

the **ir's** quarterly look at new and growing businesses in the Helena area

sunday | october 27



fall 2013
business newsmakers

A2Z Staffing Solutions

By now, everyone realizes there's no such thing as a truly permanent job, but there is such a thing as permanent employment, and privately held companies like A2Z Staffing Solutions are filling in the gaps for organizations and job seekers both. With the world getting smaller - and a global economy dictating regional commerce - strategic staffing is more important than ever. Businesses of all sizes are now charged with an unprecedented responsibility to manage entirely new levels of complexity in human resource management issues that are heavily influenced by constant changes in regulations, social trends, and geographic parameters, not to mention pressure in the wake of healthcare reform or corporate outsourcing. The challenges associated with hiring and facilitating necessary processes with employees, or maintaining one's place in a local community, can be daunting (and sometimes impossible to oversee alone), which is exactly why A2Z Staffing Solutions stands poised as a fully integrated team of experts readily available for whatever a business could need - in any transition.



STAFFING SOLUTIONS



Technical

Engineers, scientists, laboratory technicians, architects, draftsmen, technical writers and illustrators, and other individuals with special skills or training in technical fields involving math or science (not including information technology).

Professional-Managerial

Accountants, bookkeepers, attorneys, paralegals, middle and senior managers, advertising and marketing executives, and other nontechnical occupations that require higher skill or education levels.

Long-Term and Contract Help

A staffing firm hires its own employees and assigns them to support or supplement a client's work force on longer-term assignments. Employees are recruited, screened, and assigned by the staffing firm.

Office-Clerical

Secretaries, general office clerks, receptionists, administrative assistants, word-processing and data entry operators, cashiers, etc.

Managed Services

A staffing firm assumes full responsibility for operating a specific client function (e.g., call center) on a continuing basis.

Information Technology

Consultants, analysts, programmers, designers, installers, and other occupations involving computer sciences (hardware or software) or communications technology (Internet, telephony, etc.).

Outplacement

A staffing firm provides career transition services, including career counseling, testing, training, interview coaching, and referrals, to assist a client's separating employees.

Industrial

Manual laborers, food handlers, cleaners, assemblers, drivers, tradesmen, machine operators, maintenance workers, etc.

Payrolling

A staffing firm places on its payroll employees recruited or hired by the client. Payrolling is distinguished from PEO arrangements in that the employees generally are on temporary assignments and make up a small proportion of the client's work force.

Health Care

Physicians, dentists, nurses, hygienists, medical technicians, therapists, home health aides, custodial care workers, etc.

Temporary to Hire

A staffing firm employee works for a client for a trial period during which both the employee and the client consider establishing a "permanent" employment relationship.

Temporary Help

A staffing firm hires its own employees and assigns them to support or supplement a client's work force to keep fully staffed during busy times, gain special expertise or staff special projects, or fill temporary vacancies. Employees are recruited, screened, and assigned by the staffing firm.

Search and Placement

A staffing firm finds qualified job candidates and brings them together with potential employers for the purpose of establishing a "permanent" employment relationship.

FACT Staffing agencies in the U.S. employed an average of 2.96 million temporary and contract workers per day in the second quarter of 2013.

FACT Montana staffing agencies employed 13,832 people for temporary or contract work in 2011, and 36% of those assignments bridged to permanent employment.

FACT A2Z Staffing Solutions places an average of 1,000 Montana residents per year in the workforce and employs approximately 200 per week.

What Kinds of Services Does A2Z Staffing Solutions Provide?

All staffing companies offer a wide range of employment-related services and solutions for the private sector, state and federal agencies, and nonprofit organizations at every level. Areas of expertise include temporary and contract staffing, search and placement processes, outplacement, and training. On the flip side, a staffing agency is in a position to manage opportunities for employment across sectors, which makes it easy to cultivate a bridge to permanent work opportunities for individuals of all different backgrounds. In other words, a staffing company is a community co-pilot, all geared up for successful transitions that directly benefit a unique number of people, at any given time - and propel business.

1824 N. Last Chance Gulch Helena, MT 59601 406 443-7664
www.a2zmontana.com





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Fusion Grille



Rusty James, executive chef, and Kevin DeTienne, general manager, relax by the fireplace in the dining room at Fusion Grille. PHOTO BY BLACKFOOT MEDIA GROUP

Just as an artist blends together paint colors on a canvas, the Fusion Grille of Helena blends together flavors from Montana and around the world. People of all backgrounds and ages come together to eat, mingle, and enjoy the uniqueness that is Fusion Grille.

When Fusion Grille first opened in June of 2012 in the Great Northern Town Center, the goal was to offer the Helena community a taste of something unique. According to Rusty James, executive chef, six months were spent developing the perfect menu for the restaurant. "We wanted to pair worldly flavors with down-home Montana cooking, said Kevin DeTienne, general manager. The result was entrees like Thai caramel chicken, Belizean fish tacos, seafood macaroni and cheese, Asian miso noodles, and Santé Fe egg rolls.

Never wanting bored taste buds, Fusion Grille has new menu items set to roll out in November, including a variety of raw and cooked sushi. "We're trying to bring in flavors that you don't normally see around the area," said James. Having previously worked in several kitchens in town, James admits that he enjoys the creative freedom he has at Fusion to create new dishes. Besides unique flavors, Fusion Grille also prides itself on the fact that they hand-cut their own steaks from Angus beef and all of their soups and sauces are made from scratch with the freshest ingredients.

Fusion Grille is also pleased to announce that it recently acquired a full liquor license. This will allow them to expand their already extensive beer and wine list to include a larger hard liquor variety, which will also incorporate mixing their own signature drinks. DeTienne hopes that special drinks like



The dining room at Fusion Grille, sunny and warm; waiting to receive customers. PHOTO BY BLACKFOOT MEDIA GROUP

martinis and daiquiris will help enhance the already fun atmosphere at Fusion.

In conjunction with the new liquor license, Fusion's renovation has expanded the size of their bar area – perhaps the biggest focal piece of the restaurant. Fusion has the only oval shaped bar in the area with a poured concrete bar top. This, along with two fire places and floor to ceiling windows that look out at the Great Northern Center, create a unique and welcoming ambiance for guests.

Fusion also offers full catering services. From smaller functions hosted at the restaurant to elaborate holiday parties and weddings held off-site, Fusion can fulfill any catering need.

If the food and atmosphere alone do not encourage you to visit Fusion Grille, then

perhaps their special Ladies Night offered every Monday will. For those ladies who'd rather spend a night out on the town with their girlfriends than watch football, Fusion Grille offers a variety of \$1.05 drink specials and \$1.05 appetizer specials in conjunction with Helena's 105.3 FM radio station. This is the perfect time to stop in and sample what Fusion has to offer if you haven't already.

Located in the heart of downtown Helena, Fusion Grille has stayed true to its name since opening its doors. By fusing together international flavors with the Montana flare we all know and love, Fusion has managed to intrigue palates in a new way with innovative dishes that you won't soon forget.

By Lacey Middlestead

Join Us



825 Great Northern Boulevard
Helena, MT 59601
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fusiongrille.com

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Sacajawea Hotel

SACAJAWEA HOTEL

HOLIDAY PARTIES

The weather is turning cooler and that means the holidays are coming! The Sacajawea Hotel is the perfect place to host your holiday party, for business or pleasure, we can accommodate any size party with food, spirits and entertainment. Call now to check available dates.



EXPLORE YOUR OWN BACKYARD IN HISTORIC THREE FORKS, MONTANA

COME TO THREE FORKS AND ENJOY A ROMANTIC EVENING DINNER, OVERNIGHT ESCAPE, HISTORIC AMBIANCE, AND SMALL TOWN HOSPITALITY.

FALL LODGING PACKAGE



Come experience a weekend getaway like never before. Our Fall lodging package includes a luxurious queen room and a \$50 voucher to our ever most popular, Pompey's Grill all for \$175. Call today to make your reservations!

POMPEY'S GRILL

Join us for dinner at Pompey's Grill and enjoy one of our many dining specials. Wednesday offers a 10 oz Prime Rib special for \$19.95 and on Thursdays we have a Chef's choice of a three course dinner for just \$20. Call today to make your reservation!



SUNDAY BRUNCH



Experience a Sunday morning like never before. On November 3rd & 17th come in for a relaxing brunch in the restaurant or on the patio. We've got a taste for every craving. Sundays 10 am - 2 pm. Reservations are recommended. \$24.95 adults • \$14.50 kids 12 & under.

SAC BAR MUSIC

The downstairs of the hotel offers a lively nightlife experience to be had by visitors and locals alike. With a casual dining menu, full bar, music and poker on Friday & Saturday nights, this is the place to be.



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Alpine Animal Clinic

Come see the beautiful new expansion at Alpine Animal Clinic!



Alpine Animal Clinic

VETERINARY HOSPITAL
and **Luxury Boarding**

1801 Cedar Street, Helena

(406) 449-7155

alpineanimalclinic.com

If you haven't seen it already, come see the beautiful expansion at Alpine Animal Clinic that opened in 2012! In addition to adding more space for clinic, hospital and surgery patients, we have added many **NEW** services and features to serve you and your family as never before.

Hours: Monday - Friday 7:30 - 6:00
Saturday 9:00 - Noon

Fantastic New Dog and Cat boarding:

Come see our amazing new boarding facility! A gorgeous new indoor exercise area for the dogs is now offered in addition to the outside grassy yard with trees, and we have greatly increased the number of available boarding rooms due to popular demand. The new indoor exercise yard is surrounded by individual private rooms for the dogs, complete with central music created specifically for dogs. Each room boasts glass doors with raised beds and individualized

attention for each dog. Play sessions with ropes, balls, or frisbees are offered, or you can even request "play dates" and group play for your dog while you're gone. In addition to one-on-one daily play sessions, you can have your dog brushed daily, and cookies are always a great way for your dog to cap off a busy day with friends! **Due to high demand, early reservations are recommended!**



Specialty Cat Boarding:

Located well away from any areas occupied by dogs, is a private, quiet cat boarding room. Each cat is housed in a private and luxurious 2-level glass condo. Cat boarding has a special private glass aviary housing

finches so the cats can be entertained while you're away. While the birds enjoy a large enclosure complete with live plantings, they are completely unaware of the viewers on the other side of the glass. This provides

endless entertainment for boarding cats and makes their stay an enjoyable one, while they, too, get brushed daily and enjoy fresh catnip while you're away.

Rehabilitation and Swim Therapy Center

Alpine Animal Clinic has a state-of-the-art Canine Rehabilitation Therapy Center, complete with Swimming Therapy Water Treadmill, to help your dog recover from injury, surgery, muscle loss, and nerve



dysfunction, or to get conditioned for hunting season, for weight loss, for arthritis, or for simple exercise and playtime. The Water Treadmill is used to accurately and specifically target the needs of your dog by pinpointing the depth of water and thereby the amount of weight-bearing, resistance, and strength training as your pet recovers. Simple floating and swimming in a pool does not allow for changes in your pet's condition by increasing resistance and ability to bear weight gradually, but simply floats them in a life jacket. A water treadmill allows floating and swimming, too, for any size patient, but has the great advantage of allowing careful and

gradual return to weight-bearing and resistance to effectively increase muscle tone, coordination, and condition. This improves recovery and strength far beyond a simple swimming pool.



Dr. Michelle Richardson, Helena's only Veterinarian Certified in Canine Rehabilitation, is also Certified in Veterinary Acupuncture. Acupuncture targets specific conditions such as nerve and muscle degeneration and neuromuscular pain. Therapeutic massage, conditioning, strength training, and rehabilitation therapy can help your dog regain function and strength faster and with better results. Combine this with acupuncture and you'll find resources at Alpine Animal Clinic that are truly outstanding and exceptional.

Professional Grooming:

Alpine Animal Clinic's professional groomer, Colleen, brings with her many years of experience in grooming all types of dogs and cats for any season. Colleen earned her Professional Groomer Certification at the Colorado Career Academy, and she provides everything from complicated breed-specific hair cuts to simple baths and nail trims. You can schedule your pet to be groomed while you wait and watch through the large

windows in to our new grooming facility, or they can be scheduled to be dropped off while you're busy around town. They can even be groomed by appointment while they're staying in boarding! Alpine also continues to offer, by appointment, soft-paw nail cover application for cats that scratch and lion shaves for cats, too, in addition to regular drop-in nail trims for dogs.



Pick-Up and Delivery Service for Pets, for Foods, and for

You can have your pet picked up, dropped off, or both with delivery service from Alpine Animal Clinic! We can pick up your pet in the morning for any type of service at our medical clinic, grooming, or boarding facilities and bring them back to you in the late afternoon. We can even bring to you the medications and foods your pet needs right to your door! Service is available within the immediate Helena area and by reservation. Watch for the Alpine Animal Clinic delivery van... we're happy to make your day easier by transporting your pet and supplies for you.



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**anna
doran**

**BUSINESS
WOMAN
OF THE YEAR**

BUSINESS WOMAN OF THE YEAR

By DEREK BROUWER
Independent Record

Charlie Beaton, owner of the Big Dipper in Missoula, hadn't intended to expand his iconic ice cream shop outside the city, let alone entrust the brand to a franchisee.

But one day, about four years ago, a woman approached him with an idea: she wanted to open another Big Dipper, this one in Helena.

The two had already been acquainted, Beaton said — both are avid runners, and the woman had once lived in Missoula. But Anna Doran was a schoolteacher without any business experience, looking to start a new career that would also allow her to spend time with her two small children.

"I knew nothing about running a small business," Doran said. Nor was she an ice cream expert.

"I knew very little about it," she said. "It was the coolest business I could think of."

However, what may have sounded like a whim turned out to be a steely commitment, and Doran's persistence ultimately won Beaton's trust. A few years later, Big Dipper Ice Cream has become a Helena mainstay and a cornerstone of the city's downtown Walking Mall. Lines regularly run out the door on warm summer evenings.

The shop's success has made Doran Helena's 2013 Business Woman of the Year, as voted by Independent Record readers.

"She really is one person who really put her money where her mouth is," Beaton recently told the IR.

Not just her money (almost every dollar she had), but also her share of elbow grease. Doran traveled regularly to Missoula, studying how to make the product and getting a "crash course" in business management, as Beaton put it.

Doran recalls the ceaseless work required in the shop's early stages — often 18 hours a day, 7 days a week, she said, when her children were ages three and six.

"It was a huge decision," Doran said. "It was a time in my life that I had a lot of energy and enthusiasm. I definitely took a risk."

It turned out to be a good fit. Doran, conscious of her inexperience, said she wasn't out to reinvent the wheel. Pegging her shop with Big Dipper brought with it the company's award-winning recipe as well as close support from the Beatons, while still enabling her to take creative ownership of the shop's operations.



Anna Doran, owner of Big Dipper Ice Cream, credits her success with having the heart to take chances and a lot of hard work. PHOTO BY ELIZA WILEY, INDEPENDENT RECORD

For one, Helena's Big Dipper forgoes the walk-up window of the Missoula location in favor of an indoor seating arrangement. The setup is due in large part to the shop's location along the Walking Mall, perhaps Doran's biggest decision in starting the business. Opening an ice cream shop on a walking mall during the dog days of a recession might not have been the surest bet.

Or perhaps it hit just the spot.

"I've always loved the walking mall," Doran said. She said she enjoys the diverse crowd, plus the location was close to her home.

"There is a lot of energy down here," she said. "I couldn't think of a better place."

"I was so, so sure that this would fly."

While still toying with the idea, Doran met Shalon Hastings, owner of nearby Taco Del Sol, at a barbecue. Hastings, who opened the Mexican restaurant in 2004, said she was excited about Doran's plan. She said her own success on the same block made her feel comfortable encouraging someone else looking to start a similar business.

Hastings and Doran met several times to flesh out Big Dipper's business plan, discussing some of the "nitty gritty" aspects of running a small business, which Hastings said can be hard to come by for someone without prior training.

Doran, for her part, became a careful student, working closely with Beaton, Hastings, her bank and others to develop the business.



Anna Doran, builds a sundae and stocks the shelves in her downtown business recently. Doran is a hands-on business owner who has built a thriving business on the walking mall. PHOTO BY ELIZA WILEY, INDEPENDENT RECORD

NOMINATION



ANNA DORAN
owner
Big Dipper Ice Cream

During the peak of the economic downturn, Anna Doran made a gutsy strategic move to open the first and only franchise of Missoula's successful ice cream shop, Big Dipper Ice Cream. Anna opened in the Power Block in 2010 and injected an immediate bolt of much-needed energy downtown. Anna and Big Dipper have reinvigorated the Walking Mall, sparking several new businesses to also locate and thrive in the heart of Helena's historic downtown. Anna has proven that businesses downtown can be successful by being open every day of the week, including Sundays, until late at night. Nearly every day, especially in the summer, the Walking Mall is packed with families enjoying an ice cream cone and all the magic that downtown offers. Anna is a former teacher who has emerged as a leader in the community. Through her vision and determination, Big Dipper is one of Helena's biggest success stories.

"I listened to everybody," she said, "I'm never afraid to ask questions."

To the historic space, Big Dipper brought a crisp, urban decor, hip merchandise, high quality ice cream and a host of off-the-wall flavors that Doran's staff create. The shop proved an instant hit when it opened in April 2010, though Doran said she was anxious to see if the business model could withstand seasonal swings.

"I did not sleep that winter," she said, not quite smiling. At one point, to be sure ends would meet, Doran took a temporary, full-time teaching position.

In 2013, the business is steady and strong. Doran said she's planning to remodel the interior this winter, in addition to expanding its wholesale and merchandising business.

"It's impressive what she's pulled off," Beaton said. "I think she's done a lot for a downtown Helena that really needed it."

Hastings said the Big Dipper "added more vibrancy" to the area.

"She did such a great build-out of that little spot."

Doran also credits the support of her husband John, as well as the work of her manager, Lindsay Ruppert, in the store's success.

Ruppert came on board as the result of another chance encounter, this time by an actual run-in on a local trail, Ruppert recalled.

Ruppert, who has managed the Big Dipper for most of the time it's been open, said she was drawn to Doran's guts and charisma.

"I just fell in love with her personality," she said. "(Doran) is incredibly smart. She kind of blows me away."

She too took a chance on the venture, switching careers to join Big Dipper.

Ruppert, Hastings and Beaton each described their relationship with Doran in familial terms. "It's almost like family," Beaton said, adding, "That might be the difference from other franchises."

Doran herself slips into similar language when discussing the store's employees. They're mostly teenagers and some Carroll College students.

"For many of them, Big Dipper is their first job," Doran said. "My favorite thing about these kids, is I kind of get to be a part of their lives."

When the Big Dipper sponsored a Labor Day half marathon and 6K run, she offered to pay her employees' way into the race. Seven of them took up the challenge; it's a particular point of pride for Doran.

In addition to hosting events like the Last Chance Half-Marathon, Doran has sought to become an active voice in the community. Last spring she testified in favor a state bill that added a threshold for the state's business equipment tax, and she's also advocated for public education under the small business owner badge. And last week Doran announced a campaign for a seat in the state house.

"There are a lot of women who have stepped up to get some things done downtown," Doran said.

"There's a lot that's hard when you have kids," she added. "I really want to be available to encourage and help others to start a small business."

BUSINESS WOMAN OF THE YEAR

nominees



PAULA BONAR

owner
Elements Consign and Design

Paula is an amazing woman and business person. She has been in business in Helena for many years and continues to grow every year. Two and a half years ago, she opened her newest location and has been growing ever since.

JAMIE BRIGHT

owner/operator
Action Fire Extinguisher

Jamie has taken over what our society might consider a “man’s company” as owner/operator earlier this year and proven that a woman is just as good if not better! Her attention to detail, professionalism and get’er done attitude has proven that her company will continue to be successful in this community. Since purchasing Action Fire, Jamie has continued good business practice with established clients as well as hit the pavement hard searching for new clients – doing all of this while being a one-woman show and maintaining her role as wife, mother and a strong loving member of our Helena community. Her strong work ethic is proving to women here and everywhere that we can do it. We can have it all. We can survive in a “man’s world.” A lot of passion and a lot of elbow grease goes a long way.



DEBBIE CHURCHILL

owner
Churchill Law Office

Over the past five years of knowing Debbie, I have seen her grow her business from a small downtown office with one part time employee to a multi-office, multi-employee organization. She is the hardest working, most driven individual I know.



KORI DEE

partner
Jacoby & Dee Insurance

Kori has been a resident of the Helena area, coming from the Chicago area in 1997. She and her business partner, Meg Jacoby, began their successful insurance agency in 2009 and have built their business to more than 1,000 clients. Kori has been very active in the community – past chair and current board member of the Intermountain Children’s Home, vice president of the Helena Symphony Board, active in the Helena Cathedral Parish, SS Cyril & Methodious, Parish and Carroll

College. She is also active in Helena Rotary. Kori is wonderfully generous with her time for people throughout the area and is always ready to pitch-in for a cause. She has a love of the human spirit; simply unmatched. She is remarkably generous, helping many without recognition. I really believe she is the best known AND best liked women professional in Helena. Kori (Victoria) grew up in the New York City area, graduating from Manhattanville College. She married her husband, ? 20 years ago (1993).



SUSAN DUNBAR BJERKE

owner
Bjerke Archetect

Susan has combined her business, homemaking and raising five daughters as well as supporting her husband in his business, Diamond Construction. She truly cares about giving her customers what they want in ambiance and workability in the designs of their homes and/or offices. She is also very active with her extended family, community and church. We think she is Helena’s best working woman!



MARY HARRIS

owner
Harris Art Glass

Mary Harris has been doing stained glass for more than 30 years. Most of that was done in the basement of her house. Several years later, she finally was able to open up a shop of her very own and now successfully runs her glass store with custom glass work, restorations, classes and sand blasting! She always puts the customer first, and her glass store has a friendly and wonderful environment.



PEG HASNER

senior director/operations
Blue Cross Blue Shield of Montana

Peg Hasner deserves to be Business Woman of the Year! Peg always strives to be a wonderful boss. She is caring, compassionate and professional in all facets of our department. She is a leader and a mentor and is always looking out for her employees. Peg is passionate about the work that she does and truly cares about making BCBSMT a success. Peg strives to make choices for the good of our customers and focuses on providing value for our customers, internally and externally. Peg amazes me with her ability to do so much! In addition to being a great boss and leader, Peg also is able to give back to our community in a variety of ways. She is on the school board in her home town and also participates in other school functions, fundraisers, and activities. She sets a great example for her employees in “walking the walk” when it comes to being a leader, both in and out of work. Peg’s dedication to her employer and employees is worth recognition. She has influenced more people than she knows, and in my eyes, she is a true leader!



BECKY HUNSICKER

nail tech
Envy Salon

Becky runs multiple businesses and is very successful in all of them. Everything from Mary Kay, Scentsy, Grace Adele, Uppercase Living, to being a full-time nail tech. She works very hard and has for years. She goes above and beyond for people and I think she deserves to be recognized for her hard work.



MISTI JAMES

owner/founder
Hanna-James Enterprises

Misti is a hardworking, energetic woman who has started her own consulting business founded on her strong leadership principals and experience. Her expertise in multiple business functions makes her an invaluable resource in leadership, culture and team development. As a goal-oriented, accomplished and intuitive professional offering impeccable business acumen, Misti offers her proficiency to conduct day to day operations in a way that teaches others that leadership is not just simply management, it is also compassion, knowledge and experience in motivating entire organizations. Her positions throughout her career have significantly increased her employers’ capabilities. Misti has served in positions of great responsibilities for start-ups as well as larger, global organizations such as TerraEchos, GCS, Carahsoft Technology Corporation and World Vision. Her skills and aptitude earned her promotions to Chief Operations Officer, Field Security Officer and Human Resources Manager, to name a few. Misti has been and always will be a true leader with experience and capability that far surpasses her peers as a business professional and business owner. Simultaneously, Misti is also an avid leader in her community as a volunteer for Boy Scouts of America, her children’s classrooms and the Girl’s Club.



BONNIE LAFONTAINE

regional manager/administrator
Rosetta Assisted Living

Bonnie is the most amazing boss for whom you could ask. She is kind, patient, understanding and extremely hard working. She makes sure her business is the best it can be. Bonnie has an amazing relationship with her employees, her residents and the family members who trust her to take care of their loved ones. She takes pride in the work she does and does an excellent job at it. She has made such a big impact on the Helena Community with her attention to detail and compassion. You can tell when someone not only enjoys his/her job, but loves it. Rosetta is not a job for her but a second family and a lifetime of memories and relationships. Bonnie is an amazing woman who absolutely deserves to be recognized for her hard work in making Rosetta Assisted Living a perfect place.



AMBER LAMPING

owner/agent
Amber Lamping State Farm Insurance

Amber works tirelessly to give her clients the best service that fits their needs. Whether it be auto or homeowner’s insurance or a life insurance policy, she truly cares about the customers and treats them with the utmost respect. She helps them to understand why certain coverages are important rather than just selling them what may benefit her most. She has worked very hard to earn her own agency, and since its opening in January, she has taken amazing care of everyone who calls her or walks through her office door regardless of whether they allow her to become their insurance agent. She is a great leader for her employees.

KYM LISKA

manager/owner
Cobblestone Clothing

Kim is a hard working-woman who really tries to help to empower other women, and she’s a full time mom with great kids! She adds so much to the Helena scene and is such a positive force! GO KYM!

THANK YOU! THANK YOU!
Thank you to all who nominated and voted for the Independent Record Business Woman of the Year. There were 1,492 online votes cast, making this the biggest response ever for an Independent Record award. Thank you Helena!



BUSINESS WOMAN OF THE YEAR nominees

WOMEN IN BUSINESS

the ir's annual look at women in business in the Helena area



BELVA LOTZER
owner

Tizer Botanic Gardens & Arboretum

Tizer Botanic Gardens & Arboretum is six acres of gardens that started 15 years ago as a hobby and grew into two successful woman-owned businesses for Belva Lotzer in Montana City, as well as a recently formed nonprofit organization Tizer Nature Connection in 2010. Belva has tirelessly given back to the community through Master Gardening classes, educational workshops, festivals galore, Shakespearean plays, blissful wedding venues for 100's of happy unions, nursery sales and donations to community development. National acclaim and local recognitions are numerous. Jefferson Local Development Corporation recognized her as small business of the year and tourism growth for Jefferson County has boomed tremendously year after year due to her growth and development of her passion. Belva supports two local area Chamber of Commerce's, as well as the Helena, Boulder and numerous Community parks and organizations fundraising efforts. Even after a devastating flood destroyed and "redeveloped" the gardens in 2011, the historic cabins Belva had lovingly restored were saved and she vowed to rebuild so that generations of garden lovers could continue to experience personal horticultural therapy and share their love of nature.



ELAINE MARCILLE
executive officer

HBIA/Helena Building Industry Association

Elaine always goes above and beyond for her association. When there is a project that needs to be done, she will work into the night and weekends making sure that it is perfect. She makes builders, plumbers, electricians, painters, etc. all come together and work happily together. Because of her, all the members of the association act as a big family. Because of this, they work on numerous charity projects for our community. Last year they helped a war vet and his family remodel a house, so it was livable and comforting. It took many weeks of volunteer work, and Elaine oversaw the whole project. When the Home Show and Parade of Homes come around, she practically gets no rest so she can make sure the shows are perfect for the community to see. The main thing Elaine does is help keep Helena growing. She helps create jobs and makes sure that anyone interested in anything home related buys locally. Elaine Marcille has been working at HBIA for 10 years and deserves this award!



DR. INGRID MCLELLAN
dentist

Associated Dental Care of Helena

I have never worked for a more compassionate person. She is a wonderful boss and treats all of our staff with respect and courtesy. When it comes to treating patients she puts them at ease and provides them with quality dentistry, and she is an artist and perfectionist in the work that she performs. She is a busy mom of two and has a wonderful husband who is a musician and stay at home dad. I am proud to be working for such an amazing woman!



JUDY MERICKLE
marketing director

Project Management

I have had the privilege of working alongside Judy as an office assistant for the last four months. Never has someone been so inspiring to me in every aspect of their life. Judy is outgoing, kind and focused. She is a dynamic woman who lights up the office and can make everyone's day better just by stopping to chat. I believe she deserves to be Helena's business woman of the year because she is involved with almost every community-wide event and business. She is on the board for Downtown Helena, plans the events in the Great Northern Town Center, volunteers and has been a featured speaker at a Women's Leadership Network bi-weekly luncheon. These are just a few of her roles among many, all accomplished while raising two young, adorable children. I have never spoken to a young professional in Helena who does not know the name Judy Merickle. She embodies the spirit of Montana. She enjoys camping, fishing, rafting and being in the great outdoors throughout the year. Oh, and she brings in pasta salads and baked goods for her coworkers to enjoy. Judy is incredible and such a blessing to both Helena's business world and greater community.

JENNIFER MOORE
claims adjustor

Montana State Fund

No matter how many cases Jennie has, she treats each client as if they're her only case. You can hear the smile in her voice as she gives you her complete attention and she goes above and beyond to help. She is a great asset to State Fund!



HEIDI O'BRIEN
executive director

Helena Tourism Alliance

Heidi has been a part of promoting Helena to locals and tourists for several years, but her new role within the Helena TBID identifies her stand-out qualities. She is a tireless promoter using guerilla marketing tactics regardless of her location or reason for being there (promoting the Helena GeoTour on a family vacation while geocaching). She is a great communicator working with dozens of organizations that promote Helena, along with Helena's hotels and their respective management to organize the bed tax reports, gain feedback from the hotels about what events are putting "heads in beds" (the TBID Mission) and offering front line trainings to hotel and retail staff that will help influence them to promote Helena attractions and keep tourists

CONTINUED >>

Advanced Rehab

ADVANCED REHAB, PHYSICAL THERAPY & PILATES CLINIC



It has been a BIG year for Advanced Rehab. This year they expanded into their new location, which has enabled them to double the treatment rooms and gym space. This beautiful new site is state of the art with new equipment and design that feels like the class of New York has come to Helena, Montana! The CEO, Sandra Marston and Office Manager, Elaine Arterburn worked diligently with a team of professionals from builders, Dave and Alice Croft, to home stager, Brenda Kienlen to ensure all of the details of function and design are the best for making physical therapy at Advanced Rehab an enjoyable experience.

Advanced Rehab however, isn't just about the "Looks!" Advanced Rehab most importantly, delivers on care patient! Sandra Marston is currently finishing up a "Post-Doc," advanced doctoral degree and fellowship in manual therapy. The practice also recently hired, Susana Clark. Susana comes to the practice with a completed residency in orthopedics, and is certified by the American Physical Therapy Association (APTA) as an orthopedic clinical specialist (OCS). Susana brings additional expertise to Advanced Rehab in her knowledge of sports related orthopedic injuries. The practice is committed to education as they believe their patients deserve the most current and specialized care. It is important to note that this education does NOT translate into increased cost for patients. In order to be a provider for an insurance company, the provider has to agree to the insurance company's pay rate. So patients coming to Advanced Rehab truly are getting more expertise at the same price level as any practice in the state of Montana as a provider for the same insurance company.

Advanced Rehab's care is also set a part in their philosophy that "Everything is Connected!" What they mean is, while some patients come to the practice with a simple isolated injury to a specific area, others come with a combination of possible contributing factors to the pain/limitation. Sometimes the pain is aggravated by emotional, mental, spiritual and even work and community issues. By seeing each person as an individual and siphoning out the causes and contributions of each person's situation, Advanced Rehab is better able to serve the people who come to them.



There are no "Cookie Cutter Answers," at Advanced Rehab. They don't just hand you a sheet of exercises and send you on your way. Therapeutic options include hands-on mobilization of joints and the spine, dry needling of tight muscles and scars, myofascial release, modalities such as ultrasound and electrical stimulation. Advanced Rehab combines those options with work and recreational specific mechanical training using Pilates methods with the goal of getting you back to what you love.

The professionals at Advanced Rehab recognize the totality of all that goes into being a healthy human, and the care is all about YOU!

Therefore, when your physical therapist at Advanced Rehab has identified issues that are more "global," meaning beyond the means of what physical therapy alone can help, they may refer you to other skilled professionals in the Helena area, such as counselors, naturopaths, and acupuncturists, in combination with physical therapy so you are getting all of the care you need to heal. They provide care at this level because they believe that no person is an island and we all need help at some point in our lives, and it takes courage to choose to get help, any kind of help!

The professionals of Advanced Rehab are here for YOU!



We invite YOU to our OPEN HOUSE

Friday, November 1st, 11am-2pm
1005 Partridge Place Suite 2 & 3
Come see our new facility, observe Pilates demonstrations and meet our great physical therapy staff.

At Advanced Rehab, "Everything is Connected"



Advanced Rehab
PC
Sandra Marston, (abd) DScPT, COMT, CPI, IMT
Behind Fuel Fitness
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WOMEN IN BUSINESS

BUSINESS WOMAN OF THE YEAR nominees

HEIDI O'BRIEN CONTINUED >>

in town longer. Finally, Heidi is consistently moving forward, be it from one project to the next or simply from her ability to recognize when Helena needs to move past what it was and into what it can be to continue promoting itself. Regardless of gender, Heidi would stand out as a business person any year.



SHELLY OLSON

business owner
Mary Kay Cosmetics
Shelly has worked diligently to build a successful and thriving business. In the process she has provided leadership and mentored many young women along the way. Shelly is a great neighbor, friend and contributing member of our community. Her generosity

is boundless, and her contagious positive attitude is infectious. Shelly exemplifies good business and is very deserving of the Business Woman of the Year Award!

KATHLEEN PACE

analyst
Blue Cross Blue Shield of Montana

Not only is Kathleen my mom, she is also the hardest working woman I have ever seen. She works almost everyday at BCBS and also helps and works hard in all community events including Festival of Trees, Helena Girls Softball Association and civic center events. She never stops working. I think she NEEDS to be recognized for all the hard work she does for Helena. I love this woman!

MOLLIE PLUMMER

nail technician/owner
Nails & More

Mollie works so hard day in and out, she strives to give the best experience possible to her clients, she is so hardworking and has run her own business successfully for 16 years now. Her hard work ethic and passion for her job inspire so many people to follow their dreams. Being a nail tech isn't just about making women beautiful; she's a mother, she's a friend to many of her clients, she's a role model, she's hardworking and because of that, she deserves to be recognized as a successful business woman of the year because she makes a difference in everything she does, in all aspects of her career.

ANN RIPLEY

owner/therapist
Alpine Physical Therapy

Since 2005 when Ann Ripley created and opened Alpine Physical Therapy, she and her loyal office manager, Paula Banks, have worked tirelessly to serve a variety of general physical therapy needs as well as to concentrate on patients with specific requirements. Today, as the business continues to grow, the duo continue to provide the highest level of individualized, caring service to the Helena community. The people who chose and stay with Alpine Physical Therapy would say the following: They find a warm, friendly and healing atmosphere. Their personal schedules are accommodated if early morning or late afternoon appointments are needed. They know Ann's dedication to continuing education will result in the latest and best treatment methods. They can easily schedule time to use the onsite exercise equipment. They are consistently treated as the unique individuals they are. They know Ann (and Paula) consistently go above and beyond in providing them care. I feel Ann Ripley would be a worthy recipient of the Business Woman of the Year.



DEANNA SATRE
webmaster
Edge Marketing & Design

Deanna is a dedicated, and valuable member/owner of Edge Marketing & Design. She and the other "Edge Girls" struck

out on their own to begin their own business and have been doing wonderfully. Deanna's experience in her field makes her an exceptional webmaster, and her patience allows optimal customer service. Her office offers a warm and welcoming environment to do business, which she does with confidence and grace. She's an exceedingly hard worker who deserves to be seen for her achievements.

SHELLY SCHUMACHER

owner /stylist
Salon Off Broadway

Shelly is very dedicated to her clientele and to booth renters. She has been a hairdresser for 24 years and still loves what she does!



LONNA WEIDEMANN

owner
Prefered Auto & RV

Lonna is always looking for new ways to help in the communittee; she puts on a yearly yard sale

and has earnings go to PAWS. She is the definition of a business woman. Whether she is starting up a new business online, writing a new book or finding ways to expand Prefered Auto & RV, she still finds the time to raise two amazing children and be a wonderful wife!



BETH WHITE

owner/manager
Scenic Brew Coffee

This is a very friendly place to meet and drink, all ages from teens to college to professionals. It is always clean and many people meet here on certain days of the week. They have music from time to time. They stay open late and stay

later when college has exams week. They are located on Sanders Street at Custer and Interstate 15 across from the new Stockman's Bank. Beth is a wife and mother. She has always wanted to work in or own a coffee house, and she loves serving the public. Stop in sometime and ask the customers what they think of Beth and her girls. Great place for groups to meet and enjoy coffee or a pastry or even biscotti. I want to see her get some recognition for all she has done for others, and she also has a drive through. If your dog is with you, expect a doggie treat.



WHITNEY WORM

loan department administrator
Trico Community Federal Credit Union

Whitney is a professional who makes the financial business a success

daily. She is committed to her work with our members and her family with the same passion. She would be the last to toot her own horn as she quietly goes about her responsibilities. Whitney started her career as a teller while attending Capital High School. By pulling on her bootstraps, she has grown into today's leadership role with expertise gracefully. Whit is one of the quiet ones who deserves your vote!

JULIE ZIPPERIAN

owner/agent
Centennial Insurance

Julie started at Centennial as a receptionist almost 20 years ago, while she was working two other jobs and raising two children. She got her insurance liscence and became manager within four years. Almost a decade ago, her hard work paid off and she was able to buy the business from her boss. She's been running the business almost single-handedly since. She's a true American success story, and her dedication is an inspiration. She continues to work hard serving Broadwater County's (and beyond) insurance needs.

Bjerke Architecture

Susan Dunbar Bjerke, AIA
Margaret Godolphin, AIA
Noelle M. Davis, AIA
Jodel Fohn

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WOMEN IN BUSINESS

Jacoby & Dee



MEDICARE 101.1: THINGS TO CONSIDER WHEN CONTEMPLATING A CHANGE...

Whether you are new to Medicare or considering options for Open Enrollment (Oct. 15 -Dec. 7, 2013), as a Medicare beneficiary you have options for your Medicare insurance.

As we all change in one form or another, now is the time to look at what you are doing for your Medicare Planning. With the different options available, Supplements, stand-alone Part D plans (Rx) and Medicare Advantage plans, here are few things to keep in mind:

- Don't just look at the premiums... If you are considering making a change, keep in mind, total costs, to possibly include copays and/or deductibles (in/out-of-network).
- When considering options, tally up how many times you went this last year to a health care provider/facility. Not that we have a crystal ball, but you need to be able to estimate costs when considering different plan designs so you can compare apples to apples.
- Prescription needs can change, so it is important for you to review your current Part D plan. Have your medications changed? If so, are all of your medications on the formulary? Are any of them requiring prior authorization or step therapy?
- Does your current plan offer reduced copay for a 90 day prescription (i.e. buy two months, get one month free)?
- If you do not currently have a Part D plan (or one which is included and/or considered to be creditable), are you aware that you could be looking at a penalty for late enrollment when you do go to enroll? The late enrollment penalty is 1percent of the national average of drug plan premium, assessed for every month you deferred enrollment.

What are the options for extra help? What's available? Two examples are: Big Sky Rx and Social Security Low Income Subsidy (LIS). Call 1-800-MEDICARE or Social Security at 1-800-772-1213 to see if you qualify.

By Meg Jacoby and Kori Dee

Arcadia Clinic

Like many women, I have been searching for an effective treatment to rejuvenate, restore and repair the skin. I like micro-current, Botox and fillers but their effects are short-lived. After years of research, I am excited to offer a non-invasive option for facial rejuvenation: dermal rolling.



I have recently had the privilege of training with Dr. Lance Setterfield M.D., one of the first physicians to study and effectively use medical dermal rolling. Dr. Setterfield's research has led the way in the science of dermal rolling and wound healing. I have also studied under the skin specialist Florence Barrett-Hill to learn methods for diagnosing skin conditions and improving skin's overall health. Medical dermal rolling, or collagen induction therapy (CIT), is a treatment modality used to achieve the goal of optimum skin health. Unlike other treatments that destroy the skin's protective layer, dermal rolling works with the skin to improve thickness, texture and color. Dermal rolling is especially effective when used with nutrient-rich "cosmoceuticals."

To support this procedure, I have also added the Dermaviduals skin care line. Dermaviduals products are based on the science of corneotherapy, an innovative new approach to skin care. Rather than buying a cream or serum off of the shelf, each product is individualized for your specific needs. These products contain vitamins, nanoparticles and other nutrients that target specific skin cells and structures.

Dermal rolling is ideal for preventing the signs of aging and UV damage before they ever appear. It works equally well at treating existing wrinkles, age spots and scars with long-lasting results. For anyone concerned about their skin's health and appearance, I offer a free 15-minute consultation to discuss your skin care needs and treatment options.

By Deidre Smith

Just Tapped



At the corner of Montana Ave. and Cedar St. you will find one of Helena's newest culinary delights—Just Tapped, a gourmet oil and vinegar store. However, Just Tapped is so much more than just an oil and vinegar store. In addition to traditional extra virgin olive oils you will find infused herb and citrus oils, nut and seed oils; with names like Basil Genovese and Blood Orange. Balsamic vinegars, infused vinegars, wine vinegars, aged vinegars, and balsamic glazes... like Sweet Raspberry Balsamic and Moscatel White Wine. Oils and vinegars are shelved in bulk. We can fill the bottle of your choice depending on what size and shape you like. There are also Dippers, Rubs, and herb and spice infused Sea Salts. How about a Sweet Smoked Chili Rub and Seasoning for your meats and vegetables before grilling, sautéing, or roasting. It would be great with beef, chicken, or pork or add to pan sauces and stews.

Is your mouth watering yet? Owner, Terry Cashell says, "At Just Tapped we're all about flavor and just about every food item in the store can be sampled." Terry invites you to come in and sample; there is always something yummy. All ingredients in Just Tapped products are natural and many are gluten-free.

And you will want to do some Christmas shopping at Just Tapped. Terry and her staff assemble beautiful gourmet gift baskets, perfect for any "foody" or that hard to buy for person. They use decorative gift bags, bowls, colanders, cookware, and can be filled with taste bud tantalizing delights and other gift items including kitchenware, pantry essentials, dish towels, napkins, cookbooks, and more.

And coming soon, become inspired and gain confidence in the kitchen with Just Tapped cooking classes. Local chef's will prepare a menu and provide recipes. Not only will you learn handy techniques and delicious recipes, but you will also receive a generous tasting of each dish prepared. Visit Just Tapped on Facebook and watch the newspaper and helenair.com for more information about cooking classes or call Terry at (406) 502-1760 for more information.



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WOMEN IN BUSINESS

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Westaff of Helena



NANCY NYS
Co-Owner/CFO

In 1987, Nancy Nys co-founded Westaff of Helena and its sister company, Personnel Plus! with her husband, Jim. Together, they have helped Helena-area employers and job seekers connect and interact with each other.

Nancy was born in Bozeman and raised in the Houston, Texas area. She later returned to Helena where she worked for the State of Montana in various accounting positions including with the Board of Investments, the Montana Historical Society and the Montana State Treasury. She also served as part of the startup staff at the Montana Lottery in 1987.

Along the way, Nancy observed that local employers were struggling to find the right employee for their needs and vice versa. She felt that starting a business that offered both consulting and staffing services would not only help solve this dilemma but also make Westaff a unique and indispensable business in town.

For the past 26 years, Westaff has provided personnel on a temporary and permanent basis to governmental agencies, non-profits and private sector employers in Helena and throughout the state. They specialize in professional, executive, and white collar occupations such as accountants, human resource professionals, administrative assistance, data entry clerks, legal assistants and many more. Westaff has the area's only Certified Staffing Professional - a recognition from the American Staffing Association.

While Westaff helps with job staffing, Personnel Plus! offers employers human resources consulting services. These services include, but not limited to, reviewing and revising personnel policies and procedures for compliance with state and federal employment standards, educating employers on how to deal with problems in the workplace such as providing reasonable accommodations to workers



MICHELLE EDMUNDS
HR Consultant/Manager

with disabilities and resolving workplace disputes.

Personnel Plus! puts on many workshops, seminars and webinars to employers in Helena and around the state, to educate employers on various human resource topics.

Westaff co-sponsors monthly "Business over Breakfast" seminars with the Helena Job Service. November's workshop is entitled "Understanding the Affordable Care Act" and December's is devoted to "Avoiding Wrongful Discharge."

For the past 26 years, Westaff has provided personnel on a temporary and permanent basis to governmental agencies, non-profits and private sector employers in Helena and throughout the state.

Along with being co-owner, Nancy is Vice President and CFO of Westaff. She is responsible for overseeing office operations, payroll and benefits for both temporary associates and in-house staff.

Four other knowledgeable ladies help Nancy run Westaff. Lisa Hamper and Karen English both serve as Personnel Specialists. They work directly with clients and employees to help match the right people to the right job. As potential employees come through, Karen and Lisa will start with an initial interview and screening process, to find the best fit for them. Once they have identified the best candidates, they are referred to the client for final approval. They maintain the client and employee relationships throughout the process by keeping in touch



KAREN ENGLISH
Personnel Specialist

and providing quality control checks.

Melody Hurley is the Branch Manager, and directs daily operations of Westaff bringing years of experience in identifying and meeting needs of clients. She encourages the staff with ideas to provide outstanding customer service. She holds a Liberal Arts Degree from Southern Oregon University. Michelle Edmunds is the Human Resource Consultant/Manager consulting clients for Personnel Plus and brings HR expertise to Westaff. She holds a Human Resources and Industrial Relations Degree from the University of Minnesota's Carlson School of Management.

The ladies at Westaff are not only devoted to their clients and employers but to the Helena community as a whole, particularly Nancy. According to Edmunds, Westaff is involved in numerous charitable events in Helena. They sponsor Paint the Town Pink, Big Brothers Big Sisters Bowl for Kid's Sake and Wine Crush events, Live at the Civic, the Governor's Cup, United Way, the Old Glory Landmark flag in Centennial Park and many other non-profits.

Every Thanksgiving, Westaff provides Thanksgiving dinner for the girls at Florence Crittenton Home. The staff will also be decorating a large Christmas tree that will be auctioned off at the annual fundraiser for Intermountain Children's Home, in early December, at the Civic Center.

Even with 26 years of success on the record books, Westaff doesn't plan on slowing down anytime soon. Nancy's early on success as a business woman trickled down to the women she recruited to work with her, and their combined success has been filtering into the community for over two decades. Supporting the community and helping people acquire jobs they will be successful at, is Westaff's ultimate goal each day.

SOMETIMES
THE GRASS IS
GREENER
ON THE OTHER SIDE!



westaffmt.com
443-7169
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