

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

women in business

fall 2016

A2Z



Courtney Groteluschen Staffing Coordinator with finance and healthcare focus, Riley Relfe Nonprofit Outreach & Recruitment Coordinator, Ashley Levang Accounting Specialist, Katie Gabriel Staffing Coordinator with government contract focus, Darla Smith Accounting Div. Manager, Anna Kazmierowski President/CEO, Kathy Miller DBE/Construction Div. Manager, Ashley Carpenter Administrative & Social Media Support.

“The successful man is the one who had the chance, and took it,” said Rodger Babson; an American entrepreneur and founder of Babson College. This past June, Anna Kazmierowski, a 2014 graduate of the renowned Goldman Sachs 10,000 Small Business Entrepreneurship program (held at Babson College), took her chance when she acquired the Helena based A2Z Staffing Solutions employment resource firm in 2016, becoming the company’s sole owner. A decision that has been paying off with widespread success.

During the 13 years of service in the Helena area, A2Z Staffing Solutions has established itself as the only non-franchise employment resource firm in the community. It is also recognized as the only Women Owned Small Business (WOSB), and Woman Business Enterprise (WBE) firm in Montana as certified by the Women Business Enterprise National Council and Small Business Administration.

Since assuming her new role as President and Chief Executive Officer, Kazmierowski has grown the company substantially, which now includes a Nonprofit Division, Labor Division, Medical & Healthcare Division, as well as continuing to serve government agency clients through the Government Staffing Division. Building upon its history for success, A2Z has seen a great deal of publicity due to these new developments, as well as recent recognitions the company has received.

For example, in 2016 A2Z Staffing Solutions was honored by the American Staffing Association (ASA), who awarded the company with the 2016 Genius Award, in the Mixed Media Category for small business staffing firms under \$7.5 million in annual sales. This national awards program, formerly called the ASA Staffing VOICE Awards, recognizes the best and most innovative communications and marketing campaigns among ASA member staffing companies. The award was for A2Z’s successful **mismatched? sm** and **#getmatched sm** advertising campaigns.

“It was a collaborative effort,” said Kazmierowski on how the marketing campaign was developed. “I’m proud to say our employees’ engagement and commitment to our company’s mission are the driving forces for our success... and we encourage ideas coming from everyone.”

Another recent recognition the firm has received, is being certified as a *Disadvantaged Business Enterprise* (DBE) by the Montana Department of Transportation. This certification pertains to for-profit small business concerns where socially and economically disadvantaged individuals own at least 51% interest, and also control management and daily business operations.

“We are always looking for innovative solutions, and offer resources to serve our community,” said Kazmierowski, “and we observed that nonprofit organizations have been underserved for far too long as an industry throughout the state.” Kazmierowski explained that, as a small business there is only so much A2Z can do to support nonprofits monetarily. Yet, as a company committed to supporting the community, the staff looked for innovative ways the company could help the nonprofit community. As a result, the Non-Profit Outreach Division was established.

A2Z has also expanded their bookkeeping services to support nonprofit organizations and small businesses statewide, providing expertise in payroll administration to include: Davis-Bacon certified payroll and W-2 filings in support of public works projects and government contracts, accounts payables and receivables, preparation and filing of quarterly and annual reports, bank statement reconciliation, etc. Thus, allowing nonprofits and small businesses to easily save \$5,000 - \$10,000 per year, which is money that can then be reinvested into the organization to support programs and reduce employee turnover.

A2Z also provides office support, technical, professional, scientific, light industrial and construction personnel for private and public employers on a local and national scale, not only as a local staffing resource firm but also as a small business Diversity Supplier with a local presence offering added value through the supply chain opportunities.

Kazmierowski explained that supplier diversity isn’t just about having employees from many different backgrounds—it means that A2Z proactively encourages work with companies who value diversity suppliers in their supply chain; as well as encouraging peer to peer connections with other diversity suppliers such as: minority-owned, woman owned, veteran-owned, LGBTQ-owned businesses. A2Z is proud to contribute to a broader representation of diversity in business, which is contributing to reshaping Montana’s economic landscape.

Recognitions aside, the staff at A2Z works diligently each day to match individuals with positions they can not only be successful in, but also enjoy. When employers connect with the right employees, it’s a win-win for everyone involved and makes our community thrive. “

“We help people bring their best work into the world every day,” said Kazmierowski. “If you’re feeling **mismatched? sm**, your employment opportunities begin with us today!”

Looking back on her time with A2Z, particularly the past five months as its sole owner, Kazmierowski feels proud of the work she and the A2Z staff have accomplished. “We make a difference every day,” said Kazmierowski. “And are proud to contribute to the overall economic wellness of the Helena and Montana community.”



Anna Kazmierowski

[A2Z]

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Polished Salon



By Lacey Middlestead

Like a cherry atop an ice cream sundae, nails are the fashion accessories that completes a look. With unique polish colors like Red Baroness, Cerulean Sea, and Satin Pajamas, the creative possibilities are endless. But for Becky Hunsicker, owner of Polished Hair and Nail Salon, her favorite color may very well be glitter.

With turquoise and hot pink walls complete with corrugated metal accents, it only takes a few steps inside Polished to realize your salon experience is going to be a fun and sophisticated one.

After honing her craft at other salons in Helena, Hunsicker finally took the entrepreneurial plunge in September and opened her own salon.

"I wanted to open a salon with a fun and creative salon that would cater to all ages, including the younger clientele," said Hunsicker.

The salon features hair stylist booths, two pedicure baths, a room for lash extensions and nail stations for services like spa manicures, acrylic, and shellac gel polish. Hunsicker explained that there is also lots of room for expansion and added services down the road.

Looking for a unique gift idea or some accessories to complement your new nails or hairstyle? Polished also carries a variety of Montana made products from local companies like Montana Way, Mountain Moon Designs, Badass Babe, and Always There Designs. From sweatshirts, hats, coffee mugs, and a jewelry, there's no shortage of ways to show off your Montana pride. Hunsicker explained that, as a small business owner, she wants to give back to and show support of fellow Montana business owners.

While Hunsicker and her hair stylist have already begun seeing clients at her new location, a grand opening celebration is planned for November 7. Featuring appetizers, drinks and perhaps a fresh mani or two, Hunsicker is excited to present her new business to the community. The grand opening will be the first of what Hunsicker hopes are many similar festive gatherings at the salon.

From colorful polish and intricate nail art to the joys of being a small business owner, Hunsicker seems to have found her creative niche.

"I love that every day is different—from the clients to the nail designs," said Hunsicker.

Grand Opening!

November 7th 3-7pm
With appetizers, drinks, specials and vendors

November Special:
**\$35 Pumpkin Spice Pedicure
& \$20 Shellac Manicures**

Other nail services Acrylic, Gels, Manicures, Glitter Toes, Nail Art, Slick Pour, and Shellac Manicure

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Helena Community Credit Union

Making our Helena home stronger together

Celebrating 80 Years

Helena Community Credit Union is celebrating its 80th Anniversary in 2016. HCCU has experienced name changes, new locations and expanded services. But throughout their history, one thing has remained the same—the commitment to its members and the Helena community as a whole.

One of the major differences between banks and credit unions is that while banks are for-profit corporations, credit unions are non-profit financial cooperatives whose earnings are paid back to members in the form of higher savings rates and lower loan rates. Ultimately, credit unions operate to promote the well-being of their members. And HCCU has been hard at work doing just that.

In August of 2015, HCCU merged with Elkhorn Federal Credit Union, assuming new members as well as two new branch locations. HCCU prides itself on a well-trained, customer focused staff and offering convenience-based banking to its members. Now with five full service branch locations in the Helena area, several no-fee ATMs and comprehensive mobile services, members never have to travel far to conduct a transaction. Local no-fee ATMs can be found at St. Peter's Hospital, the City/County building, Helena Regional Airport, Safeway, Target and Costco.

New Technology

This past July, after 18 months of planning and development, HCCU successfully transitioned through a critical core system conversion. This conversion has allowed HCCU to greatly enhance the member experience through new and improved products and services. Such services include enhanced mobile banking with remote

checking deposit capability and robust online banking that includes online loan application.

At HCCU members can choose from a full menu of products—from all types of loans (including mortgages, home equity and auto) to 24/7 account information access by phone, online or mobile app; bill pay; checking; savings accounts for all ages as well as IRAs, Share Certificates and a low interest VISA® credit card.

Wanting to extend the credit union difference to other surrounding communities, HCCU is beginning to concentrate more effort on serving other counties including Broadwater, Jefferson, Powell, Cascade, Gallatin, Silver Bow and Deer Lodge.

Philosophy

HCCU believes their success to be proportional to the level of community support provided. According to President/CEO Greg Strizich, charitable giving—both monetarily and through staff volunteerism—are the ingredients that strengthen the people we serve and the community in which we live. HCCU strives to guide its members to financial success which in turn strengthens our local economy.

Each year HCCU donates thousands of dollars and many volunteer hours in order to live the philosophy of "Making Our Helena Home Stronger Together". A small sample of the community activities you will find HCCU supporting includes Night to Shine, Symphony Under The Stars, the Friendship Center's Empty Bowls and the NAMI Walk.

Want to experience the credit union difference? Join us today! Call 443-5400 or go online at thecu4u.org for more information.

By Lacey Middlestead

Intermountain



intermountain
Caring Solutions ■ Strong Families ■ Healthy Communities
Community Service Center, 3240 Dredge Drive

If everything is not fine

By Glenna Wortman-Obie, Intermountain Director of Communication and Marketing

The 2015 Montana Youth Risk Behavior Survey presented by the Montana Office of Public Instruction, provided a wake-up call for all of us. The survey found 29% of Montana high school students who participated reported feelings of sadness or hopelessness in the last year, and 19% reported following through with a suicide attempt. Substance abuse rates are way too high with 21% of students reporting binge alcohol use 20% reporting marijuana in the past month and 16% reported they had abused prescription medications at some point.

If every fifth child across Montana had a life-threatening physical ailment—say, a violent cough and persistent high fever—we would call it an epidemic and put all our resources behind finding a cure. Yet, even though 19% of our young people are struggling with mental health issues, we are slow to react. We are simply not educated to vigilantly monitor our children's mental health in the same way we do their physical health.

One factor that contributes to our slow reaction is the long-standing stigma about mental health and misperceptions about mental health treatment. Of course, ignoring the problem does not make it go away, yet many times that's what we are hoping will happen.

Another factor that contributes to our "wait and hope" strategy is that early symptoms of mental health issues often can be easily explained away. A 15-year-old boy may be sleeping for 14 hours a day because he is depressed but his family assumes it is just a growth spurt. Angry outbursts, withdrawing or bouts of weeping may be seen as normal pre-teen moodiness in a 12-year-old girl when it is actually deepening anxiety. Just as with any physical ailment, correctly identifying what is occurring can be life-saving, because we know unidentified and untreated mental health problems are a contributing factor to both substance abuse and suicide.

We also know that children and teens will often dismiss our questions and concerns. What parent has not heard the dismissive, "Fine," when asking how things are? It can be difficult to elicit information from a youngster who is trying to establish boundaries and guard his privacy. And, it can be difficult to know what to do and how to get help. But delaying treatment or ignoring the symptoms of a mental health or substance use problem can negatively affect the developmental our youth and their success as they grow into adulthood.

Fortunately, mental health stigma is decreasing and awareness of the importance of good mental health is on the rise. This positive shift is increasing the availability and opportunity for regular mental health check-ups. Many primary care doctors now regularly screen for mental health issues as a part of the annual check-up process and some school districts are also offering mental health screenings through partnerships with physical and mental health providers. The Helena school district sponsors and funds mental health screenings for free for high school students whose parents request one. In the next week, the school district will mail information to all parents of high school students about this free service.

Parents can also access mental health screenings online. Mental Health of America Montana has several mental health screening tools available for youth and adults as well as available resources if mental health concerns are identified through the online screening process. Visit www.montanamentalhealth.org to view these resources. Another place to find local resources is the Helena Youth Crisis website, www.helenayouthcrisis.org

To raise awareness of the issues and direct parents to these and other resources, Intermountain has been running a media campaign entitled, "Everything is Not Fine." The ads direct families to our website, intermountain.org, which has a RESOURCES section specifically to provide some immediate options.

One of those options is our Community Services Clinic at 3240 Dredge Drive where a range of professionals await to meet the needs of children and their families who struggle with issues such as depression, anxiety, anger, obsession/compulsion, trauma, autism, reactive attachment disorder, learning disabilities and substance use.

Intermountain's School Based Services are able to meet the needs of kids in the school, right where problems often manifest in ways that disrupt classrooms—and lives--and leave children feeling hopeless. Parents who have difficulty with coordinating therapy appointments away from the school site tell us they appreciate the rapid response and availability of the therapeutic staff at the school building during the day.

In all, Intermountain now serves over 2000 children and families each year. Our Mission, "Healing Through Healthy Relationships," continues to inspire our staff and leaders and drive us to find new and better ways to help kids heal, strengthen families and build a healthy community.

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St Peter's Hospital

Dr. Sarah Evans Plastic Surgeon

by Lacey Middlestead

Actress Sophia Loren said, "Nothing makes a woman more beautiful than the belief that she is beautiful."

Regardless of gender, age or appearance, true beauty often lies in one's own confidence that they are beautiful. But too often, that confidence is hard to come by. Dr. Sarah Evans, plastic surgeon at St. Peter's Hospital, is helping restore that confidence in her patients every day.

Dr. Evans earned her medical degree from Duke University School of Medicine in Durham, North Carolina. Her residency included plastic surgery training from the University of Cincinnati Division of Plastic, Reconstructive, and Hand Surgery in Cincinnati, Ohio as well as general surgery

training from Duke University Department of Surgery.

Her honors include a Society of American Gastrointestinal and Endoscopic Surgeons (SAGES) Research grant. She has also authored peer-reviewed publications and presented at national conferences including the American Association of Plastic Surgery's Annual Meeting in 2014.

Why choose plastic surgery as her specialty? Dr. Evans admitted that she enjoys the variety found in it. One day she might be repairing a facial laceration and the next she may be performing a major reconstruction on a patient.

"Plastic surgery allows me to tailor a procedure to an individual patient," said Dr. Evans. "Every patient and procedure is different so it's a matter of making decisions based on the techniques available and a particular patient's needs and expectations."

She also enjoys restoring patient's confidence in their appearance. Unlike most other surgical procedures that are performed to

heal someone of an ailment, plastic surgery is mostly elective.

Dr. Evans performs a wide array of surgical procedures including, but not limited to, breast reconstruction, body contouring, abdominoplasty, breast augmentation or reduction, scar revision, and skin cancer resection and reconstruction. In the future, Dr. Evans hopes to further expand the cosmetic surgery services she is able to offer the Helena community.

While making the decision to undergo any type of plastic or reconstructive surgery can be a daunting one, Dr. Evans strives to assure her patients and deliver realistic and satisfying results.

"When cosmetic surgery is done well, it is difficult to tell that the patient had the procedure done," said Dr. Evans.

Originally from Longmont, Colorado, Dr. Evans admits that it is great to be back West and she can't imagine a better community in which to raise her family.



Dr. Betty Plate Family Practice

by Lacey Middlestead

For Dr. Betty Plate, the building and nurturing of relationships with her patients is at the heart of her medical practice. Originally from Steamboat Springs, Colorado, Dr. Plate's love for the outdoors and close-knit community life led her to recently join the team at St. Peter's Hospital in Helena.

Dr. Plate earned her medical degree from the University of Colorado School of Medicine in Aurora, Colorado. She completed her medical residency from the University of New Mexico Family and Community Medicine in Albuquerque, New Mexico. Dr. Plate is also a member of the American Academy of Family Physicians and the Montana Academy of Family Physicians.

With a specialty in family medicine with obstetrics, Dr. Plate sees a little bit of everything in her day. From performing joint injections, newborn circumcisions and trigger point injections to contraceptive care, (including IUDs and subdermal implants) and skin care (including cryotherapy and excisional biopsies), she never has a dull day at the office.

"I love the variety," said Dr. Plate. "I get to take care of the entire family from the pregnant woman to the newborn to the grandparents."

Through all of her varied work, however, obstetric care is where Dr. Plate's true passion shines through. "I get a lot of satisfaction out of obstetric care and following families as they grow," said Dr. Plate. "I'm really looking forward to this."

"One of my attending physicians during my training was caring for four generations of a family at one point," Dr. Plate shared. "I hope I get to do that myself one day."

In building honest and trusting relationships with her patients, Dr. Plate continually stresses the importance of preventative and evidence based medicine with her patients.

"My personal philosophy is that it is my job to inform and educate my patients—discussing risks and benefits of all tests/medications/procedures so that we can make a decision about their care together," explained Dr. Plate. "It is important that whatever plan we come up with will fit into your life."

From helping deliver babies to skiing the powdery slopes of Montana's ski resorts, Dr. Plate is hard at work serving the Helena community and building an adventurous life for her family under the Big Sky.

"We have been blown away by Helena," said Dr. Plate. "Everyone has been so friendly and welcoming and we are thrilled to be here."

Dr. Emily Hedum Family Practice

by Lacey Middlestead

During a two week rotation as a resident, Dr. Emily Hedum had her first experience of Montana's capitol city. And she was warmly received by a community of what would soon become future patients.

"The people of the community all spoke so highly of Helena and made me feel welcome in my short time here," said Dr. Hedum. "It made my decision very easy."

Not long afterwards, Dr. Hedum joined St. Peter's Medical Group-North as a physician in family medicine.

Dr. Hedum earned her Doctor of Osteopathic Medicine degree from Kansas City University of Medicine and Biosciences in Kansas City, Missouri. She then completed

her residency at Montana Family Medicine Residency where she was chosen to serve as Chief Resident in 2015. Dr. Hedum is board certified by the American Board of Family Medicine. She is also a member of the American Academy of Family Physicians, American College of Osteopathic Family Physicians, American Medical Association and American Osteopathic Association.

Working in family medicine means that every day is full of new and sometimes surprising challenges for Dr. Hedum. "You never quite know what you are going to encounter during the day," she said. "This definitely keeps medicine interesting and helps me stay current on a wide variety of topics."

Some of the more common issues Dr. Hedum encounters include chronic conditions like diabetes, high blood pressure, heart disease and mood problems along with more acute concerns like the common cold, stom-

ach bugs and rashes. She also performs wellness exams, skin biopsies, joint injections and gynecologic procedures like endometrial biopsies and implantable birth control.

While she admits enjoying all aspects of family medicine, Dr. Hedum particularly enjoys dealing with chronic disease management and preventative care with patients. "I want to do what I can to keep patients healthy and out of the hospital," said Dr. Hedum.

As is often the nature of family medicine, Dr. Hedum works with many of her patients for years. "Getting to know my patients and following them for several years through all the ups and downs that life throws at them is one of the greatest rewards," she said.

Still a newcomer to Helena, Dr. Hedum is excited to meet new patients, explore the area more and—fingers crossed—learn to fly fish this next summer.



Dr. Emily Bubbers Colorectal Surgeon

by Lacey Middlestead

When the opportunity presented itself for Dr. Emily Bubbers to join the St. Peter's Hospital family as the colon/rectal surgeon, she couldn't help but accept. With her husband being an avid fly-fisherman and family and friend ties to Montana and particularly the Helena area, it seemed like a perfect fit.

Dr. Bubbers earned her medical degree from Rosalind Franklin University of Medicine and Science, the Chicago Medical School. She completed her general surgery residency at Oregon Health and Science University in Portland, Oregon and a fellowship in colon and rectal surgery at the Univer-

sity of Southern California. She is a board certified Colon and Rectal as well as a board certified General Surgeon. She belongs to both the American Colleges of Surgeons and the American Society of Colon and Rectal Surgeons.

Dr. Bubbers treats patients for a variety of conditions including Crohn's disease, ulcerative colitis, colorectal cancer and anal and rectal problems such as hemorrhoids, anal fissures and fistulas, rectal prolapse and pelvic floor dysfunction. She performs additional procedures such as upper endoscopies and colonoscopies. Since arriving at St. Peter's about a year ago Dr. Bubbers admits that she's "seen just about everything" though.

For Dr. Bubbers, the greatest reward thus far has come from being able to serve

patients heralding from all across Montana. As the only fellowship trained colon rectal surgeon in the state, she is able to remove the burden from patients of traveling out of state for the resources and treatment they need.

"It's very satisfying to keep patients closer to home," said Dr. Bubbers.

One thing Dr. Bubbers stresses is the importance of scheduling regular colonoscopies to screen for cancer starting at age 50. Although an undesired procedure, Dr. Bubbers explained that colon cancer is a "silent disease" that grows slowly and is often discovered too late to do much medically speaking.

When Dr. Bubbers is not busy treating patients she can be found enjoying life under the Big Sky skiing, hiking or floating the Missouri with her family.

Dr. Kerry Hale Orthopedic Surgeon

by Lacey Middlestead

Ski racing and sprinting back and forth across the soccer field during matches as a child led to knee injuries for Dr. Kerry Hale. Those injuries, along with some encouragement from her brother, led her down the path to eventually become a busy orthopedic surgeon here in Helena.

Dr. Hale earned her Medical Degree from the University of Nevada School of Medicine. She then entered into and completed one of the most prestigious residency training programs in orthopedic surgery at the Mayo Clinic in Rochester, Minnesota, which

is considered to be one of the top residency programs in the country. A significant portion and focus of her residency was in hip and knee replacement surgery. She also completed a pediatric orthopedic fellowship at the Starship Children's Hospital in Auckland, New Zealand, focusing on pediatric fractures and general pediatric orthopedic care.

After growing up in Helena, Dr. Hale was thrilled to return to her hometown to continue the work she loves as an orthopedic surgeon at St. Peter's Hospital. "The mountains lured me back," she said smiling.

Dr. Hale now specializes in primary and revision total joint replacement of the hip and knee and pediatric orthopedics. She ad-

mits that her true passion is doing total joint replacements.

"I really like being able to get people back to doing the activities they want to do and decreasing pain in their daily lives," said Dr. Hale.

According to Dr. Hale, she is actively building a robust total hip and knee arthroplasty program in Helena that focuses on patient care, quality and satisfaction.

"We're really trying to get the word out about the work we do here," said Dr. Hale. "We have a great team. From the operating room crew to the surgical floor team and our ortho team of techs, nurses, physician assistants and nurse practitioner – we have developed a group of folks that are focused on outstanding outcomes for hip and knee replacement surgery."



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St Peter's Hospital




St. Peter's Hospital

October is National Physical Therapy Month and was created to recognize the impact that physical therapists have in restoring and improving function and independence in people's lives.

including seniors, live life to its fullest whether they are managing a long-term illness or just want to improve their general health and mobility.

Instead of relying on medications, physical therapy coaxes the patient's body to heal itself. The goal of physical therapy is to help restore and improve functionality, reduce pain and increase mobility for better strength and balance. The strength training and specifically targeted exercises and procedures provided in physical therapy can help alleviate the symptoms of arthritis, traumatic injuries, neurologic impairments and more. When applied with determination, physical therapy can help decrease pain, improve balance, improve body awareness and coordination, resolve vertigo and concussion symptoms, and help people live life without restrictions.

With the abundance of quality health-care and lifestyle information now available, we are able to stay active well into our later years. Often times, those pains and discomforts that are generally associated with getting older are actually caused by conditions that can be treated through physical therapy. Physical therapy can help people of all ages,

Whether you are recovering from surgery, dealing with an injury in the office or in the field, or struggling with a chronic condition, St. Peter's Physical Therapy Clinic has the experience and resources to help you get you back to doing the activities you love.

St. Peter's Physical Therapy Clinics

St. Peter's Hospital operates two physical therapy clinics in Helena. The main location, located on the hospital campus, offers the most comprehensive collection of inpatient and outpatient rehabilitation services in the area. The unit includes speech, physical, and occupational therapy for all ages, as well as cardiopulmonary rehabilitation. Specializing in sports medicine, the second clinic is located inside Capital City Health Club.

Members of our staff have received advanced training and are certified in many specialty areas of Physical Therapy including:

- Orthopedics
- Lymphedema
- Cardiac Rehab
- Cancer Rehab
- Pediatrics
- Women and Men's incontinence issues
- Neurology
- Manual therapy
- Wound Care
- Vestibular Rehab
- Speech

The staff of St. Peter's physical therapy clinics is invested in your care plan and strive to provide a positive and team oriented environment for our patients and their families. You will receive comprehensive assessments on your first visit and benefit from an individual treatment plan that enables you to reach your goals.



CCHC patient comments:

"My therapist is just a phenomenal PT. Excellent service and treatment."

"Definitely recommend this facility to others and already have. My Physical Therapist is the best there is and thanks to her I am doing well."



Capital City Health Club Physical Therapy Clinic

St. Peter's Physical Therapy and Sports Rehab offers physical therapy services for members of the Helena community who have orthopedic, sports or occupational-related injuries. We utilize our facility's state-of-the-art equipment in your care plan to get you back in action quickly and safely. We are the only physical therapy clinic in Helena with an on-site pool for utilization during post-operative weight-bearing precautions or for management of chronic symptoms. Options of individual and group therapy are available.

Our experienced staff members have doctorate level training and advanced certifications with a strong orthopedic background to evaluate and treat your injury. We specialize in both conservative and post-operative management of the entire body and work closely with our patients and their providers to help them return to their pre-injury levels.

For referral to Physical Therapy at either St. Peter's Hospital location, contact your physician or call our scheduling desk at 457-4180.



How do you know if you need sports rehabilitation?

It is not just for elite athletes. Physical therapy is beneficial for everyone with active lifestyles who wants to prevent injuries, recover from existing injuries and enhance overall performance. Physical therapy is most often needed when individuals begin having difficulty performing normal activities of daily life or are unable to participate in their athletic activities without limitations.

For referral to Physical Therapy at the St Peter's Capital City Health Club location contact your physician or call our scheduling desk at 442-4345.

Physical Therapist Kyla Getz works with a patient on lower body conditioning. Kyla has been working as a physical therapist since 2012. Her clinical areas of specialty are Orthopedic and sport-specific rehabilitation, post-operative rehabilitation, postural retraining, aquatics, pediatrics, manual therapy, oncology and women's health.

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PacificSource is your plan for keeping your employees healthy.

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Ultra Vac

By Lacey Middlestead

Whether it's kneeling around presents under the tree on Christmas morning, watching your newborn roll over for the first time or sitting around playing board games with your family, the floors in your home are more than just carpet fibers, wood and tile. They are the surfaces on which the special moments of your life take place. Floors also bring together all of the other design elements in a room. So keeping your floors clean and looking like new is critical.

Thankfully, Ultra Vac of Helena is committed to helping you do just that.

This past July, Jim Sheppard assumed ownership of Ultra Vac. With over 20 years of experience in the cleaning industry, the transition just made sense to him. Only a few months in, Sheppard is already working diligently to provide top-notch customer service while helping customers select the right vacuum or specialty cleaning products for their needs.

Ultra Vac boasts a wide range of vacuum brands to fit any budget including Simplicity, Miele, Oreck, Sebo and Lindhaus. They also carry Raven backpack vacuums, Fuller brush canister and hand held vacuums, Panasonic uprights, Sanitaire commercial vacuums and Carpet Pro vacuums and non-electric push sweepers.

According to Sheppard, Ultra Vac's vacuum prices are highly competitive with big box retailers and they are the warranty center for everything they sell. Ultra Vac doesn't just sell vacuums either—they repair them along with sewing machines and other small appliances.

Looking to do some deep cleaning around your home or business? Ultra Vac professionally cleans carpet, upholstery, tile and grout. They also rent out carpet and upholstery cleaning machines that are economical and easy to use. If you're struggling to remove unwanted odors, pet stains, wine spots and more, Ultra Vac offers a variety of carpet and upholstery cleaners and shampoos, pet stain/odor removal products, and air purifiers.

Sheppard stresses the importance of purchasing a high-quality vacuum and cleaning products for your home. "People can spend upwards of \$10,000 to \$20,000 installing carpet in their home so it's important that they invest back into the products they use to clean it," said Sheppard. "You wouldn't purchase a Ferrari and then never change the oil in it."

Rejuvenate the look and feel of your carpets by contacting Ultra Vac today!



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business newsmakers

fall 2016

Elkhorn Foot & Ankle Clinic

Your below the knee medical and surgical specialist

By Lacey Middlestead

Leonardo da Vinci said, "The human foot is a masterpiece of engineering and a work of art." Perhaps that is why Dr. Jason Smith, owner and Podiatric Specialist at Elkhorn Foot and Ankle Clinic, considers himself an artist by trade.

After graduating from Brigham Young University in Idaho, Dr. Smith earned his medical degree from Kent State University College of Podiatric Medicine in Independence, Ohio. He served as Chief Resident and completed a three year residency in foot and ankle reconstruction at the Northern Colorado Medical Center in Greeley, Colorado. He is also a member of the American Podiatric Medical Association, the American College of Foot and Ankle Surgery and the American Society of Podiatric Surgeons.

Upon completing his residency, Dr. Smith and his wife, Amy, a Helena native, moved back home to Montana where he began working at St. Peter's Hospital. After two years with St. Peter's, Dr. Smith decided to take a leap of faith and open his own clinic this past August. From day one, he hit the ground running and only a few months in has already established himself as Helena's "below the knee specialist."

While perhaps not the most glamorous part of the body, Dr. Smith finds inspiration and purpose from dealing with feet every day. Not only does the field offer incredible variety but it also comes with great reward.

Dr. Smith admits that he deals with diabetic foot care in nearly 50 percent of his patients. People with diabetes are more likely to suffer nerve damage, circulation problems and infections—all issues that can directly impact the feet. Dr. Smith explained that a diabetic patient's lack of feeling and poor blood flow caused by poor diabetes management can allow a small wound to progress into a serious infection and possibly amputation. By stressing preventative measures and proper management of a patient's diabetes, Dr. Smith ensures his patient's feet stay healthy and pain free.

"Podiatry saves lives one toe at a time," said Dr. Smith smiling.

No issue is considered too big or small for Dr. Smith and his team at Elkhorn to tackle. From treating common ailments like bunions, hammer toes, and ingrown toenails to more complex procedures like foot and ankle fractures and ankle arthroscopy, Dr. Smith provides a unique alternative for the Helena community. Patients are no longer limited to seeing an orthopedic surgeon for issues below the knee.

Opening Elkhorn Foot and Ankle Clinic has provided

Dr. Smith the flexibility and independence needed to remain patient focused. It's important to him to keep things personal. Though hardly the norm with doctors, Dr. Smith admitted that he provides his patients with his personal cell number that they can reach him at day or night. It is also not uncommon for Dr. Smith to personally call patients the day after surgery to see how they are doing.

After a long day of staring at feet all day, Dr. Smith finds solace in the changes he was able to bring about in his patients.

"The truly rewarding part is making people feel better and taking away their pain," said Dr. Smith.



DR. JASON E. SMITH, DPM, AACFAS

301 Saddle Dr. Ste. G, Helena, MT 59601

www.elkhornfootandankleclinic.com

P 406.422.5905 F 406.422.5425

Montana Independent Living Project

The Montana Independent Living Project (MILP) is a Center for Independent Living (CIL). We are a not for-profit 501c3 agency promoting independence for people living with disabilities residing in Montana. MILP works to ensure consumers are able to live, work, and recreate, as independently as they desire. Since 1981, MILP has been a leader in our communities, assuring disability rights for Montanans by enthusiastically encouraging and effecting community inclusion, integration, and independence for people with disabilities. We currently have (31) employees and (5) Peer Support Personnel across three offices serving fourteen SW Montana counties.

Accessible transportation for people living with disabilities is a hot button issue MILP is currently addressing. Within the City of Helena, Montana, evening and weekend accessible, affordable, and integrated public transportation is nonexistent. Helena Area Transit Service (HATS), curb-to-curb hours of operation are 6am- 6pm Monday-Friday with no evening and weekend rides. Transportation-dependent older adults and people with disabilities are forced to schedule their lives within a sixty-hour window. The remaining 108 hours are just not an option for public transportation use.

It's been proven that a lack of affordable and accessible transportation options may cause older adults and people living with disabilities to become geographically isolated and socially excluded. This affects not only individuals but also entire communities. It is just simply not enough to offer opportunities within our community if there are prohibitive conditions, such as a lack of available, accessible, integrated, and affordable transportation, which prevents folks from accessing their community.

Thanks to a generous grant from the Dennis and Phyllis Washington Foundation and Federal Transit Authority/Montana Department of Transportation 5310 Funds, MILP collaborated with Capitol Taxi of Helena to provide subsidized, accessible, affordable, and integrated transportation for Helena residents, costing the rider only \$1.

Now, anyone in the community who is 60 or older and/or lives with a disability has the opportunity to choose affordable transportation on the evenings and weekends when the city's public transportation system is not running.

Rider feedback has been overwhelming: Having the freedom to affordably travel around Helena on the evenings and weekends has given riders full access to participate in their communities and live as independently as they choose. This new service has been called "life changing."

This new service offers a standard taxi vehicle for those who don't require an accessible vehicle, but also an accessible van for those that require a wheelchair.

By providing accessible transportation to work, recreation, and business, MILP's goals for the Helena community are: older adults and people living with disabilities will have increased community participation, experience an improved, healthier and more engaged lives, the Greater Helena community will benefit through increased economic participation in the community, and to have evening & weekend accessible ride services become permanently available so older adults and people living with disabilities are able to work, recreate, and conduct business on their schedule, in the same manner as their family and neighbors.

Please call Capitol Taxi to schedule a ride at 406.449.5525 or MILP at 406.442.5755 should you have questions or comments.

To ensure this life changing service remains in the Helena area, please consider donating to MILP. All donations are tax deductible.



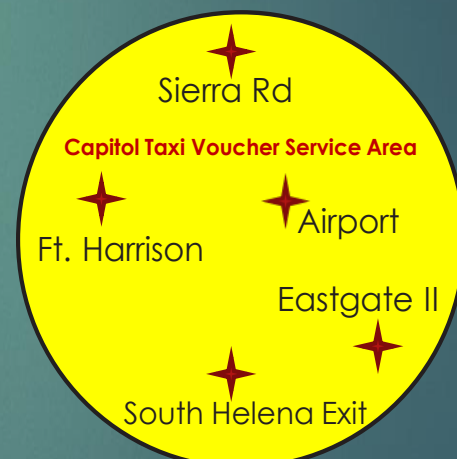
EVENING & WEEKEND ACCESSIBLE TRANSPORTATION

\$1 Vouchered Rides* require your name & phone # and are available Only when Capitol T (formerly HATS) is not in operation UNLESS:

1. It's an emergency
2. Capitol T declined you due to full capacity
3. You are outside Capital T's service area



Eligibility: Age 60 or older and/or live with a disability



If you need a ride outside Capitol Taxi's voucher service area, please call for rates.

*Based upon available funding

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Montana Nurses Association

Montana Nurses Association Mission Statement

The Montana Nurses Association promotes professional nursing practice, standards and education; represents professional nurses; and provides nursing leadership in promoting high quality health care.



Excellence is our Standard!!
"Voice of Nurses in Montana"



104th Annual MNA Convention
October 5th - 7th 2016

Montana Nurses Association 2016 Awards

Brenda Donaldson BA, RN

2016 Distinguished Nurse of the Year

Brenda has volunteered countless hours for her professional association MNA over her 30 years as a member. She has demonstrated dynamic leadership in promoting excellence in nursing and is committed to professional nursing ethics that is imperative toward the improvement of patient care.



#2. She is currently our MNA local #2 President. She has become a great mentor for her teammates by standing up for what's important. She is an advocate for her coworkers and is very committed to serve others. Delayne was born into a union family and understands the importance of hard work and standing strong together.

Jennifer Taylor BSN, RN, CCRP

2016 Excellence in Nursing Education Award

Jennifer is actively involved in the Continuing Education Council and has worked diligently to become a peer reviewer and has sat on numerous planning committees contributing to quality education for nurses in Montana.



Laurie Glover MN, APRN, FNP

MNA 2016 Political Nurse Leadership Award

Laurie opens other nurses' minds to the challenges of healthcare, instills in them the roll of nursing in them in healthcare policy change, and personally demonstrates for them the political leadership necessary to effect change.



Dr. Barbara Prescott Schaff DNP, FNP-BC

MNA 2016 Historian Award

Barbara is a long-time MNA member that began researching and looking thru archives to



document and describe the journey for the Advanced Practice Registered Nurse (APRN) in the state of Montana. Her story begins in the 1960's and ends March 4th 2016. Her article was showcased at the APRN Conference which celebrated 35 years of APRN independent practice in Montana.

Senator Jon Tester

MNA 2016 Friend of Nursing Award

US Senator Jon Tester has been a strong advocate for nurses across Montana and the Country. He introduced the NURSE Act which provides more school nurses for under resourced schools and has supported the *MNA Your Nurse Wears Combat Boots Campaign* addressing workplace safety for healthcare workers.



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