

For Appointments: 334-1696, Ext. 338

- **ACKERMAN, MARTIN** - currently the owner of a retail business that is also part of a franchise system. Martin spent twenty-seven years in high-tech research and development, manufacturing, and marketing as both as an engineer and engineering manager. He has extensive experience managing all phases of product definition and development, mostly in the software area, as well as a project and people manager.
- **BALIS, JIM** - 19 years managing and turning around distressed companies. Employed by financial institutions with borrowers experiencing cash flow challenges. He has worked in numerous industries (from hospitals to transportation), but specializes in the restaurant business. He currently owns a national crisis and turnaround management firm, which focuses on restaurant companies, and a pizza restaurant in Boise. Other areas of expertise include funeral homes, health clubs, hospitality, car dealerships and commercial real estate. Jim is also a licensed real estate agent in Idaho and the only Certified Turnaround Professional in the state of Idaho.
- **BALLANCE, ELVIN** - Thirty-eight years as an electronic maintenance technician in US Government Agencies. Thirty-one years maintaining office, communication and data collection systems in Weather Service Forecast offices. Ended career managing electronics staff in Montana. Training in OSHA safety, telephone, computer and broadcast systems.
- **BAMBAUER, GEORGE** - George has thirty years experience in worker's compensation insurance, as well as expertise in rating and legal requirements of the system. He also managed an insurance company office. George developed 18 training videos and wrote a publication entitled, "Employer's Handbook" which won a national award.
- **BECKERT, NORM** - Twenty-six years with Boise Cascade as Director of Corporate Procurement. Expertise in all aspects of purchasing and materials management. Strong engineering and manufacturing background.
- **BOYER, BILL** - Sales Representative and District Sales Manager for Motorola for 13 years. Owned temporary help and recruiting business 16 years.
- **BROOKOVER, GORDON** (Summer only)- Owner of Brookover department stores for fifty years. Retail clothing stores.
- **CARLSON, CLAY** - Several years experience in managing the investment department of a life insurance company prior to final 16 years employment as a real estate loan administrator with a national bank.
- **COOKE, DICK** - Consulting Engineer, VP of Operations, project manager and plant manager of several cement plants throughout the Pacific Northwest. Also owned and operated a greenhouse business.
- **DAVIS, RAYMOND** - Recently retired as a Forensic Scientist from the Department of Justice DNA Laboratory in Richmond, California. Private practice for thirteen of those years in Seattle, Washington. Raymond currently trains forensic experts how to survive and thrive in the courtroom. Communication expert, interviewing skills training, resume preparation, and public speaking.
- **EGGERS, CLAUS** - Thirty plus years of hospital administration and medical business development. Areas of expertise are acquisitions in medical practice and health care management, physician recruitment, strategic planning, materials management, engineering and construction, food services, housekeeping and clinical services.
- **FERRON, DONALD** - Graduate of University of Montana with a Bachelors degree in Business Economics and graduate of Montana State University with a Masters degree in Public Administration. Taught for the College of Business at Montana State University in Bozeman. A partner in a real estate development firm and owner of two insurance agencies. Worked with small Business start-ups through Bozeman's Chamber of Commerce.
- **FINNEGAN, HEIDE** - *Business banker for over 25 years. Experience in construction, hotels, mergers and acquisitions, budgets, business plans, financing.*
- **GRAY, JASON** - *CPA, MBA, and partner at JG CPAs, LLC. He has provided professional audit services related to SEC filings, carve-out financial statements, acquisitions, non-profit organizations, and pension plan audits. He has advised on many transactions and provided both tax due diligence and tax structuring advice for several businesses.*
- **HOWARD, MICHAEL** - *30 years experience with managing technology for large international bank, technology planning, and large-scale application. Also in communications, banking, computer equipment, Internet.*
- **KAISER, GARY** - Over forty years experience in accounting, budgeting, cash flow management, and internal and external financial reporting for small and large businesses. Bachelors and Masters degrees in Finance and Accounting. Certified Management Accountant (CMA).
- **KERR, JOHN** - Forty-year career with United Airlines in a variety of managerial job classifications in airport operations, sales and headquarters administration. Experienced in developing city marketing and sales plans, salary and non-salary budgets and overall responsibility for a variety of personnel related matters such as employee performance evaluations, salary administration and resolution of issues or grievances for 200 to 350 union, non-union and supervisory personnel.

- **LUQUE, JOHN** - Thirty years experience in international banking, overseas assignments in Europe, Hong Kong, and Korea.
- **MARTIN, TONY** – Formerly a Sr. V.P. with Wachovia Securities, experience in business finance, management, marketing, budgeting, business plans, and financial analysis.
- **MELBY, JONATHAN** – IT Management & Internet; Operates a small business providing web community. Worked as an IT manager for private and public companies. Experience in technology implementation and software development.
- **MATHEWS, JOHN** – *Formerly a general manager and senior operations executive with over 30 years of experience in the semi-conductor. Particular areas of expertise include the launching of new product lines starting from engineering development through manufacturing and initial sales introduction.*
- **MCCALLISTER, DAVID** - David's business experience is in sales/marketing, not for profit organizations, fund raising, logistics, event management, and process improvement
- **MERRIGAN, JACK** - Chartered Life Underwriter and Chartered Financial Consultant for twenty-three years. Specialized in servicing the small business owner and professionals – CPAs and attorneys. Expertise in employee benefits plans, retirement plans, estate planning, buy/sell agreements, loan protection, disability and life insurance, mutual funds, and annuities.
- **MILLER, ROBERT** – Bob is a retired attorney. Specializes in real estate, construction and business law. Experience in small cattle ranching/farming, home health care, upholstery, and state government.
- **MONTAGUE, ROY** – Founder of several small-manufacturing businesses: springs, metal stampings, precision sheet metal products, plastic trays. Selected Oregon 's Small Business Person of the Year for 1987. Keen interest in employee and customer relations.
- **MOON GRETCHEN** – Gretchen has a strong background in accounting, construction job costing, restaurant, retail, wholesale, property management, office management, personnel, and payroll. She also owned a personal chef service in Seattle for four years.
- **MURRAY, RICHARD** – Rick is a trained mediator and arbitrator with primary experience in commercial and contract law, was a former director of a healthcare institute, has experience in human resources, as an educator, consulting, mergers and acquisitions, legal, strategic plans, business plans and business turnaround.
- **NEWBURN, ELIZABETH** – 30 years in senior management positions VP, COO, President in both large and startup companies, consulting, production management, sales and marketing, business plans, strategy, start-up, training, product development, quality assurance, and business services.
- **PIEROSE, DEAN** – Extensive experience in the software, networking, and hardware industry – as both vendor and user; significant consulting experience in technology planning, e-commerce, web development, project management, and product development.
- **RILEY, RICH** - Sales manager in the food service industry for 35 years. Involved in marketing, new product introductions, and sales training.
- **SHUFF, FRANK** – Experience in retail management and photography. Owned and operated two carwashes. Started and developed a local moving company over a period of 20 years servicing the greater Boise area.
- **SMITH, DONALD** – 30 years in information technology, business systems, operations, process, and consulting. Experience also includes marketing, service businesses, business start-up, business growth, and buying or selling a business.
- **THOMPSON, RUSS** – *Franchise, marketing, recruitment, sales, training, management/turnaround, manufacturing, set-up and design.*
- **WEATHERS, JIM** - Thirty-three years experience in Forestry, Forest products manufacturing, safety, total quality management and financial analyst. (On leave of absence from November to April of each year)

- **WEEKS, JEFF** - Co-owned and operated a sewage sub contracting company, audio studio, music production company. Sales manager for an oil and auto parts wholesaler and freelance artist for auto magazines and music related literature. Senior Claims Adjuster for an Extended Warranty Co. Owned, operated a multi-line insurance agency, which reviewed and administered buy sell agreements to small to mid size businesses. Coached independent sales professionals with marketing and sales techniques. Currently in the process of building an insurance software company.
- **WILSON, MICHELE** - Michele's background includes import, export, international business, contract negotiations, sales and marketing, manufacturing, wholesale, product distribution, U.S. and international purchasing, and industrial products marketing. Has also presented to the U.S. State and Treasury Departments on foreign policy effect on businesses.



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COUNSELOR SPECIALITIES

Aviation	Kerr, McCallister, Ballance
Accounting/Accounting Software:	Heidt, Moon, Kaiser, McCallister, Gray
Banking	Finnegan, Howard, Smith, Luque
Bookkeeping:	Kaiser, Moon, McCallister, Gray
Business Finance	Martin, Finnegan
Business Plans:	Ackerman, Pierose, Ballance, Carlson, Ferron, Kaiser, Merrigan, Montague, Shuff, Martin, McCallister, Murray, Beckert, Finnegan, Newburn, Mathews
Business Management:	Boyer, Pierose, Moon (office management), Martin, Mathews
Business Systems/Services	Smith, Newburn, Gray
Business Structures:	Cooke, Kaiser, Merrigan, Shuff, Bambauer
Buy/Sell Existing Business:	Kaiser, Merrigan, Smith
Communication:	Davis, Howard, Smith
Computer Data/Equipment:	Ackerman, Ballance, Boyer, Kerr, Merrigan, Pierose, Moon, Mathews, Howard, Melby, Smith, Newburn
Construction:	Eggers, Moon (job costing), Beckert, Finnegan
Consulting:	Pierose, Balis, Davis, Bambauer, Mathews, Murray, Smith, Newburn
Contracts:	Cooke, Wilson
Cost Reduction-Method Improvement:	Weathers, Balis, Mathews
Crisis Management	Balis, Pierose, Murray, Beckert, Thompson
Customer Service	McCallister, Wilson, Finnegan, Melby, Smith
Distribution:	Montague, Pierose, Wilson
Energy	Beckert (former geologist)
Engineering	Cooke, Eggers, Mathews, Murray, Beckert
Exporting/Importing:	Kosglow, Wilson
Finance:	Carlson, Weathers, Martin, Kaiser, Merrigan, Luque,
Franchises:	Ackerman, Meldrum, Merrigan, Ferron, Thomspen
Health Care:	Eggers, Merrigan, Miller,
Human Resources/Labor Relations	Kerr, Kaiser, Merrigan, Murray
Internet Business/Web Design	Pierose, Melby, Howard
Insurance:	Ferron, Merrigan, Bambauer
International Trade/Banking	Luque, Wilson
Human Resources:	Ackerman, Beckert, Boyer, Carlson, Eggers, Kaiser, Kerr, Meldrum, Weathers, Moon, Kaiser, McCallister, Thompson (recruitment)

Legal	Miller
Manufacturing:	Ackerman, Montague, Weathers, Beckert, Mathews, Wilson, Smith, Gray
Marketing:	Ackerman, Eggers, Ferron, Kerr, Merrigan, Riley, Weeks, Tony Martin, Mathews, McCallister, Wilson, Smith, Newburn, Thompson
Mediation/Negotiation	Murray
Mergers & Acquisitions	Murray, Finnegan
Operations	McCallister, Melby, Smith, Mathews
NonProfit:	Beckert, Moon
Office Systems:	Ballance, Merrigan, Pierose, Weeks, Moon, Howard, Melby
Plant Management:	Beckert, Weathers
Product Development:	Ackerman, Cooke, Montague, Pierose, Weeks, Newburn, Mathews
Production:	Beckert, Cooke, Montague, Quimby, Weathers, Newburn, Mathews
Public Relations:	Merrigan
Purchasing/Procurement	Beckert, Mathews, Wilson
Quality Assurance	Weathers, Mathews, Newburn
Real Estate:	Carlson, Ferron
Research and Development:	Ackerman, Mathews
Restaurants-Food:	Balis, Riley, Moon
Retail/Merchandising:	Brookover, Shuff, Moon, Gray
Risk Management:	Ferron, Weeks
Safety in the Workplace:	Ballance, Weathers, Bambauer
Sales:	Merrigan, Kerr, Weeks, Pierose, Beckert, Mathews, Thompson, Gray
Sales Training:	Ferron, Riley, Weeks, Newburn, Thompson
Semiconductor/Electronics Industry:	Mathews
Service Industries:	Weeks, Kerr
Start-up	Smith, Newburn, Gray, Mathews
Strategic Planning	Mathews, Murray, Melby
Technology management	Howard, Melby
Business Taxes:	Ballance, Gray
Training	Newburn
Transportation:	Shuff, Beckert
Wholesale:	Weeks, Wilson.