

— THE —
POWERLIST
— IDAHO BUSINESS REVIEW —



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LEADERS IN IDAHO**

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IDAHO BUSINESS REVIEW

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A letter from the publisher

What does it mean to be the “most influential”?

In the dictionary, “influential” is defined as “having great influence on someone or something.”

Another way to find its meaning is to read the remarkable profiles of Idaho Business Review’s “Power List: Most Influential Leaders 2023.”

The people chosen here are making a difference at work and in the community year-round, providing leadership, innovation, and a hands-on work ethic. They are the very definition of effecting change in Idaho’s business community, which is made up of so many passionate leaders.

And passion equals influence.

First published last year, we will continue the annual tradition of our “Most Influential” list, one of a series of Power Lists that we began publishing in 2020 and are a popular feature in IBR. We hope you enjoy these insights into the work of these distinguished members of our community.

Congrats to the passionate leaders in this edition of the Power List.



*Cindy Suffa
Publisher
Idaho Business Review*

The Boise Metro Chamber of Commerce congratulates our Senior Account Manager, **Paul Fleming**, for making IBR’s Most Influential Power List!

Paul has a long history of success built on serving others. From helping businesses connect to hosting Chamber Check-ins to volunteering and helping friends to coaching to serving on the board for Sage International School of Boise and the Leadership Council for the Northwest Association for Blind Athletes — Paul’s genuine interactions make a difference in our community.

Recently, Paul was honored by the Association of Chamber of Commerce Executives in the GOLD category of the Dana Ketterling Lifetime Sales Achievement Award for reaching the achievement of building relationships with more than 1,000 members!

Paul, we’re proud of all your accomplishments and we’re beyond grateful to have you on our team!



**CONGRATULATIONS
PAUL FLEMING**

RHEA ALLEN



Rhea Allen has over 20 years of experience in the media and marketing industry, all stemming from her role as president/CEO of Peppershock Media, which she co-founded with her husband, Drew Allen, in 2003. She is also the founder of The Marketing Expedition community and podcast, adjunct marketing professor at Boise State University, and an in-demand integrative marketing consultant, national presenter, and keynote speaker. While Peppershock is headquartered in Nampa, Allen has worked across the globe providing her professional marketing and creative production services. In February 2023, Allen was asked to speak on the Creative Economy stage at the Leap Technology Conference in Riyadh, Saudi Arabia and plans to speak at the Creativity Conference in Reykjavik, Iceland in August.

Another of Allen's major accomplishments in the last year was receiving numerous industry peer-reviewed awards, including a Gold Telly Award for Peppershock's video for the Snake River Stampede.

Ultimately, all the ventures Allen undertakes are in service of what she likes to contribute most: the gift of connection. She connects through hosting her podcast, speaking globally, and teaching students at BSU where in the last year she reinstated the National Student Advertising Competition and the Boise State Ad Club.

"I love to make solid connections between people, place, and entities, whether through introductions, excellent visual storytelling, or audible marketing journeys," says Allen. "I help build brands and bottom lines globally and in Idaho as a fifth-generation Idahoan."

MICHAEL BALLANTYNE



Michael Ballantyne has enjoyed a nearly 30-year career, throughout which he has specialized in land acquisition, disposition, and investment brokerage. Ballantyne currently serves as the managing partner of TOK Commercial.

In his role with TOK Commercial, Ballantyne works collaboratively with the company's leadership team and provides valuable insight and direction across a number of areas including planning, personnel management, business organization, and corporate vision. Ballantyne has seen TOK Commercial through difficult and good days in the ever-shifting real estate industry.

One of his most significant professional accomplishments in the last year has included the continued expansion of TOK's reach throughout Idaho with the opening of a new office location in Coeur d'Alene and the launch of a new Property Services line.

"Those accomplishments would not have been possible without TOK's talented team of professionals that grew by 40% in 2022," Ballantyne said of his team. "Our people are our competitive advantage as we integrate our business model into new markets and new service lines, through client-centric service."

"As a fifth generation Idahoan, I'm a strong believer that maintaining all that makes Idaho so special begins with each individual and then extends to business organizations and communities. TOK partners with clients whose priorities and ethics align with ours," Ballantyne said on how his work has benefited Idaho. "By consistently delivering exceptional results to our clients while nurturing community and business relationships, we've been fortunate to represent Idaho's most significant properties, companies, and projects shaping where we live, work and play."

SUSAN BEARD



Susan Beard holds two positions within the Treasure Valley, both of which allow her to use her skill of connecting people in her sphere of influence.

The first is as assistant director for the Center for Professional Development at Northwest Nazarene University in Nampa, a position she has held for three years. The second is co-owner and vice president of Access First Insurance in Eagle, where she has been for one year. Despite dedicating her time to working in both of these positions, Beard has had some major accomplishments in the last year, including completing her Master of Arts in Innovative Instruction at Northwest Nazarene University. With this degree, she started teaching business leaders and professionals through online courses through the Center for Professional De-

velopment. She was also awarded the Ambassador of the Year for the Meridian Chamber of Commerce.

“As an ambassador, it’s incredibly rewarding to meet with members to discuss how they can use their membership to strategic advantage. I am honored to be recognized for my work with the chamber,” says Beard. With over 20 years of experience in the education and business community, it’s no surprise that Beard has proved to be so successful in all her many endeavors.

Beard is involved in her community outside of her professions, sitting on the boards of the Idaho Business Professionals of America and Idaho State Broadcasters Association and as a member of the Meridian and Nampa Chambers of Commerce.



CONGRATULATIONS TRINA FINLEY PONCE!



At Boise Cascade, we’re fostering an inclusive culture that celebrates the power of our differences and creates connection where everyone can feel seen, valued, and heard.

Christi Gilchrist
 AVP Economic Development
 COLLEGE OF WESTERN IDAHO

Congratulations, Christi & All Influential Leader Awardees!

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ANDY BEITIA



Andy Beitia, commercial banking director and Southern Idaho regional president for Washington Trust Bank in Meridian, cites the relentless work of the organization and team for helping boost not only Idaho, but also his own career.

“I have been tapped to lead the Commercial Division for Washington Trust, an accomplishment that is a direct result of being part of a team and an organization that work relentlessly to create a unique and empowered banking experience for our employees, customers and communities,” he said.

Washington Trust Bank has seen great momentum in the Idaho market as well as growth in customers served and community impact during the past 18 months, he said.

As commercial banking director, Beitia oversees the

bank’s entire commercial division, managing commercial banking teams across Idaho, Washington and Oregon in addition to his duties as Washington Trust Bank’s southern Idaho regional president.

Beitia earned his MBA from Boise State University, a Bachelor of Finance degree from University of Idaho and is a graduate of the Pacific Coast Banking School in Seattle. He is a board member of the Boise Valley Economic Partnership and the Caldwell Basque Charities and is an advisory board member of the University of Idaho College of Business.

“It has been an honor to lead the Idaho team for the past five years,” he said. “I will also leverage my experiences to continue supporting the Idaho team in building upon our momentum and to bring fresh ideas and perspectives on how we can always better

ALLISON BRUCE



As president of TalentSpark, a professional recruitment service in Boise, Allison Bruce is impressed by the creativity and agility of the company’s recruiters.

Those talents helped TalentSpark bolster Idaho’s critical talent needs considering Covid and the Great Resignation, she said.

As a managing partner at TalentSpark, she consults with clients across the Mountain West on hiring best practices, labor market changes and how to successfully recruit the talent they need for their business to thrive.

The firm’s work benefits the Gem State by connecting key talent with job opportunities to ensure Idaho businesses have access to a highly skilled and qualified workforce.

Bruce said in the coming year, a new service will provide recruiting-on-demand for clients as a more cost-effective recruiting solution, aimed at smaller

organizations and nonprofits that have short- or long-term hiring needs.

Recruiting and retaining talent in Idaho are critical aspects of growing and maintaining successful local businesses and the overall economy, Bruce said.

She has successfully managed large-scale hiring projects for several organizations, and serves on the board for Boise Valley Economic Partnership, is a member of the HR committee for the Idaho Youth Ranch and is active with the Idaho Association of Commerce and Industry and the Boise Chamber of Commerce. She is VP of the Board of American Association of Finance and Accounting Recruiting.

“I am especially proud of the recruiting work we’ve done in the Idaho nonprofit sector to help hire transformational leaders, build high performing teams and support these organizations in advancing their mission,” she said.

TONI CARTER



As chief inclusion and collaboration officer and inclusive future & strategy director for the Idaho National Laboratory (INL) in Idaho Falls, Toni Carter wears many hats and works with a variety of parties to champion change and strategically drive an inclusive future for INL.

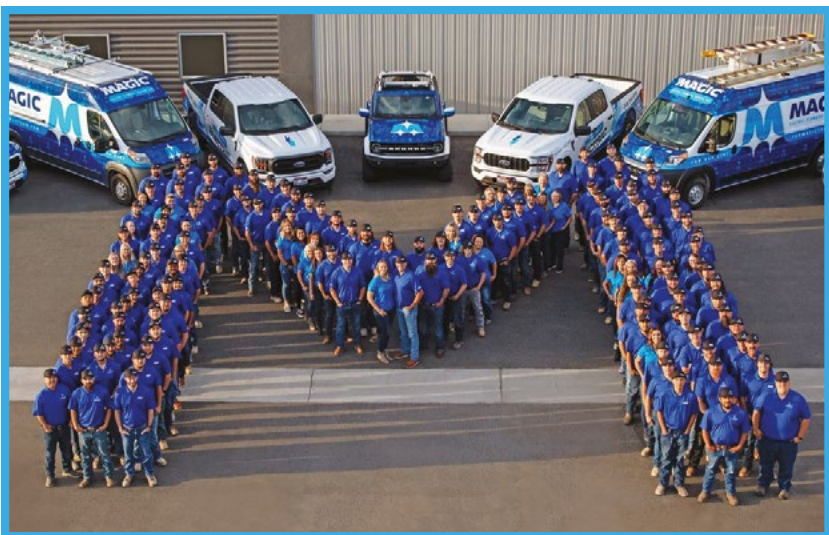
In her position of almost seven years, Toni collaborates with the Laboratory and community leaders to create environments that empower and engage others to achieve a competitive advantage, further leveraging talent platforms to enhance employee capabilities, build next generation leaders, and drive bottom-line results. She also works as a consultant to create, develop, and oversee inclusion and diversity initiatives, while increasing inclusion awareness and providing governance for INL's inclusion leadership councils.

"I'm thrilled to continue positioning INL as an employer of choice for everyone and ensuring we secure

the right talent at the right time to fulfill our laboratory's mission," says Carter. "There's no other way to maintain our competitive advantage. Our people are our strength."

Prior to coming to INL, Carter spent 23 years in corporate America working for Motorola Solutions in Chicago, an \$8 billion technology organization. Carter also spent time in the pharmaceutical and food service industries. In her new field, Carter champions the issue she feels holds the greatest global importance: creating a clean, secure, sustainable energy future. And the best way she can contribute to that future is through her work on inclusivity.

"Expanding INL's talent pipeline and employment branding is my niche," says Carter. "Holistically, INL has helped sustain Idaho's economic solvency for 70-plus years, and I'm privileged to partner with an amazing team committed to continuing these efforts each day."



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ELAINE CLEGG



As a born-and-raised Idaho, Elaine Clegg has a passion for improving and connecting the vibrant, attractive area she calls home. In her role as CEO of Valley Regional Transit, Clegg provides leadership, strategic direction, and operational oversight for the Treasure Valley's regional public transportation authority. Clegg has been working in transportation and as a public servant for more than 25 years, having a great impact on the Treasure Valley area through her roles on Boise City Council, the VRT Board and Executive Board, numerous advisory committees and councils, and as a program leader at Idaho Smart Growth.

She has worked to advocate and plan for better transportation systems; designed improvements for biking, walking, and transit access; created transportation routing and wayfinding systems; conducted public outreach for various transporta-

tion initiatives; and more.

While Clegg served on City Council, she conceived of and organized the Elaine Clegg City of Trees Challenge to plant a tree for every 100,000 households in Boise and a seedling for every 235,000 residents in an Idaho forest to combat climate change, improve air and water quality, mitigate heat island impacts, and improve public health. To date, the challenge has planted 15,311 urban trees and 149,000 forest seedlings, removed 155,000 pounds of CO2 from the air, and avoided runoff of 170,000 gallons of water.

At VRT, she started the Better Bus Initiative to examine how to improve bus service today while working to raise funds to improve it even more tomorrow. "I have always worked to make life better for residents and future residents, to think and act on tomorrow while honoring the past," says Clegg.

ROY EIGUREN



Roy Eiguren, managing partner of Eiguren Merrill Public Policy Firm, has held several distinguished positions over his decades of experience in all facets of business development, with a passion to serve the community.

Eiguren, a nationally recognized public policy strategist and law firm partner, said one of his recent key accomplishments involved "collaboration with a major state agency, successfully convincing the Idaho Legislature to enact legislation providing new authority allowing the agency to be reimbursed by a regulated entity for the cost of regulation."

His work has wide-ranging implications for Idaho.

"I believe my professional activities have contributed to protecting and enhancing the natural environment of Idaho and that my civic and charitable activities have benefited several critically important organizations in carrying out their mis-

sions," he said.

His wide-ranging board involvement includes current memberships in Because International, a non-profit organization dedicated to reducing poverty throughout the world, and the National Philanthropic Board of the American Red Cross of the United States.

As the director of the Foundation for Idaho History, Eiguren raised more than \$18 million in three years to renovate and expand the Idaho State Museum. He is also an advisory board member for the School of Public Service of Boise State University.

His goals include drafting and seeking implementation of legislation "to protect and enhance the water quality of one of Idaho's largest and most pristine lakes, and, as chair of a major charity's fundraising committee, complete a multi-million-dollar capital campaign for the operation of two major health care facilities in the state."

SEAN EVANS



Though his days are now dedicated to his community of Meridian, Sean Evans lived several lifetimes before transplanting to Idaho in 2009. The president/CEO of the Meridian Chamber of Commerce, Evans was originally from a small town in Oklahoma. Before moving to Idaho to lead the Idaho Business Review, he worked for 21 years in newspapers, an experience that taught him that delivering what you promised is a key component in building trust with your customers. After leaving the Idaho Business Review, Evans switched gears and pursued opportunities in nonprofit management, eventually becoming the president/CEO of Junior Achievement of Idaho in 2016.

The Meridian Chamber position presented itself to him in last 2019. Though it was another career pivot for him, Evans had experience serving on chamber boards in various communities throughout his news-

paper career. "I knew the importance a chamber plays in serving the business community and saw this as an opportunity to connect my previous role of serving as a community connector and my passion for supporting the business community," says Evans.

In his role with the Meridian Chamber, Evans has the unique opportunity to support, promote, and advocate for the businesses in the community. This might entail helping inform the community of a new business opening, helping connect businesses with resources to help them thrive, or advocating for the continued policies that create economic opportunities for all businesses.

"It feels good to know you represent an organization that is helping lift the community," says Evans. "Representing an association of member businesses that want to see the community grow and prosper is a job that you can look forward to every day."

Congratulations!

TAYLER TIBBITTS

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PAUL FLEMING



Paul C. Fleming, senior account manager for the Boise Metro Chamber, said the past 9 years with the organization “have been an incredible opportunity to explode my network, elevate my knowledge of how the community operates and earned access to many of Idaho’s thought leaders.”

He has consistently increased Chamber membership and sponsorship for events, programs and services, by leading sales and outreach initiatives, which has led to gaining more than 1,000 members. He has generated over \$100,000 in new sponsorships from virtual events over the last three years.

“One personal goal of mine is to achieve a record membership level of 2,000 business members,” which he hopes to accomplish this year, Fleming said.

He developed the nationally recognized “Chamber Check-in,” a first-of-its-kind live member interview

show on social media platforms, increasing reach and engagement.

“We also advocated leveraging these new technology tools to present a ‘School Board Candidate Forum,’” he said.

He’s garnered three awards from the Association of Chamber of Commerce Executives: The Sales Award in 2019, the Silver Award in 2021 and the Gold Award for Memberships in 2023.

Fleming said he is proud of the opportunity to serve business connections, top-notch non-profits and educational organizations. He serves on the boards of Sage International School and North Boise Little league and is an advisory board member for the Northwest Association for Blind Athletes.

“Any time you have an opportunity to enhance the next generation’s experience in athletics, academics or in their first job is time well spent,” he said.

SHELI GARTMAN



Sheli Gartman’s career has seen her wearing a range of different professional hats, from vintage purse dealer to CEO. After first attending Northwest Nazarene University for English Education and Speech Communications, Gartman started an entry level role with a national finance company where she would go on to work in management and break company records.

Gartman went on to open her own mortgage brokerage with branches in three cities throughout Idaho. During this time, she would have a realization that she preferred working in human development rather than lending — which would lead her to a three-month personal development course that she credits with changing her career and life.

She began volunteering and teaching her own personal development workshop. Eventually, Gartman

would start her own foundation, Women Ignite, in 2011 where she currently serves as both founder and CEO. Her foundation is an organization of leaders in Idaho that are focused on collaborating for both the personal and professional success of women and men. Gartman hopes to help one million people reach their full capacity through her work with Women Ignite.

And each year, the foundation hosts an annual conference that puts a focus on personal growth, inclusion, professional development, and giving back.

“For the nine years we have held WICON conferences, the feedback we have heard about the impact from women and men has been profound, with results like: countless businesses starting, partnerships formed, life-long friendships were made, [and] personal breakthroughs,” Gartman said of the conference’s impact.

ROB GRAHAM



Rob Graham grew up on the Central Coast, New South Wales, Australia where he spent a great deal of his time outdoors. Eventually he would go on to serve with the Australian military for over 15 years in several different roles.

He spent two years in the Australian Army Artillery before transitioning over to the Royal Australian Air Force (RAAF). With the RAAF, Graham would serve as a licensed aircraft maintenance engineer with a specialization in avionics.

Following his time in the Australian military and time spent traveling the world due to combat deployments, Graham joined Express Employment Professionals in late 2019. He currently serves as the regional manager for West Treasure Valley Idaho and Southeast Oregon. He manages both the Caldwell and Fruitland Express offices and works very closely with clients in professional de-

velopment, workforce strategy, and workforce improvement.

“As a staffing firm, our mission is to foster economic growth in Idaho by connecting job seekers with employment opportunities,” Graham said of the company’s goal to achieve 1.5 million hours worked by 2025. “We are putting Idahoans to work and contributing to the success of local businesses.”

Graham has also overseen the development and re-definition of internal staff training, sales, and recruiting strategies. “These strategies have played a pivotal role in driving substantial growth for multiple offices, with a remarkable year-over-year increase of over 10%. By identifying the specific needs and challenges within the organization, I have successfully implemented comprehensive training programs that equip staff with the necessary skills and knowledge to excel in their roles.”

HUMBLE — AND — GRATEFUL

Congratulations to Tom Mortell and all the other honorees selected for the IBR’s 2023 Most Influential Power List. We recognize their leadership and commitment to our community.



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SUZIE HALL



Suzie Hall's 33-year career has led to her leading a number of design and project teams to award-winning results within the hospitality industry — all with a passionate and intuitive approach.

Her career has seen her stepping into several roles including that of team builder, thought leader, and author. In her current role she serves as both founder and CEO of The Cornerstone Collective (TCC), a full-service design and construction business that provides a range of services to the hospitality industry.

"After designing close to 20 hotels throughout the West, we began designing the renovation of the beloved Hotel 43, a boutique hotel situated in the heart of downtown Boise. Our talented design team has taken great care to delve into the history of the prop-

erty and the branding, and we're excited to unveil the project later this year, telling more of the story of Hotel 43!" Hall said of her team's first hotel project in Idaho. "I've brought in some local artists and artisans who are creating unique pieces for the renovation, and I'm thrilled to be able to showcase their creativity."

Hall's excitement for the future is clear across many areas of her work. "I'm excited to continue building, growing and leading top-shelf design and construction teams in the hospitality realm throughout the world, based on TCC's unique collaborative business model," Hall said. "Also, I'm serving as the 2023 St. Alphonsus 2023 Festival of Trees Chair, a position that I'm honored to undertake, continuing my dedication to improving our community through leadership."

DUSTIN KEYES



Dustin Keyes' career in construction has spanned over the last 10-plus years, following an early career in human relations and management. His time in construction kicked off in 2012, when Keyes graduated from Boise State University with a Bachelor of Science in Construction Management.

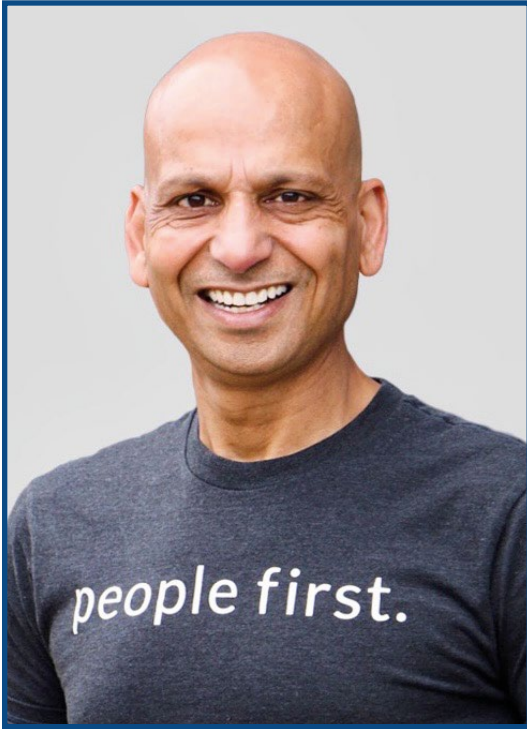
Keyes' professional work in construction began at Sletten Construction Co. in 2011. During his time with Sletten Construction Co., he served in several roles including getting his start as an intern. His final role with the company saw him serving as project manager and business development lead.

In late 2021, Keyes would go on to found DK Constructors, LLC, with his business partner Kristian Allison after seeing a need for a general contractor in the Treasure Valley that specializes in

smaller projects with all the experience of a larger contractor. "We are a commercial general contractor and have completed work all throughout Idaho, East Oregon and North Utah," Keyes said. "We built our team from the two owners and my wife, Rachael, as our office admin to eight total team members."

As co-owner of DK Constructors, Keyes has several goals in mind for the company's future. "With all of our goals we base them around our business core values of Build Relationships, Establish Accountability, then Execute and Repeat," Keyes said. "We want to continue to build a work environment that allows ourselves and our team to have a good work life balance as well as being comfortable financially now and into the future."

JEET KUMAR



Jeet Kumar, co-founder, president and CEO of In Time Tec, Meridian, has dedicated his life to creating abundance and has mentored hundreds of people all over the globe to become their most powerful selves.

His passion for supporting and growing others has led his mentees to find financial freedom, building successful companies, becoming healthier, fostering authentic relationships, and creating a meaningful life for themselves and others.

Under his leadership, In Time Tec, a global software solutions company, has grown from a basement office to more than 1,000 employees in five offices worldwide.

“By expanding In Time Tec’s presence to cover all four time zones in the United States and building additional offices in Australia, Canada, and Latin America, we can continue to reach more communities and create abundance around the world,” Kumar said.

“We are looking to expand into providing products in addition to services, including launching four different products in the NextGen AgTech space,” he said, along with numerous software solutions.

In Time Tec creates opportunities for employment and abundance in Idaho, for Idaho, Kumar said.

“We act as a source of inspiration and innovation in the technology ecosystem by bringing Idaho’s largest focused economies – agriculture and technology – together,” he said. “By providing next-generation technology solutions and modernized applications to our farmers and public sector agencies, we take care of our communities and help them thrive in a growing ecosystem.”

Kumar is a board chair at the Idaho Technology Council, “helping Idaho technology leaders come together to create a sense of community and make an impact.”

DARREN KYLE



People-focused and community-oriented, Darren J. Kyle, owner/operator, McDonald’s Restaurants of South-Central Idaho, believes positive attitude drives success.

He wants to enhance those perspectives “by improving the awareness of the impact our teams can have on the communities and constituencies around them, and attract additional talent to our teams,” he said. “With as many internal and external customers as we touch on a daily basis, simply having a positive attitude about the work we do, the neighbors we are serving, and the organizations we support throughout the community, we do have the opportunity to spread a lot of smiles.”

Under his guidance, the 12-restaurant chain based in South Central Idaho provides leadership and guidance to multiple organizations supporting youth development and education, housing and food scarcity issues,

business and commerce reinvestment activities, family health crisis support and more.

“We put our financial resources alongside our passions and guidance because that is how we choose to support the communities that support us,” Kyle said.

Kyle sits on the board of directors for Ronald McDonald House Charities of Idaho, Boys & Girls Clubs of the Magic Valley, the Boise State University Foundation and the BSU College of Business and Economics Advisory Council and has served numerous other charitable organizations.

Coming out of the Covid era, he had to work diligently and differently “to realign and reinvigorate our teams with an even more significant focus on people development, training, and culture to set us apart and set us up for the business growth we are now enjoying,” he said.

JASON MEYERHOEFFER



Jason Meyerhoeffer has been in the banking industry for 28 years—since 1995—with 27 of those years at the same institution: First Federal Savings Bank in Twin Falls. In that time, he worked his way up from assistant vice president to his current role as president and CEO in 2017. Meyerhoeffer is considered a leader within both his community and the banking industry. The two-time recipient of the Twin Falls Area Chamber of Commerce “Small Business Financial Services Advocate of the Year” award has held positions on boards including Southern Idaho Economic Development Organization, Business Plus,

Inc, and currently as Chairman of the Idaho Business for Education south-central region.

Within the banking industry, Meyerhoeffer is also deeply committed, serving as director of the Federal Home Loan Bank of Des Moines and serving on the boards of the Idaho Bankers Association and Idaho Community Bankers Association.

In his free time, Meyerhoeffer is also a member of the Twin Falls Rotary Club and United States Golf Association Regional Affairs Committee. He and his wife, Michele, a schoolteacher, are busy raising their three sons, Alec, Connor, and Drew.

THOMAS MORTELL



Thomas J. Mortell, co-managing partner of Hawley Troxell Ennis & Hawley LLP, said he is passionate about healthcare in Idaho’s rural communities.

“My legal work focuses on representing hospitals in smaller communities and helping them provide quality healthcare services to their patients,” he said.

He is also deeply involved in the growth of the firm. Effective Jan. 1, 2023, 30 attorneys from the Spokane-based law firm Witherspoon Kelley joined Hawley Troxell.

“Our firm grew from 70 attorneys to 100 attorneys and from four offices to seven,” Mortell said. “I was one of the leaders of that effort, along with Hawley Troxell’s board members and management team. We negotiated and closed the deal in less than 10 weeks.”

The goal for 2023, he said, includes “fully inte-

grating our new colleagues into the firm and ensuring that our clients, as well as the communities we serve, understand the breadth and depth of our expertise and experience.”

The firm, Mortell said, has a legacy of providing quality legal services, with efficiency and timeliness. “Our goal is for that legacy to continue.”

Mortell also chairs the Boise Metro Chamber’s Policy Committee. “We analyze dozens of bills each session and determine the Chamber’s position on legislation that affects many of Idaho’s businesses,” he said.

Mortell said the firm is a great corporate citizen in the communities it serves, and beyond. “I strongly support our efforts to give back through charitable contributions of time and money, as well as sponsorship of and volunteer participation in many good causes and organizations.”

NEIL NELSON



Neil Nelson, president of Engineer Structures, Inc (ESI), had his work/life philosophy shaped as a child growing up on a Montana ranch. As one of eight kids being raised by a single mother, Nelson quickly learned the hard work it takes to be successful in any venture.

Nelson joined ESI more than 25 years ago, starting as a project manager and working in several roles before become president, a position he's held for 15 years. In his tenure as president, Nelson has expanded the reach of the company greatly, extending it to most of the U.S. and several international locations, all while simultaneously raising revenues. Today, ESI is Idaho's largest privately held general contractor by volume and employs more than 850 full-time employees.

"Several years ago, we started talking about ESI's purpose, 'Everyone Succeeds Together' and dedicating resources to make this happen," says Nelson.

"When we have this in our minds it impacts our employees, our community, and the state of Idaho. Being Idaho's largest contractor is something we take great pride in."

In addition to being a leading business in Idaho, ESI has won numerous awards, including Idaho's Top General Contractor, ENR's Regional Contractor of the Year, Top ENR 400 Contractor, Best Places to Work and multiple project awards. They are also one of the leading businesses in the state in terms of charitable contributions through their foundation, ESI CARES. ESI CARES, a 501(c)3 non-profit started by Nelson, is dedicated to making an impact on families through education, recycling, and partnerships.

Nelson and his wife, Tyley, live in Boise and have three children. In his free time, Nelson enjoys mountain biking, hunting, and watching his kids' lacrosse and football games and wrestling matches.

Congratulations POWER LIST awardees!

At IDAEYC we believe power lies in collaboration.

Every day we unite parents, communities, and educators to expand and improve early learning opportunities across our state so that Idaho's children have the tools to thrive in school and beyond.

Beth Oppenheimer

Executive Director
Idaho Association for the
Education of Young Children



Idaho Association for the
Education of Young Children



idahoeyc.org

BETH OPPENHEIMER



Young children across Idaho are increasingly getting good early starts toward their education, with improving outcomes. Beth Oppenheimer, executive director of the nonprofit Idaho Association for the Education of Young Children, leads the charge to improve kindergarten readiness.

“We strive to coordinate early childhood services across Idaho’s public and private sectors,” she said. “Through locally driven strategies, we will explore integrating systems to optimize the growth and development of young children.”

This includes expanding access to early learning in 25+ communities statewide.

Since taking her post in 2010, “Idaho AEYC has achieved substantial growth and made significant impact in advancing early childhood education across the state,” she said. “In the past year, our budget has grown from \$13 million to over \$20 million, (and) our

team has expanded from 28 to 35. Our major achievement during this period was the successful launch of the Idaho School Readiness Project.”

This \$30 million initiative, she said, aims to empower parents, early childhood educators, and communities through a combination of public and private resources and support.

She directs policy initiatives for the organization and spearheads efforts to improve the quality of childcare across the state to ensure all children have access to safe and healthy early learning environments and families have access to quality, affordable childcare.

Besides serving as a school board trustee for the Boise School District, she has served as chair of Idaho’s Early Childhood Advisory Council and as a member of the Future of Child Care Steering Committee, among many other memberships

TRINA FINLEY PONCE



Trina Finley Ponce’s career began in the early 90s when she served as a commissioned officer with the U.S. Army Reserve for 16 years. During that time, her assignments included working as a marketing communications officer with the Military District of Washington and as an engineering battalion section officer for communications and nuclear, biological, and chemical warfare. She would eventually build out a strong business background in areas such as sales enablement, business development, and product management — including finishing an MBA from the University of Montana.

Finley Ponce’s career over the last 30 years has led to her current role as a diversity, equity, and inclusion (DEI) director with Boise Cascade. With a passion for building bridges between people who come from different backgrounds, Finley Ponce’s work as director

includes developing a companywide DEI strategy that aligns with the company’s core values and business needs. She also represents Boise Cascade internally and externally to help drive impactful DEI work within the company, wider industry and community.

In her work as a DEI leader, Finley Ponce is fully committed to creating an inclusive environment in the workplace and community, where people of all backgrounds can feel like they belong.

Finley Ponce is also involved in several community and professional engagements. She has been on the Salish Kootenai College Advancement Advisory Board and the Boise State University Blue Sy Institute DEI Advisory Board since 2021. Finley Ponce has also served as a panelist for several organizations, including the Idaho State Bar Professionalism and Ethics Section in 2023.

MARI RAMOS



Mari Ramos is the Director of Operations at the Idaho Hispanic Chamber of Commerce. In this role, she is working to promote the advancement and economic growth of all business in Idaho, especially small, and Hispanic owned businesses and to provide leadership and training opportunities to the Hispanic community in general, whether as employees in their current positions or as entrepreneurs. Her goals include uplifting the Hispanic population into all aspects of our community.

Ramos has a passion for serving and is currently a Board Director of the Idaho Food Bank, of the Idaho Museum of International Diaspora, and the Foundation for Idaho History and is a proud Rotarian. She was also recently appointed to serve on the Selective Service board by the President of the United States.

She has a heart for the Treasure Valley since she was born and raised here and shows in her involve-

ment with her leadership roles in the Hispanic/Latino Southwest Idaho task force and the Healthy Impact Nampa Coalition as co-chair for the Food Access Committee. In addition, she is instrumental in forming and leads the Traveling Table, which is a mobile food pantry that takes healthy food into food deserts like in north Nampa.

The role she is most proud of is as mother of her two adult children. Her daughter who, after traveling and living all over the world, including living 2 ½ years in Mozambique Africa, has settled in Memphis TN, and her son who is an amazing Autistic adult who lives with her and teaches and challenges her thinking daily. They both teach her so much about resiliency, strength, perseverance, and drive her to do her best in everything she does.

Regardless of the role she is in, she remains a steadfast champion for all the community.

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Susan Beard

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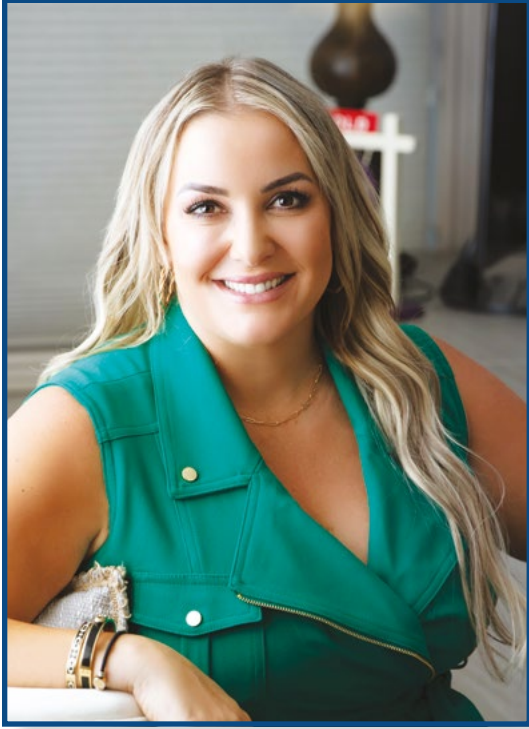


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MANDI RIDDLE



Mandi Riddle, designated broker/owner of Berkshire Hathaway HomeServices Idaho Homes & Properties in Twin Falls, said her love for real estate goes beyond transactions and contracts.

She deeply values the opportunity to help individuals and families find their dream homes and create lasting memories. Her dedication to providing exceptional service, paired with her in-depth knowledge of the local market, has garnered her a loyal clientele.

That loyalty has resulted in numerous kudos. She earned the 10 Year Legend Award with Berkshire Hathaway HomeServices as well as being voted best real estate agent and team in the Magic Valley for the 14th year in a row.

“In this next year I plan on starting the process of

achieving the CCIM (Certified Commercial Investment Member) designation with my commercial real estate business,” Riddle said. “I believe my career in real estate has helped me share my passion for our amazing state and all that it has to offer. I love sharing with my clients all of the things Idaho stands for but most of all helping people put down roots here to enjoy the quality of life that is available, in which I have been fortunate enough to be born and raised.”

Riddle cited her passion for real estate, love for travel, dedication to golf, and devotion to family as integral parts of her vibrant and fulfilling life. Through her career and personal pursuits, she continues to thrive, finding joy in every moment and leaving a positive impact on those around her.

CHRISTI ROOD GILCHRIST



Christi Rood Gilchrist, the assistant vice president of economic development for the College of Western Idaho (CWI), said she continues to be “student-obsessed with preparing CWI students for the workforce” and will continue CWI’s focus on contributing to a vibrant and healthy economy.

“In my role as AVP of economic development, I have supported business attraction and expansion,” she said.

She established CWI’s Work-Based Learning Center “to connect students’ education to hands-on professional experience aligned to career goals.” She also launched the Work-Based Learning Center, which “uses the workplace or real work to provide students with the knowledge and skills that will help them connect school experiences to real-life work activities and future career opportunities.”

Gilchrist updated the 1,500-student HVAC, Electrical and Plumbing programs to an eight-week model so students in the trades can attend year-round, while working full-time in the industry.

She will continue to support the Boise Valley Economic Partnership to help “ensure prosperity in good times and bad, create jobs for those who live here and broaden (the) industry base.”

She also supports the Workforce Development Council and serves on its policy committee.

“Our work gets Idahoans into the careers they want and puts them on a path to prosperity,” she said. “We also make sure Idaho’s employers have the highly educated, highly skilled talent they need to thrive, today and into the future. We do it by bringing cohesion and providing the expertise and funding to set things in motion for our workforce development partners throughout the state.”

BILLY SALTS



Since receiving his first paycheck while working as a farmhand at 8- years old, Billy Salts has been working to provide for his native Magic Valley community and beyond. The owner and operator of Magic Valley Electric and Magic Services began his 23-year career in the electrical construction industry after graduating from high school in 2000. After four years of on-the-job training and taking classes through the College of Southern Idaho, he received his electrical journeyman's license. Fast forward to 2013, when Salts noticed the substantial growth in the area and started his own electrical company: Magic Valley Electric.

Riding on that success, Salts formed Magic Electric, Plumbing, Heating, and Air in 2019—and added solar in 2021—to better meet the needs of residen-

tial customers, while continuing to provide to agriculture, industrial, and large commercial projects with Magic Valley Electric.

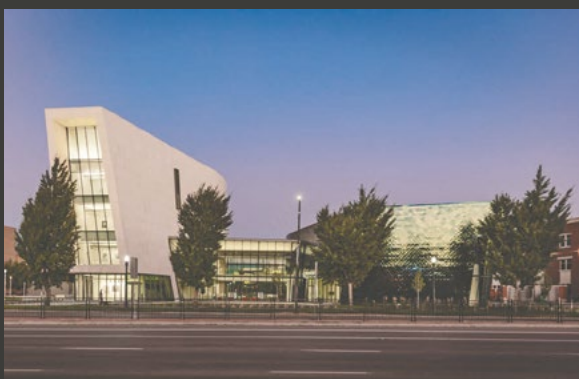
Salts' operations have doubled in the last two years, expanding its reach to the Magic Valley, Treasure Valley, Wood River Valley, Star Valley, and Boise, and increasing its employee number to 300. "With that growth, however, we have maintained our focus on creating the best company culture possible for our team," says Salts, who oversees daily operations alongside his team. The company's motto is "One team. One dream," though Salts says there's another motto among him and his employees: win, win, win. "That means if our team member wins, the customer will win, and the company will win."

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JIM SHIPMAN



A relative newcomer to Idaho, Jim Shipman has made quite an impact in the state's real estate field, specifically at Colliers. As managing owner and market leader, Shipman oversees all aspects of Colliers business across five offices in Idaho: Boise, Nampa, Twin Falls, Pocatello, and Idaho Falls. As a licensed broker in Idaho, Utah, Wyoming, Montana, and Oregon, Shipman is in a unique position to provide Colliers clients access to multiple markets throughout the West.

Since moving to Idaho in 2017, Shipman has opened three new Colliers offices in the state, increased staff by 30%, onboarded 13 new owners, and helped to increase the company's gross revenue and profits more than four times what they were prior to his arrival. After Idaho's recent unprecedented growths, the commercial real estate market, like other markets, felt the hit of inflation and a potential looming recession. To counteract these influences, Shipman helped make

structural changes within Colliers and has personally taken on a more direct role in managing one of the organization's divisions. The result of these measures is increased revenues for YTD 2023, despite these economic pressures.

The impact of Shipman's work extends beyond his clients. "I believe we contribute to Idaho's growth with every transaction we complete," says Shipman. "More importantly though, we put much emphasis on our contributions to our communities. Colliers is heavily involved in a number of charitable efforts driven by our Colliers Charitable Giving Committee, which continually identifies opportunities to give back and strengthen our communities through contributions of both money and volunteer efforts."

Shipman is also involved in his community on a personal level, serving on the board of directors for Boise Metro Chamber of Commerce and Big Brothers Big Sisters of Southwest Idaho.

TAYLER TIBBITTS



Tayler Tibbitts, VP and county manager of Fidelity National Title Company of Idaho in Meridian, considers himself blessed to work in the title industry where he gets to meet and work with so many different people in the state of Idaho. "With this large network of friends, I enjoy making introductions and connections, helping people find job opportunities, projects, or causes that can bring them joy and success," he says.

Tibbitts has been in his current position for one year, and despite a challenging real estate market, has used the support of Fidelity National to grow the company's Idaho footprint and team. Over the past eight months, Tibbitts's operation has added seven new employees, opened one new office, and expanded into two Idaho counties. "This has been a lot of

work, but we are playing the long game," says Tibbitts. With so much growth already underway, Tibbitts is eager to keep expanding, with the goal of opening or two more offices in 2023, which will also require acquiring more talented employees, connecting to those office's communities, and stabilizing each office financially.

As someone in a position that requires so much networking and community-building across the state, Tibbitts strives to treat all who cross his path with kindness and respect, no matter their background or life experiences. "The importance of this hit home for me early on, when as a brand new and ambitious attorney working in Boise, I scheduled a meeting with Gov. Otter. And he actually met with me! His kindness and respect left a lasting impression."

MARK TIDD



A resident of Meridian, Mark Tidd's career has spanned over 30 years following his completion of an undergraduate degree in finance at the University of Idaho in 1986. During his professional career, he has been tenaciously leading teams across a range of organizations including Morrison Knudsen Corporation, Titleone Corporation, and Realogy. He has served in several leading roles, including as chairman, CEO, and president for Titleone Corporation, which became a leading provider of title insurance and escrow services.

But in January 2020, Mark and his partners took a big step. They founded OneVentures, a capital investment and management firm that is exclusively focused on the Idaho market. Tidd serves as a founding and managing partner and leads strategy, investor

relations, and sourcing.

Tidd's work with OneVentures has been successful. "Over the last year and a half, with the help of my leadership team, I have recruited and hired a team of 28 title and escrow professionals who have completed over 65,000 closings combined," Tidd said. "I acquired and assembled title plants in four counties, secured title agency licenses, and implemented systems and processes for a full-service title and escrow company. In less than a year, Venture has captured 5% of the market share in the Treasure Valley."

Tidd utilizes a value-based culture and works to build teams that have a common purpose. With this approach, he has helped to elevate the title and escrow industry in Idaho and since 2000, has created over 250 jobs within the industry.

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IRMA VALDIVIA



Irma Valdivia was born in Mexico and immigrated to Emmett, Idaho at 10 years old. She has been the owner of Jalapeno's since 2006, where she manages and runs the daily operations of two busy locations.

Valdivia serves on several boards including Saint Alphonsus Medical Group, the Nampa Chamber of Commerce and the Boys and Girls Club of Canyon

County.

All three boards are quite different in scope, but Valdivia finds joy in each of them. All help the community by keeping families healthy, free of harm, educated and successful, she said.

Valdivia is proud to be a mother, motivational speaker, a pillar in the community and friend to all.

TOM VAN HEMELRYCK



Born and raised in Montana where he spent time hunting, playing sports, and working on his father's 80-acre "hobby" farm, Tom Van Hemelryck's start in the finance space goes back to college. He earned a B.S. in Finance from Montana State University, where he also majored in skiing. While in school, Van Hemelryck also spent summers working on a wildland firefighter HELITAC crew as a crew boss.

"The work was adrenaline-fueled, physically demanding, and some of the most fun I have ever had," he said of his time firefighting.

Shortly after college, Van Hemelryck and his wife Jean Ann would find themselves living in Bend, Oregon where they would live for the next 26 years. Van Hemelryck started his banking career, where his focus was on leading commercial banking teams. Fast-forward to 2013, and Van Hemelryck would move to Boi-

se and join WaFd Bank, where he has worked ever since.

Van Hemelryck serves as the Idaho Region President of WaFd Bank, a 106-year-old commercial bank that operates more than 230 branches across eight states. As president, he is responsible for all of the customer-facing business, including mortgage lending, consumer banking, and commercial banking across 24 locations throughout Idaho.

Van Hemelryck is also involved in several community activities including serving on the boards of both the Boise Metro Chamber of Commerce and the United Way of Treasure Valley. He has also previously served on the board as Chair of Junior Achievement of Idaho.

He and his wife have a love of traveling that they plan to stick with in the future.



Allison Bruce
TalentSpark President

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