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# THE CHAMBER Impact

JUN/JUL/AUG 2020

## Aurora May Be Home to U.S. Space Command

**A**s I watched the SpaceX rocket launch two astronauts to the International Space Station, I couldn't help but think of how far we've come since I saw Neil Armstrong take that first step on the moon. Over the intervening years, space has become an ever more active domain — critical to our economy and way of life. What many in Aurora and our metro region may not know is that our area has one of the largest concentrations of space professionals in the nation.

The numerous satellite radomes at Buckley Air Force Base — home of the 460th Space Wing — symbolize this level of



expertise. It can also be seen at the newly designated Colorado Air and Space Port in neighboring Adams County, and it's reflected in the space curriculums at nearby academic institutions, including the University of Colorado, Metro State University and the CSU Global Campus. What may not be as evident is that our own business community is teeming with space professionals. They are actively engaged with space missions at Raytheon, Lockheed, Boeing, United Launch Alliance, Maxar, Northrup Grumman, Sierra Nevada Corporation, and many smaller local space businesses.

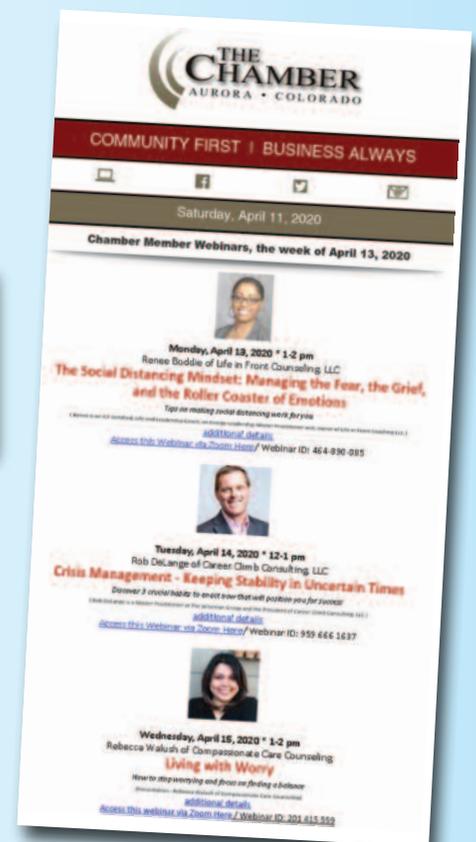
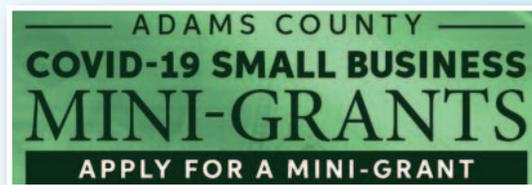
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## The Chamber Helps Businesses with COVID-19 Grants

During the past few months, The Chamber partnered with Adams and Arapahoe Counties to provide COVID-19 assistance grants to businesses. To-date, a total of 121 grants have been awarded through the two counties and The Chamber.

These grants were awarded to small businesses in Adams County, and small and medium businesses in Arapahoe County, to ease the impacts of COVID-19. Federal funding for the grants came from the federal Coronavirus Aid, Relief, and Economic Security (CARES) Act passed by Congress.

During this pandemic — which hit all of us hard back in March 2020 — Chamber staff have been working to help members get through these difficult times. In addition to these grants, The Chamber has been providing bi-weekly eblast updates about COVID-19 related information to members, has hosted and promoted helpful webinars for businesses and individuals, and has been making personal check-in calls to all members. ■



**THANK YOU!**  
To our webinar presenters. SEE PAGE 9 ►

Please go online to:  
The Chamber Calendar to view upcoming meetings and events.

# President's Letter



**Kevin Hougen**  
President & CEO

## The Aurora Chamber is Open for Business

**W**e have been through some tough experiences during the last six months. Many of our friends and families have lost a loved one, and hundreds have lost their livelihoods. Some are fortunate to be less affected, while many are suffering greatly through this pandemic's many negative impacts. While tremendous efforts are being made to help those who need support, we still need to do more.

Locally, our leaders and decision-makers have taken advantage of bright minds and those who are dedicated to working together to fight the virus and to keep us safe. Our healthcare systems and first responders, along with front-line workers provide incredible assistance. Together, we are responding to a situation none of us are trained or prepared to experience.

Our businesses, large and small, are helping to lead recovery efforts — either directly or indirectly — and will continue to focus on staying in business and reopening businesses to serve customers and get more employees back to work. The Chamber partnered with our members to bring information and resources to help businesses stay operating and to be aware of changes in business and healthcare issues during the height of this crisis. Simultaneously, we continued to provide policy recommendations on behalf of the needs of the business community at all levels of government, on issues including funding, business liability, displaced workers.

What is most impressive to me right now is how much you — our members — are working for each other to ensure our regional economy rebounds from this pandemic. We had a strong state economy before COVID-19, and you are showing how Colorado businesses rally around each other, and just how resilient we will be as our doors begin reopening.

We know there are many challenges facing employers and companies. We are advocating for additional resources for our smallest businesses, and hear that Congress is close to another round of funding. Working with the CARES ACT funding, The Chamber, working along with Adams County, Arapahoe County, and the cities of Aurora and Centennial, who together are distributing over \$22.5 million in grants to local businesses. Keeping these dollars in our community will help us withstand this pandemic and prepare for the future.

As we continue to reopen and get back to business, please continue to read and follow our biweekly e-mail blasts that include information that is intended to help you prepare for the future, assist with training and support for your employees, and keep you up-to-date on information and guidelines provided by Federal, State, County and local leaders.

Our hearts go out to everyone who is experiencing hardship during these rapidly evolving and uncertain times. Please stay safe, and keep your passion working on "a better living, a better life" for all.

*Kevin Hougen, President/CEO*

## ChamberBoard

### EXECUTIVE DIRECTORS

#### CHAIR OF THE BOARD

Rebecca Kelley | *Plante Moran*

#### CHAIR-ELECT

Chad Nielsen | *Wagner Equipment*

#### IMMEDIATE PAST CHAIR

Betsy Oudenhoven, PhD |  
*Community College of Aurora*

#### PAST CHAIR ONCE REMOVED

Joe Barela | *Colorado Department of Labor and Employment*

#### TREASURER

Beth Klein | *First Bank*

#### SECRETARY

to be filled

#### VICE CHAIR-BUSINESS DEVELOPMENT

to be filled

#### VICE CHAIR-COMMUNITY SERVICES

Dale Mingilton | *Adams 14 Education Foundation*

#### VICE CHAIR-MEMBER SERVICES

to be filled

#### VICE CHAIR-PUBLIC ISSUES

Brian Sowl | *Nelnet*

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Tyrone Adams | *Colorado Association of Realtors*

Beth Braaten | *Colorado Technical University*

Tom Henley | *Xcel Energy*

Stephanie Glover | *Colorado Access*

Rich Kolberg | *The Boeing Company*

Timothy Kunkleman | *CenturyLink*

Kelly Leid | *Oakwood Homes, LLC*

Don Massey | *Town Center at Aurora*

Keith Peterson | *UCHealth*

Kelly Phillips-Henry | *Aurora Mental Health*

Michael Sheldon | *Aurora Highlands*

### HONORARY DIRECTORS

Mike Coffman | *Mayor, City of Aurora*

Bruce Dalton | *Visit Aurora*

Nancy Jackson | *Arapahoe County Board of Commissioners*

Steve O'Dorisio | *Adams County Board of Commissioners*

Col. Jamie Pieper | *Inspector General*

Stephanie Piko | *Mayor, City of Centennial*

Suzanne Pitrusu | *Community Banks of Colorado*

### STAFF

Kevin Hougen | *President and CEO*

Rene J. Simard | *Executive Vice President*

Celeste Delahanty | *Sr. Director Business Development & Sponsorship*

Linda Lillyblad | *Finance Director*

Beau Martinez | *Membership Development*

Lynn Myers | *Director, Community Relations*

DeeDee Poole | *Director of Business Development & Events*

Mitzi Schindler | *Senior Director of Communications*

### ASSOCIATES

Kathryn Lobdell | *Colorado Procurement Technical Assistance Centers (PTAC)*

*Six & Six, inc.* | *Incredible Newsletter Design*

*Great Western Printing, Inc.* | *Newsletter printing*

### THE CHAMBER'S MISSION



The mission of the Aurora Chamber of Commerce is to give a voice to the business community and serve as an advocate for its members, creating a positive business environment that encourages their growth and long-term economic vitality.

### DON'T FORGET: "Every employee of a Chamber member is a member of The Chamber"

Please route this issue to your sales reps, account managers, marketing directors, HR and PR departments. You can also access each month's newsletter online at our website, [www.aurorachamber.org](http://www.aurorachamber.org), so you can forward it to every employee in your company!

# Chamber Committees

## An Inside Look

### ARTS + BUSINESS CONNECTION (ABC)

#### Incorporating Arts and Creativity into Business

Tuesday, April 28, 2020



Nina de Zayas

In April 2020, ABC and Women in Business partnered to present a panel of four women, who spoke passionately about how they each incorporate the arts and creativity into their jobs and industries.

Nina de Zayas started From The Hip Photography

12 years ago, with the intent of helping other artists enjoy a sustainable career with benefits. She now has a team of photographers on staff who have created a positive competitiveness amongst themselves, to keep them growing and improving.

For de Zayas and her company, connection to the community is a priority, so 20 percent of annual sales is dedicated to local non-profits like Brent's Place, Denver Food Rescue, and Family Tree.

Libby Smith is a QuickBooks Certified Pro Advisor with Atlas CPAs and Advisors. She's used QuickBooks for 30 years, teaching both business owners and CPAs. For many years, Smith owned and operated gift shops - and said she was terrible at keeping the books. But when she began to use her creativity to unlock the mysteries of accounting, it opened doors to making money and having fun. Libby uses colorful aids and anecdotes to help clients learn to use and understand the numbers, because numbers tell the story of their business.



Libby Smith

Libby Garon is the gallery manager at Walker Fine Art. She strives to share her passion for art in everything she does. Having grown up immersed in the arts and graduating with an arts degree, she has incorporated creativity throughout her career. She's



Libby Garon

been fortunate to work with companies who encourage "creative ideas and business NOT as usual." This has helped her to market the arts in new ways and to embrace social media - while always remembering to tie all actions back to the brand and mission of the company.

Marcia McGilley, executive director of the Aurora-South Metro Small Business Development Center (SBDC), grew up around entrepreneurship and has more than a dozen

relatives who own their own business — and has owned six herself. She has helped to jump-start more than 1,000 companies and reads approximately 100 business plans per year.

Artistically, Marcia has been a professional actor in film, corporate videos, commercials, and on stage. She has been an improv comedian, a radio disc jockey (for one summer and failed miserably, she says) and a jewelry designer. She shared how she incorporates acting, improv, and presentation skills in her one-on-one consulting sessions, workshops, and webinars.

Under her guidance, the Aurora-South Metro SBDC has responded creatively and quickly to the needs of small businesses at the beginning of COVID-19, and only took three days to completely shift their business model. Now the SBDC helps clients find creative ways to "pivot" their businesses to adapt and thrive during these challenging times.

#### Using Creative Business Pivots During COVID-19

Tuesday, May 5, 2020

#### "Creativity is intelligence having fun." Albert Einstein.

In May, ABC featured four Chamber member businesses that have remained open during the COVID-19 pandemic. Each presenter shared the creative business pivots they have made since the beginning of the pandemic.

Howie Metz ([Howie@plumbinghelptoday.com](mailto:Howie@plumbinghelptoday.com)), owner of Quality First Plumbing and Heating, spoke about his team's adherence to strict standard operating procedures, in addition to preparing for the many possible problems that can arise. They have also built an Intranet site for the whole

company to have quick access to updated trainings and procedural changes made necessary because of COVID-19. The staff is focusing on progress before perfection. And, regarding their systems, he says, "Break it, so I can fix it!"

Metz believes that creative communication is important all around, and now eblists are helping customers prevent problems (EVERYONE should change their furnace filters). Digital agreements and receipts are the company's newest feature, enabling customers to sign and approve payment from their own phones.

Gabe Tarin ([gabe.tarin@scuglobal.edu](mailto:gabe.tarin@scuglobal.edu)),



Marcia McGilley



Howie Metz

reported that at CSU Global, things are "business as usual" since most of their classes were already virtual - and are now are 100 percent online. This year will be CSU Global's third virtual commencement, a great option for 1,200 graduates spread out around the world. As each graduate is recognized, virtual attendees see their photo, accolades, and thank you messages. The live-streamed, moderated ceremony was linked to social media for instant shout-



outs and thank you messages to and from classmates, faculty, and family. This virtual celebration also improves the sense of connection for the CSU Global community.

CSU Global also implemented Home Break Zoom Calls for faculty and staff working remotely. These are fun 'show & tell' sessions that deepen the sense of comradery, as they take a tour of a colleague's backyard beehive, learn to paint, take a yoga class, or play guitar.

View the May 30, 2020 commencement at <https://csuglobal.edu/site/commencement/>.

Steve Sundberg, owner of Legends of Aurora Sports Grill ([legends.aurora@att.net](mailto:legends.aurora@att.net)), says that



Steve Sundberg

during the pandemic, some of his ideas have worked, while some have landed like lead balloons! He is always seeking advice and ideas from others in his industry and through the Chamber, and is actively and thoughtfully leveraging relationships he has built throughout the community.

The Adult Happy Meal is one of his most successfully creative ideas, so far. Another idea was reaching out to local schools and asking that they purchase e-gift cards for faculty and staff. This helped keep them busy.

Sundberg said he is staying positive; planning to succeed and prosper!



Renee Leon

Renee Leon, co-owner of Aurora AutoPros ([auroraautopros@comcast.net](mailto:auroraautopros@comcast.net)), shared about the quick, reactive changes they've made to help staff and customers feel safe and secure. The lobby has been adapted for COVID-19, and day-to-day procedures encourage social distancing. They



Gabe Tarin



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have been using signage, social media postings and videos, and newsletters to highlight car maintenance tips as well as their safe service options, including (pickup and delivery service, digital inspections, texting estimates and approvals, and online payment.

Having experienced a major slow down at the end of March and into April, Leon happily reported that business had picked back up at the time of this presentation. She believes that the emphasis on creative content and communication has helped with the increase in business.

**Partnering to Expand Access to the Arts in Education**  
**Tuesday, June 2, 2020**



Kate Garvin

For the June 2020 joint meeting of ABC and Young Professionals, the discussion revolved around partnering to expand access to the arts in education. Presenters were Kate Garvin, director of Family Advocacy and Community Engagement with Aurora Public Schools, and Assétou Xango, poet, community activist, and current Poet Laureate of Aurora.

Garvin opened the presentation with an overview of the ACTION Zone in North Aurora, which encompasses a network of five schools: Boston (P-8); Aurora Central High School (9-12); Crawford Elementary (P-5); Paris Elementary (K-5); and Aurora West College Preparatory Academy (6-12). The Acronym ACTION means Aurora Community Based Transformation, Innovation and Opportunity Network. These schools incorporate the arts to get to know the students and the community, and to better serve the students. Parents are brought into the decision-making process and are helping with activities and programs within the schools.

One highlight is the Intergenerational Story Project, in which students and their families are asked "Who are you and what do you want your teacher to know about you?" This story project turned into a valuable tool for helping staff learn more about the student body and their families.

The ACTION Zone project helps to build relationships and gives the students and families more voice — which in turn leads to a school that reflects the community. The three areas of engagement are Health & Wellness, Youth Development, And Family Development. The APS ACTION Zone invites local volunteers, artists, and organization to provide enrichment programming including reading mentors, music club, future scientist club, Roshni dance (Nepali dance), community gardens, cooking club, martial arts, and more! All these programs were



Assétou Xango

established based on parent suggestions and needs assessments. The outcomes have been incredibly positive. Art builds connections across language differences and helps us learn about and create and maintain community.

Xango joined ACTION Zone to do 6-to 8-week poetry workshops with the students. A Poet Residency has also been created, which provides students with a stipend for their work.

Xango works intuitively to connect with what the students need, providing a safe space for students to dive deeply into what matters most to them. Xango teaches and helps them to understand that that their voices carry weight, while encouraging them to find and cultivate their passions.

When asked what small businesses can do to support their work, Garvin replied that she wants every kid to see their future in Aurora, and that businesses can help with internships and shadow programs, and they can sponsor an art program or extra-curricular club. Xango suggested that just showing up and supporting local programs can make an impact. Support can also be expressed by displaying signs like Black Lives Matter and Pride flags, which shows that a business is a safe space for those in marginalized groups.

Suggested links:

- <https://creativestrategiesforchange.com/>
- <https://www.buildingbridges4youth.org/>
- <https://www.youthonrecord.org/>
- <https://checkyourhead.org/>



**TRANSPORTATION**



Michael Martin

*A hearty 'Thank You' to Michael Martin with Merrick & Company for his leadership as chair of the Transportation Committee since 2016! His energy and enthusiasm are greatly appreciated, and his continued support of the committee is comforting and appreciated by The Chamber - and the new chair and vice-chair.*



Tim Harris

*Tim Harris, formerly with WSP, USA, was appointed as vice-chair in February 2020, and became chair of the committee in August*



Anthony DeVito

*2020. Anthony DeVito, with AECOM is the new vice-chair.*

*Gratitude to Harris and DeVito for taking on these leadership roles.*

**Colorado Infrastructure Report Card and The River Mile**  
**Wednesday May 6, 2020**

**Colorado Infrastructure Report Card**

On January 30, 2020, the American Society of Civil Engineers (ASCE) Colorado Section released their first Infrastructure Report Card in ten years. Sarah Klarich, PE, civil engineer with Merrick & Company, gave a summary of the Report Card to The Chamber's Transportation committee on Wednesday May 6, 2020.



Klarich shared that Colorado's overall grade was a C-, which translates to somewhere between "mediocre, requires attention" and "poor, at risk," following ASCE standardized grading criteria. Grading was conducted across fourteen different infrastructure categories, including five distinct components of transportation, and is based on capacity, condition, funding, future need, operation and maintenance, public safety, resilience, and innovation.

She talked about the importance of infrastructure, which provides a degree of freedom for people in our communities. She emphasized that the best thing to do with the information from the Report Card is to use it for advocacy within the industry, and to use the information to show what happens when we don't fund infrastructure at a reasonable level. "We all need to take concrete steps to spreading the discussion and inspiring action on and funding for infrastructure," she said.

*[continued on page 5]*

**The River Mile**

Calibre Engineering's President Gregory Murphy, Director of Marketing and Outreach Emily Villines, and Project Manager Ben Murphy, shared the vision of The River Mile, which is being developed along a mile of the South Platte River in downtown Denver.

The River Mile is designed as a walkable and sustainable downtown neighborhood. The first phase of the project, for which Calibre is the lead engineer, will restore more than a mile of the South Platte River in downtown Denver to a more native ecology and habitat, as well as provide improved recreation, better access, improved fish passage, and flood hazard mitigation. The restoration will add or enhance 27 acres of parks and open space and will help energize this neighborhood at the river's edge.

Following the river restoration, the redevelopment of the Elych Gardens parking lots will add residences, parks, and mixed-use buildings. The project will eventually include an elementary school, a Denver Recreation Center, and a variety of shopping, dining, and entertainment projects. A system of automated public transportation is also part of the plan.

This one-of-a-kind project spans 62 acres and will take up to 25 years to complete. Restoration of the river is currently scheduled to be complete in 2023.

**What's Next for Arapahoe County Transportation and Development  
Wednesday, June 5, 2020**



Bryan Weimer, Arapahoe County Director of Public Works and Development began his June 5 online presentation to the Transportation committee with a bit of timely humor about the Governor's mask order,

featuring George Peck, Weimer, and Kevin Hougen.

He then launched into his detailed presentation about Public Works and Development in Arapahoe County, CO. Weimer oversees building, engineering services,



Rendering courtesy of Revesco Properties and Wenk Associates

planning, and zoning and animal control, road and bridge, support services, and transportation. He reviewed the structure and mission of Public Works and Development and went into detail about programs and funding – breaking down how property taxes are divided up for county expenses.

Weimer talked also about the impacts of COVID-19 between March 1 and May 18, 2020, including decreases in service requests, permits issued, valuation, plan review, and inspections. Third party and virtual building activity increased during that time.

Although traffic congestion has decreased during COVID-19 as many people work from home, Weimer's projections show more than a doubling of daily cost of congestion delays between 2018 and 2040.

With previous and predicted shortages in funding of transportation, Weimer maintains that keeping the current \$895 million in assets in good condition is an investment that needs to be made. These assets include bridges, snow fencing, guard rails, equipment, gravel roads, concrete, paved roads, drainage, signs, and traffic signals.

The Arapahoe County Transportation Master Plan kick-off was held virtually on April 16, 2020. The 18-month process and plan will be greatly affected by the challenges of the pandemic.

All meetings are currently virtual, the future of travel demand is unknown, and funding is uncertain.

During these difficult times, Capital Projects including design, construction, and studies are moving forward, and Weimer always seems to be ready to take on whatever challenges he is faced with to keep Arapahoe County moving forward.

**GOVERNMENT AFFAIRS,  
EDUCATION, AND ENERGY  
March-August 2020**

By Kevin Hougen, president and CEO of The Aurora Chamber of Commerce

The 72nd Colorado General Assembly shut down in March because of the COVID-19 pandemic, reconvening on May 26 - pledging to focus on policies to help the State of Colorado recover. As predicted, the 2020 session was full of challenges.

In the very first days of the session, The Aurora Chamber was asked by Cherry Creek School District to help with a very challenging bill that would hurt the school district. The proposed bill would have brought a "mil levy stabilization" to all school districts in the State. The proposed legislation was killed in committee.



Colorado State Capitol

As a result of the pandemic, the 120-day session was extended to after the 65-day temporary adjournment beginning in March. The final weeks of the session were filled with regulations unfriendly to business that were introduced as the Colorado Legislators responded to a budget that had a \$3 billion shortfall. Several proposed policies would have increased costs and created unfriendly

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regulations on businesses at a time when we can least afford it.

When the legislators returned in late May, they grappled with this new and significant budget shortfall. The legislators, with heavy lobbying from The Chamber and other business associations, helped with the decision to abandon several very costly proposals that might have crippled our economic recovery, including a state health insurance option and a state-run paid family leave proposal. These introduced bills would have hurt our economic recovery, slowed hiring, and would have created more uncertainty.

It was just a few days after the legislature reconvened that the tragic death of George Floyd in Minneapolis shook the nation and the world. Protesters showed up at the State Capitol and some became violent, bringing the General Assembly to a standstill for two days.

The Colorado Legislature subsequently passed Senate Bill 217, which changes rules around when law enforcement officers can use deadly force, and requires police agencies to collect and report data, also requiring law enforcement officers to wear body cameras.

A bill that was introduced in the final two weeks of the session addressed workers compensation (Senate Bill 216). In this bill, COVID-19 contracted by an individual would have been considered an "accident" and the employee would have qualified for workers compensation benefits. After much work by the business community, the bill was postponed indefinitely by the Senate Appropriations Committee.

In the final days of the session, legislators were seeking creative ways to raise revenue for the State to fund critical priorities. House Bill 1420 was introduced on June 8, and the controversial measure would have changed the state tax code by revoking certain tax deductions for businesses. The idea was to create revenue for K-12 schools and provide support for lower-income residents of Colorado. The Chamber argued that the bill would drive up the cost of doing business, have negative impacts on employees, and remove incentives for reviving our economy and the re-employment of laid-off workers. The bill easily passed the House, and in the Senate the bill was amended to limit the extent of the changes. The bill was passed in the Senate with bipartisan support and was signed by Governor Polis.

The Aurora Chamber of Commerce along with local partners, are working on becoming home to the future United State Space Command. One of the requirements in the evaluation requirements was to have the ability for spouses and Professional Licensure Portability. As an example: if you are a registered nurse in another state, House Bill 1326 would transfer your license without a rigorous license renewal. The bill passed in both houses and was signed by Governor Polis.

I ask you to thank our Legislators who voted

for business. When we speak with "one" business voice, your elected officials listen. During the legislative session, we often ask you to reach out to State Senators and Representatives on bills that affect your employees and your bottom line. At this time, we are asking you to drop a line of thanks to members of our delegation who stepped up during a very difficult legislative session to work for a positive business climate.

Thanks to our entire delegation for supporting the extension of carryout alcoholic beverages to help our restaurants recover from pandemic-related closures. Thanks to our State Senators and State Representatives for sending a proposal to voters this fall to repeal the Gallagher amendment, which has asked businesses to pay in excess of their fair share of property taxes for over 30 years.

A big thank you and shout out to our Senators and Representatives for supporting a bill to make military spouse professional licenses portable to Colorado and improving our chances for securing the headquarters of US Space Command, which will bring good paying jobs to our communities and over \$1 Billion in construction projects.

*The Government Affairs, Education, and Energy Committee is sponsored by*



## DIVERSITY AND INCLUSION COUNCIL



*Theresa Bailey*

*We would like to thank Theresa Bailey with UHealth for her leadership as chair of the Diversity & Inclusion Council since 2016. Bailey played a major role in designing and implementing Diversity & Inclusion Initiatives — contributing to Chamber member engagement and community involvement.*



*Brian Arnold*

*Brian Arnold, with Ready to Work Aurora, was appointed as chair in August 2020.*



*Dennis Stretar*

*Dennis Stretar was re-appointed as vice-chair. Thanks to Arnold and Stretar for taking on these leadership roles.*

.....  
*No Diversity and Inclusion meetings in March, April, or June 2020*

## LGBTQ Diversity, Equity, and Inclusion

**Friday May 8, 2020**

Since 1976, The Center on Colfax has grown to become the



largest LGBTQ (lesbian, gay, bisexual, transgender, and queer) community center in the Rocky Mountain region, giving voice to Colorado's LGBTQ community and playing a pivotal role in statewide initiatives to reduce harassment and discrimination.



*Johnny Humphrey*

Johnny Humphrey, MBA, director of Inclusivity Services at The Center on Colfax, presented on May 8 to the D&I Council about their mission to ensure that every member of the LGBTQ community has access to the programs and resources they need to live happy, healthy, and productive lives.

Humphrey provided an overview of The Center's programs, services and events, and took a deeper dive into their RANGE Consulting program, sharing the services that RANGE offers organizations to ensure that they have the tools, knowledge, best practices, and resources to support their LGBTQ employees, customers, and community members. He also shared key terms and concepts related to the LGBTQ community.

*The Diversity and Inclusion Council is sponsored by*



## WOMEN IN BUSINESS

*The April Women in Business meeting was a joint meeting with Arts + Business Connection (See Arts + Business Connection). There were no Women in Business meetings in March, or June.*

## The Agile Leader Tuesday, May 26, 2020

During these difficult times, change is so rapid that one leader can't hope to keep abreast of all developments, much less be responsible for the innovation needed to keep ahead of them. Decision making is affected by the stress and urgency of the pandemic. With chaos



*Michelle Anne*

*[continued on page 7]*

distributed across an organization, collaboration seems almost impossible.

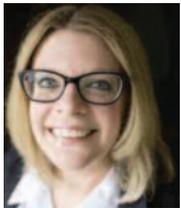
Michelle Anne of The Masters Course talked about the three building blocks that can be used to increase personal and organizational agility. Participants learned how emotional intelligence and neuroscience assist in creating an agile mindset. Anne talked further about empowerment, the human experience, creativity and collaboration, re-wiring the brain to adapt to change, and rebuilding ourselves and our organizations.

Michelle Anne is a Brain Trainer, Master Executive Coach, and National Speaker in the fields of Stress, Leadership Development, and Innovation.

## WORK WELL 2.0 HEALTH SERIES

### Grains, Greens, and Proteins – Healthy Cooking

Thursday, May 14, 2020



Ashlea Tobeck

In May 2020, Chamber members were invited to cook along with Children's Hospital Colorado's Executive Chef Ashlea Tobeck, as she prepared a healthy protein bowl. The ingredient list was shared prior to the zoom meeting, and Tobeck walked through

the mouthwatering steps.

If you missed it and want to make the protein bowl, gather the ingredients and follow the video at

<https://www.youtube.com/watch?v=xG4RiNoUL7M&feature=youtu.be>.

**Ingredients**

**For the Bowl:**  
 2 cups baby kale  
 2 cups arugula  
 1-1.5 pound flank steak / salmon fillet / tuna steak  
 1 avocado  
 1 cup fresh blueberries  
 1/2 cup marcona almonds (or roasted and salted almonds)  
 1/4 cup goat cheese crumbles  
 8 oz crimini mushrooms, stems removed  
 2 cups cooked rice, lentils or quinoa  
 1/4 cup sun dried tomatoes

**For the Dressing:**  
 1 Tbsp of your favorite jam or jelly  
 1 Tbsp of basil pesto  
 6 Tbsp balsamic vinegar  
 1 cup + 2 Tbsp extra virgin olive oil  
 salt and pepper to taste

**GRAINS, GREENS & PROTEINS**  
 Healthy Protein Bowl

The Work Well 2.0 Health Series is sponsored by



### Working from Home and Parenting: Seeking Balance

Thursday, June 11, 2020



Laura Anthony, PhD

Many parents are wondering if it is actually possible to both work remotely and parent full-time. On June 11, Laura Anthony, PhD, a child psychologist at Children's Hospital Colorado and associate professor at the University of Colorado School of Medicine, shared

tactics to help parents balance their professional and parenting lives – and maintain their sanity.

Dr. Anthony's work focuses on children with mental health and neurodevelopmental disabilities and their families. She has authored or coauthored more than 40 publications related to these subjects and has received 18 research grants in her area of expertise.

## YOUNG PROFESSIONALS

No Young Professional meetings February-May 2020 The June YP Meeting was a joint meeting with Arts + Business Connection on Tuesday, June 2, 2020 (See Arts + Business Connection: Arts + Education)

## DEFENSE COUNCIL

### Combat Logistics Battalion 453, Buckley AFB

Thursday, February 27, 2020

The Chamber's Defense Council meeting in February was hosted by the Marine Corps Reserve's Combat Logistics Battalion (CLB) 453 on Buckley AFB. Inspector-Instructor, Lt. Colonel Scott Beatty, provided an overview of CLB-453's mission, personnel, and community support to include the Toys for Tots program. Council members received updates from other senior military leaders, congressional representatives, and took a tour and met with Marines following the meeting.

The Defense Council cancelled their meetings in March and April due to COVID-19.

### Defense Council First Virtual Meeting

Thursday, May 28, 2020

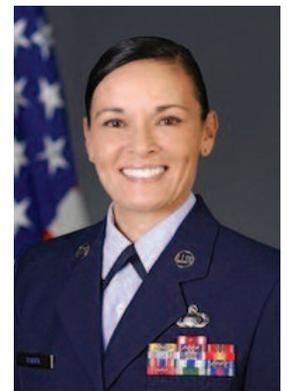
On May 28, the first ever virtual meeting was held of the Defense Council, with nearly 90 people on

the Zoom meeting. Senior leaders shared with the council how they were handling the pandemic, with the following organizations represented: 460th Space Wing, (Col Richard Borquin); 140th Wing, Colorado Air National Guard (Col Micah Fesler); Aerospace Data Facility Colorado (Col Jake Middleton); HQ Air Reserve Personnel Center (Col Kelli Smiley); Navy Operations Support Center (CAPT Brandon Floyd); Combat Logistics Battalion 453 (LtCol Scott Beatty); Army Aviation Support Facility (Capt Ben Grisamore); and Colorado National Guard (SGM Bill Woods). In addition, Congressman Jason Crow attended and provided updates on various military and veterans issues.

### Headquarters Air Reserve Personnel Center

Thursday, June 25, 2020

The June 25 virtual Defense Council was hosted by Headquarters Air Reserve Personnel Center (HQ ARPC). Chief Master Sergeant Billie Baber, HQ ARPC Command Chief Master Sergeant presented, talking about the innovative ways that HQ ARPC serves its 1.3



Chief Master Sergeant Billie Baber

million customers with 117 programs and applications. Chief Baber talked about the nearly \$115 million in economic impact provided to the local community.

The council also received updates from senior military leaders, congressional representatives, and an update on the initiative to bring a Veterans Treatment Court to Aurora. ■



Marine Corps personnel show off their equipment to Defense Council Members at the February 27 meeting.

# MemberNews

## Restaurant Response Serves 15,000 More Meals Thanks to \$100K Gift from BOK Financial

Thanks to a \$100,000 gift from BOK Financial in May 2020, Colorado Restaurant Response was able to create more job opportunities and cook more than 15,000 meals.



Colorado Restaurant Response's model is to re-hire and keep restaurant workers employed, preparing ready-to-eat, nutritious meals. Meals are distributed to food insecure families, unemployed service workers, and frontline workers in partnership with the Denver Metro Emergency Food Network and Bondadosa. All funding goes toward food, utilities, and paying hourly restaurant workers and drivers.

"We care deeply about our bank's role in helping our local economy and community," said Bill Sullivan, Colorado Market CEO of BOK Financial. "Offering much-needed meals combined with getting people back to work is an obvious win-win and something we're happy to be able to support."

The Colorado contribution is part of a \$1 million effort by the BOK Financial Corporation, above and beyond their existing charitable budget to specifically support initiatives that create jobs to provide hunger relief throughout the company's eight-state footprint.

"Our Colorado nonprofits are a crucial safety net for our community, and they are being called on to help our citizens on a scale they have never before seen," said Sullivan. "It's crucial that we do our part." The community contribution is part of BOK Financial's overall response to COVID-19 to keep employees safe and meet client needs.

## Children's Hospital Colorado Once Again Recognized Among Top 10

Children's Hospital Colorado (Children's Colorado) has once again been recognized among the best-of-the-best children's hospitals



in the nation. According to the 2020-21 Best Children's Hospitals rankings released in

June by *U.S. News & World Report*, Children's Colorado earned the No. 6 spot among the top 10 children's hospitals on the Honor Roll, and again ranked highly in all ten recognized specialty areas.

The nonprofit pediatric health system is the only nationally ranked children's hospital in Colorado and the surrounding 12 states. Out of the ten recognized specialty areas, seven of the Children's Colorado specialties ranked among the top 10 including: Gastroenterology and Gastrointestinal Surgery, #1; Diabetes & Endocrinology, #4; Pulmonology & Lung Surgery, #5; Cardiology & Heart Surgery, #6; Urology, #8; Cancer, #9; and Neurology & Neurosurgery, #10.

"More incredible still is our teams' dedication and consistency, a tireless effort that keeps us among the best pediatric hospitals in the nation year after year," said Jena Hausmann, president and CEO of Children's Colorado. "Kids really are incredibly different, and this is what different looks like."

## Centennial recognized as safest large city in Colorado

AdvisorSmith announced the City of Centennial as the [safest in Colorado](#) with a population of over 100,000. Cities in the study were compared and segmented by population size to find the safest small, midsize, and large cities in the state. Cities with population sizes with up to 10,000 residents were compared and labeled towns. Midsize cities with 10,000 to 100,000 residents and large cities with over 100,000 residents were also compared.

Each city was given a crime score that was determined using the FBI's Uniform Crime Reporting Data Set. The crime score weighted violent and property crimes based upon the severity of the crime.

The study determined that the safest small, midsize, and large cities in Colorado were Wray, Frederick, and Centennial. In total, the study ranked 83 Colorado towns, 34 midsize cities, and 11 large cities.



George E. Bye, Bye Aerospace CEO

## George E. Bye Named to Inaugural 2020 Titan 100 List

Bye Aerospace CEO, George E. Bye, has been named a Titan 100, an inaugural program that recognizes Colorado's Top CEOs and C-level executives for their exceptional leadership, vision, and passion.

"The Titan 100 are shaping the future of Colorado's business community by building a distinguished reputation that is unrivaled and preeminent in their field," said Jaime Zawmon, President of Titan CEO. Zawmon said the 2020 Titan 100 and their companies collectively employ more than 83,000 individuals and generate over \$56 billion in annual revenue.

Bye said he was deeply honored to be recognized. "Bye Aerospace is on a quest to become the first company to FAA-certify an electric airplane under FAR 23," he said. "We appreciate the support shown by the Colorado business community, especially programs like Titan 100 that recognize leaders for their tenacity and drive."

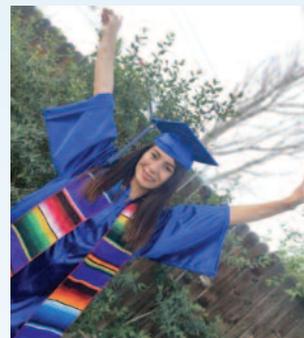
Bye, along with other members of Titan 100, will be recognized at a special event on September 10. ■

## Making Aurora Proud

Seven Aurora seniors, graduating from Aurora Central High School and Grandview High School, are headed to college in the fall. Each of these scholars took it upon themselves to work hard and to create their own reality for their academic futures.

Accepted into Boys Hope Girls Hope Colorado (BHGCO) early in their high school career, they joined a program focused on making sure they graduate from high school and become the first in their family to continue on to graduate with a college degree. BHGCO has provided more than 400 scholarships through this program.

These seven scholars were accepted into 45 colleges, 86 percent of them received need or merit scholarships, totaling \$1,205,096. 71 percent received outside scholarships, with \$181,000 in earned scholarships.



BHGCO was founded on the belief that an excellent education is one of the primary tools required to break the cycle of poverty, abuse, and neglect. The organization works on the premise that ongoing academic and personal support, and character development opportunities are the most powerful tools

we can use to transform the lives of children in need.

"We are so incredibly proud of these graduates," said BHGCO Executive Director Mary Fran Tharp. "They never cease to amaze us with the accolades they earn. They've proven that while our program is incredibly important to change the trajectory for these young men and women, that putting in the work and embracing the possibilities changes everything." ■

# Recognizing Our Webinar Presenters

For the first few months of the COVID-19 Pandemic, The Aurora Chamber of Commerce hosted virtual presentations about a range of subjects, to help people navigate during these difficult times.

The Chamber recognizes and sincerely thanks these individuals who generously shared their expertise and time for the benefit of others:



*Michelle Anne,  
The Master's  
Course*



*Renee Boddie,  
Life in Front  
Coaching*



*Kathryn Dunn,  
Aurora Mental  
Health*



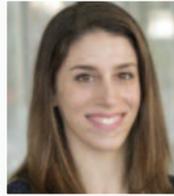
*Jamie DeForest,  
Colorado Technical  
University*



*Robert DeLange,  
Career Climb  
Consulting*



*Erin Ralston,  
Aurora Mental  
Health*



*Lauren Jassil,  
Aurora Mental  
Health*



*Malcolm Jobe,  
Aurora Mental  
Health*



*Debbie Stafford,  
Aurora Mental  
Health*



*Dawn O'Neil,  
Aurora Mental  
Health*



*Kelly Suazo-  
Davis, Anchor In,  
LLC.*



*Bridget Doherty,  
Kaiser  
Permanente*



*Stephanie Mufic,  
Arapahoe/  
Douglas Works!*



*Trevor Vaughn,  
City of Aurora*



*Rebecca Walush,  
Compassionate  
Care Counseling*

## ► **SPACE COMMAND** *[continued from page 1]*

This space expertise makes the Aurora region uniquely qualified to become the permanent home of the headquarters for the newly created U.S. Space Command. Like the U.S. Army, Navy, Marines, and Air Force, the U.S. Space Force will reside in the Pentagon where it will organize, train, and equip our military space force. It's operational unit, the U.S. Space Command, will actively defend our space assets, whether civil, commercial, or national security. It is their headquarters campus and personnel we hope to attract to Buckley AFB and the surrounding area.

The Department of Defense (DOD) has established an evaluation process for cities to nominate themselves and explain why they are best suited to host this new mission. Aurora has a head start in the process because the DOD already performed an initial assessment and chose Aurora as one of the nation's four city finalists.

Aurora will build on that initial success and address the specific requirements the DOD

has defined. The Aurora City Council is fully behind this pursuit and has assigned me to lead our efforts. Our team includes The Chamber's Defense Council, the Colorado Space Coalition, local business leaders, industry experts, academicians, and former military space professionals. Political leaders including our Senators, our regional Congressmen, area County Commissioners, and surrounding cities are pitching in to help.

The reason U.S. Space Command is so important to our region has to do with our vision as a space community and our economy. Since the "golf balls" were first installed at Buckley AFB in the 1960s, a nascent and growing cadre of space professionals have moved into Aurora and surrounding communities. We now have more graduate-level engineers working in our region than almost any other area in the State. Buckley AFB alone generates over \$1B of economic activity annually, and aerospace and defense activities produce \$36 billion

dollars statewide. If we win the competition to become the home of U.S. Space Command, we can expect those great jobs and the economic benefits to increase tremendously. The secondary effects will create opportunities and jobs throughout the region.

We are excited to pursue this opportunity and are confident our team of experts will represent the region well. And while we prepare to submit our work to the DOD this fall; Buckley Air Force Base will bolster our cause as they formally change their name to Buckley Space Force Base. ■

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*Aurora Council Member at-Large Dave Gruber is a retired Air Force colonel and a former senior commander at Buckley AFB. Dave was a senior system engineer at Raytheon in Aurora and then Vice President of Satellite Operations at Nortel Government Solutions.*

# RibbonCuttings & OpenHouses

Ribbon cuttings mean business: **30 Jobs**

## EyeCare Specialties of Colorado 5640 S. Parker Rd., Aurora, CO 80015

Danny VanDan, OD, and Leah Duclos, office manager, cut the ribbon to mark the opening of EyeCare Specialties of Colorado at Pioneer Hills. The staff provide comprehensive examinations as well as preventative eye health screenings and treatment of glaucoma and ocular surface diseases such as dry eye and keratoconus. They also provide management of aging eye conditions such as cataracts and macular degeneration. EyeCare Specialties of Colorado has a full-service optical department, featuring a variety of designer eyewear and the newest digitally surfaced eyeglass lenses. In addition, they can prescribe and manage all types of contact lenses, including cosmetic contact lenses, and specialty lenses, such as toric lenses for astigmatism, scleral lenses, and hybrid contact lenses. (7/1/2020)

<https://eyecarespecialtiesco.com/pioneer-hills/>  
(303) 369-2020.



## L&L Hawaiian Barbecue Mixplate In the Walmart Supercenter

5650 S. Chambers Rd.,  
Aurora, CO 80015



L&L Hawaiian Barbecue Mixplate held a ribbon cutting and a Hawaiian-style celebration for their newest restaurant in the Walmart Supercenter in Aurora, giving away spam musubi to the first 50 people in line, handing out coupons, and holding a drawing for giveaways. L&L Hawaiian Mixplate is a modern take on the local-style plate lunch, where you can customize your own mix and try more flavors of Hawaii. L&L Hawaiian Barbecue serves the comfort food of Hawaii, using fresh ingredients from scratch!

Alooooooooha! (2/8/2020)

[www.hawaiianbarbecue.com/location/li-hawaiian-mixplate-aurora/](http://www.hawaiianbarbecue.com/location/li-hawaiian-mixplate-aurora/)  
(303) 766-4950

# Leadership Aurora Class moves to Zoom for a Special “Effective Leadership in Demanding Times” Session

Excerpted from the March-April-May 2020 Leadership Aurora Newsletter  
By Mathew Wasserburger



2019-20 Issue 4



Reverse poetry is a poem that when read from top to bottom has one meaning but when reversed and read bottom to top has a different or opposite meaning.

An example of reverse poetry is Jonathan Reed’s famous “Lost Generation,” which shows a depressing outlook on society when read forward but a much more positive message when read backwards. A reverse poem is intended to remind us that with a change in attitude, things or events are not as bad as they might seem.

With the COVID-19 pandemic and the need to socially distance, Leadership Aurora Class of 2020-21 was required to delay some of the most anticipated site visits and interactive experiences like Military Day and Police and Fire Days. We missed out (until it’s safe) on the chance to dawn fire bunker gear, extinguish a car fire, and practice our marksmanship on the police firing range. Yet in its place, we were able to come together over a Zoom conference call and reconnect with one of the first leaders we met in this program, Franco Marini.

On May 21, 2020, Franco Marini volunteered to host a virtual session with the Class entitled “Effective Leadership in Demanding Times.” He started the day by providing seven suggestions that enhance the effectiveness of leadership. These included developing caring communications, emotional intelligence, TAMIC (Transparent, assured, mindful,

calm, and influential), modeling, being visionary, taking small steps, and being aware. We then utilized Zoom Break-out Rooms to discuss how we would individually build on these skills and set SMART achievements to get us there.

The next part of the session was on emotional intelligence, and how this is a learned skill we can all practice and develop. Like a reverse poem, Franco noted that it is hard to have emotional intelligence over a Zoom call, since it is harder to read the room when you are not physically there. Yet when viewed from another perspective, Zoom meetings allow a much closer view of everyone’s faces, and you might be able to read an individual’s face and mannerisms better in a Zoom meeting than in a large room.

We ended the day with a session on the neuroscience of creating meaningful change. It was great to hear how everyone was trying to learn new skills during this pandemic (like making almond milk and becoming a lawn whisperer) and modeling the change we want to see in our own lives, workgroups, families, etc.

The Leadership Aurora Class (now of 2019-2021) has been inspirational in its resilience, flexibility and its ability to manage change, both planned and unexpected. While we (temporarily, we hope) lost out on experiencing some hands-on activities with first responders, we learned that we have the leadership skills necessary to define the “new next” when the COVID-19 pandemic is over. ■

**This is the poem, titled “The Lost Generation” by Jonathan Reed, that was shared during the session:**

*I am part of a lost generation.  
And I refuse to believe that  
I can change the world.  
I realize this may be a shock, but  
“Happiness comes from within”  
Is a lie, and  
“Money will make me happy”  
I tell you this:  
Once upon a time  
Families stayed together  
But this will not be true in my era.  
This is a quick fix society  
Experts tell me  
Thirty years from now, I will be celebrating the  
tenth anniversary of my divorce.  
I do not concede that  
I will live in a country of my own making.  
In the future,  
Environmental destruction will be the norm.  
No longer can it be said that  
My peers and I care about this Earth.  
It will be evident that  
My generation is apathetic and lethargic.  
It is foolish to presume that  
There is hope.*

**Now let’s reverse the poem:**

*There is hope.  
It is foolish to presume that  
My generation is apathetic and lethargic.  
It will be evident that  
My peers and I care about this Earth.  
No longer can it be said that  
Environmental destruction will be the norm.  
In the future,  
I will live in a country of my own making.  
I do not concede that  
Thirty years from now, I will be celebrating the  
tenth anniversary of my divorce.  
Experts tell me  
This is a quick fix society  
But this will not be true in my era.  
Families stayed together  
Once upon a time  
I’ll tell you this:  
“Money will make me happy”  
Is a lie, and  
“True Happiness comes from within”  
I realize this may be a shock, but  
I can change the world.  
And I refuse to believe that  
I am part of a lost generation.*

# Member Highlight

## Who is Weaver and Company and what do we do?

By Janice D. Hayes, International Sales and Logistics Manager,  
Weaver and Company

Weaver and Company is a privately held FDA registered medical device manufacturing company located in Aurora. Weaver and Company was incorporated for business in September 1978. We manufacture topical products classified as medical devices by the FDA. Our products are used in clinical neurodiagnostic and cardiologic procedures worldwide.

### What is the document Kevin is signing in the photo and what is its purpose?

In the United States, the local and national Chamber of Commerce organizations' membership is voluntary. In the U.S., Chamber of Commerce organizations do not have legally binding authority to license or regulate the activity of business. In many foreign countries the Chamber of Commerce indeed does have government mandated authority to register and regulate certain elements of business practice.

One common denominator in international trade is the question of country of origin of a manufactured product. Where was the product manufactured, and who certifies the country of origin? In many countries the answer is the country's Chamber of Commerce. The Chamber of Commerce is often looked on as agent that will 'legitimize' a business and its base country of operation.

That is what Kevin and the Aurora Chamber of Commerce does for Weaver and Company. Countries that are in the habit of seeing a



Kevin Hougen and Janice Hayes

"Certificate of Origin" want to see that document from us when we ship our product to their shores. Here in the US, the Chamber is a volunteer organization. Nonetheless, a "Certificate of Origin" by the Aurora Chamber of Commerce has provided international authorities documentation that satisfies their question; "In what country was this product made and who certifies that this is true?"

The other component of satisfying the requirements of international authorities is attesting the validity of the Commercial Invoice and Packing Slip which can then be validated by matching the lot numbers and expiry dates to the items inside the packaging.

Kevin and the Aurora Chamber provide a valued service to us by officially stating by authority of the Aurora Chamber of Commerce; "This product being shipped was produced in the United States and is so certified by the Aurora Chamber of Commerce". ■

# Member Renewals

Acme Distribution Centers, Inc.  
Advantage Aurora Chase Mortuary  
Advantage Security, Inc.  
Air Force Association  
Allstate Insurance / Danielle Shannon Agency  
American Automation Building Solutions, Inc.  
American Heart Association  
Angela Lawson  
Association of the United States Army  
Denver Centennial Chapter  
AT&T - Aurora City Place  
Aurora Asian/Pacific Community Partnership  
Aurora AutoPros, LLC  
Aurora Education Association  
Aurora Interfaith Community Services  
Aurora Rotary Club  
Aviva at Fitzsimons  
Cherry Creek Nursing Center  
City of Aurora - City Management  
Comcast  
Courtney Morehouse, Realtor, MRP, CMRS  
Courtyard Marriott Denver Airport at Gateway Park  
Denver South Economic Development Partnership  
DK Promotions Colorado  
DoubleTree by Hilton Denver-Stapleton North  
Downtown Aurora Visual Arts (DAVA)  
Expeditors International  
Floyd Smith Capital  
Fogg System Company, Inc.  
Garden Plaza of Aurora

GOAL Academy High School  
Holiday Inn Denver East - Stapleton  
ICR (Ideas, Commitment, Results)  
Jordan Road CARSTAR Collision  
Kaiser Permanente  
Kingspoint LLC  
L&L Hawaiian Barbecue  
La Cueva Restaurant  
Lowry Conference Center  
Lynn Burgess  
Mesa Moving and Storage  
Mile High Behavioral Healthcare  
NAACP - Aurora Branch  
New Vistas Realty - Vickie Nelson  
Nothing Bundt Cakes - Southlands  
Our Community Broadcasting Network

Priority Properties, Inc.  
Regional Transportation District (RTD)  
Rocky Mountain MicroFinance Institute  
Roth Collaborative Resources, Inc.  
Scott Tierney  
SECORCares  
Smitty's Sprinkler Systems  
Specialty Incentives  
State Farm Insurance - Corinne Hawkins  
Staybridge Suites - DIA  
The Juicy Seafood  
The Meadows at Dunkirk, by Pedcor Management  
Tri-County Health Department  
UCHealth ER - Commerce City  
UCHealth ER - Green Valley Medical Center  
Workwell Occupational Medicine Clinic, LLC

# New Members

Animation Impossible  
Bonaka Blast  
Catalyst Public Affairs  
Dion's  
Koelbel and Company  
Luxury Leased Homes  
Mac GraphiX

Manufacturer's Edge  
Minuteman Press - Havana  
Minuteman Press - Jewell  
Pac/West  
Peak Platforms  
ROADIS USA Holding LLC  
Tina Cameron, HomeSmart Realty Group

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14305 E. Alameda Ave Ste. #300  
Aurora, CO 80012  
303-344-1500 • Fax 303-344-1564  
website: [www.aurorachamber.org](http://www.aurorachamber.org)