

IP5280 co-founders Jeffrey Pearl and John Scarborough. Photo by Todd Nakashima

## 2 IP5280 COMMUNICATIONS www.ip5280.com

**IP5280**  
The VoIP Specialists

Working at IP5280 is all about the climb: taking the first step, conquering the mountain – then enjoying the big picture from the top.

“Bottom line, it’s who we are,” says John Scarborough, managing partner for the Englewood-based Internet phone provider. “We really love this central theme because it reminds us that all great things start with a single step – whether we’re talking work, home or play. The idea of ‘climbing’ creates a great unifying force among the employees and throughout the company.”

And happy employees make for happy customers and more business – which makes for even more happy employees. The company has doubled its work force to 48 in the last year and is still hiring, and revenue has gone from \$4 million to \$5.5 million.

Being part of this company’s team means working hard and playing hard, with plenty of opportunity for both. IP5280’s technology – Voice over Internet Protocol (“VoIP”) – gives employees the flexibility to work pretty much anytime, anywhere. Their efforts are rewarded with monthly events such as ski trips, snowmobiling, paintball or dinner at Del Frisco’s.

“We do see the importance of the work/life balance,” says Scarborough, who met partner Jeffrey Pearl when both worked at Qwest. “We spent 20 years apiece in big corporations. I didn’t even know the words ‘work/life balance.’”

Their knowledge of big corporate culture has helped them shape IP5280’s in other tangible ways. The CLIMB program, for example – Creating Leaders in Management Behavior – grooms high-potential employees for leadership roles, a key piece of the company’s commitment to promoting from within.

IP5280 is equally committed to giving back to the community; once a year, its metaphorical climb to the top becomes a literal one when 150 employees, family members and business associates climb a 14er to raise money for Children’s Hospital and the Kempe Foundation. Last year’s climb raised \$50,000, a mark they’re hoping to top on Aug. 13.

No better way to understand the last words of IP5280’s mission statement: “The climb is the challenge; the view is the reward.”

**2009 rank: No. 3**

— Lisa Ryckman

## 3 JG MANAGEMENT SYSTEMS I www.jgmsinc.com

**jgms** inc.

At JG Management Systems, the corporate culture encourages a roll-up-your-sleeves, pitch in and give back kind of attitude.

The Grand Junction-based company’s 24 employees – including CEO Jerome Gonzales – follow the 10/80/10 concept: 10 percent of their time goes to mentoring colleagues, 80 percent is devoted to their regular work and 10 percent is spent learning from others.

“We encourage knowledge sharing, not knowledge containment,” Gonzales says. “Does this approach take more time on everyone’s part? Of course it does. But we all see the benefit. The joke around the office is that the more everyone knows what I know, the less I have to work!”

Founded in 2001, JGMS uses engineering methodologies to provide operational and technical support in the areas of facility operations and assessments, program and project management, architectural and engineering design services, construction management and environmental services. From its 12 offices, JGMS works with clients including the National Guard Bureau and other Department of Defense agencies, the Department of Energy and National Laboratories, the U.S. Army Corps of Engineers, the U.S. Forest Service and other federal and private entities.

The company, which reported \$4.25 million in revenue last year, actively encourages pitching in outside of work as well by offering employees 40 hours of paid volunteer time – something Gonzales calls “community stewardship.”

“Employees are free to support whatever cause they are passionate about,” he says. “They can spend their time all at once or spread it across the several events throughout the year. The only requirement is that the support be toward a nonprofit.”

JGMS employees have planted trees in downtown Washington, D.C., gone on church missions to Africa and taught classes on financial literacy to school kids in Grand Junction.

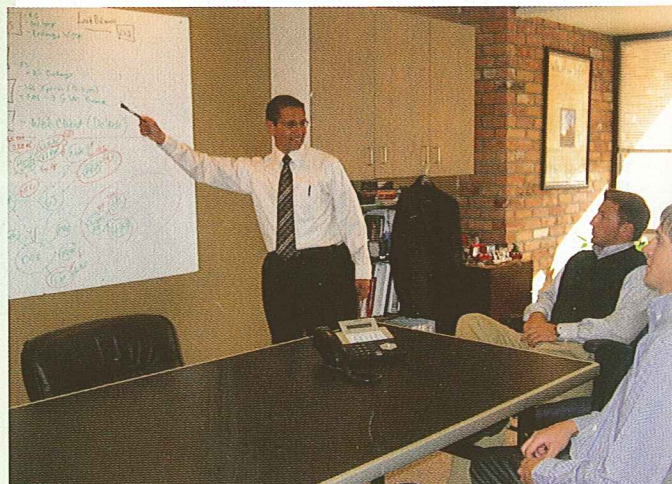
Gonzales encourages his employees to practice “servant leadership,” built around humility, putting others first, giving back and being willing to take on the tough jobs. He says JGMS is leading the charge for workplaces to give back to the community by fostering a culture of philanthropy, consistently donating financially and materially to nonprofit organizations and projects, and supporting employee participation in volunteer activities locally and nationwide.

“These are not qualities or ideals that can be faked. These qualities are intertwined with everything JGMS does. It is the fabric of who we are,” he says. “JGMS is proud that we can do well – and do good – at the same time.”

**New to the list**

— Lisa Ryckman

Jerome Gonzales, president and CEO of JGMS. Photo by Kim Kelley





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