

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.
- **BACH, WILLIAM** – Small business loans
- **BALIS, JIM** - 17 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), and in the restaurant business. He currently owns a national crisis and turnaround management firm specializing exclusively in the restaurant space, as well as 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.
- **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** - Degrees in engineering and business; Congressional Liaison officer US Navy W D.C.; former Chairman of the Board, St. Alphonsus Hospital; Director of Home Federal Savings and Loan 17 years; Director Idaho First National Bank/West One Bank 15 years-Director Senior Loan Committee; Commissioner of Boise Airport 12 years; Chairman of The Board and Owner of Brookover Department Stores 40 years.
- **CHORLTON, ANDREW** – Experience in semiconductor industry, international business, and product lines. Advertising, marketing, business plans, distribution, product development, training, sales, and research.
- **CLUCAS, LARRY** – Worked in city government operations in loan administration, community reinvestment. Also had a longer career in banking as a loan originator in residential and commercial loans, auditor and compliance officer, loan manager, special credits, and assistant manager with responsibilities for business development.
- **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.
- **EMMONS, DUWAINE** – Experience in sales, business start-ups, sales training, manufacturing, aerospace manufacturing, general administrative, business plans, quality systems (ISO), and problem solving.
- **FERRON, DON** – 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.
- **FISCHER, SCOTT** – Experience in contract electronics and manufacturing, residential services, accounting and finance, and business plans.
- **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.
- **HIGGINBOTHAM, JAN** – Real estate broker, consulting, mediation, credit collections, contracts, sales and marketing.
- **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.

- **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.
- **KLOKKE, KARL** – Karl was the president and CEO of a major local building general contracting company with up to 70 employees and \$16, 000,000 of annual contract volume for 18 years. He also has been president of a real estate holding and management company for 25 years, involved in real estate development, as well as in the management of three building service businesses.
- **LUQUE, JOHN** - Graduate of Thunderbird Graduate School of International Management. Thirty years experience in international banking, overseas assignments in Europe, Hong Kong, and Korea. Experienced in Trade Finance, Letters of Credit and Foreign Exchange. Currently working part-time as Banking Business Development Officer dealing with Commercial Lending.
- **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.
- **MELDRUM, JIM** - Professional Engineer. Over 20 years with the US Postal Service in operations management, engineering, construction, transportation, contracting and automation. Helped implement national Bulk Mail Centers and optical character reader (OCR) \ bar code sorter (BCS) programs. Started, owned & operated a Mail Boxes Etc Franchise. Operation, developmental planning and management experience with a national Senior Home Assisted Care franchise. Yearly part-time tax preparation.
- **MATHEWS, JOHN** – Formerly a general manager and senior operations executive with over 30 years of experience in the computer and semi-conductor capital equipment industry. Particular areas of expertise include market planning and starting from engineering development through manufacturing and initial sales introduction.
- **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.
- **MCGINNIS, BILL** – Sales experience in international and U.S. Previous small business owner, buy and selling businesses, adult training.
- **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 and currently a commercial property developer.
- **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.
- **REGER, JOE** – Owned and operated three franchised lease-to-own stores in the Treasure Valley for 10 years, owned two rent-to-own stores in Spokane WA for 4 years. Started and operated a CPA firm in Spokane WA for 10 years. Controller for Kaiser Aluminum Rolling mill, Forging Plant, Sheet Mill for a total of 15 years. Worked at the U.S. GAO.
- **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, DON** – 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.
- **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. Coaches independent sales professionals with marketing and sales techniques.
- **WILDER, TIM** – Tim's expertise is in collections, credit management, financial consulting, business services, construction, communications, wholesale, account, bankruptcy, negotiation
- **WINN, CHUCK** – 25 years of experience in general ledger accounting, financial reporting, and cash management. Controlled an employees' benefit trust and assisted with audit support. Provided financial analysis and budget development. Payroll, Accounts Receivable, and Accounts Payable. Investment sales and personal financial consulting. Industries: Retail Grocery, Food Production, Post Secondary Education, Engineering and Construction


- **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.

COUNSELOR SPECIALITIES

Aviation/Aerospace	Kerr, Ballance, Emmons
Accounting/Accounting Software:	Gray, Winn, Reger, Fischer, Wilder
Advertising	Higginbotham, Chorlton
Banking	Howard, Smith, Luque, Clucas
Bankruptcy	Wilder
Bookkeeping:	Gray
Business Finance	Martin, Winn, Clucas, Merrigan, Luque, Kaiser, Fischer
Business Plans:	Ballance, Ferron, Merrigan, Montague, Shuff, Martin, Murray, Beckert, Emmons, Mathews, Klokke, Fischer, Chorlton
Business Management:	Boyer, Martin, Mathews, Reger, Clucas, Klokke
Business Systems/Services	Smith, Gray
Business Structures:	Merrigan, Shuff, Bambauer
Buy/Sell Existing Business:	Merrigan, Smith, Reger, Shuff, McGinnis
Collections	Wilder
Communications:	Davis, Howard, Smith, Wilder, Chorlton
Computer Data/Equipment:	Ballance, Boyer, Kerr, Merrigan, Mathews, Howard, Melby, Smith
Construction:	Eggers, Beckert, Klokke, Winn, Wilder
Consulting:	Davis, Bambauer, Mathews, Murray, Smith, Weeks, Clucas, Higginbotham, Wilder
Contracts:	Wilson, Miller, Murray, Fischer
Cost Reduction-Method Improvement:	Mathews
Crisis Management	Murray, Beckert
Customer Service	Wilson, Melby, Smith, Chorlton
Distribution:	Montague, Wilson
Electronics	Chorlton, Fischer, Mathews
Energy	Beckert
Engineering	Eggers, Mathews, Murray, Beckert
Export/Import:	Wilson
Franchises:	Meldrum, Merrigan, Ferron, Reger
Government Documents	Higginbotham

<u>Health Care:</u>	Eggers, Merrigan, Miller, Higginbotham
<u>Internet Business/Web Design/IT</u>	Melby, Howard
<u>Insurance:</u>	Ferron, Merrigan, Bambauer
<u>International Trade/Banking</u>	Luque, Wilson, Bach, Chorlton
<u>Human Resources:</u>	Beckert, Boyer, Eggers, Kerr, Meldrum
<u>Labor Relations</u>	Kerr, Merrigan, Murray, Winn
<u>Leases (commercial)</u>	Montague, Higginbotham, Balis
<u>Legal</u>	Miller, Murray
<u>Loans</u>	Clucas, Higginbotham (both real estate), Bach
<u>Manufacturing:</u>	Montague, Beckert, Mathews, Wilson, Smith, Gray Winn, Emmons, Reger, Fischer, Chorlton
<u>Marketing:</u>	Eggers, Ferron, Kerr, Merrigan, Weeks, Martin, Mathews, Wilson, Smith, Higginbotham
<u>Mediation/Negotiation</u>	Murray, Higginbotham
<u>Mergers & Acquisitions</u>	Murray
<u>Negotiation</u>	Murray, Wilder
<u>Operations</u>	Melby, Smith, Mathews, Clucas
<u>NonProfit:</u>	Beckert, Meldrum
<u>Payroll</u>	Winn
<u>Office Systems:</u>	Ballance, Merrigan, Weeks, Howard, Melby
<u>Plant Management:</u>	Beckert
<u>Product Development:</u>	Montague, Weeks, Mathews
<u>Production:</u>	Beckert, Montague, Mathews, Chorlton
<u>Project Management</u>	Klokke, Clucas
<u>Public Relations:</u>	Merrigan, Higginbotham
<u>Purchasing/Procurement</u>	Beckert, Mathews, Wilson
<u>Quality Assurance</u>	Mathews, Chorlton
<u>Ranching/Farming Business</u>	Miller, Higginbotham (loan development)
<u>Real Estate:</u>	Ferron, Klokke, Higginbotham, Balis

Research and Development:	Mathews, Chorlton
Restaurants-Food:	Balis
Retail/Merchandising:	Brookover, Shuff, Gray, Reger
Risk Management:	Ferron, Weeks
Safety in the Workplace:	Ballance, Bambauer
Sales:	Merrigan, Weeks, Beckert, Mathews, Gray, McGinnis, Higginbotham, Chorlton
Sales Training:	Ferron, Weeks, Emmons, Chorlton
Semiconductor:	Mathews, Chorlton
Service Industries:	Weeks, Kerr
Social Media	Higginbotham
Start-up	Smith, Gray, Mathews, Emmons
Strategic Planning	Mathews, Murray, Melby, Chorlton
Supervision	Clucas
Technology management	Howard, Melby
Taxes:	Ballance, Gray
Training	McGinnis, Higginbotham, Chorlton
Transportation:	Shuff, Beckert
Wholesale:	Weeks, Wilson, Wilder

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