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OCTOBER 2022

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change**
and Industry 4.0

**Meet a Local
Leader**
Mandi Dolson

SALUTE TO WOMEN

ON THE COVER: WOMAN OF INNOVATION: CINDY TANG • WOMAN TO WATCH: LAUREN CZESHINSKI •
WOMAN WHO MAKES A DIFFERENCE: LAURA CHANDLEE • WOMAN OF THE YEAR: TERI HAWKS GOODMAN

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Volume 31, Issue 2

ON THE COVER



Cindy Tang has been selected as Salute to Women's Woman of Innovation winner

Photo by
Dave Kettering

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ON THE WEB

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For the Twitter feed, go to [@biztimes.dbq](https://twitter.com/biztimes.dbq)

A salute to 4 female leaders

For the past four years, bizTimes.biz and Her magazine have honored women who show leadership and involvement in the area.

This year's class is another stellar one.

Joining the roster of Salute to Women award recipients are Woman of the Year Teri Hawks Goodmann, of the City of Dubuque; Woman of Innovation Cindy Tang, of Inspiring Community Inc. in Platteville, Wis.; Woman Who Makes a Difference



Gary Dura

Laura Chandlee, of Dubuque; and Woman to Watch Lauren Czesinski, of Cottingham & Butler in

Dubuque.

Go to page 5 to learn their views on a number of subjects.

Want to write a column? Have a story idea? Email me at gary.dura@thmedia.com.

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In **her** words

4 tri-state women honored as 2022 Salute to Women award recipients

COMPILED BY MEGAN GLOSS • PHOTOS BY JESSICA REILLY AND DAVE KETTERING

Since 2018, Her magazine and bizTimes.biz have selected women from a pool of nominations who represent the best of the past, present and future in local leadership, community involvement and volunteer efforts, and making a difference in the tri-states and beyond.

It is never an easy task, as the number of deserving nominees far exceeds the number of awards. And this year was no exception.

Joining the roster of Salute to Women award recipients are Woman of the Year Teri Hawks Goodmann, director of strategic partnerships for the City of Dubuque; Woman of Innovation Cindy Tang, of Inspiring Community Inc. in Platteville, Wis.; Woman Who Makes a Difference Laura Chandlee, of Dubuque; and Woman to Watch Lauren Czesinski, of Cottingham & Butler in Dubuque.

The women were honored during a ceremony at the Diamond Jo Casino Harbor Room on Oct. 5.

We asked each to share her views on leadership, the importance of community involvement and her advice to other women.

SALUTE TO WOMEN

Woman of Innovation Cindy Tang



Dave Kettering

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Continued from page 6

Age: 70.

Location: Platteville, Wis.

Title and organization: President, Inspiring Community Inc.

Number of years with organization: Inspiring Community Inc. originated informally in 2013 and applied for 501©(3) status in 2017.

Education and career background: Bachelor of science in economics, Missouri University of Science and Technology; master of business administration, Drury University; doctoral work in finance, Nova Southeastern University.

Community outreach and volunteering:

- Platteville Main Street Program, board president.

- Platteville Community Fund, board president.

- Platteville Scholarship Fund, board member.

- Platteville Main Street Economic Vitalization, committee member.

- IDEA Hub, board member and mentor.
- City of Platteville Parks, Forestry and Recreation, committee member.

- City of Platteville Community Safe Routes, committee member.

- Number of years volunteering: Approximately 50 years.

Family: Husband Joseph Grant, son Mathias Tang, granddaughter Madeleine Tang.

How did you get involved with your organization and within the community?

Inspiring Community originated in 2013, when a small group of volunteers gathered to talk about fostering collaboration, leadership and volunteerism. The group worked informally for several years, providing mentoring and leadership on such projects as the David Canny Rountree Branch Trail, Nutrition World Outdoor Fitness Center and the new Platteville Public Library capital

IN HER WORDS

I define innovation as a new way to look at something. In the nonprofit projects, I'm involved in searching for new ways to structure our projects and work with new partners, teams and donors who want to make a difference in our community.

Cindy Tang

campaign. In 2017, the organization applied for official recognition as a 501©(3) public charity and has worked on and completed several major projects, including the Broske Center and the Pickleball Complex and is in the process of completing the Platteville Inclusive Playground.

What challenges have you faced in your role?

I have faced the challenge of finding a work/personal life balance. I love finding ways and working with others to accomplish community projects so sometimes boundary issues occur with my personal life. In theory, work and family do not affect each other, since they are segmented and independent of each other.

What is the most fulfilling part of what you do?

The impact we are having on the community is the most fulfilling part of what I do. Building community and supporting engagement, leadership and volunteerism also gives me satisfaction.

How would you define "innovation"?

I define innovation as a new way to look at something. In the nonprofit projects, I'm involved in searching for new ways to structure our projects and work with new partners, teams and donors who want to make a

difference in our community.

What do you believe makes an effective leader?

I believe genuine care about the community, integrity, respect and gratitude help make an effective leader.

Why is community outreach important to you?

Sparkling action in a community encourages community engagement. The process of building relationships with community members who will work as an ongoing partner to make Platteville a better place to live.

When not busy in your various roles, what activities do you enjoy?

I enjoy spending time with my family. I'm lucky enough to still have a mother, and I try to spend as much time as possible with her and my son and granddaughter.

What was your reaction to receiving your Salute to Women award?

I was deeply honored but my reaction also was, "oh no!" I am much more comfortable being behind the scenes than on stage.

If you could offer one piece of advice to other women, what would it be?

If you are lucky enough to have a passion for something, follow that passion. If you really care about what you are doing, you are very likely to succeed.

IN HER WORDS

The impact we are having on the community is the most fulfilling part of what I do. Building community and supporting engagement, leadership and volunteerism also gives me satisfaction.

Cindy Tang

SALUTE TO WOMEN

Woman to Watch Lauren Czeshinski



Continued on page 9

Jessica Reilly

Continued from page 8

Age: 25.

Location: Dubuque.

Title and organization: Employee benefits consultant, Cottingham & Butler.

Number of years with organization: Three.

Education and career background: Bachelor of arts degree in business, marketing and public relations, Loras College, 2019; hired full-time at Cottingham & Butler after completing second summer sales internship. Now an employee benefit consultant focused on non-medical benefit solutions for employer groups across the country of various sizes and industries.

Community outreach and volunteering:

- Foundation for Dubuque Public Schools Board, vice president and president elect.
- United Way of Dubuque Tri-States, board member and marketing committee chair.
- Over the Edge, Cottingham & Butler team lead.
- Cottingham & Butler Better Initiative, co-founder and executive committee member.

IN HER WORDS

The next pivotal moment for me came during high school basketball. My head coach, Justin Smith, was big on family and teamwork. He instilled this idea of how important it was to “become a part of something bigger than yourself” early. And ever since, I have lived that mantra in every opportunity I am faced with.

Lauren Czesinski

- Cottingham & Butler annual holiday drive, Barriers Project.
- Young Professionals of Dubuque, mentorship program.
- Women's Leadership Network, member.
- Association of Fundraising Professionals, chapter member and National Philanthropy Day committee member.
- T.T.T. Chapter GX, member
- Cottingham & Butler Corporate Employee Activities Committee, vice president.

- Dubuque Community School District mentor program, volunteer mentor and Cottingham & Butler team coordinator.

- Irish Hooley, Steeple Square monthly guest bartending, Dubuque County Fair, volunteer.

Number of years volunteering: Approximately five to seven years.

Family: Mother Sue Hafkemeyer, father

Continued on page 10



Jessica Reilly

Czesinski speaks during United Way of Dubuque Area Tri-States' fundraising campaign kickoff breakfast at Diamond Jo Casino in Dubuque.



Jessica Reilly

Czeshinski stands at Cottingham & Butler in Dubuque.

Continued from page 9

Mark Czeshinski, brother Nicholas Bishop, boyfriend Cormac Siegert, golden retriever Rory Siegert.

How did you get involved with your organization and within the community?

Getting involved in my community stems from my parents. My mom has been a strong female leader my entire life, both in her career and her community involvement. She is the one who set the original example that being successful meant giving 110% to your team, your organization and your community. That greatness comes from positively impacting others through hard work, leadership and service.

The next pivotal moment for me came during high school basketball. My head coach, Justin Smith, was big on family and teamwork. He instilled this idea of how important it was to “become a part of something bigger than yourself” early. And ever since, I have lived that mantra in every opportunity I am faced with.

With that strong sense of community in Dubuque, choosing Loras College was

a no-brainer. While at Loras, I continued volunteer coaching for Smith at Dubuque Hempstead High School, volunteered on the women’s basketball staff at Loras with Coach Heinzen and was involved in various leadership and community service initiatives.

Entering my sophomore year in college, I was hired at the Community Foundation of Greater Dubuque as the YAPPERS (Youth Area Philanthropy) coordinator. This role had me leading a group of 40 high school students of all ages in their journey of learning more about what it meant to be philanthropic — the giving of your time, talent and treasure. It was here that I had my first true exposure to formalized grant making, fundraising and leading a group of individuals in their journey to make a difference in our community.

While maintaining heavy involvement with the foundation, I also was working many hours as a summer intern followed by part-time employment during the school year at Cottingham & Butler. I completed my second summer internship at Cottingham & Butler in August 2018 and was offered a

full-time gig that spring. I was hired as an employee benefit consultant in June and now focus on non-medical (life, disability and worksite) benefit solutions for employer groups across the country of various sizes and industries.

Shortly after starting full-time, my boss recognized my passion for nonprofit work and my knack for fundraising, and she quickly involved me in our annual holiday drive. With my involvement with the Foundation for Dubuque Public Schools and the generosity of our Cottingham & Butler family, we were able to add a new initiative to support, the Barriers Project. For three years, we have raised money and collected items to break down barriers that keep kids from being successful in school, alongside our effort to support Opening Doors and Toys for Tots.

During the COVID-19 pandemic, I had the opportunity to take on two new initiatives within our company. I was asked to start/lead our various Practice Employee Activities Committees for more than 1,000

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Continued from page 10

teammates at a time when employee connectivity, engagement and retention was more important than ever. We also started what is now called the C&B Better Initiative. This is an organization within Cottingham & Butler focused on bringing our team together (125-plus individuals), pooling our resources and donating a substantial gift quarterly (\$12,000) to local nonprofits that are serving the most vulnerable populations in unique ways.

As a member of the United Way Marketing Committee, I volunteered to be one of the first Dubuquers to go "over the edge." After a successful first year, I began involving my teammates, and three short years later, we went from one C&B-er raising \$1,200 to 25 C&B-ers raising more than \$40,000 in 2022.

What challenges have you faced in your role?

The main challenges I have faced in my role revolve around my passion and drive to give 110% in everything I do, and that quickly has become a double-edged sword. Sometimes I find myself running too thin, needing to stop, refocus and lock-in on what is in front of me in the moment. I have realized if I do not have a full bucket to put my best self into what's ahead, then the outcome will be less than extraordinary.

What is the most fulfilling part of what you do?

The most fulfilling part of the work I do, both within the walls of Cottingham & Butler and throughout our community, is knowing what I do and how hard I work matters and has the power to change the lives of others. I have the opportunity to see firsthand the lives I impact and the changes within the organizations I help serve every day.

What do you believe makes an effective leader?

I believe effective leaders are overcome with a passion and an energy to move their teams forward. They are motivated to help their people achieve their version of greatness. They inspire a work ethic that is unmatched, and they care about developing and maintaining a strong personal connection with each of their teammates.

Why is community outreach important to you?

Community outreach is important to me because it has allowed me to step outside my comfort zone, meet new people from all walks of life and connect on a deeper level to make a difference in those around me in a way I never could have imagined. Community outreach is important because it allows us to become a part of something bigger than ourselves. It allows us to gain new perspective on life.

When not busy in your various roles, what activities do you enjoy?

I love to travel to new places, try new

IN HER WORDS

The most fulfilling part of the work I do, both within the walls of Cottingham & Butler and throughout our community, is knowing what I do and how hard I work matters and has the power to change the lives of others. I have the opportunity to see firsthand the lives I impact and the changes within the organizations I help serve every day.

Lauren Czesinski

foods and spend time with family, friends and our golden retriever pup, Rory.

What was your reaction to receiving your Salute to Women award?

I was a little shocked but incredibly humbled to hear that I was chosen to be this year's Woman to Watch. I was excited about the opportunity to share my story, highlight and show gratitude to all of those who have aided in my achievements so far, and share my vision for the future to inspire others.

If you could offer one piece of advice to**other women, what would it be?**

Figure out what is important to you, what moves you and what makes you want to get up in the morning. Then, chase it with everything you have until it is your reality. But do not get caught up in doing it alone. Find people that share your vision, who want you to be successful, who want to be successful, too, and have them join you in the journey. Everyone wants to achieve their version of greatness, and often, if we help others achieve theirs, ours will shortly follow.

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SALUTE TO WOMEN



Woman Who Makes a Difference

Laura
Chandlee

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Jessica Reilly



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Certified Yoga
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Reiki Master



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Age: 49.**Location:** Dubuque.**Title and organization:** Household manager, the Chandlee family.**Number of years with organization:** I have been back in Dubuque as an adult for 22 years. We were excited to come back to our community to get involved and to raise our family.**Education and career background:** Bachelor's degree in teaching and in Spanish, University of Northern Iowa.**Community outreach and volunteering:** I love to help contribute to making Dubuque a wonderful place to live. I have been involved in activities in the area throughout the years. I have been involved with the Visiting Nurse Association Junior Board, Project Rooted, Homacho, the Dubuque Community Event Board, Women's Giving Circle, Dubuque Symphony Orchestra and committees for our kids' schools — Our Lady of Guadalupe and Dubuque Senior High School.

I love to help with activities for kids and events. I think they are our future and want to show our children that the time you spend helping others is invaluable.

We have taken family service trips that have left tremendous impacts on my heart and soul. We also have partnered with a group called Homes of Hope, where we have gone to Costa Rica and the Dominican Republic to build homes for people in the community. Watching my family interact and grow during each build is immeasurable, as well as having the opportunity to use the Spanish that they have learned from Our Lady of Guadalupe School. My daughter and I have also traveled to Guatemala and helped build a school with an organization called Hug it Forward that focuses on using bottles to construct.

Family: Husband Chad; son Alec; daughters Ana, Leah and Maren.**How did you get involved with your organization and within the community?**

I grew up in Dubuque as we moved here

IN HER WORDS

I grew up in Dubuque as we moved here from Florida when I was 5. I had learned at a young age to give back and to help in our community. It is something that my parents instilled in me and my siblings. As adults, my husband and I moved back to Dubuque in 2000, after college and living in Chicago, Dallas and Cleveland. My mom always taught me to not ask how I can help but to just reach out and do it.

Laura Chandlee

from Florida when I was 5. I had learned at a young age to give back and to help in our community. It is something that my parents instilled in me and my siblings. As adults, my husband and I moved back to Dubuque in 2000, after college and living in Chicago, Dallas and Cleveland. My mom always taught me to not ask how I can help but to just reach out and do it. Most people won't say how you can help but will appreciate any kind act.

What challenges have you faced in your role?

I think finding my passions and seeing where my skills can be used to best — learning to reach out to see the many possibilities. I need to get out of my comfort zone sometimes and reach out to find areas in which I can dedicate my time and talents.

What is the most fulfilling part of what you do?

I love connecting with people. The connections lead to great conversations and collaborative work. I love learning and growing, while helping our Dubuque community.

What do you believe makes an effective leader?**tive leader?**

I believe communication and being open to ideas, thoughts and sharing freely. I believe in allowing your passion to drive and motivate. Leading by example is very important to me, too.

Why is community outreach important to you?

It's about connecting with others and learning. There always are new ways to think, and great people guide and inspire here in Dubuque. There are so many fascinating people and organizations here in Dubuque. I am sure so many that I am unaware of, too. I feel like it is imperative for our kids to see us giving of our time and finding ways to help others.

When not busy in your various roles, what activities do you enjoy?

I love time with my family. I love to travel with them or just relax at our home or on the river. I love to explore the world and learn about other cultures. There is so much to be learned by traveling. I enjoy tennis and pickleball. I love to watch anything our kids are involved with as well. Family time is the best time.

What was your reaction to receiving your Salute to Women award?

I was so surprised at first. I am so grateful and appreciate Bobbi Earles nominating me. It truly makes me feel good knowing that I've made a difference in a small way.

If you could offer one piece of advice to other women, what would it be?

Be so completely yourself that everyone else feels safe to be themselves, too. Your voice is heard. Your story is needed. Your ideas are vital. Your existence makes a difference. Go and do what you can, when you can, with purpose and love. You can do it, so just believe.



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SALUTE TO WOMEN

Woman of the Year
**Teri Hawks
Goodmann**



Jessica Reilly

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Continued from page 15

Age: 68.**Location:** Dubuque.**Title and organization:** Director of Strategic Partnerships, City of Dubuque.**Number of years with organization:** 25 years.**Education:** Graduated with a degree in history from Clarke University in Dubuque in 1976. Attended Institute for American Universities, Aix-en-Provence, France, 1974-1975.**Career highlights:**

- Iowa Democratic Party Voter Identification Program, 1978.
- Elementary school enrichment French and Spanish instructor, 1985-1992.
- Dubuque County Historical Society/Riverboat Museum, marketing director and America's River campaign coordinator, 1994-2002; Dubuque County Historical Society/National Mississippi River Museum & Aquarium development director, 2002-2007; director of national advancement, contracted with Dubuque County Historical Society/National Mississippi River Museum & Aquarium/National Rivers Hall of Fame, 2007-2012.
- City of Dubuque assistant city manager, 2007-2019; City of Dubuque director of strategic partnerships March, 2020-present.

IN HER WORDS

For the better part of my life, and for the betterment of my life, I have volunteered for various nonprofit organizations, city and county board positions, and for political candidates and campaigns.

Teri Hawks Goodman

- Community outreach and volunteering:
- Political campaign coordinator/manager/chairperson, 1980-2007.
- Birthright volunteer, 1979-1987.
- Gubernatorial appointments:**
- Iowa State Historical Society, Governor Tom Vilsack.
- State of Iowa Vertical Infrastructure Advisory Committee, Gov. Tom Vilsack.
- State of Iowa Smart Growth Planning Task Force, Gov. Chet Culver.
- State of Iowa Commercial Property Tax Reform Task Force, Gov. Chet Culver.
- State of Iowa Mississippi Partnership Council, Gov. Terry Branstad.
- State of Iowa Norman Borlaug Congressional Statue Committee, Gov. Terry Branstad.

- Dubuque County Judicial Magistrate Nominating Committee, 2000-2019.
- EPA Administrator appointment Government Advisory Committee, advising the Tri-lateral (Canadian, Mexican and U.S.) Commission for Environmental Cooperation about the development of U.S. policy positions regarding implementation of the North American Agreement on Environmental Cooperation. The commission was established through amendment to NAFTA, 2010-2012.
- EPA Administrator appointment to the Local Government Advisory Commission to advise the Administrator on critical environmental issues impacting local governments, 2012-2018.

Volunteer activities:

- Hillcrest Family Services, board of directors.
- Dubuque Arboretum and Botanical Gardens, board of directors.
- Dubuque Regional Airport commissioner, 2000-2007.
- Clarke University board of trustees, 2011-2018.
- Fountain of Youth, development and marketing committee, 2020-present.
- Dubuque Lantern Center, development and marketing committee, 2021-present.
- Dubuque County Historical Society/National Mississippi River Museum & Aquarium board of directors, 2020-present
- Dubuque County Historical Society/National Mississippi River Museum & Aquarium, National Rivers Hall of Fame board, 2018-present.
- The Nature Conservancy Iowa Chapter, board member, 2004-2008.
- National Waterways Foundation board of trustees, 2002-present.
- Coalition to Restore Coastal Louisiana board of directors, 2001-2012.
- America's Watershed Initiative steering committee and board of directors, 2010-present.

Number of years volunteering:

Volunteering has been an integral part of my life since childhood. While living in Dubuque, I would count 50 years of volunteering.

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File photo

Teri Hawks Goodmann introduces guest speakers during grand opening ceremonies in 2003 for the National Mississippi River Museum & Aquarium.

Continued from page 16

betterment of my life, I have volunteered for various nonprofit organizations, city and county board positions, and for political candidates and campaigns.

In high school and college, I participated in student and faculty governance committees.

After I married, I volunteered for community organizations and at our parish for festivals and fundraising events. I served on the Holy Ghost School board and as a Girl Scouts leader for our daughters' troops. Volunteering for and leading political campaigns in Dubuque has ranged from elections for county supervisor, county auditor, mayor and council members (before joining the City of Dubuque), for state representatives and state senators, for U.S. congressional candidates and for candidates for president of the United States.

As a lover of history and an experienced volunteer, I always am reminded of Alexis de Tocqueville's "Democracy in America" written following a trip to America in 1831-1832. His observations and accounts marvel about everyday Americans extending this original concept of American democracy outside formal governance to include the formation of associations of all kinds, including social, political and civic groups that would advance the common good. I keep that ideal in mind always. My professional success could not have been possible without the lifetime of volunteer work I have been fortunate to experience.

Family: Husband John Goodmann, daughters Emily Goodmann (fiancé

Kevin Hudson) Ellen Goodmann Miller and spouse Tom Miller, son Edward and spouse Lindsey Meacham and daughter Elise Goodmann and spouse Austin Hoffman. Granddaughters Violet and Freya Miller and grandson Sammy Goodmann. I also am blessed with six sisters and a brother and incredibly loving and successful parents.

How did you get involved with your various organizations and within the community?

I became involved in the Dubuque community through college, marriage and volunteering. I was particularly involved as a volunteer in local, statewide and national politics. Through these and other volunteer activities, I was fortunate to grow in my understanding of the community and the world.

My work for the river museum began in 1994, when Jerry Enzler — then the executive director of the Dubuque County Historical Society — invited me to apply for a marketing job at the Dubuque County Historical Society/Woodward Riverboat Museum. I had some trepidation and fear about returning to a job after a 16-year hiatus staying home with our children. However, I found that my volunteer work throughout those years fully prepared me for and helped me to succeed in my next chapter.

Upon the death of William "Bill" Woodward, president of the Dubuque County Historical Society board of directors, in 1995, and with the receipt of his generous legacy gift to the historical society, the river museum embarked on a major capital campaign.

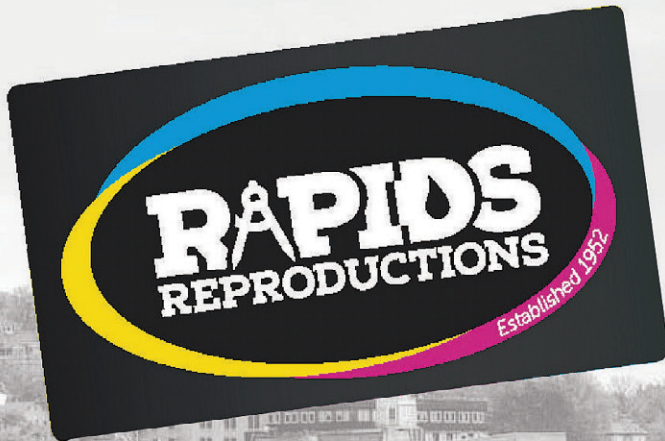
In 1997, I was assigned a leadership role in the museum's \$188 million America's River campaign. The capital campaign grew in scope to include the city's plans for riverfront redevelopment at the Fourth Street Peninsula. This expanded vision and project led to the formation of partnerships with the City of Dubuque and the Dubuque Area Chamber of Commerce. Through these partnerships, relationships

Continued on page 20



File photo

Actress Kate Mulgrew (left) talks with Teri Goodmann (middle) and Suellen Flynn during the 2009 Hall of Fame Awards Banquet at Happy's Place in Dubuque.



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Continued from page 18

were developed with staff and leaders of these respective organizations. And because of these partnerships, the capital campaign goals were met and exceeded resulting in the opening of the National Mississippi River Museum & Aquarium, the Grand River Center, the Grand Harbor Hotel and Waterpark, the Mississippi Riverwalk, the American Trust River's Edge Plaza, the Alliant Energy Amphitheater, the Charles Stoltz Heritage Trail link to the Fourth Street Peninsula and the construction of the transient boat docks at the Ice Harbor.

In 2007, I changed my role at the historical society to a 30-hour a week part-time contracted employee and continued to raise funds for the museum, specifically for a national traveling exhibit and to launch the museum's national education and outreach program RiverWorks Discovery. At this time, I was approached by the city manager and asked to consider 30-hour part-time work at the city also. My role would include assisting the City of Dubuque in expanding its partnerships with the private, nonprofit and government sectors and to identify potential funding sources for major city projects.

From 2007 through 2012, I concurrent-

ly held the position at the museum and worked for the city. After raising funds for the museum's national traveling exhibit and launching the museum's national education program, RiverWorks Discovery, I left the museum in 2012 and continued my professional full-time career at the City of Dubuque.

During the COVID-19 pandemic, I left the city for six months to assist in the education of my granddaughters until they returned to school full-time. When they returned to the classroom following the pandemic restrictions, I returned to the city as director of strategic partnerships and continue in this role today.

What challenges have you faced in your role?

My role at the city includes working with our partners in the private and nonprofit sector and with our partners in county, state and federal government. Challenges we face are inherent in all partnerships — like marriage or any close association — the imperative is to balance multiple demands, priorities and visions. As City Manager Mike Van Milligen reminds us, partnerships are strong and essential to a successful community, but partnerships also are fragile and require our greatest focus and attention. Partners can have competing interests and we must



File photo

Development Director Teri Hawks Goodmann speaks during the Grand Opening Ceremony for the National Mississippi River Museum & Aquarium in 2003.

negotiate, compromise and seek the greater good for all.

Challenges with government partners — whether local, state or federal — involve significant competing interests. I have a long history of participation in local, state and national political campaigns; however, I have a longer history of working professionally in a bipartisan effort to accomplish city and community priorities as my appointments to state commissions by governors from both parties demonstrate. Some might see this as a challenge, but any challenge I might have perceived was put to rest by two excellent mentors on the staff of U.S. Sen. Chuck Grassley and U.S. Sen. Tom Harkin in 1997.

While working on grants for the America's River project, John Conrad, of Grassley's staff, and Richard Bender, of Harkin's staff, and I had a meeting. They explained the protocols essential to success that I was to learn, understand and follow at the U.S. Capitol. First, they said, no matter the partisan contests and campaigning in Iowa, no matter the party differences, the respective staff from the congressional offices would all work together for Iowa and they would work together for Dubuque. My job was to describe and advocate for the community's goals and objectives.

I have followed their advice and good counsel now for 25 years. I must admit, things have changed on the national scene

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where rancor and distrust and misinformation appear to rule the day. This poses additional challenges for each of us individually and collectively. But through professional conduct, and across the aisle, we hold onto the hope that the positive and personal relationships we have built for Dubuque with elected officials at all levels will hold true and might prove once again to be the norm for our entire country.

Dubuque leaders have been welcomed into the offices of many members of Congress, at the White House and at the State Capitol. I have traveled with two mayors, business and community leaders to Des Moines and Washington, D.C., to meet with administration officials, elected members of Congress and to the visit with leaders of nonprofit organizations and foundations. We carry the aspirations and dreams of a community considered relatively small in the big scheme of things. But Dubuque always has competed above its weight for projects, programs and appropriations. We also carry the decades old hope that we will continue to be able to work together, in partnership, to negotiate and compromise for a prosperous, resilient, safe and equitable Dubuque.

Challenges are to be expected, and we persist.

What is the most fulfilling part of what you do?

It is difficult to express the joy I experience each day when I rise and go to the office to work with consummate professionals. And while everyone I work with is truly professional and arguably some of the brightest in their field, at the City of Dubuque, women constitute more than 50% of city leadership. In addition, I work in a diverse workforce. I am grateful for the fulfilling work I can perform for the community that I love and for my family who always have supported me.

What do you believe makes an effective leader?

Leaders do not exist in isolation but only in a group of people, so these characteristics reflect my belief.

Humility, inclusiveness and team-building skills — knowing that individually, no one has the perfect solution/answer, and we need a team to face, explore, dissect and successfully identify a path forward.

Collaboration — belief that we need others, working together to accomplish goals. This includes being an active listener. It is essential to see and to hear people.

Decisiveness — having the courage and

the accountability to move forward.

Commitment — to the team and the process.

Compassion — understanding the human condition and all that entails.

Gratitude — expressing appreciation frequently.

Why is community outreach important to you?

Community outreach is essential to any role at the City of Dubuque. We hold the community trust, and the community needs to constantly be apprised of challenges and invited and included, to be a part of the solution.

When not busy in your various roles, what activities do you enjoy?

Family. Family. Family. I spend most of my time with family and friends. I garden for fun and meditation — flowers and vegetables. I love to walk and enjoy hiking at the Mines of Spain State Recreation Area and at Swiss Valley Nature Preserve. I love to read nonfiction and travel.

What was your reaction to receiving your Salute to Women award?

I was surprised, humbled and honored.

If you could offer one piece of advice to other women, what would it be?

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NICOLE HUTCHISON

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She is a health
coach and CEO
of the Dubuque
business

The excitement that comes with starting something new can be exhilarating, yet maintaining that energy and a healthy work-life balance for the long haul can be difficult.

The long hours and commitment might seem easy in the beginning, yet the ongoing demands of your time and energy to see your project through can be exhausting. Life falls out of balance, tipping the scales too much toward one part of your world and missing out on others.

Whether you are creating a new business startup, you're starting a position with a new company, you've been promoted or you have an idea for a new product or service within your existing business, consider FOCUS to help set yourself up for success.

F. FLEXIBILITY

Life is a balancing act, and balance requires constant adjustments to stay upright. If we consider our mental, emotional, spiritual and physical needs, neglecting any area or over-focusing on another for too long will certainly negatively impact our lives.

This loss of balance creates chaos in our lives and in our relationships, disrupting our overall health and wellness and our ability to be our best selves at home or at work. As our life circumstances change, being flexible in our self-care needs in each area of life will build resiliency to help us meet life challenges with greater balance.

O. OPTIMISM

An optimistic outlook often is assumed to be inherently beneficial, but let's be clear. Optimism is different than wishful thinking. Optimism considers the possible positives and negatives more objectively, yet chooses not to dwell too much on the negative. Optimism allows us to visualize our dreams coming true, boosting our resolve to not give up when the going gets tough.

C. CREATIVITY

Occasionally taking a step back from what we are focused on can help us to see things from a new perspective, sparking creative thinking and new ideas. Engaging in activities we enjoy, spending time with friends and family, going outside for some fresh air — experimenting to discover what expands our energy will give us options we can use when we feel our energy waning.

U. UNWAVERING BELIEF

Being solid in our vision of what we want and why is imperative. There will be challenges and there will be moments of doubt. Being specific in what we're choosing to spend our time and energy on and why, and finding ways to consistently keep this at the forefront of our thinking will help us to maintain motivation through it all.

S. SELF-AWARENESS

Taking time for self-reflection can help us to better understand who we are as individuals and what is important to us, bringing greater clarity and purpose to how we choose to spend our time and energy. Recognizing our strengths and weaknesses, how we feel about ourselves and how we relate to the world around us will help us to be more mindful of our choices. As we are always learning and evolving, self-awareness is never perfect. We can spend a lifetime being curious and introspective.

When the "newness" wears off, the day-to-day stress of seeing your project through can slow or even stop your forward momentum. What once filled your cup may now drain your mental, emotional, spiritual and physical energy.

We often need to be reminded, "It's not a sprint, it's a marathon." Or, "Slow and steady wins the race." FOCUS can help you to maintain perspective, find improved work-life balance and earn you greater life satisfaction and success.

NICOLE SAYS

Life is a balancing act, and balance requires constant adjustments to stay upright. If we consider our mental, emotional, spiritual and physical needs, neglecting any area or over-focusing on another for too long will certainly negatively impact our lives.



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KEYNOTE: WILL BOWEN

Will is a #1 international bestselling author, founder of the Complaint Free Movement with 13+ million followers worldwide and humorous motivational speaker. Will has written five international bestselling books that have sold in excess of four million copies worldwide and have been translated into more than 35 languages.

Will Bowen's 21-Day Complaint Free challenge has been recommended by Oprah, Maya Angelou, Tim Ferris, Joe Vitale, Gary Zukov, The Wall Street Journal, NBC's Today Show, the ABC Evening News, NPR, and too many additional celebrities and media outlets to include here. After decades of unprecedented sales success in insurance, broadcasting and advertising, on July 23, 2006, Will Bowen's life changed forever. On that day, he invited 250 people to try and break the negative habit of complaining by going 21 consecutive days without uttering a single gripe. Will gave each person a purple bracelet to be used as a mindfulness tool. His idea: switch the bracelet from wrist-to-wrist with each spoken complaint and keep switching until you go 21 consecutive days without complaining. His idea EXPLODED around the world until now, some 15 year later, the worldwide Complaint Free bracelet total is more than 13 million and climbing.

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**KATHIE
ROTZ**
Unity
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She is a leadership consultant and John Maxwell Certified speaker, trainer and coach

While traveling home from a leadership conference, I was asked, "What is your system to review and recap a conference?"

This is an astute question from a fellow conference attendee who knows the benefit of attending this up-leveling event and the value of evaluated experiences. I have a system. However, let's start with my process during the conference.

I appreciate the old-fashioned notebook and pen to capture my thoughts and notes while I learn. In the past, I have typed my ideas into my computer. However, technology is bulky to travel with, and it is moody inside conference centers. Wi-Fi and outlets to charge the battery aren't always easily accessible.

At this particular conference, we were given a conference workbook with plenty of blank pages to fill. I had another notebook handy where I logged random ideas unrelated to the conference sessions. I prefer this second notebook so my time-sensitive thoughts do not get lost and forgotten among the conference content. With this approach, all I need to remember to pack is a pen (or two) and two notebooks.

John Maxwell teaches that "experience is not the best teacher; evaluated experience is." Attending a conference, networking with like-minded learners and meeting speakers and authors that challenge you to grow is the experience. All of that will quickly be lost if we do not take the time to evaluate the stimulating opportunity. This is where my three-step after-conference review system begins.

TYPE MY NOTES INTO MY COMPUTER

I use Microsoft OneNote as my note-capturing application. OneNote's ability to quickly find any content added to the electronic notebook is stellar above any other tool. This process of retyping my notes into my computer also allows me to throw away my handwritten notes to avoid clutter in my office.

ADD IDEAS TO RELEVANT PROJECTS

While I type my notes into the app, I link related content to current projects. For example, one speaker shared a quote by Maxwell, "The first time you say something, it's heard. The second time, it's recognized and the third time it's learned."

I added this quote to a "New Leader" class I am teaching next week. It explains well why our ideas are not always embraced the first time we share them. Sometimes people need to hear things more than once to entertain the proposal.

CREATE A TASK LIST

As I organize my notes, my brain thinks creatively about what I learned and how I can use the information to bring value to my clients.

I have an entirely separate page in OneNote dedicated to these creative ideas and tasks. I will randomly toggle to this page to add assignments, like:

- Call the client about the new product released in October.
- Add "personal development time" to my daily calendar.
- Review the latest resources on the Mentorship tab of the online platform.
- Once this process is complete, I print my task list and begin working through the ideas.

Maxwell has also said, "learning to pause allows growth to catch up to you." This is precisely what "evaluated experience" is.

Attending conferences and seminars can be like drinking from a firehose. It is too much to take in at one time. By intentionally schedul-

ing time to recap a learning event, I bring more value to my initial investment.

You don't have to attend a big event to take advantage of this system. Follow these steps after any meeting that you lead or attend. Take advantage of this great teacher who is knocking on your door by evaluating today's experiences.

KATHIE SAYS

John Maxwell teaches that "experience is not the best teacher; evaluated experience is." Attending a conference, networking with like-minded learners and meeting speakers and authors that challenge you to grow is the experience. All of that will quickly be lost if we do not take the time to evaluate the stimulating opportunity.

Embracing change and Industry 4.0



**WENDY
MIHM-
HEROLD**
Northeast
Iowa
Community
College

She is vice president
of business and
community solutions
at the institution

Robotics and automation, 3D printing, virtual reality and simulation, and emerging information management technologies are transforming industry nationally and throughout Iowa.

Industry 4.0 is here and Iowa, universities, community colleges and workforce agencies are investing in these advanced technologies to provide industry with resources to become more competitive, stay relevant and advance with the times — locally and globally.

Why Industry 4.0? It marks the fourth Industrial Revolution, characterized by the application of information technologies and the digitalization of manufacturing. Today's era builds upon: The third Industrial Revolution's partial automation and computers; the second revolution's introduction of electricity and assembly line production; and the steam power and mechanical production of the first revolution.

Industry 4.0 is influencing every industry including manufacturing, health care, construction, agriculture and any business relying on data, supply chain integration and cy-

bersecurity. How will industries keep pace with emerging advancements in tech? Training.

WENDY SAYS

According to a 2021 study commissioned by the Iowa Innovation Council, nearly one-quarter of current work hours will be automated by 2030.

The Iowa Association of Business and Industry, Iowa Department of Education, the state's 15 community colleges and Iowa Workforce Development, Iowa State University and University of Northern Iowa, along with other workforce agencies, formed a consortium to assist companies in their adoption of smart technologies, and to identify resources and grants available.

According to a 2021 study commissioned by the Iowa Innovation Council, nearly one-quarter of current work hours will be automated by 2030.

Management consulting firm Oliver Wyman also estimates that digitalization in the workplace — companies that integrated digital

tools, workflows and approaches into every aspect of the business — have increased manufacturing productivity by 25% during the past 20 years.

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Vaccines in occupational health setting



**ABBY
FREUND**
Tri-State
Occupational
Health

She is an RN
with the Dubuque
institution

As an occupational health nurse, vaccine administration and disease prevention are a top priority. Vaccines should be offered to employees based upon their occupational risk in the workplace environment.

For example, health care workers have different vaccine recommendations than employees working with sanitation or wastewater. Common vaccines offered to employees in an occupational health setting are hepatitis A, hepatitis B, tetanus-diphtheria-pertussis (TDAP), measles, mumps and rubella (MMR), varicella, influenza and rabies.

Based upon occupational exposure in the workplace setting, vaccines can be offered by the company to their employees as a part of the pre-employment process. The company must have an exposure control plan, including universal precautions, and control measures, including personal protective equipment and vaccinations.

The exposure control plan should be specific to the occupational risk of employees. Some examples of employees with occupational exposure risk include, but are not limited to, health care workers, emergency first-aid personnel, correctional officers and food service workers.

The company must be informed that the vaccination process is offered at no cost to the worker if there is an occupational exposure. The vaccination should be offered to the employee within 10 days of initial job placement where there is occupational exposure.

Another option for the company would be antibody

testing at the time of a pre-employment exam and if the employee has a positive immune response the vaccine would not be indicated. If antibody testing is performed and the employee is nonimmune, the employee would then be offered the vaccination.

Immunizations also might be administered as a part of the post-exposure process in the event of a direct blood exposure such as a needle stick injury. Prior to any vaccine administration the direct blood exposure would be evaluated and determined to be an exposure by a medical provider. Immunizations would be ordered based upon medical treating provider's recommendations.

An occupational health nurse is a great resource for employees and employers with questions or concerns related to vaccines. The occupational health nurse can share with employees what is known and unknown about the risks and benefits of each vaccine.

The specific vaccine CDC vaccine information sheet "VIS" will be provided with each vaccine administration. It is another resource for employees if questions or concerns should arise. Employees do have the option to decline the vaccine recommended, and an occupational health nurse is able to assist with the proper documentation to ensure compliance with OSHA.

ABBY SAYS

Vaccines could be administered to employees as a part of pre-employment process or post-exposure process such as a direct blood exposure.

Continued from page 25

In fact, the manufacturing industry alone might gain the most from brisk Industry 4.0 adoption or, alternatively, lose ground and market share from business-as-usual inaction.

The sector holds tremendous sway on Iowa's economy. As the largest industry in the state, manufacturing generated more than \$12 billion worth of exported goods and accounted for nearly 18% of state GDP last year.

Manufacturers in northeast Iowa, such as battery producer East Penn Manufacturing in Oelwein, are embracing Industry 4.0 to assist in workforce expansion, efficiency and productivity.

New ways to train employees on equipment use and maintenance will lead the way, according to LaTonya Holmes-Tucker, East Penn learning and development adviser.

"The expansion of our Oelwein distribution facility required that we embrace Industry 4.0 as the way forward. We designed and implemented a virtual reality training environment tied to specific department processes. It's resulted in a reduction in the time it takes for the

trainee to reach proficiency," Holmes-Tucker said.

Resources and funding streams are available for businesses. Iowa State's Center for Industrial Research and Service (CIRAS) created a free assessment tool to measure a company's capabilities and identify Industry 4.0 technologies that best align with its needs.

CIRAS also offers tours of its digital technology lab for local manufacturers and educators. A statewide Technology Investment Program offers grants to support manufacturing innovation equipment acquisition and Internet of

WENDY SAYS

Why Industry 4.0? It marks the fourth Industrial Revolution, characterized by the application of information technologies and the digitalization of manufacturing.

Things (IoT) information infrastructure. The Industry 4.0 consortium and Future Ready Iowa provide manufacturers with a suite of best-in-class training programs to keep their workforce on the cutting edge of the industry.

Companies in every area of Iowa's economy will grow and develop through their adoption of Industry 4.0.

Robotics, automation, virtual simulation training and emerging technologies have transformed the usual, traditional approaches and introduced to our economy a new, leaner and smarter way we work and compete.

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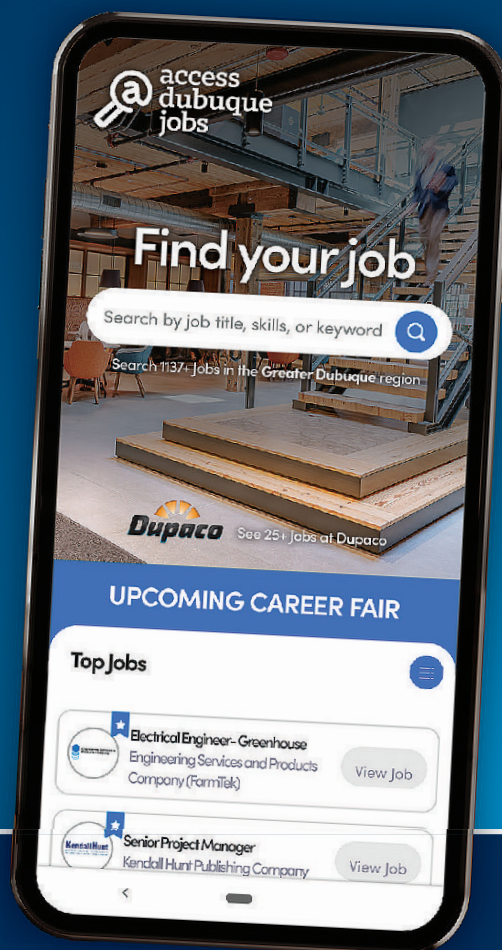
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Overview of the new lease accounting standard



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He is a partner
at the Dubuque
business

An ancient Chinese proverb states, “The best time to plant a tree was 20 years ago; the second-best time is now.”

This proverb can be applied to many aspects of life: Training for a marathon, remodeling your home or even adopting a new lease accounting standard.

NEW LEASING GUIDANCE: WHO’S IMPACTED, WHAT’S CHANGING AND WHY?

If you oversee the financial reporting for a private company, specifically one that produces financial statements in accordance with U.S. GAAP, now is the time to familiarize yourself with and transition to ASC 842, the new lease accounting standard issued by the Financial Accounting Standards Board (FASB).

Under the current accounting guidance, the future payments associated with certain lease arrangements and operating leases are excluded from the balance sheet. The new lease accounting guidance was issued with the intention of increasing transparency and comparability among companies by requiring all leases, including most operating leases, to be recorded on the balance sheet.

It’s important to note ASC 842 does not impact the ongoing amount and timing of rental expense recorded to the income statement attributed to an operating lease agreement. Rather, the impact is on the balance sheet and disclosures only. The new guidance is effective for annual reporting for fiscal years ending Dec. 31, 2022, and for interim reporting in 2023. Given the impending deadline, the time to act is now.

WHAT IS A LEASE?

A “lease,” according to ASC 842, is any asset where a payment is made in exchange for the right to control the asset for a defined period of time. The asset subject to the lease guidance could be a vehicle, warehouse facility or a copier within an office building.

ADOPTING THE GUIDANCE: BALANCE SHEET GROSS-UP INPUTS

The new guidance requires a recorded right-of-use (ROU) asset to reflect the right to control an asset for an extent of time and requires a recorded lease liability to reflect the present value of future payments associated with the leased asset.

To record the ROU asset and lease liability, there are three inputs necessary for each operating lease:

- The payments for the right to use/control the asset being leased (lease payments).
- The period over which those lease payments will be made (lease term).
- Discount rate (the implied interest rate tied to lease payments over the lease term).

ASC 842 also requires enhanced financial statement disclosures which includes information from operating leases that are not required to be disclosed under the current accounting guidance. Familiarizing yourself with the disclosure requirements can help increase efficiency in the lease agreement review process to ensure you’re capturing key terms.

EMBEDDED LEASES: POTENTIAL HIDDEN LEASES?

Since all leases (operating and capital/finance leases) are recorded on the balance sheet under the new standard, the

focus is on ensuring all leases have been identified. Unfortunately, determining the number of leases isn’t as simple as identifying all contractual agreements that state “lease” at the top.

Service contracts or agreements might contain provisions that allow the customer the right to control an underlying asset in addition to the service being provided. This is referred to as an “embedded lease.” Common examples include dedicated warehouse spaces within a third-party warehousing arrangement, specifically identified servers within a third-party cloud data storage arrangement or hardware within a telecommunications service arrangement.

To correctly record agreements containing an embedded lease requires dissection to determine the amount paid toward the right to use/control the underlying asset (lease portion) and the amount paid toward the service (non-lease portion) of the agreement. After reviewing your supplier contracts, you might discover you have more leases than you thought.

FINANCIAL STATEMENT IMPLICATIONS: FINANCIAL STATEMENT RATIOS

ASC 842 results in balance sheet gross-up due to the recording of long-term assets, short-term liabilities and long-term liabilities which were not previously recorded. This causes a mismatch of current assets and current liabilities, and non-current assets and non-current liabilities.

Additionally, certain ratios might be impacted as well, including working capital ratio, quick ratio, total liabilities to total equity, debt service coverage ratio and return on assets. This could be an issue as stakeholders often evaluate the financial performance and health of a company based on financial statement ratios.

Management should review its debt/surety/bonding agreements, assess implications of the new guidance on relevant financial ratios, and begin conversations with stakeholders on how the new guidance will impact the evaluation of the company’s performance.

OVERCOMING TRANSITIONAL HICCUPS

To mitigate transitional hiccups, create a timeline for the new standard adoption process that includes the following:

- Determining implications of the new standard on debt covenants and other financial ratios.
- Exploring available lease accounting software solutions versus manual excel spreadsheets for the new standard and ongoing ASC 842 lease accounting.
- Identifying the population of all lease contracts, including embedded leases.
- Reviewing executed lease agreements and associated amendments for key terms from each lease.
- Determining discount rates for each lease.
- Inputting and reviewing the input accuracy of leasing and interest rate data into lease accounting software/excel spreadsheets.
- Drafting and reviewing enhanced lease disclosures for inclusion in financial statements.

Adopting the new lease accounting standard, ASC 842, will require significant time and effort for those overseeing the financial reporting. If that’s you, the best thing you can do is start now.

Here's how to give feedback that sticks



LISA
MCLEOD
McLeod
& More

She is an author
and business
consultant

Whether your feedback is positive or constructive, giving feedback is an opportunity to make a difference in your organization and build deeper relationships with the people we work with.

Too often, we fire off a “good job” email or “could be better” comment without taking a minute to think through our impact.

When you're not formally in charge, the feedback dynamic can become even more awkward — especially if it's your boss asking for feedback.

You don't want to always be the bearer of bad news, yet you recognize you owe it to your team to be forthright, even in difficult circumstances.

Providing straightforward (and kind-hearted) feedback to your subordinates, peers and even boss is instrumental in developing your personal brand and adding value to your organization.

Here are four tips that emerged to make your feedback more impactful:

Don't skip the positive feedback: It's easy for good work to get glossed over in the cadence of daily business. When you call it out, you increase engagement, pride and future performance. Even when you're not the formal leader, lifting up great work from your colleagues is an easy win. It makes the other person feel good (because who doesn't like to be appreciated?) and it feels good to deliver.

Be as specific as possible: Everyone wants to be told they're doing a great job, but when you tease

out exactly what made the work great, positive feedback will mean even more. Specificity is crucial in constructive feedback. Being told something is just so-so or has room for improvement is frustratingly vague. If you're offering a suggestion, being specific makes your feedback actionable and valuable.

Give voice to the impact: Of course, people want the respect of their boss and their colleagues but hearing that your hard work made a lasting impact on someone else, be it a teammate, a customer or another constituent, takes that feel-good moment even further.

For example, let's say someone on your team pulled together an exceptional market trends analysis. It's easy to say “thanks, that was super helpful.” And that feedback is certainly better than “thx” or worse, not saying anything.

When you add something like “The level of detail in that analysis enabled all of us to be more confident in the decision to move forward with X,” you show the other person just how meaningful their work was.

Ask for feedback: As important as it is to give both positive and constructive feedback, you need to ensure you're receiving it as well. Sometimes people shy away from giving feedback to top performers, especially those in formal leadership positions. Stay receptive by consistently asking for feedback and being appreciative when it's offered (even if you don't take the advice). This practice creates a self-fulfilling

Continued on page 30

LISA SAYS

Providing straightforward (and kind-hearted) feedback to your subordinates, peers and even boss is instrumental in developing your personal brand and adding value to your organization.



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Continued from page 29

loop where collectively, everyone starts to uplevel each other.

Delivering feedback, especially constructive feedback, can make us clam up. Humans have an instinctive need to be liked, and we (incorrectly) convince ourselves, that being liked is mutually exclusive with being truthful.

Yet, you likely remember (and appreciate) the people who gave you meaningful, valuable feedback during the course

of your career. Because as much as we want to be liked, we also want to know, that people are looking out for us. When someone gives us feedback, it's a way of showing they have our back.

Making feedback, both positive and constructive, a regular practice helps alleviate the weirdness in time. When in doubt, ask yourself: How would you want this situation handled if you were on the other end? What about if it was your spouse? Or your child?

BIZ LOCAL**DUPACO RECEIVES EMPLOY HUMANITY AWARD**

Dupaco Community Credit Union has been recognized for its dedication to the well-being of its staff, industry and communities.

Dupaco recently received the 2022 Employ Humanity Excellence Award from Employ Humanity, a leadership development and cultural design company, a press release states. The financial cooperative is the first Iowa company to receive the award.

The annual Employ Humanity Excellence Award recognizes an employer that has shown "excellence to the comprehensive well-being of its employees, industry and communities," the release states. Employ Humanity officials praised Dupaco's diversity and inclusion efforts, leadership and connection with the people it serves.

Dupaco has more than 650 employees and serves Iowa, northwest Illinois and southwest Wisconsin.

UNITYPOINT GAINS FORBES HONOR

UnityPoint Health has been recognized in the 2022 Forbes "America's Best Employers By State" list.

Employers are recognized for their meeting Forbes' criteria for fair pay, safe working conditions, inclusive culture, remote work benefits and diversity initiatives. Fewer than 275 hospitals and health systems nationwide were named to this year's list.

PRAIRIE CENTER HONORED

Crossing Rivers Health in Prairie du Chien, Wis. received a five-star designation for The Overall Hospital Quality Star Rating by the Centers for Medicare and Medicaid Services. The hospital is one of 44 Critical Access Hospitals in the country and one of only five Wisconsin Critical Access Hospitals to earn this recognition.

UNITYPOINT HEALTH-VNA A PROGRAM PARTICIPANT

The UnityPoint Health-Visiting Nurse Association will become the Women, Infant and Children program provider for Dubuque, Delaware, Chickasaw, Allamakee, Clayton, Fayette, Howard and Winnebago counties.

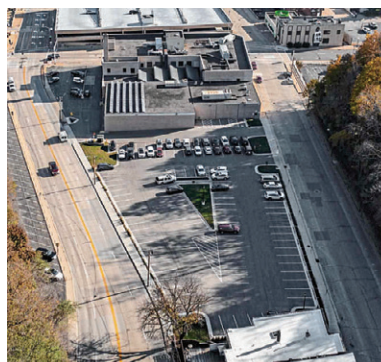
WIC participants will not experience a gap in care and will continue to be scheduled for services. WIC services provided at the VNA will include nutrition education, breastfeeding support, nutritious foods loaded to an eWIC card and referrals to other services.

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RIISING STARS CLASS OF 2022 BANQUET

Patrick Arnold



Britni Farber



Scott Freiburger



Nick Halder



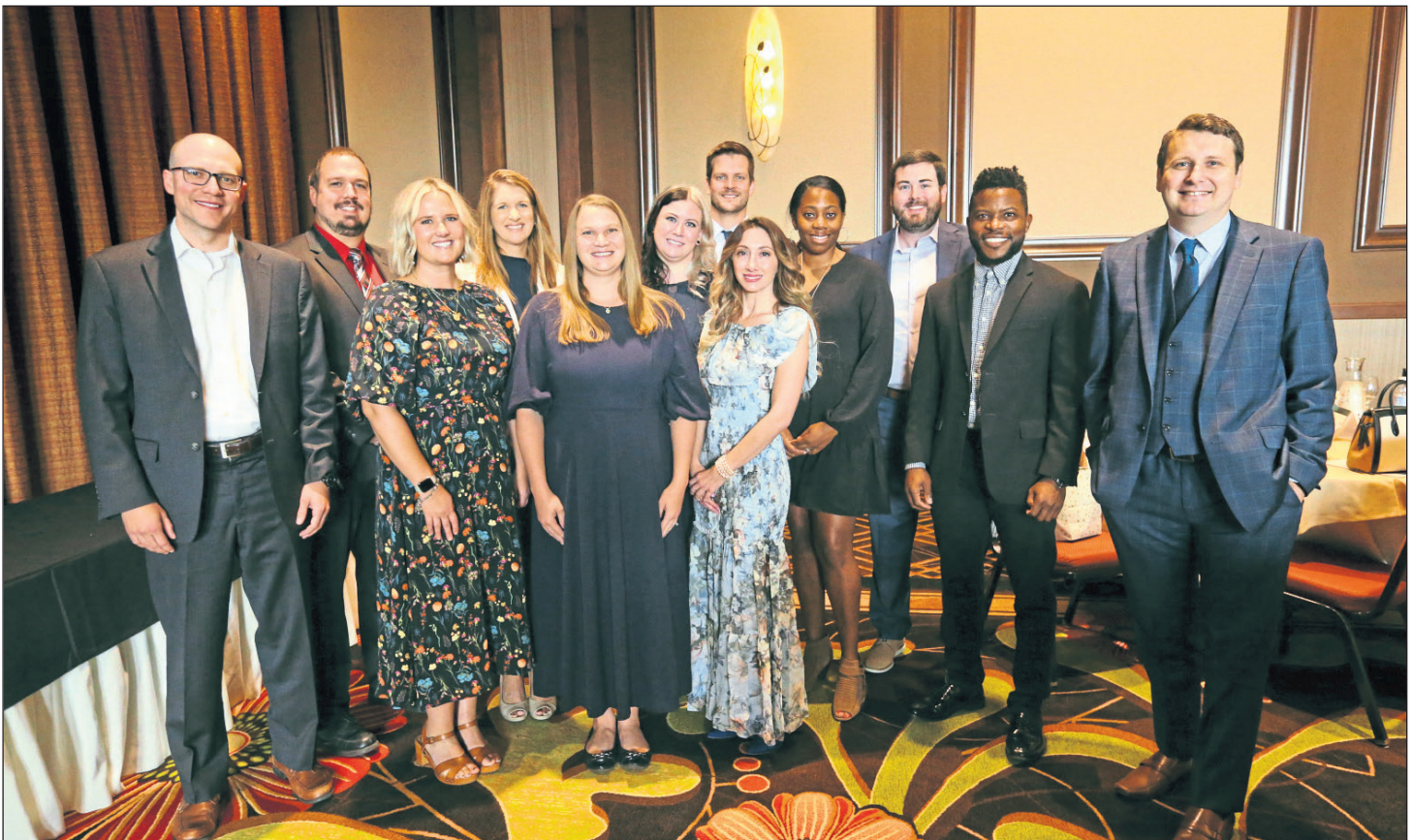
Katie McClain



Stephanie Mettill



All photos include Stacey Hines (left), of Dubuque Bank & Trust, and Telegraph Herald Publisher and Vice President of Woodward Community Media Bob Woodward.



JESSICA REILLY

Members of the Rising Star Class of 2022 stand during an awards breakfast at Diamond Jo Casino in Dubuque on Wednesday, Sept. 14.

RISING STARS CLASS OF 2022 BANQUET

Michael Molony



Nick Patrum



Temwa Phiri



Kiesha Sainci



Heather Satterly



Claira Sieverding Kapraun



All photos include Stacey Hines (left), of Dubuque Bank & Trust, and Telegraph Herald Publisher and Vice President of Woodward Community Media Bob Woodward.



People attend the Rising Stars breakfast at Diamond Jo Casino in Dubuque on Wednesday, Sept. 14. The event, recognizing young professionals for their positive impact and leadership, was presented by bizTimes.biz and sponsored by Dubuque Bank & Trust.



Keynote speaker Jordan Fullan shared her journey in embracing leadership, in addition to three fundamental principles that have become cornerstones to her approach in business and in life.



Stacey Hines, with Dubuque Bank & Trust.

CHAMBER LEGISLATIVE CONFERENCE



Iowa Sen. Pam Jochum, D-Dubuque, (left) speaks with FEH Design President Kevin Eipperle and Iowa Rep. Lindsay James, D-Dubuque before a panel discussion.



Allison Dembeck, vice president of government affairs for the U.S. Chamber of Commerce, listens as Thomas Walstrum, a senior business economist with the Federal Reserve Bank of Chicago, speaks during a panel discussion.



Attendees listen during the Dubuque Area Chamber of Commerce Legislative Conference at the Hotel Julien Dubuque on Sept. 7.



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RIBBON CUTTINGS



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District 20, 2400 Kerper Blvd., Suite B60, Dubuque.



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Enloe



Lewis



Behnke



Kroeger



Moore



Hammel



Jones



Harris



Birkett



Roussel

MEDONE

HIRED: Alayna Knox as a data analyst.

HIRED: Amy Xiong as manager of trade relations.

HIRED: Kyle Fisher as vice president of information technology.

HIRED: Rachel Hill as director of underwriting.

HIRED: Yvonne Delphia as strategic account executive.

HIRED: Kirsten DeSanto as an account manager.

HIRED: Taryn Turner as an IT help desk technician.

HIRED: Jolene Kohlenberg as HR manager.

HIRED: Grace Enloe as a data entry specialist.

HIRED: Anji Lewis as a senior member advocate.

PROMOTED: Matt Behnke to IT manager.

PROMOTED: Grace Kroeger to account coordinator.

PROMOTED: Jon Moore to director of strategic partnerships.

PROMOTED: Angela Hammel to senior member advocate.

PROMOTED: Kelly Jones to pharmacy technician trainee.

PROMOTED: Mary Jo Harris to patient care coordinator.

FRIEND OF HOSPICE AWARD

ACHIEVEMENT: Greg Birkett, a Hospice of Dubuque volunteer for more than 20 years, received the Friend of Hospice award, which recognizes an individual who has demonstrated long-term dedication to and support of the Hospice of Dubuque mission through outreach, fundraising and generosity. Birkett is owner and general manager of the Dubuque Advertiser and has been a longtime Hospice board member.

MEDICAL ASSOCIATES

HIRED: Katelyn Roussel, DNP, for the acute care department, where she will provide a complete range of medical care and offer urgent care treatment for non-life threatening emergencies and walk-in medical services.

HIRED: Jeffrey Fogle for the acute care department.

HIRED: Jeanne Tobin for the acute care department.

CRESCENT COMMUNITY HEALTH CENTER

HIRED: Carol Caldwell as director of human capital and culture.

HIRED: Conner Ferguson as a licensed practical nurse.

HIRED: Roberto Miranda as a patient service representative.

MEMORIAL HOSPITAL OF LAFAYETTE COUNTY

HIRED: Kari DePauw for the orthopaedic department. She will work closely with Dr. Dan Stormont and Brian McComb in the MHLC Specialty Clinic in Darlington, Wis.

DESTINATIONS INTERNATIONAL BOARD

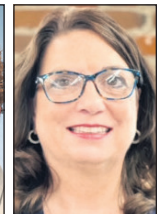
ACHIEVEMENT: Galena Country Tourism CEO and president Rose Noble was appointed to the 2022/2023 board of directors for Destinations International. She represents Galena Country and the central Midwest United States on the board.



Fogle



Tobin



Caldwell



Ferguson



Miranda



Noble



Casillas Plazola



Chilson



Loeffelholz

GRANT REGIONAL HEALTH CENTER

HIRED: David Casillas Plazola to family medicine and obstetrics.

HIRED: Dale Chilson to ENT and as a facial plastic surgeon.

HIRED: Rachel Loeffelholz as a family nurse practitioner.

Continued on page 37



Niemann



LuGrain



Sholty



Meyer



Digman



Bakken



Brunssen



Benda



Schmieder



Jobgen



Benda



Welu



Vanbebber



Stortzum



Glaser



Hoefer



LeBlanc



Oberbroeckling



Salwolke



Droessler



Gaul



Strunk



Schueller



Atherley



LaGrange



Markus



Jaeger

Continued from page 36

**COTTINGHAM
& BUTLER****HIRED:** Linda Niemann as a client service representative.**HIRED:** Priscilla LuGrain as a member services coordinator.**HIRED:** Brian Sholty as a talent acquisition specialist.**HIRED:** Olivia Meyer as claims coordinator.**HIRED:** Kimberly Digman as claims coordinator.**HIRED:** Jenna Bakken as a claims representative.**HIRED:** Megan Brunssen as a staff accountant.**HIRED:** Jack Benda as a business analyst.**HIRED:** Rebecca Schmieder as a WC RN case manager.**HIRED:** Nick Jobgen as account administrator.**HIRED:** Ashley Benda as account administrator.**HIRED:** Katherine Welu as a benefits services assistant.**HIRED:** Bianca Vanbebber as a quality assurance coordinator.**HIRED:** Jody Stortzum as a service representative.**RSM US LLP****PROMOTED:** Johnathan Glaser to audit services senior associate.**PROMOTED:** Crystal Hoefer to senior

director of audit services.

PROMOTED: Clarice LeBlanc to manager of audit services.**PROMOTED:** Jake Oberbroeckling to audit services supervisor.**PROMOTED:** Andy Salwolke to audit services supervisor.**PROMOTED:** Amber Droessler to tax services manager.**PROMOTED:** Mitch Gaul to tax services senior associate.**PROMOTED:** Jalen Strunk to tax services senior associate.**PROMOTED:** Rachael Schueller to tax services supervisor.**PROMOTED:** Derrek Atherley to consulting services director.**PROMOTED:** Tim LaGrange to services senior associate.**PROMOTED:** Jase Grant to services senior associate.**PROMOTED:** Wyatt Less to services senior associate.**PROMOTED:** Nathan Markus to services senior associate.**PROMOTED:** Micah Metheny to services senior associate.**PROMOTED:** Cory Weinschenk to services senior associates.**PROMOTED:** Shelby Jaeger to consulting services supervisor.**PROMOTED:** Brett Leibold to consulting services supervisor.**PROMOTED:** Mike Vondra to consulting services supervisor.**PROMOTED:** Ken Osterhaus to consulting services manager.**PROMOTED:** Kayla Sieverding to

Leibold



Vondra



Osterhaus



Sieverding



Vance



Wagner

consulting services manager.

PROMOTED: Heather Vance to consulting services manager.**PROMOTED:** Mike Wagner to internal client services' pipeline development team lead.**LEAGUE OF WISCONSIN
MUNICIPALITIES BOARD****ACHIEVEMENT:** Platteville City Manager Adam Ruechel was appointed to the League of Wisconsin Municipalities board of directors, a collaborative space for cities and villages to learn from one another as well as to advocate for themselves in the state Legislature.

Continued on page 38



Takes



Dunn



Pifer



Karns



McGorry



Kelly-Walters



Hinderberger



Parks

Continued from page 37

EMPLOYER SUPPORT AWARD

ACHIEVEMENT: MercyOne Eastern Iowa President **Kay Takes** won the Employer Support of The Guard and Reserve (ESGR) patriot award. The award recognizes supervisors nominated by a Guardsman or Reservist employee for support provided directly to the nominator.

HONKAMP KRUEGER & CO.

HIRED: Connor Dunn as a business development specialist.

HIRED: Kelly English as tax associate I.

HIRED: Kari Cota as an assurance associate.

PROMOTED: Mark Pifer to tax associate.

HTLF

PROMOTED: Emma Karns to human resources business partner.

PROMOTED: Kelly Simmons to loan maintenance QC supervisor.

PARAMOUNT AMBULANCE

HIRED: Adam Ploessl as chief information and technology officer.

CERTIFIED FUND RAISING EXECUTIVE

ACHIEVEMENT: Beth McGorry, St. Mark Youth Enrichment's director of donor relations, was recognized as a certified fund raising executive by CFRE International.

WISCONSIN-IOWA SHOPPING NEWS

HIRED: Sarah Kelly-Walters as a customer service representative and sales assistant.

EASTERN IOWA MEDIA GROUP-NORTH

HIRED: Matthew Hinderberger as a

sports writer.

CLARKE UNIVERSITY

HIRED: Shelley Decker as coordinator of academic affairs.

HIRED: Nicholas Benson as assistant professor of communication.

HIRED: Richard Grove as assistant professor of psychology.

HIRED: Brandon Rogers as instructor of nursing.

HIRED: Vapordeal Sanders as assistant professor of business.

HIRED: Michaela Koch as visiting assistant professor of education.

HIRED: Jackie Hunter as assistant professor of education.

HIRED: Brenna Burgart as visiting assistant professor of psychology.

HIRED: Jackie Jaeger as assistant professor of accounting.

HIRED: Keisy Peryl Xavier as staff accompanist.

HIRED: Mason Randall as assistant football coach.

HIRED: Nick Young as assistant football coach.

HIRED: Terri Mayberry as director of cheer and dance.

HIRED: Kathleen Sinclair as director of campus ministry.

HIRED: Kristen Duross as assistant softball coach.

HIRED: Kathryn Lindsay as athletic trainer.

HIRED: Francesca LaTorraca as athletic trainer.

HIRED: Chris Miron as head women's volleyball coach.

HIRED: Tucker LaBelle as head men's lacrosse coach.

HIRED: Irene Carlquist as head women's lacrosse coach.

HIRED: Johanna Wahlert as an administrative assistant and special events coordinator for institutional advancement.

HIRED: Elena Dominguez as development officer for digital communications.

HIRED: Jordan Burkholder as an admissions counselor and assistant track coach.

HIRED: Sylma Fernandez as a financial aid outreach coordinator.

HIRED: Nicole Herrig as a campus experience manager.

HIRED: Christine Dempewolf as a financial aid services coordinator.

HIRED: Annika Sunleaf as an admis-

sions counselor.

HIRED: Lori Launspach as a cashier.

HIRED: Jason Benn to maintenance.

HIRED: Benjamin MacDonald as a groundskeeper.

HIRED: Christina Ties as custodian.

HIRED: Kathleen Stoffel as custodian.

HIRED: Marcia Smith as custodian.

HIRED: Ella Lahey as an accounts payable coordinator.

HIRED: Paul Kurutsides as digital media and event specialist.

HIRED: Melissa McGinnis as an accountant.

HIRED: Jeffrey Kerkhoven as Café 1843 shift manager.

MERITORIOUS PUBLIC SERVICE AWARD

ACHIEVEMENT: Bryce Parks, coordinator for the Dubuque-based Marine Corps Toys for Tots campaign, has received a civilian award from the U.S. Department of the Navy's Meritorious Public Service Award. He also was honored for the national civilian campaign of the year.

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Mandi Dolson

Director of Workforce Recruitment and Retention,
Greater Dubuque Development Corp.

Mandi Dolson is a western Iowa native who first landed in Dubuque almost 10 years ago.

She attended the University of Northern Iowa and received her bachelor's degree in secondary health education. Following graduation, she moved to Phoenix, where she worked in higher education for six years. During this time, Dolson obtained her master's degree in innovative leadership and took a leap of faith with a career change.

She returned to Iowa to be closer to family and started her new journey in human resources in Dubuque in 2013. She fell in love with the Dubuque area and met her husband, Mark, a Dubuque native.

Following Mark's career, the couple relocated multiple times throughout the Midwest – allowing Mandi to expand her human resources experience each time – before finally returning to Dubuque, where she has assisted several well-respected companies with recruitment, development and retention of their workforce.

In 2021, Dolson rejoined Greater Dubuque Development Corp. as director of Workforce Recruitment & Retention.

She and Mark are happily settled in Dubuque with twin 16-month-old girls, Elle and Mae. They enjoy traveling, backpacking, hiking and spending time at the lake with their family and friends.

Can you name a person who has had a tremendous impact on you as a leader?

My grandmother was a natural leader and instilled in me a love for education and travel. Continuously growing and learning, she took on the roles of factory worker in a defense plant during WWII, schoolteacher, business owner, city coun-

cilwoman and later ran for mayor of her town.

She was never afraid to jump in where she was needed whether that meant helping load and unload trucks or taking care of the books for the family trucking business. She volunteered countless hours for the American Legion and VFW Auxiliaries and always found time to travel





Mandi Dolson and Nic Hockenberry, director of workforce programming, talk at the facility in Dubuque.

in her words

All are important but a solid vision is essential. The vision will help define the purpose of the organization with a primary focus on the future. It describes where the organization wants to be, and the values and mission will help guide the vision. A good vision will provide direction while inspiring and guiding employees in all the work that they do. Employees need to believe in the vision to help move the company forward.

the world.

Never giving up on her dream of becoming a registered nurse and giving back to the veterans who sacrificed their lives for our country and freedom, my grandmother enrolled in college for the first time at age 63 and graduated with her RN degree at the age of 65. She went on to work as an RN at the VNA for seven years before retiring.

What are the most important decisions you make as a leader of your organization?

My role as director of recruitment and retention at Greater Dubuque Development Corp. is to develop and implement strategies for attracting, recruiting and retaining workforce in the greater Dubuque region. I manage our primary workforce tool, AccessDubuqueJobs.com, and am continuously assessing and updating it for both employers and job seekers.

In addition, I work closely with the HR community to understand employer needs for both the site and to facilitate program development to meet those needs through community partners. Our newcomer services, including community tours and the Distinctively Dubuque program, are wrapped into all of these workforce solutions as well.

As an organization gets larger, there can be a tendency for the “institution” to dampen the “inspiration.” How do you keep this from happening?

I work with a team that is truly committed to serving our employers and seeing our region grow through strong partnerships and collaboration.

We have set aggressive goals for job creation, increased wages, construction investment and population growth. After each success, we set our sights higher.

I am inspired every day because my co-workers and I are continually working toward a community of progress, prosperity and equity. How can you not be inspired when you are surrounded by a group of like-minded people bringing economic opportunity to everyone?

Which is more important to your organization — mission, core values or vision?

All are important but a solid vision is essential. The vision will help define the purpose of the organization with a primary focus on the future. It describes where the organization wants to be, and the values and mission will help guide the vision. A good vision will provide direction while inspiring and guiding employees in all the work that they do. Employees need to believe in the vision to help move the company forward.

What is one characteristic that you

believe every leader should possess?

The ability to listen. When you take the time to listen, you gain perspectives that you might not have considered. You also show others you care because you are hearing what they say and empathizing with their feelings, which creates trust. Listening also helps you fully understand a situation and helps you make an informed decision.

What advice do you have for future leaders?

Take chances in your career. After I graduated with my bachelor's degree, I worked in higher education for several years. It wasn't until I completed my master's degree in my 30s that I realized I wanted to pursue a career in human resources.

That career shift required me to take a step back, but ultimately led me to where I am today. If I hadn't taken that chance, I might not have a job that I enjoy as much as I do. Changing careers in adulthood can be scary, but some risks are worth taking and you won't know what you can achieve until you take the risk.

What lessons can leaders take away from the current pandemic?

If we have learned anything from the pandemic, it is that businesses and leaders need to be flexible. Prior to the pandemic, some companies offered flexible work environments, but it was a benefit that was only offered to some.

Now employers are using flexible work environments as a tool to attract and retain talent. A flexible work environment doesn't have to mean a position that is 100 percent work-from-home, but rather allowing employees the flexibility to leave early for family commitments.

When employers are flexible with their employees, the employees are much more satisfied and loyal to their employers.

What are two or three of the best things about being a leader?

My favorite thing about being a leader is watching others around me grow in their careers and personal life. I spend time with my colleagues to truly understand what is important to them – both in their careers and in their home life.

Sometimes people don't know what they want, or they don't see the value they bring to an organization, so I enjoy creating a relationship with my colleagues to discover what is important to them and help them create a career path that will bring them joy and satisfaction.

It is always exciting to watch someone get a promotion that they have worked so hard for – and it is even better when I have been the one to make the job offer for that promotion.



Cirks



Albers



Jepsen



Reicks



Jacobs

CLARKE NAMES VICE PRESIDENT

Clarke University has named **Julie Cirks** as its vice president for enrollment management.

She has been the acting interim vice president since June 2022.

MEDONE PROMOTES ALBERS

Dubuque-based MedOne announced that **Marc Albers** was promoted to vice president of operations.

DEERE NAMES VICE PRESIDENT

Deere & Company's board of directors elected **Josh Jepsen** as senior vice president and chief financial officer.

He has been with Deere for 23 years, and assumed the role of deputy financial officer earlier this year.

BECKER NAMED CEO AT RSM

Brian Becker has assumed the role of managing partner & CEO at RSM US LLP. He previously served as a business leader, technology consulting leader and central region consulting leader with the firm.

REICKS JOINS FIRST COMMUNITY TRUST

Sarah Reicks joined First Community

Trust in Dubuque as vice president and trust officer.

JACOBS TO LEAD DUBUQUE MAIN STREET

The Board of Directors of Dubuque Main Street announced **Danielle Jacobs** as its new executive director.

She fills a vacancy created by the May departure of Dan LoBianco, who had served in the role for 23 years.

Jacobs previously served for six years as the executive director for Freeport (Ill.) Downtown Development Foundation. During that time, she launched the Pretzel City Brewfest and created the 610 Music Festival. She also worked with business owners on revitalizing downtown Freeport, according to the release.

She most recently managed Wagner House in Freeport and served as interim director of Stephenson County (Ill.) Convention and Visitors Bureau.

"(Jacobs) arrives with experience in the Main Street economic development sector, along with a passion and love for Dubuque," said Jeff Vaassen, president of the Dubuque Main Street Board of Directors. "We have an opportunity to help grow downtown Dubuque, create a culture that rivals those of other great cities in the region and assist small and large businesses to thrive in and around our great downtown. Danielle is enthused for the challenge, and I invite everyone to join her in that excitement."

NEWS OF RECORD

Building permits issued in Dubuque County in August with values of at least \$50,000:

Single-family houses

- Estates of Dubuque, 4437 Ewing Drive, \$265,300.
- Estates of Dubuque, 4451 Ewing Drive, \$265,300.
- Estates of Dubuque, 4459 Ewing Drive, \$210,600.
- Estates of Dubuque, 4465 Ewing Drive, \$238,400.
- Dubuque and Jackson County Habitat for Humanity, 1470 Washington St., \$180,000.
- Chad Ellis Construction, 2997 N. Grandview Ave., \$325,000.
- Chad Ellis Construction, 3001 N. Grandview Ave., \$325,000.
- Nadermann Development Inc., 2091 Creek Wood Drive, \$625,000.
- EKM LLC, 2009 Sky Blue Drive, \$400,000.
- EKM LLC, 2019 Sky Blue Drive, \$400,000.
- River Hills Development Group LLC, 1263 Cherry

Ridge Court, \$450,000.

- Dubuque South Pointe LLC, 1365 Cedar Trail Drive, \$305,000.

Other nonresidential buildings

- City of Dubuque, 3155 Central Ave., \$70,000. Pour a concrete pad and install a prefabricated concrete equipment shelter.
- BM Properties LLC, 3070 Cedar Crest Court, \$250,000. Construct a 6,000-square-foot, single-story commercial building.

Additions, alterations and conversions — residential

- Charles H. Giese Declaration of Trust, 400 Villa St., \$50,000. Repair/replace wood decking, stucco and glass railing due to water damage.
- Kurt and Rosette Godel 2016 Trust, 1010 Davis St., \$51,974. Repair bowing foundation wall.

BIZ LOCAL

TRINITY COMPLETES PURCHASE

Trinity Health completed its acquisition of MercyOne, making the hospital a full member of the Trinity Health system.

HONKAMP KRUEGER ACQUIRES FIRM

A Dubuque accounting firm will acquire two additional Iowa offices.

Honkamp Krueger & Co., P.C., 2345 John F. Kennedy Road, recently announced it will acquire the Cedar Falls and Parkersburg offices of Gosling & Co., P.C., on Nov. 1. The terms of the deal were not disclosed.

"We are very excited about the upcoming acquisition of Gosling & Co.'s Cedar Falls and Parkersburg offices," said Honkamp Krueger CEO Greg Burbach in the release. "Their firm has a great reputation in northeast Iowa and has a close cultural fit with HK. We both believe in serving clients with a personal touch while helping them be more profitable. It's a great addition to HK's presence and investment in northeast Iowa."

The Gosling & Co. offices in Edgewood, Independence, Manchester, Waterloo and Waverly are not included in the deal.

AUXILIARY DONATES TO FOUNDATION

MercyOne Dyersville auxiliary donated \$25,000 to the MercyOne Dyersville Foundation, which will go to MercyOne Dyersville Senior Care, Ellen Kennedy Living Center and MercyOne Dyersville Medical Center.

UNITYPOINT HEALTH RECOGNIZED

The DNV Primary Stroke Center has recognized UnityPoint Health-Finley Hospital as a Primary Stroke Center. This recognition affirms that the medical center addresses the full spectrum of stroke care – diagnosis, treatment, rehabilitation and education – and establishes clear metrics to evaluate outcomes.

OCCUPATIONAL HEALTH CONSOLIDATES

Tri-State Occupational Health has consolidated their clinics into one facility at 4155 Pennsylvania Ave.

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Kylie Cox
Intern
Tri-Tech

I have been an Intern at Tri-Tech for six years. I am responsible for updating customer contract information and proofreading our website and help files. I attend UI, where I am pursuing a degree in Elementary Education. I enjoy helping in elementary classrooms and spending time with family and friends.



Barb Ray
Office Assistant
Tri-Tech

I started at Tri-Tech in 2007 shipping and invoicing orders. I'm a regular blood donor with the American Red Cross. I hold a B.A. Degree from the University of Dubuque in History and Classical Studies. I enjoy reading the Missing 411 series and have three pampered canines and a bossy feline.



Amber Earles
Director of Project Management
Tri-Tech

With 20+ years of experience in point-of-sale software, I utilize my knowledge as the Director of Project Management for Tri-Tech. My daily activities involve working across multiple departments and managing Tri-Tech's internship program. I have a B.S. from Loras. My free time is spent with my husband, children, and pets.



Meghan Sievers
Technical Writer
Tri-Tech

I have been the Technical Writer at Tri-Tech for 9 years. I am responsible for creating user documentation on the use of our point-of-sale and e-commerce software. Before joining Tri-Tech, I was employed at another company in Dubuque where I was responsible for creating user documentation for healthcare software.



Margie Wachter
Active-e Services Coordinator
Tri-Tech

I have 20+ years of IT experience, 14 years with Tri-Tech. My role is ever-evolving. As the Active-Services Coordinator for Tri-Tech, I review processes and the flow of information between software, vendors, and customers. Outside of work, I enjoy spending time with my family, poodle, parrot, and a Fjord horse.



Alayna Chapman
Intern
Tri-Tech

I have been working as an Intern at Tri-Tech for 5 years. I am attending UI where I am majoring in accounting with a minor in business. For my job I support other departments with data entry, proofreading, and print orders. I enjoy spending time with my dog, Pearl.



Martel Hughes
Premium Support Technician
Tri-Tech

I am a Premium Support Technician for Tri-Tech. On a day-to-day basis, I'm responsible for resolving our client's AIM/PCPOL - related issues. I've been a part of the Tri-Tech family for 4 ½ years. Working for Tri-Tech has not only taught me a lot about computers, but also owning a business.



Jill Chapman-Cox
Production Manager
Tri-Tech

I have been working as a Product Manager at Tri-Tech for almost 15 years. At Tri-Tech I help support the sales team, coordinate our trade shows, and oversee the production on print orders. Outside of work, I enjoy spending time with family, our 7 dogs, fishing and working on photography.

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Rebecca Breitbach
Premium Support Technician
Tri-Tech

I am a Premium Support Technician and have been working at Tri-Tech for 2 years. At Tri-Tech, I help our customers utilize and understand the software so that they can maximize their time and profitability.



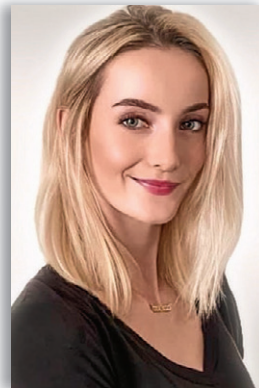
Nichole Webb
Support Technician
Tri-Tech

I am a Support Technician for Tri-Tech and have worked for the company for a year. I work with customers to help them learn our AIM software, as well as answer their technical questions. I love going hiking, horseback riding, and my most cherished time is being with my children.



Andrea Smith
Executive Assistant
Tri-Tech

I have worked at Tri-Tech for 2 years as an Executive Assistant. My work involves helping see projects through to completion for the executive staff. When I am not at work I enjoy spending time with family, running, hiking, and reading.



Raina Acton
Technical Writer
Tri-Tech

I have worked for Tri-Tech for 3 years as a Technical Writer. I help write pages of the online AIM help where I explain what each window within the software does and what customers can use it for. I love being able to help our customers understand our software better!



Stephanie Acton
Operations Manager
Tri-Tech

I have been with Tri-Tech off and on since it was founded. It's been amazing to see its growth, thanks largely to our dedicated employees. I've worked in several different areas over the years and currently focus on payroll and accounting. I'm based in Arizona and enjoy exploring the area with my family.



Kathryn Lyness
Marketing Manager
Tri-Tech

I've been with Tri-Tech for 5 years, currently working as the marketing manager. I research and provide analytics to assist in the development, implementation, and execution of our marketing plans. I graduated from ISU in Marketing and Business Analytics. I enjoy golf, traveling, and spending time with friends and family.



Kaitlin Feldmann
Support Technician
Tri-Tech

I started at Tri-Tech in March 2022 as a Support Technician. I help customers navigate our AIM software and answer any questions that they may have. When I am not at work, I like to spend time with my family, my dog Remi, read, or go hiking. I also love to travel and explore new places.



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Carla R.M. Hughes
JD, CTFA
Vice President/Trust Officer
GreenState Credit Union

Carla combines her passion for people and law by assisting individuals and charitable foundations achieve their wealth and legacy planning goals. Carla serves on the boards for the NICC Foundation, Iowa Legal Aid Foundation and was recently recognized as Probate Section Co-Chair of the Year by the Iowa State Bar Association.



Robin McEnany
Mortgage Loan Officer III
GreenState Credit Union

Robin is a mortgage loan officer at GreenState Credit Union with 25 years of experience. Helping borrowers secure a home is one way she fulfills her passion to help others. Robin is an Ambassador for the Dubuque Area Chamber of Commerce, Class of 2018 Leadership Dubuque, a board member for Northeast Iowa Council Boy Scouts of America, and Vice President for the Northeast Iowa Chapter of Credit Unions.



Molly Carpenter
Service Executive
GreenState Credit Union

Molly is a member service executive at GreenState Credit Union with more than 25 years of banking experience. She is a Dubuque native and passionate about providing exceptional service which has helped her to build many long-term relationships in the area. In her free time, Molly enjoys spending time with her husband and three children.



Dr. Krista
Weimerskirch, D.M.D.
Dentist
Galena Family Dental

I have been fortunate to be working with a wonderful team at Galena Family Dental since I returned to this area. I graduated from Southern Illinois University School of Dental Medicine in 2012 and then completed a two-year residency in Advanced General Dentistry. At Galena Family Dental, we offer comprehensive dental care to patients of all ages. I am so happy to be raising a family with my husband in the area that we both grew up!



Dr. Meghan
Monroe, D.D.S
Dentist
Kramer Family Dental

Dr. Meghan enjoys treating patients of all ages and is committed to staying up to date with the latest trends in dentistry. She recently completed training in dental sleep medicine and has achieved the Qualified Dentist Designation from the American Academy of Dental Sleep Medicine. Dr. Meghan enjoys reading, health and wellness, and spending time with her husband and three children.



Dr. Anna Kramer Miller,
D.M.D., F.A.D.G
Owner of Kramer Family Dental
Owner of Galena Family Dental
Kramer Family Dental

Dr. Anna graduated from U of Pennsylvania. She enjoyed practicing with her father Dr. John Kramer for 12 years. She earned a fellowship in the A.G.D. and completed extensive training from the A.A.F.E which has certified her in cosmetic and therapeutic Botox and fillers. She was also trained at the A.A.D.S.M. for dental sleep and snoring appliances. She loves Invisalign and all facets of dentistry! She and her husband Chris enjoy their 4 kids!



Dr. Krista Lynn
Berryhill, D.D.S
Dentist
Kramer Family Dental

A native Iowan, Dr. Berryhill attended the University of Iowa for 8 years. She received her Bachelor of Science degree in Psychology and went on to obtain a Doctor of Dental Surgery degree. Dr. Berryhill has practiced in a variety of settings, including owning and running her own practice in Manchester, Iowa for over 10 years. She loves providing compassionate dental care for patients of all ages. Since joining Kramer Family Dental in 2018 she has enjoyed meeting all the wonderful patients and working with a great team.



Jan Powers
Owner
The Powers of Communication

Jan is a communication professional with over 30 years of experience in helping companies, nonprofits and individuals define and enhance their communication. Her expertise is in: public relations; advertising; marketing; event planning; corporate, employee communication; and meeting/group facilitation. She is a member of the Dubuque and Bellevue Chambers of Commerce, a board member for the Fountain of Youth, and an active volunteer for United Way of Dubuque Area Tri-States.

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Sue Leibold
Library Director
Clarke University

Sue holds bachelor's and master's degrees from the University of Iowa. She worked at Kirkwood Community College in Iowa and Aims Community College in Colorado prior to coming to Clarke in 2007. She was named Library Director in 2008. Outside of work, she enjoys rock hunting, flower gardening, and traveling.



Amanda Greubel
Assistant Professor of Social Work
Clarke University

As a social worker for 21 years, Amanda brings experience in healthcare, schools, and colleges, aging services, family services, and policy advocacy to the classroom. She earned Bachelors, Masters, and Doctoral degrees in social work and loves sharing her excitement for the field with students.



Tonya Howe
Athletic Department Office Manager
Clarke University

Tonya Howe not only works for Clarke Athletics, but she is also one of the Clarke Pride's greatest fans. She shares her love of Clarke with her husband Joe and their children Nelson, Nolan, Brendan, and Kaelyn. Prior to Clarke, she was an Administrative Assistant at Kohl's for 15 years.



Brenda Schilling
Instructor of Philosophy
Clarke University

Brenda earned a double major in Psychology and Philosophy from Clarke University in 2017 and a Master of Arts in Philosophy from Northern Illinois University in 2020. She returned to Clarke to teach Philosophy, and enjoys baking, fishing, and weight-lifting with family and friends in the Dubuque area.



Sarah Haas
Director of the Campus Store
Clarke University

Sarah graduated from Loras College with a bachelor's in Sociology. She started at Clarke University in October of 2006 as the Administrative Assistant for Business and Finance before being named Director of the Campus Store in 2012. She helped lead the expansion of Clarke's popular Brew & Gold coffee bar.



Maria Morris
Instructor of Business
Clarke University

Maria earned a master's degree in Business Administration at the University of Colorado before dedicating 25 years to nonprofit marketing and management. In her dream job at Clarke, her experience and passion fuel the learning of future leaders. Outside of the classroom, Maria enjoys time outdoors with her family.



Mariann Kurtz Weber
Director of Business and Community Engagement
Clarke University

Mariann proudly develops connections between Clarke and the greater Dubuque community. In her role, she facilitates professional development courses through CareerPLUS, leveraging 30 years of experience as a leader in international development. Mariann also serves on multiple boards and holds an MBA from the Kellogg School of Management at Northwestern University.



Brooke Carroll
Graphic Designer
Clarke University

Brooke earned a BFA in Graphic Design from Clarke College and worked in decorated apparel for nearly 15 years. She returned to Clarke to work as a Graphic Designer in their Marketing & Communications Office in 2019. Brooke enjoys spending time with family and friends, baking, traveling, and attending concerts.

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Kristie Heims
Vice President, Farley Office Manager
and Mortgage Banker
MidWestOne Bank

I started my career at MidWestOne Bank 22 years ago. I assist our clients with a variety of banking needs, including retail, consumer, and mortgage lending. I find my job both enjoyable and rewarding and cherish the many friendships I've made over the years.



Tanya Ostwinkle
Vice President,
Dyersville Hwy 136 Office Manager
MidWestOne Bank

I started my career with MidWestOne Bank in 1994. The Dyersville community is very important to me and my family. I take pride in contributing to the success of our clients by directing them in the right path for their personal and business financial needs. I am also an ambassador for the Dyersville Area Chamber of Commerce and enjoy this opportunity to promote area businesses.



Sheila Tegeler
Senior Personal Banking Officer
MidWestOne Bank

I have been part of the Dyersville Office team for over 30 years. As a lender, I enjoy the opportunity to help clients achieve financial goals and attain their dreams. I especially enjoy the friendships I have built with clients over the years. I assist non-profit organizations in our community as the Chairman of the Dyersville Area Community Foundation, a board member for the Dyersville Health Foundation and a member of the Dyersville Grade Level Reading Campaign



Jolee Demmer
Vice President,
Mortgage Lead Underwriter
MidWestOne Bank

I have worked at MidWestOne Bank since 2005 and have worked in nearly all aspects of mortgage lending including processing, closing, and underwriting. The ever-changing mortgage industry has been challenging but also rewarding as we help borrowers achieve their homeownership goals. I was born and raised in Dubuque and enjoy spending time with my husband and two young children.



Megan McAllister
Vice President, Mortgage Banker
MidWestOne Bank

I joined MidWestOne Bank in 2008 after receiving a Finance and Real Estate degree from the University of Northern Iowa. Before becoming a mortgage lender, I was both a mortgage processor and loan closer. I take pride in providing a seamless home loan process for my clients. It's most rewarding to see my client's excitement when they attain their dream home. Outside of work, I love spending time with my husband and three young children.



Kathy Kahle
Second Vice President,
Mortgage Banker
MidWestOne Bank

I joined the MidWestOne Bank Mortgage team in January of 2016 and have over 20 years of experience originating loans. I love getting to know my clients, helping them find the best program for their mortgage needs, and developing lasting relationships with them. When I'm not working, I love spending time with family and friends and love the outdoors.



Paula Coohy
Assistant Retail Managing Officer
MidWestOne Bank

I began my career in 1995 as a part-time teller, working my way up to full-time. I have been in banking for 27 years with working in various departments. Currently, I am the Assistant Retail Managing Officer at the Locust St. branch. The best part about my job is helping the customer with financial needs. I love to volunteer in community events in the Dubuque community, Dyersville with the Beyond the Game or with the Wisconsin branches. After work hours I enjoy being with family and friends, whether it is going for a car cruise or just hanging out.



Gabriella Felderman
Assistant Retail Managing Officer
MidWestOne Bank

I began my banking career with MidWestOne in 2015 as a part-time teller. I am now Assistant Retail Managing Officer at our Asbury location. I take pride in leading my team as well as assisting clients with their banking needs. I enjoy volunteering throughout the Dubuque community, and I am an active member of Young Professionals of Dubuque. Outside of work I enjoy spending time at my family's lake house in Delhi, IA.

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Lexie Felderman
Personal Banker
MidWestOne Bank

I am a Personal Banker at our Key West branch in Dubuque and I am looking forward to growing my career with MidWestOne for many years to come. I take pride in accommodating our client's banking needs as well as working as a team to ensure we have a welcoming environment. I actively partake in Young Professionals of Dubuque and I enjoy getting involved in the community with volunteering opportunities. In my free time I enjoy making memories with family and friends, as well as hiking with my dog.



Gayle Kramer
Assistant Retail Managing Officer
MidWestOne Bank

I started at the Farley branch as a part-time teller in 2006. Over the years my position has grown, and I now have the opportunity to assist our clients with their lending and new account needs. I am proud to work at the Farley office, where I have watched our community grow and succeed. When I am not at work, I enjoy spending time with my three children, family and friends.



Joyce Wessels
Vice President
MidWestOne Bank

As a long-time commercial lender, I enjoy developing strong relationships with the bank's business and agricultural clients. Over the years I've formed strong connections with our clients and proudly witnessed many financial success stories with those clients. I also enjoy serving as a Dyersville Area Chamber of Commerce Ambassador helping promote new and existing businesses throughout our local communities.



Megan Werner
Vice President, Dyersville Main
Retail Manager
MidWestOne Bank

I have been part of the MidWestOne Bank team in Dyersville for over 15 years. I take great pride in helping our clients with their personal and business banking needs. Outside of work, I enjoy spending time with my three amazing children.



Katie Smock
Assistant Retail Manager, Dyersville
HWY 136 Office
MidWestOne Bank

I started my career with MidWestOne Bank in 2012, shortly after graduating from college with a business degree. I started working in the Dubuque offices and soon after, was given the opportunity to work in the Dyersville offices, which was much more familiar to me as I grew up in the surrounding communities. I enjoy assisting my customers in finding the best solutions for their financial needs. From consumer lending to opening personal and business deposit accounts and assisting with online banking, I take pride in being able to serve our small-town community's needs. Outside of work, I enjoy spending time with my husband and 3 children and our families and friends and attending local games/events!



Rose LoBianco
Vice President, Retail Manager
MidWestOne Bank

I have been in banking for over 36 years and enjoy helping our clients find solutions to their financial needs. I serve on the Board of Directors for the Dubuque Kiwanis organization and enjoy volunteering for other local, non-profit organizations. Outside of work I enjoy spending time with my husband, Dan, and my twin daughters, Maria and Natalie!



Andrea Hayes
Trust Officer
MidWestOne Bank

I began my banking career in 2012 working as an assistant in the trust department. I now am a Trust Officer with MidWestOne Bank. I have the privilege of helping clients meet financial goals and assisting them with estate planning needs. I am an active member of the Tri-State Estate Planners and Young Professionals of Dubuque. Outside of work I enjoy traveling, golfing, and playing euchre.



Kim Cook
Senior Personal Banking Officer
MidWestOne Bank

I have enjoyed working in retail banking for over 40 years, the last six with MidWestOne at the Kennedy Road office. I am happy to assist our clients with many of their banking needs from personal banking to consumer lending. Outside of work I enjoy the outdoors, handiwork, and most importantly spending time with my family-which includes two grandchildren!

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Connie Francis
Connections Club Director
MidWestOne Bank

It is a privilege to be the Connections Club Director at MidWestOne Bank. As the Club Director, I secure and offer tickets to local events, I plan one-day adventures, and extended travel opportunities. I have been in banking for 35 years and joined the MidWestOne family in 2007. It is my pleasure to serve our community.



Debbie Tancrell
Vice President
32nd Street Office Manager
MidWestOne Bank

I have worked at MidWestOne Bank since 2004 and am the office manager at the Asbury branch. I enjoy making personal connections with clients and helping them with all their banking needs. I received my BA from Clarke University and MM from Indiana University. I serve on the boards of the Grand Opera House and Northeast Iowa School of Music. Outside of work, I enjoy outdoor activities and spending time with my husband and two sons.



Michelle Breitbach
Vice President, Trust Operations
MidWestOne Bank

After graduating from UNI, I started my career in the retirement industry. In 2007, I joined the Trust Department at the bank where I evolved from administration, to sales, followed by finance and now fulfilling an operations role. I enjoy serving as a board member for Mt. Pleasant Home and as a member of the Future Leadership Committee for Greater Dubuque Development Corporation. I reside in Peosta with my remarkable husband and three children.



Lindsey Morris
Second Vice President Retail
Managing Officer
MidWestOne Bank

I have been part of the MidWestOne Bank team for over 10 years. I am currently the Retail Manager at our Key West Office. I enjoy developing relationships and working with clients to meet their personal, business, and lending needs. I also enjoy educating clients on growing their finances and maintaining their financial security. Outside of work, I enjoy spending time with my family and friends.

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Melissa Gross
Personal Banker
MidWestOne Bank

I started my career at MidWestOne Bank 29 years ago. I am a Personal Banker at our JFK location; where I enjoy helping our clients with their financial needs. Outside of work, I enjoy spending time with family and friends.



Kim Budde
Senior Vice President,
Human Resources
Kunkel & Associates

Kim is an influential business partner executing human capital strategies that enable growth and sustainability. Kim currently serves on the Board of Directors for Opening Doors, Stonehill Franciscan Services, and the Fountain of Youth Program. She is a past President of the Women's Leadership Network & 2014 Rising Star Recipient. Kim is married to Brian, and is the proud mother of Ireland, Declan, Cashlan and Adylan.



Lauren Minert
Human Resources Manager
Kunkel & Associates

Lauren Minert is an up and coming leader in the Human Resources space. You may know her as Human Resources Manager at Kunkel & Associates, but Lauren can also be credited with contributions to Tri-State Human Resource Association, Women's Leadership Network of Dubuque, Fountain of Youth, American Heart Association and Opening Doors. Lauren has been honored with Women of Achievement Awards, "Up & Coming Leader", Salute to Women Awards, "Woman to Watch" and Telegraph Herald's Rising Star Awards, "Rising Star" for her contributions to the community and her organization. She holds a Bachelor of Business Administration in Marketing from The University of Iowa Tippie College of Business and currently resides in Dubuque, IA.

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Tricia Kueter, CPA
VP, Tax Manager
Heartland Financial

With over 20 years of experience in the tax and financial industry, I joined the HTLF team in 2013. My current role focuses on corporate income tax, sales/use tax and mergers & acquisitions. I received my bachelor's degrees in Accounting and Economics from Loras College and earned my CPA license.



Lynn K Stoffregen
Treasury Management Account
Analysis Specialist, VP
Heartland Financial

Lynn has been in banking for 48 years, 23 of those with HTLF. As part of the TM Support team, she specializes in billing and analysis. She is involved with the Jaycees, serving as treasurer for the Dubuque Jaycee Foundation, a JCI Senator and past president of the Dubuque Jaycees.



Jamie Dreger
Lead Business Systems Administrator
Heartland Financial

As an IT worker with the company for over 16 years, Jamie strives to deliver exceptional solutions by acting as subject matter expert, business analyst and project lead for several key enterprise software applications. Jamie holds a Bachelor of Business Administration degree from the University of Wisconsin - Whitewater.



Tracy Bechen
Business Systems
Product Manager, VP
Heartland Financial

With over 25 years of experience with HTLF, Tracy leads the banking applications group within the IT area. She and her team deliver state-of-the-art systems and support to the banks and their customers. A graduate of Clarke College, she has a degree in Business Administration.



Megan Michel
Director of Consumer Branch
Banking Operations, SVP
Heartland Financial

Megan has over 18 years of experience in the banking industry. In her current role, she is responsible for the strategic operations of HTLF's consumer branch network. She graduated from the University of Northern Iowa with a Bachelor of Science degree in accounting.



Janet Quick
Deputy Chief Financial Officers, EVP
Principal Accounting Officer
Heartland Financial

A graduate of Iowa State University, Janet joined Heartland in 1994 as an Internal Auditor. She earned her Certified Public Accountant certification in 1987 and completed the Graduate School of Banking program in Madison, Wisconsin. She currently serves on the Board of Directors for Steeple Square.



Kate Pineda
Wealth Management Director of
Platform Services, VP
Heartland Financial

Kate has over 16 years of experience in the financial industry. As the Director of Platform Services, Kate is responsible for coordinating department activities across wealth platforms to support HTLF Member Banks. Kate received her MBA from Clarke University. She is a board member of Dubuque's True North.



Nicole Kruser
Manager of SEC Reporting, VP
Heartland Financial

Nicole joined HTLF in 2012. She is a Certified Public Accountant and earned her MBA and bachelor's degree at the University of Dubuque. Nicole has more than 20 years of accounting and financial reporting experience.

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Tina Stair
Senior Business Systems
Administrator, AVP
Heartland Financial

As a Senior Business Systems Administrator with over 20 years of banking experience, Tina implements and supports application systems across HTLF. She works directly with HTLF's Business Leaders to support their business needs and also assists the Business Systems Product Managers with merger conversions of applications.



Kathy Kidd
Senior Business Systems
Administrator, AVP
Heartland Financial

As a Senior Business Systems Administrator with over 30 years of banking experience, Kathy implements and supports application systems across HTLF. Leverages technical knowledge to support the business line leadership vision and plans in conjunction with Marketing, Compliance, Technology, Risk Management, and related functions.



Claire Oberhoffer
Portfolio Manager Team Manager, VP
Heartland Financial

With over 15 years of banking experience, Claire manages the bank's commercial loan portfolio and underwrites the financing needs of new and prospective clients. Claire has a degree in Finance and Economics from St. Ambrose University and recently graduated from the Graduate School of Banking at the University of Wisconsin - Madison.



Shelley Zahn
Senior Human Resources
Business Partner, VP
Heartland Financial

With more than 30 years of HR experience, Shelley serves as a consultant to executive and senior leadership to strategically align business objectives for the HTLF lines of business. She holds a Master's in Organizational Leadership from Clarke University and serves on the Board for United Way of Dubuque Area Tri-States.



Jeannette Ross
Director of Portfolio Management
Office, SVP
Heartland Financial

As Director of the Portfolio Management Office, Jeannette oversees the implementation of company projects. She has spent 35 years in Information Technology, 25 years specifically dedicated to the Financial Services industry. She holds a Computer Science degree from Clemson University and a Master of Business Administration from Queens University.



Dr. Kimberly Pingel
Board Certified Oral &
Maxillofacial Surgeon
Great River Oral &
Maxillofacial Surgery, PC

Dr. Pingel graduated from the University of Iowa College of Dentistry and completed her residency in Oral and Maxillofacial Surgery at University of Minnesota College of Dentistry. Dr. Pingel and husband, Ryan, reside in Dubuque with their 2 kids, Declan and Millie.



Jenny Weiss
Attorney
Fuerste, Carew, Juergens
& Sudmeier, P.C.

Jenny is a 1998 graduate of Hempstead High School. She obtained her B.A. from the University of Iowa in 2003 and her J.D. from the University of Iowa College of Law in 2007. Jenny returned to Dubuque following law school and began working for Fuerste, Carew, Juergens & Sudmeier, P.C. where her practice areas include family law litigation, education law, municipal law, and personal injury. In her free time, she enjoys traveling, reading, gardening, and spending time with family and friends.



Dr. Stephanie Dalton
Board Certified Oral &
Maxillofacial Surgeon
Great River Oral &
Maxillofacial Surgery, PC

Dr. Dalton graduated from dental school at the University of Iowa College of Dentistry. She completed her residency in Oral and Maxillofacial Surgery at Gunderson Medical Foundation in La Crosse, WI. She is happy to be back in her hometown serving the dental community.

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Anita Adams

Financial Consultant, VP
DB&T Investment Services

Anita has over 38 years of experience in the financial industry. As a Financial Consultant for over 25 years, Anita works with clients to provide solutions based on their financial situation. Anita is a committee member for the Sertoma Club of Dubuque, and a volunteer at Mercy Service Club.

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Carissa Clinton

Private Banker, AVP
Dubuque Bank and Trust

As Private Banker, Carissa assists our private banking customers with financial solutions. A graduate of Upper Iowa University, she has a Bachelor's Degree in Financial Management and Human Resources Management.



Dee Crist

Private Banking Manager, VP
Mortgage Sales Manager, VP
NMLS ID#: 718441

Dubuque Bank and Trust

With over 20 years of experience within the financial services industry, Dee leads our private banking and mortgage teams to assist our customers with financial solutions by selecting the products that best fit their needs. Dee is a proud board member of local non-profit Brain Health Now and the Cuba City Main Street.



Mikeleen Means

Sales Market Manager, VP
Dubuque Bank and Trust

As a 34-year banking veteran, Mikie oversees all aspects of Consumer Banking. She is responsible for the management of DB&T's eight banking centers.



Brittany Loeffelholz

Wealth Advisor, VP
DB&T Investment Services

Brittany, CFP®, has over 10 years of experience in the financial industry. She is responsible for providing comprehensive customized wealth management solutions, including holistic financial planning to business owners, executives and families. Brittany is a Certified Financial Planner™ professional.

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Alma Mrzljak

Senior Treasury
Management Officer, VP
Dubuque Bank and Trust

With over 17 years of experience within the commercial banking space, Alma helps commercial business owners optimize their accounts payable and receivable departments while reducing fraud exposure for the business.



Diann Guns

Human Resources
Business Partner, VP
Dubuque Bank and Trust

Diann has been with the company for over 20 years. In her current role, Diann is responsible for aligning strategic business objectives, employees and management for designated member banks/affiliates. Diann holds a degree in business from Loras College.



Jessica Mast

Agricultural Banker, VP
Dubuque Bank and Trust

As an Agricultural Banker, Jessica assists DB&T's agribusiness customers with financial solutions to help them achieve their business goals. She is a graduate of the University of Wisconsin-Platteville with a bachelor's degree in Agricultural Business and Animal Science.

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Jessie Ehrlich

Private Banker

Dubuque Bank and Trust

Jessie has over 20 years of experience in financial services, with specialties in personal banking, lending and client services. As Private Banker at DB&T, Jessie assists private banking customers with financial solutions to fit their needs. Jessie serves as a board member for Dubuque Days of Caring and United Way of Dubuque Area Tri-States.



Karie Horsfield

Mortgage Loan Originator

NMLS ID#: 537314

Dubuque Bank and Trust

With over 20 years of banking experience, Karie assists home buyers to fulfill their dream of home ownership. Karie helps her customers navigate through the process by selecting the mortgage products that best fit their needs.



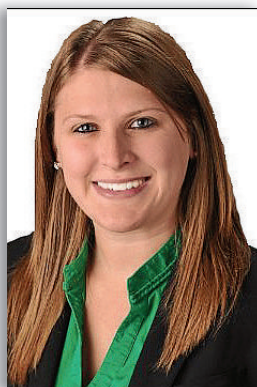
Stacey Hines, J.D.

Wealth Advisory Services

Market Leader, SVP

Dubuque Bank and Trust

With more than 10 years of experience working in the legal and financial services industry, Stacey utilizes her experience to lead Dubuque Bank and Trust's Wealth Management, Trust, and Brokerage team. She is a board member of March of Dimes and Mercy Health Foundation.



Beth Rowe

Marketing and Public Relations Director, VP
Dubuque Bank and Trust

As the Director of Marketing and PR, Beth oversees all marketing activities for DB&T. She is a graduate of Loras College with a Bachelor of Arts Degree with emphasis in marketing and public relations. Beth serves on Creative Adventure Lab's Board of Directors.

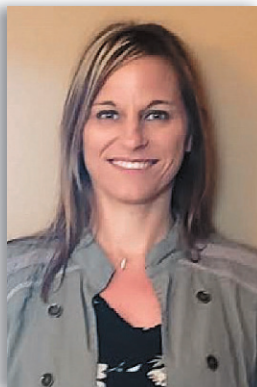


Lynsey Kirkpatrick

City District Manager

TH Media

I have worked at the Telegraph Herald for four years as City District Manager. I have a seven year old daughter named Evelyn. I enjoy cooking, spending time with my boyfriend and our blended family at our new farm, and watching our favorite sports teams together.



Wendy Vosberg

Advertising Account Executive
TH Media

Wendy is an Advertising Account Executive at TH Media. She has been with the company for 20+ years! She handles retail accounts in Iowa & Wisconsin. Wendy strives to find marketing solutions for all of her clients. Print. Digital. Online.



Kelsey Gingrich

HR Director

Woodward Community Media

Kelsey received her B.B.A with a double major in Human Resources Management and Marketing from the University of Dubuque and her MBA with an emphasis in Human Resources Marketing from Upper Iowa University. She also became a SHRM Certified Professional in 2020. She has been with WCI for just over 7 years and is currently the HR Director. Kelsey also volunteers her time as the Communications Director for TRIHRA.



Dana Huetmann

Retail Manager

Vivie Boutique

I provide women with honest and personalized shopping experiences. Vivie offers affordable, fashion-forward pieces for women of all ages. We are a multi-generational shopping destination providing customers with a personalized shopping experience with updated inventory. Our inventory updates daily, allowing customers to find new, on-trend items on a weekly basis. Outside of work I enjoy spending quality time with my husband and 3 daughters.

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Katie Thomas

President
Honkamp & Co., P.C.

As president and a member of the firm's executive partner group, Katie is responsible for spearheading the firm's strategic vision, leading staff members in continual growth and development, and creating innovative ways to establish a competitive advantage. She is a Certified Public Accountant, Certified Financial Planner and Chartered Global Management Accountant. Katie joined Honkamp in 2004.



Brianna Bautsch

Assurance Supervisor
Honkamp & Co., P.C.

Brianna has 7 years of experience in the assurance field. She specializes in the construction and nonprofit industry, and she is a Certified Public Accountant.



Jennifer Daughettee

Partner & Chief Financial Officer
Honkamp & Co., P.C.

Jenny leads the administrative, corporate accounting and human resource teams for the firm. She has over 25 years of accounting and business consulting experience for franchise organizations, retail, restaurant, medical, service, nonprofit and manufacturing industries. She is a Certified Public Accountant and holds a Personal Financial Specialist designation.



Crystal Francois

Business Development Supervisor
Honkamp & Co., P.C.

As the business development supervisor, Crystal provides supervisory support to the business development team, assists in company initiatives to grow the firm's clientele and fosters strategic partnerships that drive revenue growth. She joined Honkamp in 2020.



Ashley Didesch

State and Local Tax (SALT) Supervisor
Honkamp & Co., P.C.

Ashley has more than 10 years of experience in the tax field. She specializes in state and local tax issues, as well as business preparation and review. She is a Certified Public Accountant.



Richelle Gentile

Engagement and Retention Manager
Honkamp & Co., P.C.

Richelle has over 18 years of experience in recruiting primarily within the financial industry. As a member of the human resources team, she leads firm-wide culture and talent initiatives that support employee engagement, retention, diversity, equity and inclusion. She leverages new and existing data to make informed decisions regarding engagement and retention strategies and serves as an employee advocate.



Karla Hagerty

Senior Accounting Manager
Honkamp & Co., P.C.

Karla has more than 15 years of experience in public accounting. She specializes in corporate, partnership, and personal tax planning and preparation, monthly and annual financial statement preparation, and business consulting. She is a Certified Public Accountant.



Amy Hermiston

Controller
Honkamp & Co., P.C.

As the Honkamp controller, Amy provides oversight of the internal accounting operations, including budgeting and financial projections for the firm. She focuses on process improvement and creating efficiencies for the Honkamp support teams. She is a Certified Public Accountant and has over 20 years of experience in public and private accounting.

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Heidi Hermesen

Assurance Supervisor
Honkamp & Co., P.C.

Heidi has almost 6 years of experience in the assurance field. She specializes in the employee benefit plan industry and works heavily in the gaming, retail and manufacturing industries. She is a Certified Public Accountant.



Renee Hesselman

Partner
Honkamp & Co., P.C.

Renee has over 20 years of experience in tax, accounting, business valuation and management advisory services. She specializes in working with businesses, franchise organizations and individuals for tax planning and preparation, financial statement preparation, and general business consulting. Renee is a Certified Public Accountant.



Deb Kipper

Tax Manager
Honkamp & Co., P.C.

Deb has more than 38 years of experience in the tax industry. She is a Certified Public Accountant and has a Master of Science degree in taxation. Deb prepares and reviews individual returns, conducts tax research and planning, assists in tax audits and resolving notices and is involved in training and mentoring staff. She specializes in reviewing complex individual returns, farm returns, all multistate reviews, planning, tax research and individual tax audits.



Shannon Hunter

Partner
Honkamp & Co., P.C.

Shannon has more than 15 years of experience in public accounting. She specializes in working with clients to analyze and improve their business operations and financial reporting processes. Shannon is a Certified Public Accountant, a Chartered Global Management Accountant and a Certified QuickBooks ProAdvisor®.



Danielle Lex

Senior Accounting Manager
Honkamp & Co., P.C.

Danielle has more than 20 years of experience in the auditing, tax and accounting field. As a senior accounting manager, she helps businesses and individuals with tax planning and preparation, financial planning and general business consulting. She is a Certified Public Accountant, Certified Fraud Examiner and a Chartered Global Management Accountant.



Sue Lawler

Partner
Honkamp & Co., P.C.

Sue has more than 20 years of experience in public accounting. She oversees external assurance services for privately held and nonprofit entities, as well as employee benefit plans. She specializes in planning and reviewing client attestation engagements, presenting financial statements and reports to clients, and researching accounting and auditing standards. Sue is a Certified Public Accountant.



Sarah Lindenberg

Accounting Supervisor
Honkamp & Co., P.C.

Sarah has been with Honkamp since 2016. As an accounting supervisor, she manages production, mentors staff, maintains client contacts, analyzes complex financial data and prepares and reviews financial and tax reports. Sarah has 6 years of experience in her field and specializes in employee retention tax credits and the franchise industry.



Ashley Meade

Audit Manager
Honkamp & Co., P.C.

Ashley has 8 years of experience in public accounting, accounting and Sarbanes Oxley Compliance. She is responsible for managing her audit team, reviewing engagements and audit procedures. Specializing in commercial and employee benefit plan audits, Ashley is a Certified Public Accountant and has completed the AICPA's Intermediate Employee Benefit Plans Certificate.

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Stephanie Mettille

Partner
Honkamp & Co., P.C.

Stephanie has more than 15 years of experience in public accounting. She assists businesses and individuals with tax planning and preparation, financial statement preparation and general business consulting. She specializes in tax planning and consulting in a wide variety of industries, including construction, real estate and restaurant franchises. Stephanie is a Certified Public Accountant.



Mary Catherine Mullen

Tax Production Supervisor
Honkamp & Co., P.C.

Mary Catherine has held supervisory positions the last 6 of her 10 years of experience at the firm. She specializes in tax workflow, production and reporting. Her specialties include e-filing tax returns and extensions, documented processes and streamlining tax production throughout the firm.



Erin Milestone

Senior Accounting Manager
Honkamp & Co., P.C.

Erin has more than 15 years of experience in the accounting field. As an accounting manager, she helps businesses and individuals with tax planning and preparation, financial statement preparation, financial planning and general business consulting. She is a Certified Public Accountant and a QuickBooks™ ProAdvisor.



Jessica Odefey

Billing & Administrative Supervisor
Honkamp & Co., P.C.

Jessica has 8 years of experience in the billing and administrative field. She oversees and contributes to the administrative, billing, and accounts receivable teams. She is also responsible for process improvement and creating efficiencies for Honkamp support teams.



Kristi Patrum

Accounting Manager
Honkamp & Co., P.C.

Kristi has more than 13 years of tax and accounting experience. She assists clients in the retail, service, franchise and health care industries with their business and individual tax planning and preparation and financial statement preparation. She is a Certified Public Accountant and Certified QuickBooks™ ProAdvisor.



Teri Pitzen

Senior Human Resources Manager
Honkamp & Co., P.C.

Teri has more than 15 years of experience in human resources. As the senior human resources manager, Teri is responsible for coordinating human resources initiatives, managing daily departmental operations, and ensuring that policies and programs are being administered. She specializes in policy writing and employee relations. Teri is a Senior Professional in Human Resources® (SPHR).



Julie Squiers

Tax Supervisor
Honkamp & Co., P.C.

Julie has more than 10 years of experience in the tax field. She specializes in preparation and review of tax returns for employee benefit plans, corporations, nonprofits, partnerships, trusts and estates, and gift-tax returns. She is a Certified Public Accountant.



Michelle Thomson-Henry

Senior Accounting/Tax Manager
Honkamp & Co., P.C.

Michelle has been with the firm for 20 years at the Platteville location. She specializes in tax planning and preparation, financial statement preparation, and business and QuickBooks consulting. Michelle is a Certified Public Accountant.

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Ellie Wegmann

Accounting Manager
Honkamp & Co., P.C.

Ellie has a total of 10 years of experience in accounting. She specializes in corporate, partnership and personal tax planning and preparation, and assists clients with their monthly and annual financial statement preparation. She is a Certified Public Accountant.



Lisa Wigington

Partner
Honkamp & Co., P.C.

Lisa has more than 30 years of experience in both public and private accounting. She leads the audit department and focuses on audits of contractors and employee benefit plans. She specializes in planning and reviewing client attestation engagements, presenting financial statements and reports to clients, and researching new accounting pronouncements and auditing standards. Lisa is a Certified Public Accountant.



Heather Vetter

Partner
Honkamp & Co., P.C.

Heather has more than 20 years of experience in public accounting. She is a leader for the firm's assurance group and specializes in the construction industry. She holds the credentials of Certified Public Accountant, Certified Fraud Examiner, Certified Internal Controls Auditor and Certified Internal Auditor.



Tricia Sullivan

Marketing Manager
Honkamp & Co., P.C.

Tricia has 9 years of experience in the marketing field. She supervises and executes the marketing strategies and projects for Honkamp, leading a team of specialists in digital and content marketing, marketing automation/email marketing, branding/design, event management, and client experience.



Donna Kuhlman

Senior Wealth Manager
AssuredPartners /
The Friedman Group

Donna Kuhlman is a Senior Wealth Manager with Cetera Wealth Advisors. With 14 years of experience in the financial services industry, she is focused on meeting the financial needs of clients and helping them achieve financial security and greater retirement readiness. With a focus on financial & estate planning, budgeting, college funding, retirement income, investment analysis, disability coverage, long term care and life insurance strategies, Donna works with clients to help them achieve a confident financial future.



Abbi Porter

Director
Stonedrift Spa at
Eagle Ridge Resort & Spa

Abbi Porter is looking forward to the expansion of Stonedrift Spa as it will allow her to showcase her love of the spa community. Abbi's favorite part of managing is hiring, recruiting, and developing - She loves watching employees grow and flourish in their roles. When not on property, she keeps busy with her three children: Willow, Theo, and Julian.



Lisa Schockemoehl

Account Executive
AssuredPartners /
The Friedman Group

Lisa has been employed with Assured Partners/The Friedman Group, for 25 years. She specializes in individual health insurance and Medicare markets. She takes time with each client to make sure their needs are met. Feel free to contact her for a quote. She can be reached at 563-556-0272.



Melissa Maas

Financial Advisor
New Eagle
Wealth Management

Melissa is a Financial Advisor at New Eagle Wealth Management and comes with over 10 years of experience in the finance industry. She will provide you with guidance tailored to the unique needs of your financial goals, whether it's saving for retirement, education planning, 401k rollovers or life insurance.

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Lisa Bowers
Chief People Officer
Dupaco Credit Union

Lisa empowers and ensures Dupaco is focused on its values-driven culture that directly impacts the employee and member experience. Lisa oversees human resources, training and development, organizational design, DEI and member services at Dupaco.



Tami Brandenburg
Vice President, Member Service
Dupaco Credit Union

Tami oversees the member service delivery and member experience development teams, and works to ensure we provide the best experience for members joining Dupaco.



Jeann Digman
Vice President, Mortgage Lending
Dupaco Credit Union

Jeann directs Dupaco's full-service mortgage loan department and loan processing staff.



Denise Dolan
Board of Directors
Dupaco Credit Union

Denise retired as County Auditor, Dubuque County, in 2020. Currently she is Dubuque County Treasurer. Denise was elected to Dupaco's volunteer Board of Directors in February 1993. In addition, Denise serves as Vice-Chair of the Dupaco RW Hoefer Foundation.



Danielle Gratton
Chief Financial Officer
Dupaco Credit Union

Danielle helps ensure the continued financial safety and soundness of Dupaco, and oversees the accounting, finance, credit administration, and audit departments.



Jennifer Hanniford
Vice President, Marketing
Communication
Dupaco Credit Union

Jennifer helps ensure the delivery of Dupaco-branded, relevant, and engaging product and service messaging and personal finance content to relevant audiences.



Meggan Heacock
Senior Vice President, Finance
Dupaco Credit Union

Meggan oversees the accounting and finance departments and maintains a comprehensive set of controls and risk at Dupaco.



Melissa King
Vice President, Business Development
Dupaco Credit Union

Melissa provides enhanced products and services to Dupaco's business members, while seeking additional opportunities to grow and maintain successful relationships through community partnerships.

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Sherry Leeser
Vice President,
Marketing Intelligence & Strategy
Dupaco Credit Union

Sherry uses data and research to identify, investigate and assess strategic and tactical marketing and corporate initiatives and formulate creative strategies to address them.



Ellen Goodmann-Miller
Board of Directors
Dupaco Credit Union

Ellen was elected to Dupaco's volunteer Board of Directors in February 2021. She is a community and resource development specialist for Gronen and she provides resource development, grant writing, strategic planning and political consulting services through Hawks Goodmann & Associates.



Tanya Moore
Vice President, Business Lending
Dupaco Credit Union

Tanya works collaboratively with entrepreneurs by managing business loan opportunities and relationships.



Renee Poppe
Board of Directors
Dupaco Credit Union

As Senior Vice President, Sales Service Center at Medline Industries, Renee was elected to Dupaco's volunteer Board of Directors in 2010, she is currently Board Secretary. Compassionate and giving of her time, Renee also volunteers for other community groups.



Jill Schweikert
Senior Vice President, Consumer &
Mortgage Lending
Dupaco Credit Union

Jill oversees the consumer and mortgage lending teams at Dupaco, managing the day-to-day operations and member experience of these departments.



Erin Engler
Vice President, Community Outreach
& Education
Dupaco Credit Union

Erin and the team she oversees are tasked with developing partnerships with community organizations and businesses, and delivering financial education through these and other community outlets.



Katie McClain
Vice President, Human Resources
Dupaco Credit Union

Katie leads the day-to-day human resources team who help find top talent, and who take care of the talent by keeping the human in human resources at Dupaco.



Janice Smith
Realtor
Bob Smith Realty

I'm a lifelong resident of Dubuque, and have been selling real estate since 1977. I especially enjoy the smile on my client's faces when they have found the perfect home. My husband Bob and I have 2 daughters and 1 granddaughter, and enjoy spending our time with family and boating on the Mississippi River. Thank you to all my friends, family and clients for their continued support.

Call us Today! 563-599-2378

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Ashley Adams-Erschen

Realtor

RE/MAX Advantage Realty

Ashley has been a licensed Realtor with ReMax Advantage Realty since 2005 and she is licensed both in Iowa and Illinois. A lifelong resident of the tri-state area enables Ashley to utilize her knowledge of the area to help clients relocating to the Dubuque Area. Her passion in real estate is to empower her clients to achieve their goals using her extensive professional knowledge, integrity, and trust. Give her a call today for all your real estate needs! 563-542-1345



Rose Bowen

Realtor

RE/MAX Advantage Realty

With over 25 years of business ownership experience, Rose brings extensive professional knowledge and a passion for helping her clients through what may be the biggest investment of their lives. Known for her warm personality, attention to detail, integrity and strong work ethic, she works tirelessly for her clients to ensure that their experience is as seamless as possible. Her background as a Dale Carnegie facilitator is just one more way that she holds herself to the highest standard possible when it comes to exemplary customer service and building strong professional relationships. For a realtor you can trust, contact her today at (563)451-7588 or rmbowen26@gmail.com.



Sue Conlon

Realtor®

RE/MAX Advantage Realty

For over 20 years, Sue's success is built on her attention to detail. Keeping clients informed from consultation to closing, she provides the information needed so clients can make the right decisions. When it comes to making the most of your real estate opportunities, It's all in the Details. Call or Text: 563-599-8195

RE/MAX Hall of Fame Award
RE/MAX Platinum Club Award
RE/MAX 100% Club Award
Multi-Million Dollar Producer



Mary Schwartz

Realtor

RE/MAX Advantage Realty

Mary has over 26 years of sales experience and is a lifelong resident of the Tri-State area. Mary's experience, expertise and knowledge of both the home buying and selling process has made her a consistent MULTI-MILLION DOLLAR PRODUCER for many years. Mary is also a Senior Real Estate Specialist and can use her expansive knowledge in that area to guide seniors along in the selling process.

"I'll Make It Happen, You Make It Home!"

Mary Schwartz, SRES

563.451.5805 Mary@remaxdub.com



Cathy A Blanchard

Realtor

RE/MAX Advantage Realty

With 20+ years in sales experience, Cathy's passion for real estate is apparent through her excellent communication skills and warm and friendly approach. She recognizes and values the trust her clients place in her and strives every day to exceed their expectations. Cathy epitomizes integrity, energy, hard work and a creative service in every detail of your real estate transaction. Some of her training and inspirations come from Dale Carnegie, Jon Gordon, Brian Buffini & John Maxwell. Five words that you can count on from Cathy Blanchard Caring, Integrity, Commitment, Passion and Fun!

563-543-1569

cathyablanchard@gmail.com



Sue Dietz, CRS, GRI

Realtor/Broker

RE/MAX Advantage Realty

Sue has been making home buyers and sellers dreams come true for over 21 years. With her impeccable customer service and expansive knowledge of both the home buying and selling process and new home construction, she walks her clients through every step of the way. She was born & raised in Dubuque & is licensed to sell real estate in IA & IL.

563-543-2909

suedietzrealtor@gmail.com



Janice Esser

Realtor

RE/MAX Advantage Realty

As a lifelong Dubuquer, I genuinely care about this community and the people who live here. I understand that the buying or selling process can be stressful and intimidating, and I am here for you every step of the way. My goal in every transaction is to epitomize the perfect combination of professionalism, understanding, and knowledge.

I've Got Your Back!

Janice Esser • 563.581.6073

janiceanesser@gmail.com

janiceessersellshomes.com



Brenda Charlson

Realtor

RE/MAX Advantage Realty

Brenda Charlson epitomizes integrity, energy, hard work and creative service in every detail of your real estate transaction. She has over 20 years experience as a full time Realtor. Brenda has continued rising early, working hard and has since built a successful career in real estate. She has worked many aspects of the industry representing sellers and buyers in Iowa, Illinois and Wisconsin.

Brenda Charlson

563-580-2345

DBQhomes.com

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Jamie Blake

Realtor

RE/MAX Advantage Realty

Jamie was born and raised in Dubuque and has worked in the financial and real estate industry since 2002. Her passion is driven by building relationships. She believes in a people first approach and makes it her top priority to exceed her client's expectations.

"MAKING MOVES MATTER!"

563-543-6637

jamieblakerealtor@gmail.com



Lisa Bodnar

Realtor

RE/MAX Advantage Realty

Lisa Bodnar was born and raised here in Dubuque. She has over 20 years of customer service experience and has been a realtor for 5 years working with Buyers and Sellers. She believes in going the extra mile. Lisa is there through the whole process start to finish.

563-580-5593

lisabodnar69@gmail.com



Whitney Putchio

Realtor

RE/MAX Advantage Realty

Whitney has lived in Dubuque her entire life and strives to make a positive difference in the real estate industry. She is very passionate about helping people achieve their home ownership goals! Whitney would love to add you to her priority list.

GIVE HER A CALL TODAY!

563-451-2515

whitneyputchiorealtor@gmail.com



Kate Ahlers

Realtor

RE/MAX Advantage Realty

Kate prides herself in making the buying or selling process enjoyable and run as smoothly as possible. Having spent the better part of her life moving around the country, Kate understands what it is like to stand in her client's shoes and has a sensitivity towards her client's journey, whether it's selling or finding their perfect home. Everything in life happens for a reason, finding the perfect home is no exception!

Call today to unlock the meaning of home!

319-331-3505

kate.realestatedbq@gmail.com



Brianna Fury

Realtor

RE/MAX Advantage Realty

Brianna prides herself on emerging as an industry leader and innovator by implementing cutting edge marketing strategies to propel her business forward. Brianna uses online media to creatively advertise her brand and her listings. Brianna was born and raised in Dubuque and has all the knowledge one needs of the city's real estate market.

563-552-9213

briannawrealtor@gmail.com

www.briannafury.com



Paula Bodish

Realtor

RE/MAX Advantage Realty

Paula loves helping clients, who have become her friends, find their dream home. With over 13 years real estate experience and licensed in Iowa, Illinois and Wisconsin, you can be sure she will find the home your dreaming of.

*Whether you are looking to buy or sell,
your 1st Call should be to Paula!*

563-542-4258

housesoldbypaula@gmail.com



Brianna Bresnahan

Realtor

RE/MAX Advantage Realty

Brianna's passion for getting her clients results, makes her a fantastic option when choosing an agent to represent you in all of your buying and selling needs. She has been a member of the Dubuque Community for over 30 years and is currently raising her own children here, this allows her to be knowledgeable about the area and mindful of her clients hopes and dreams for their next home. The buying or selling experience should be nothing shy of excellent and Brianna will be sure to make that happen.

"Let's make your real estate dreams come true!"

563-542-9014

brianna-bresnahan.remax-central.com



Kellie Hancock

Realtor

RE/MAX Advantage Realty

Kellie Hancock has lived in Dubuque for over 30 Years and is dedicated to helping her clients find the home of their dreams! Whether they are buying or selling a home she is with them through the entire journey. Her smile, compassion, and hard work will help her clients achieve their real estate needs.

563-451-3438

Kellie@remaxdub.com

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Tricia Nelson
Classified Advertising Supervisor
Advertising Account Executive
TH Media

I have been with the Telegraph Herald since 2002, and most recently in May of this year was promoted to Classified Advertising Supervisor. Along with my new role, I am also an Account Executive helping local Realtors & businesses in SW Wisconsin with their advertising & marketing needs. I look forward to learning and succeeding in my new Supervisor role. I live in Potosi, WI w/ my husband Mark and my teenage son, Alex. Most of our free time is spent attending my son's sporting events and serving as his personal taxi service!



Marty Corfman
Account Executive
TH Media

Marty has worked for THMedia since 1995. She provides print and digital advertising solutions to area Automotive dealers and coordinates the advertising for the Dubuque Area Chamber CQ Magazine and the Travel Dubuque Guide. She also collaborates with GDDC to meet the needs for area recruitment through AccessDubuqueJobs.com.



Mimi VanNatta
Classifieds Inside Sales Executive
TH Media

I've been a Classified Sales Executive with the Telegraph Herald for over 24 years. I currently work just two days per week and enjoy assisting customers with their private party and auction ads. My husband John and I have three wonderful children and two beautiful grandchildren. We spend as much family time together as we can and especially love our annual vacations to the Northwoods of Wisconsin.



Kasey Copeland
Classifieds Inside Sales Executive
TH Media

I started my career at the TH in 2009 as a customer service rep in the Circulation Dept. working with customer's subscriptions and retention. In 2013 I joined the Classified Department where I enjoy assisting customers with all of their classified advertising needs and also sell the advertising for the Spring and Fall issues of our Vacationland Magazine. I live in Dubuque with three wonderful children and especially enjoy yearly tropical vacations!



Sarah Beighle
Classifieds Inside Sales Executive
TH Media

Sarah has been assisting customers with their advertising needs for 30 years. If you are thinking of selling your car or house, looking for a renter or the right employee, or need to promote your business online and in print, she'll be happy to assist you. 563.588.5771, sarah.beighle@thmedia.com



Connie Hennings
Audience Development Specialist
TH Media

I have worked at the Telegraph Herald for 37 years. I have been married to my husband Pat for 31 years. In my free time, I like to spend time with my family, go bowling, baking and reading a good book.



Melissa Murphy
Audience Development Specialist
TH Media

I have been a Audience Development Specialist for 3 years. In my spare time I enjoy being with my family, grandchildren, and friends. I like to Rock Hunt, Fish and enjoy the outdoors.



Annette Johnson
Audience Development Manager
TH Media

With over 30 years of sales, service and management experience, Annette and her team focus on growing the TH audience, both in print and through digital access while providing customer service to subscribers of the Telegraph Herald and seven weekly publications in Iowa. A Chicago native, Annette joined the Telegraph Herald in 2017.

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Shari Greenwood

Broker/Owner
American Realty

I am a full time Broker-Owner with American Realty serving the Dubuque and surrounding area. I have lived here all my life and I love my work. I enjoy putting all my skills to work for you. I've been in the Real Estate business since 2004 and have been a consistent multi-million dollar producer every year.

Call me at 563-542-2097
or email me at: sharigreenwood@gmail.com



Peggy Nesler

Broker/Owner
American Realty

I am a full-time Real Estate Broker and Owner at American Realty. Being a licensed Broker in Iowa and Illinois enhances the market for both buyers and sellers. Having lived in Dubuque and worked in this industry for over 40 years I have the expertise to serve my clients through every step of their transactions. I thank my clients for consistently helping me achieve multi-million dollar award status and the Iowa Realtors Diamond Award.

Call me at: 563-580-4670
or email at: peggynesler@gmail.com



Donna Kramer

Broker Associate/Realtor
American Realty

Licensed since 1999, I truly enjoy working with Buyers and Sellers, building friendships along the way. Working with my clients throughout the entire process to see smiling faces at the closing table is so rewarding. I appreciate all my clients' past business and referrals which have helped me be a consistent Million Dollar Producer. As a Certified Negotiation Expert, let me put my skills to WORK FOR YOU!

For all of your real estate needs,
contact me at: Donnaworking4u@gmail.com
or 563-543-5698



Lisa Anderson

Realtor
American Realty

A native Dubuquer, I am thrilled to be able to share my knowledge and love for this City with Buyers and Sellers! I have a passion for developing relationships and assisting clients achieve their goals, whether buying or selling or both. Let me work for you!

Call me at (563) 513-1600
or email at: laanderson1222@gmail.com



Joanne Gebauer

Realtor
American Realty

With a degree in Marketing, 30 years sales experience, 18 years at American Realty, loving the Dubuque area, and a heart to help, I have found my niche.

Call me at: 563-580-1096
or email at: joannegebauer@netscape.net



Sherry Spahn

Realtor
American Realty

Over the past 16 years Sherry has enjoyed assisting both buyers & sellers with 'Unlocking Realty Possibilities'. She strives to keep her clients well informed during every step of the process w/ communication, dedication, & transparency so they feel confident in their decisions. She takes a pro-active approach offering insights for staging and preparing a home for her sellers and guides buyers w/ ideas as to how spaces can work for them. During her free time, she enjoys upcycling, thrifting, volunteering, & outdoor activities w/ her husband, two teens, and her dog.

Call or email me today! 563-543-7849
sherryspahn@gmail.com



Marlene Lund

Realtor
American Realty

I love working with my buyers and sellers. Real Estate is a people business and that's what makes it so worthwhile.

Please call me at 563-580-8691



Patti Burgmeier

Realtor
American Realty

After spending many years in the educational field, I finally tapped into my entrepreneurial spirit and dove into the most exciting and challenging career field of real estate. My professional experiences in recruiting, marketing, teaching and advising have provided a solid foundation for working with both buyers and sellers.

Call me at: 563-599-1194

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Shelly Nelson

Realtor
American Realty

I truly enjoy helping each Buyer and Seller any way I can. Growing up in Dubuque, I know this area well. I have worked in Dental for over 20 years, and am now using my love for helping people in real estate. Let me help you with your next real estate need!

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I have loved serving the greater Dubuque area by selling Real Estate for over 20 year. I like to keep my clients informed as the process progresses toward closing. If you're just getting started looking, I want to educate you along the way. I will also assist by getting answers to questions. When I'm not working on Real Estate I love to be involved in Hope Church. A dozen grandkids keep me hopping. I love cooking and entertaining. I like to get exercise and do lots of walking. I wish you blessings in your life.

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Jenny Johnson

Realtor
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Providing a great customer experience is, and has always been, my number one priority. Thank you to all my past & current clients who have graciously allowed me to guide them through their real estate experience.

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Melissa Salis

Creative Services Manager
Woodward Community Media

Melissa started at Woodward Community Media as a Graphic Designer in 2012, and has since assumed the role of Creative Services Manager. A graduate of Southwest Wisconsin Technical College and a native Wisconsinite, she enjoys cheering on the Badgers & Packers, cooking, and listening to a podcast or audio book. Having found a passion for photography at a young age, she also enjoys taking a wide array of photos in her free time!



Jacque Engling

Business Manager
Woodward Community Media

Jacque Engling is the business manager of Woodward Community Media. She coordinates multiple locations' operating budgets and other financial-related reports and processes. These locations include the Telegraph Herald, Woodward Printing Services (Platteville, WI), and multiple community newspapers and shoppers in southwest Wisconsin and northeast Iowa. Jacque has been with WCI for 24 years and is a life-long Dubuquer.



Ali Chapman

HR Generalist
Woodward Community Media

Ali has been with Woodward Communications since October 2019 and currently serves as the HR Generalist for all divisions of WCI. She received her Bachelor's Degree in Business Administration with an emphasis in Human Resources Management from the University of Wisconsin-Platteville. Ali is currently studying to attain her SHRM Certification in Fall '22/Winter '23. In her free time, she loves reading, shopping, and spending time with her husband, Shane, and their two French Bulldogs, Ryne and Reese.



Amy Wagner

SHRM-CP
Executive Assistant
Woodward Community Media

Amy Wagner, a native of Dubuque, is the Executive Assistant to the CEO/President of Woodward Communications, Inc. She also serves as a director and secretary on the Woodward Communications Foundation. During her 40+ years with WCI, Amy has served in several different roles including many years in Human Resources.



Michelle London

Reporter
TH Media

Michelle joined the Telegraph Herald as a features reporter in October 2019. She covers arts and culture, and writes a monthly local history column. When she's not writing, she enjoys reading, binge-watching obscure Scandinavian noir crime series and spending time with her family, including four children and 10 grandchildren. She and her husband, Mark, live in Dubuque with Griffin, the world's most amazing English Cream Golden Retriever.

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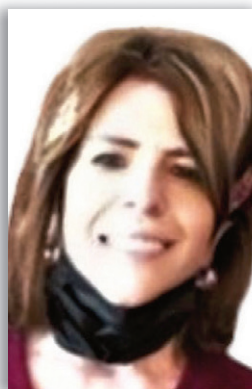
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Sherri Kubly

Realtor

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I was born & raised in the Dubuque, then moved to Edgewood, IA where I raised my family. After my husband's passing a year ago, I received my real estate license & moved back to Dubuque. My life's journey has prepared me to become a Realtor. In addition to serving my clients, part of my reward is to donate 10% of my commission to a non-profit charity of my client's choice.

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Gwen Kosel

Realtor

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As a Dubuque real estate professional, Gwen has found that providing the best service is about putting her clients first. She is accessible, a good listener, a good communicator, and a quick responder to your needs. This "client first" philosophy is her approach, and requires continuous improvement of her skills.

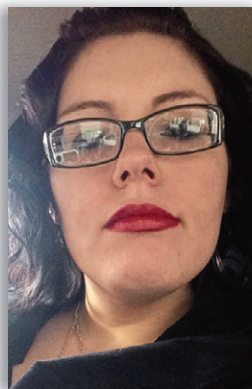
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Linda Wesenberg

Audience Development Specialist
TH Media

Linda has 34 years of experience at the Telegraph Herald. With experience in accounting and HR, Linda has worked as a Customer Service for over 29 years. Linda is married, has three children and is the proud grandmother of three. She loves traveling to exotic places while cruising the beautiful oceans.



Sara Trierweiler

Audience Development Specialist
TH Media

I have been working with the Telegraph Herald in Circulation doing Customer Service since January 2020. In my free time, I like to garden, enjoy cooking & baking, spending time with my family & my cats, Ozzy and Diana, and playing various video games.

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Jodi Herbst Riedl
Real Estate Broker Associate
Life Insurance Specialist & Consultant
Realty Pros of Dubuque

Jodi has over 26 years in the real estate and insurance industries. Working with Realty Pros of Dubuque, let Jodi help you stage, and sell or buy a home. In the insurance industry, Jodi works with O'Connor & English Insurance & a variety of carriers specializing in life, disability and your overall insurance portfolio to assure that you have the most competitive rates and coverage for your specific needs. Jodi teaches continuing education in the State of Iowa.

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Allie Hinga
News Editor
TH Media

Allie Hinga is the news editor for the Telegraph Herald and works with reporters to help produce the best possible newspaper each day. She grew up in Texas and then lived in Missouri for a while but made it to Iowa as fast as she could. When she isn't poring over news stories, watching Netflix or gardening, you usually can find her volunteering in various capacities, but mostly with local youth. She lives in Dubuque with her husband, Alex, and their cat and two ferrets.



Kristie Pfiffner
Paralegal
O'Connor & Thomas Law Firm

Kristie joined the firm in 1995 and is a Business/Real Estate Paralegal. She assists the firm with residential real estate and commercial transactions. She brings experience in banking, corporate law, real estate and probate. She is married to Travis and has two boys, Ethan, and Tristan. She is involved in many committees and community events in both Dubuque and Bellevue. She enjoys spending time with family and friends.



Tara Welty
Realtor
Realty Pros of Dubuque

I was born and raised here in Dubuque, where I married my husband 9 years ago and started our family and have two beautiful kids. Three years ago I chased my dream of becoming a Realtor, and joined Realty Pros. In addition to being a Realtor, I am a Compliance & Contracts Manager with Catholic Charities. What lights a fire inside me is helping others and making a difference. In our family free time we love to kayak, spend time outdoors and travel.

Give Tara a call today! 563-590-6601



Amy Gilligan
Executive Editor
TH Media

I've been at the TH for more than 30 years, working mostly as an editor and a columnist. Dubuque is my hometown and I'm proud to work in the newsroom and help tell great stories about the people and events in our community. My husband, Michael Shubatt, and I have four kids and two Welsh corgis.



Megan Gloss
Features Editor
TH Media

Megan Gloss is the Features Editor at the Telegraph Herald, where she facilitates coverage of area arts and entertainment, lifestyle, trends, food, travel, books, fashion and other topics. She also organizes Her magazine. A classical vocalist in her other life, she also writes for publications across the globe on everything from music education to vocal technique and pedagogy, vocal health and classical music trends. Additionally, she performs with professional symphonies and opera companies throughout the region. Megan resides in Dubuque with her husband, Keith, and their cat, Mabel.



Tonya A. Trumm
Partner
O'Connor & Thomas Law Firm

Tonya A. Trumm joined the firm in August of 2014. Tonya previously worked at the Milwaukee, Wisconsin law firms of Godfrey & Kahn, S.C., where she was a member of the Business Finance, Bankruptcy & Restructuring Practice Group, and at Michael Best & Friedrich, LLP, where she was a member of the Transactional Practice Group. Tonya practices in the areas of corporate and business law, banking, finance, bankruptcy, and creditors' rights law, and is licensed in Iowa and Wisconsin. Tonya currently serves on the board of the Dubuque Main Street.

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McKenzie R. Blau

Partner

licensed in Iowa, Illinois,
and Wisconsin

McKenzie joined the firm in August of 2012 and became a Shareholder in 2018. McKenzie is licensed in Iowa and Illinois and her general practice includes collections law, appellate practice, real estate, business law and labor and employment law. She also provides pro bono legal services through the Volunteer Lawyers Project. In the community, McKenzie is on the Dubuque Civic Center Commission and is a volunteer for Junior Achievement.



Jody Burns, ACP

Advanced Certified Paralegal

O'Connor & Thomas Law Firm

Jody is a Certified Paralegal at O'Connor & Thomas Law Firm, with an Advanced Certification in Trial Practice and is a State Bar of Wisconsin Certified Paralegal. Jody is the Technology Director of the Iowa Paralegal Association, is on the Advisory Board for NICC's Paralegal Program, is a member of the IA, IL, and WI paralegal associations and two national paralegal associations. She is dedicated to providing outstanding services for the firm and is committed to her volunteer work.



Alyssa Carlson

Attorney

O'Connor & Thomas Law Firm

Alyssa M. Carlson joined the firm as an associate attorney in August of 2018. Alyssa is licensed in Iowa and practices in the areas of civil and criminal litigation, appellate practice, intellectual property, collections, and employment law. Alyssa serves on the board of directors for the Fountain of Youth and is a member of the Young Lawyers Division of the Dubuque County Bar and the Iowa Defense Counsel Association.



Holly N. Cushman

Certified Public Accountant

O'Connor & Thomas Law Firm

Holly joined O'Connor & Thomas in 2004 and manages the firm's individual, fiduciary, gift, and business tax practice. Holly is a graduate of the University of St. Thomas and previously worked in the Minneapolis and Denver offices of Deloitte. She is a member of the American Institute of Certified Public Accountants and the Iowa Society of CPAs. She recently served two terms on the Mary's Inn Maternity Home's board as treasurer and continues to sit on the organization's finance committee.



Stephanie R. Fueger

Partner

O'Connor & Thomas Law Firm

Stephanie R. Fueger is a partner at O'Connor & Thomas, P.C., where she has worked since 2009. She is licensed in Iowa, Illinois and Wisconsin and proudly serves clients in all three states. She is active in the Dubuque County Bar Association as secretary. Stephanie practices in the areas of civil litigation, personal injury, family law, including custody, child support, adoption and divorce cases, and appellate advocacy. Stephanie is a certified mediator and is trained in collaborative law, an approach she is happy to offer to her clients.



Mary Anne Gau

Paralegal

O'Connor & Thomas Law Firm

Mary Anne has been with the firm since 2005. She has a Bachelor of Science Degree in Business Administration - Finance from the University of Wisconsin-Platteville and an Associate of Science Degree in Paralegal Studies from MacCormac Junior College. Mary Anne is a Paralegal in the estate and tax areas, and she has over 30 years of estate administration and tax experience. She is a member the Iowa Paralegal Association.



Kayla M. Weber

Certified Public Accountant

O'Connor & Thomas Law Firm

Kayla Weber joined the firm as a Certified Public Accountant in January 2019. Kayla is a member of the firm's tax practice which includes work in the individual, fiduciary, gift, business, and tax compliance fields. Kayla is a member of the Iowa Society of Public Accountants. Prior to joining O'Connor & Thomas P.C., Kayla worked as an auditor and tax senior associate in accounting firms in Dubuque, IA and Greensboro, North Carolina.



Pam Null

Paralegal

O'Connor & Thomas Law Firm

Pam is a Paralegal at O'Connor & Thomas Law Firm. She joined the firm in 2010 as a legal assistant. Pam's expertise is in the fields of litigation, corporate and real estate. Pam is the proud mother of a 34-year-old son, a surrogate stepmother to three beautiful girls and the surrogate step-nana to ten wonderful grandchildren. She lives in Farley with her significant other and her fuzzy daughter, Brylie. Pam enjoys reading, crocheting, camping, and spending time with family.

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TANYA MAIERS
Director of Creative Services
 Boyd Gaming Corporation

Tanya Maiers is the Director of Creative Services for Boyd Creative Services, the in-house advertising agency for all Boyd Gaming properties. Tanya oversees the agency, managing Creative, Motion Graphics and Account Management teams. She has eighteen years of casino advertising experience. She graduated from Clarke University and has won several design awards from the AAF and Graphic Design USA.



ERIN HEFEL
Creative Manager
 Boyd Gaming Corporation

Erin Hefel is a Creative Manager for Boyd Creative Services, the in-house advertising agency for all Boyd Gaming properties. She leads a regional team of designers and has twenty years of experience in design/advertising. Erin is a graduate of Clarke University and has won design awards from the American Advertising Federation.



CHRISTIE RANG
Account Services Manager
 Boyd Gaming Corporation

Christie Rang is an Account Services Manager for Boyd Creative Services, the in-house advertising agency for all Boyd properties, including Diamond Jo Casino. She leads a team of Advertising Account Executives who manage the advertising needs of Boyd's casinos. Christie has twelve years of advertising and marketing experience, in addition to a Bachelor of Arts degree from Loras College.



CONNIE NAUMAN
Account Services Manager
 Boyd Gaming Corporation

Connie Nauman is the Account Services Manager for Boyd Creative Services, the in-house advertising agency for all Boyd Gaming properties. She oversees a team of Advertising Account Executives who manage work for Boyd's properties across the country. Connie has twenty-nine years of experience working in managerial positions within the advertising and marketing fields.



SARAH BERGER
Corporate Director of
Financial Reporting
 Boyd Gaming Corporation

Sarah Berger is the Corporate Director of Financial Reporting at Boyd Gaming Corporation. With over eight years in public accounting and nine years of gaming experience, Sarah is responsible for the SEC, statutory and regulatory reporting for the company. She is a graduate of the University of Northern Iowa and a member of the American Institute of CPAs.



WENDY RUNDE
Vice President / General Manager
 Diamond Jo Casino

Wendy Runde is the Vice President and General Manager for Diamond Jo Casino and has over twenty- five years of experience in the casino industry. Wendy serves on boards for Boys and Girls Club, Greater Dubuque Development Corporation, Travel Dubuque, United Way, Dubuque Area Chamber of Commerce, MercyOne, and the Iowa Gaming Association.



MANDY HRUBY-CARSTENSEN
Regulatory Compliance Manager
 Diamond Jo Casino

Mandy Hruby-Carstensen is the Regulatory Compliance Manager and received her BS in Legal Studies in 2010. She has worked in the criminal justice system for twenty-six years, most recently as a paralegal for the U.S. Federal Public Defender. The culture of gaming has been very welcoming, and she looks forward to what's to come.



AMY DAVIS
Casino Host
 Diamond Jo Casino

Amy Davis is a Casino Host at Diamond Jo Casino, where she has worked for sixteen years. She is a graduate of Leadership Dubuque and has held many positions within the casino industry. Amy has enjoyed the many guest relationships she has built and looks forward to building many more. In her free time, she enjoys spending time with her family and boating on the Mississippi!

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TAYLOR WEBBER

Casino Host
Diamond Jo Casino

Taylor Webber started at Diamond Jo Casino in the Food and Beverage Department. She recently transferred to Marketing as a Casino Host. The dedication that she puts into her work allows her to provide a fun and entertaining experience for guests. Taylor likes to spend her free time with her Blue Heeler, Lily.



JENNIFER COX

Director of Finance
Diamond Jo Casino

Jennifer Cox is the Director of Finance at Diamond Jo Casino. Her career started in the banking industry and transitioned to gaming in 2019. She leads the Finance, Revenue Audit, Count, Cage, and Warehouse teams at Diamond Jo. Jennifer is a CPA and earned her Master of Business Administration from the University of Dubuque.



CINDY SILBERSCHLAG

Cage Manager
Diamond Jo Casino

Cindy Silberschlag has been with Diamond Jo Casino for twenty-three years and is currently Cage Manager. She has over thirty years of customer service experience, and is responsible for physical control, safeguarding, and accountability of banking funds. She recently participated in "Over the Edge" to raise funds for United Way.



GINNY SCHUMACHER

Marketing Manager
Diamond Jo Casino

Ginny Schumacher has been with the Diamond Jo Casino since 2005 as Marketing Manager. She has over thirty years of marketing experience in gaming and educational publishing. Ginny is responsible for the advertising and marketing of all casino promotions, dining, and entertainment.



ROBIN BISHOP

Casino Host
Diamond Jo Casino

Robin Bishop is Casino Host at Diamond Jo Casino and started her career in Food Service Management. She has owned her own business and in the past thirty years has assisted others in launching businesses. Robin's greatest accomplishments are her two children and five grandchildren, and she enjoys being close to family.



JENNIFER THIEDE

Director of Human Resources
Diamond Jo Casino

Jennifer Thiede is the Director of Human Resources at Diamond Jo Casino. She has over twenty years of notable experience in strategic human resources planning, performance management, staffing, training and development, and employee engagement. Jennifer earned her Master of Organizational Management from Ashford University and is active in the Dubuque Human Resources community.

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LISA POTTER

Dual Casino Shift Manager
Diamond Jo Casino

Lisa Potter has been a Dual Casino Shift Manager at Diamond Jo Casino for three years and has over twenty-four years of experience in the Table Games Department. She is responsible for leading Table Games and other casino operations. Lisa is a TIPS trainer and teaches blackjack classes. She truly enjoys working with her team members and customers from near and far.

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How to build leadership programs for women in your organization

FOR BIZTIMES.BIZ

The percentage of women who hold leadership roles in business, higher education and government grows with each passing year.

But every gain holds the promise of more gains, as young girls see opportunities previous generations didn't.

"Each of us stands on the shoulders of all the women in our chosen professions who have come before us, who have blazed a trail," says Barbara Bell, a professor of leadership at Vanderbilt University and author of "Flight Lessons: Navigating Through Life's Turbulence and Learning to Fly High."

"Others have done the hard work, and we must too. Throughout my career, I learned many deepening skills of leadership and was privileged with many opportunities to lead."

But Bell, one of the first women to graduate from the U.S. Naval Academy and the Naval Test Pilot School, says that businesses and other organizations can do a much better job of helping women reach their leadership potential.

She says some ways organizations can develop better leadership programs for women include:

Provide mentors or a support system: Certainly, a mentor can guide and advise those emerging leaders in an organization, which is valuable in and of itself, Bell says. "But it goes beyond just having someone who offers guidance," she says. "It's important as women are developing their leadership skills to have someone in their corner."

Bell says that when she was an instructor at

Navy Test Pilot School, she worked for a Navy department head, Cmdr. Dave Kennedy, and a Marine Corps commanding officer, Lt. Col. Bob Price, who did that for her.

"Both of these leaders supported my work and, more broadly, helped expand the roles of women in military aviation," she says.

Allow them time to grow: Bell says that people too often believe they need to have everything figured out before they take the risk of heading down a new path or beginning a new opportunity. But organizations can help women grow as leaders if they free them of this idea.

"Women need to understand that, as you become more senior in your leadership, you should let go of the notion that you have to know everything," she says. "They also should understand that as their leadership responsibilities grow and become increasingly more complex, they should become comfortable being more of a generalist. One way of growing in leadership is to rely on those who work for you as the specialists and lead them in the direction you want them to go."

Encourage, don't discourage: It's easy to point out obstacles and to express doubts about their abilities to overcome those obstacles, Bell says. Avoid that temptation.

She recalls a career manager in the Navy who suggested her record wasn't strong enough to get into Test Pilot School.

"Fortunately, I didn't let him dissuade me," she says. "By that point in my career, I was so used to the naysayers that I was not fazed."

But it did affect her approach when she became a career manager later herself. She vowed never to discourage, but only to encourage

those she worked with.

Understand that women leaders can be role models for others in the organization: In flight school, Bell became a role model almost by default because she stood out as the only woman in her Naval Flight Officer class.

"My calling to leadership included the privilege to be the example," she says. "Other women who assume leadership roles have the same opportunity and privilege." And having role models who inspire others is good for any organization.

"For anyone, rising to the top takes hard work, endurance and persistence," Bell says. "You have to be in it for the long haul. But whenever we create forward motion in our lives, we generate the lift that will take us to new heights."



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