding there are no barriers to growing here.

In terms of services, most appear to be acceptable and improving. Property tax assessment, public transportation, and Traffic were the lowest ranking public services. Zoning/Building Permits' ranked higher in 2016, a direct tie to their efforts to improve the process of expansion in Longmont. K-12 Education and Community College continue to rank high in the community. The Longmont EDP continues to work with Front Range Community College and the St. Vrain Valley School District on exposure of their programs in Longmont.

As far as workforce, Productivity remains strong at 87% as the highest ranking. Availability decreased to 61% (72% in 2015), while Stability decreased in 2016 and Quality remained stable with 2015 at 72%. Longmont's workforce continues to be one of our strongest assets in recruiting new companies; as well as one of our biggest challenges when looking for entry-level, skilled labor. Scientific/Technical took over as the number one gap in 2016 at 45% versus 32% in 2015. Skilled Production Labor skill gaps dropped to second ranking this year at 30% over 47% in 2015. It is important to note that with 87% of our employers in the advanced technology industry, skill sets become very specialized and employers note that most of the issues related to recruiting these employees is "industry-related", not community related. The Longmont EDP continues to work with area educational institutions and Workforce Boulder County to keep and attract quality employees in the area.

## FOLLOWING UP

The Post Visit component to our updates allows the interviewer to make comments and observations in assessing the interview, the interviewee and record follow-up actions if any. As an example, of the post visit reports completed, 2 companies were flagged as a potential risk of leaving the community in the on-site visit and were given more extensive attention by the interviewer in the post visit report. This gives the Economic Partnership staff a better understanding of why they were flagged as a risk in the on-site interview and makes suggestions, based on their conversation, of how to address company's needs and concerns. Sixty-five companies noted that they were either in need of assistance for specific issues or that they were looking to expand. The Longmont EDP in conjunction with the City of Longmont senior staff responded to each of these and is continuing to monitor their needs. Requests for assistance ranged in topic from facility/expansion support, Enterprise Zone information, to local regulation, government procurement, City services and economic development involvement. Sixty-one percent of companies contacted were aware of the Longmont Economic Development Partnership services and 15 requested specific information on becoming more involved with the Longmont EDP.

Reasons given for companies potentially leaving included cost of real estate, and location to a larger population. Staff at the Longmont EDP have contacted all of these companies to talk about their issues and how we can assist them in their needs. The Longmont EDP is also currently working with (or has completed work with) the sixty-five companies that were identified as needing assistance in expansion efforts or potential risk of leaving as a result of the Synchronist interviews.

# EXECUTIVE DASHBOARD

	<u>Trend Indicator</u>	<u>2016</u>	<u>2015</u>
<b>Company Vitality</b> →			
Research & Development ↑			
○ % of Companies Conducting R&D	↑	84%	73%
▪ Local R&D Activity	↓	76%	78%
▪ New Product Development	↑	51%	48%
▪ Product Improvement	↑	52%	46%
▪ Recent New Products	↓	86%	89%
▪ Planned New Products	↑	88%	81%
Product Life Cycle ↑			
○ Growing/Emerging	↑	72%	67%
○ Maturing	↓	26%	31%
○ Declining	→	2%	2%
Market Conditions →			
○ Domestic			
▪ Sales	→	70%	71%
▪ Market Share	→	61%	60%
○ International			
▪ International Sales Increasing	→	27%	28%
<b>Business Environment</b> ↑			
Management Perceptions			
○ Environment Conducive to Growth	↓	71%	80%
○ HQ Agrees with Local Management	↓	87%	90%
○ Workforce			
▪ Availability	↓	61%	72%
▪ Quality	↑	72%	72%
▪ Stability	↓	73%	75%
▪ Training Investment Increasing	↑	36%	34%
▪ Difficulty in Recruiting	↑	48%	43%
<b>Economic Opportunity &amp; Risk (Next 3 Years)</b> ↑			
Growth Potential			
○ % with Expansion Plans	↑	56%	51%
○ Job Creation	→	710	715
○ Capital Investment	↑	\$111,900,000	\$79,895,000
○ Space Needed	↑	417,650	358,300
Loss Potential			
○ Merger & Acquisition Activity	↓	39%	95%
○ Companies at Risk	↓	2	3
○ Job Loss	↑	155	42
○ Space Vacated	↑	90,738	19,924

## 2016 PARTICIPATING COMPANIES

Acertara Acoustic Laboratories  
Advanced Alloys Inc.  
Air Liquide America Specialty Gases LLC  
AllSource Analysis  
Alpen High Performance Products  
Altratek Plastics Inc.  
American Honda Motor Corporation  
Anew Green  
Applied Technologies Inc.  
Arete Associates  
A-Tek Systems Group  
Atlas Pattern Works  
Automatics & Machinery Co., Inc.  
Avedon Engineering  
Avior Control Technologies Inc.  
Avista Pharma  
Avocet Communications  
Bison Designs, LLC  
Blackfox Training Institute  
Boulder Boat Works, Inc.  
Boulder Organic Foods, LLC  
Broadcom Limited  
Century Plastics & Engineering  
Circle Graphics, Inc.  
Circuits West Inc.  
Colorado Fasteners & Metric Inc.  
Colorado Tri-Flo Systems, LLC  
Computer Terrain Mapping, Inc.  
Conduant Corporation  
Connected Community Network, Inc.  
Creative Learning Systems  
Custom Microwave Inc.  
Data Ductus, Inc.  
Datastor  
Denovo  
Deuter USA, Inc.  
DFM Engineering, Inc.  
Discoveries Egyptian Imports  
Distant Focus Corporation  
Dohm-Icebox  
DPA Microphones Inc.  
Dynamic Design & Manufacturing, Inc.  
EnerSys  
Enterprise Travel Systems, Inc.  
epHub Inc.  
Federal Aviation Administration  
Fly Elite Aviation  
Frontier Companies  
GE Oil and Gas  
Gibraltar Business Valuations  
Goddess Garden  
Golden Triangle Construction  
Haystack Mountain Goat Dairy  
Honeybee Robotics  
iCardiac Technologies  
Intel Corporation  
Intelliprop  
John D. Caldwell, Inc.  
Left Hand Brewing Company  
Left Hand Design Corporation  
Lexycom Technologies Inc.  
Liquid Waste Management  
Longmont Dairy  
Magnelab Corporation  
McLane Western  
MDA Information Systems Inc.  
Measured Progress  
Medical Systems Technologies, LLC  
Micron Technology, Inc.  
Miyota Development Center of America  
MKS Instruments  
MobileCanning Colorado  
Motherlode Provisions  
Mountain Secure Systems  
Mountain View Welding, LLC  
nSpire Health, Inc.  
Nutronics, Inc.  
Ongoing Operations, LLC  
Only Natural Pet  
PharMerica  
Pigler Automation, LLC  
Precision Solutions Inc.  
Preferred Packaging Company  
PTA Corporation  
R/X Automation Solutions  
RapidPro Manufacturing Company  
Redstone Aerospace  
RhinoTrax Construction  
RMC Pharmaceutical Solutions Inc.  
Royal Crest Dairy  
Sagescript Institute  
Seagate Technology  
Sherwood Manufacturing Inc.  
SK hynix Memory Solutions  
SparkFun Electronics  
St. Vrain Manufacturing, Inc.  
Stored Energy Systems  
Sun Construction & Design Services, Inc.  
Sundrop Fuels  
Syngenta Seeds, Inc.  
Synkera Technologies, Inc.  
Tax Credit Connection, LLC  
TerraLUX Corporation  
Tetra Tech  
Times-Call  
Traffic Signal Controls, Inc.  
Trident Energy Services, Inc.  
vAuto Genius Labs  
Video Accessory Corporation  
Webscan Inc.  
Western Digital Corporation  
Western Foundries Inc.  
Wiland  
WP Manufacturing Inc.  
Xilinx, Inc.  
Zometool Inc.

## 2016 VOLUNTEER COMMITTEE MEMBERS

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Amy Aschenbrenner - Longmont Association of Realtors  
Hal Bagley - Elevate2Lead  
Jason Barnes - BBVA Compass  
Sherry Baskin - Ginger Peach Marketing  
Polly Buster - First National Bank  
Tamara Byrd - Home State Bank  
Kai Chin - Sunflower Bank  
Tim Conarro - Longmont Commercial Real Estate  
Chuck Finleon - Longmont Power & Communications  
Scott Gilbert - Bank of America Merrill Lynch  
Allen Ginsborg - NewMark Merrill Mountain States  
Mark Gittes - Boulder SBDC  
Jim Lytton - LegalShield  
Monty Meduna - First National Bank  
Pam Metzger - Wright Kingdom Real Estate  
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Lurbin Moore - FirstBank  
Jennifer Ostenson - Guaranty Bank & Trust  
Dietra Porter - AmFirst Bank  
Tina Ramey - VolkBell  
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Ed Regel - Regel & Associates  
Lindsay Schmidt - Heritage Title Company  
Jeffrey Sidders - Mental Health Partners  
Bill Smellage - Sunflower Bank  
Donna Smith - The Neenan Company  
Erin Smith - Front Range Community College  
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Jason Thomas - Guaranteed Rate  
Kay Vollmayer - LT Environmental, Inc.  
Kyle Wilmot - Creative Alignments  
Dene Yarwood - Wright Kingdom Real Estate