

## Family-owned businesses and the **NEXT GENERATION**

Hartig Drug Company CEO Charlie Hartig and MedOne Pharmacy Benefit Solutions CEO Wes Hartig

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How to say 'no' to taking on **more work**

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Umaru Balde

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Photo by Dave Kettering

Charlie and Wes Hartig are two examples of a tri-state tradition: multigenerational businesses

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A photograph of three cyclists riding on a wooden bridge. The cyclist on the left is wearing an orange shirt and a black helmet. The cyclist in the middle is wearing a black shirt and a blue helmet. The cyclist on the right is wearing a light blue shirt and a black helmet. They are all smiling and looking towards the camera. The background shows a city street with buildings and trees.

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# Family-owned businesses and the next generation

BY JILL CARLSON AND MEGAN GLOSS



**Dave Kettering**  
Hartig Drug Company CEO Charlie  
Hartig (left) and MedOne Pharmacy  
Benefit Solutions CEO Wes Hartig.

**W**hat do Hartig Drug Company, MedOne Pharmacy Benefit Solutions, Honest John's, Leonard Funeral Home & Crematory and Breitbach's Country Dining have in common? Each are local family-owned businesses with decades-long histories spanning several generations.

The secret of their longevity is succession planning and the interest of the next generation to continue the business.

### THE RIGHT PRESCRIPTION

Brothers Charlie and Wes Hartig represent the fourth generation of the Hartig Drug Company, America's oldest continuously operated family-owned drugstore chain.

Their great-grandfather A.J. Hartig opened his first drugstore in 1904, at age 22, on the corner of First and Locust streets in his native Dubuque. A.J.'s sister, Olga Hartig, one of a small number of Iowa women to graduate from college at the time, joined her brother in the business as a pharmacist in 1912. When A.J. opened a second store in East Dubuque, Ill., he designated Olga manager of the store.

"Hartig Drug continued growing through

the early 20th century in the tri-state area," Charlie said. "During the Depression, A.J. helped people get back to good health by bartering medicine for food and other farm commodities."

A.J.'s son David joined the business in 1932. A.J.'s younger son and David's brother Ken joined in 1940. When David retired in 1970, Ken purchased all of the stock in the business. Ken's son, Dick Hartig, was about to graduate from pharmacy school in 1973 when Ken suddenly passed away.

"With the death of his father, Dick struggled with a difficult decision to follow his dreams or return home to work in the family business," Wes explained. "His sense of family and history led him to Dubuque to

join his mother Helen and brother Ken Jr. in running the family business."

Dick is Charlie and Wes' dad.

Today, Hartig Drug has 24 community pharmacy locations, two long-term care pharmacies and a corporate office. Charlie serves as the CEO of Hartig Drug. A second business, MedOne Pharmacy Benefit Solutions was founded in 1999 by Dick as a subsidiary of Hartig Drug. Wes is the CEO of MedOne and the second generation of the Hartig family to be involved in the business.

"We spun MedOne out as a separate entity in 2012 as we started to grow outside of our retail geographic footprint beyond the Midwest," Wes said. "MedOne's corporate office in Dubuque houses 40 in-office and hybrid employees. We also employ 40 plus remote workers scattered across the U.S. and have plans to open a satellite office in Kansas City in 2023. Our parents Dick and Brenda Hartig remain minority owners in the business today."

MedOne helps people conveniently access appropriate prescriptions at an affordable price by administering pharmacy

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File photo

The Hartig Drug Store at Seventh and Main streets in 1971.

## Continued from page 6

benefit plans for more than 225 self-funded employers across all 50 states. MedOne offers insurance claims processing technology, nationwide retail pharmacy network access including all major chains, home delivery of medications, member advocacy and clinical services.

"Unlike Hartig Drug, MedOne also has non-family owners, which is a small group of individuals whom our family has gotten to know and respect over the years," Wes added.

While Dick recently stepped away from the day-to-day activities of the businesses, he continues to offer his advice and expertise to Charlie and Wes.

"Dad continues to provide support as Hartig Drug Company's chairman of the board, and it has been a great opportunity for both of us to work with dad and seek his advice on issues," Charlie said. "Wes and I get to reference many years of experience and institutional knowledge."

"There was never a firm date of retirement," Wes added. "It was and still is a slow and gradual transition. He also shares his expertise as an active MedOne board member. It has worked well for us."

Charlie pointed out that frequent communication is key to making everything work — from business matters to personal endeavors.

"I would encourage every business that has family members to meet regularly in a setting outside of the business and home,"

## IN HIS WORDS

"I would encourage every business that has family members to meet regularly in a setting outside of the business and home. Our family has a weekly meeting where we share updates, successes and challenges. That meeting time serves multiple purposes; sometimes, we just chat about shared holiday or weekend plans."

**Charlie Hartig**

he said. "Our family has a weekly meeting where we share updates, successes and challenges. That meeting time serves multiple purposes; sometimes, we just chat about shared holiday or weekend plans."

"Our weekly sync (typically coffee or a phone call) with dad and mom has been great for business purposes, but more importantly, it has turned into quality time with the four of us to stay connected and updated on what is going on in our lives," Wes said.

"In addition, a multi-generational business like Hartig Drug Company allows Wes and me to focus on long term plans," Charlie said. "Hartig Drug Company has existed for nearly 120 years, and we hope it continues to serve the tri-states long after we're gone."

Before becoming the next generation to carry on the family business, Charlie and Wes worked in other professions. Charlie worked for Express Scripts, a large mail order business in pharmacy fulfillment operations in St. Louis, Mo. He attended law school while working there, and after graduation, was a corporate attorney at Omnicare. He also worked at CVS Health focused on pharmacy and administrative law including government agencies and litigation.

Wes worked for Fifth Third Bank as a commercial banker partnering with private equity firms that were buying and selling health care companies. He also worked for Martin Ventures, a family office that invested in early-stage health care technology businesses.

"Charlie and I have only been at this for about seven years," Wes said. "We know a lot more than we did a few years ago, but we have so much to learn and experience. We also appreciate learning from our parents who have so much knowledge, perspective and wisdom to share."

"Working in a family business is a unique opportunity that I am incredibly grateful to be a part of and thankful for all our employees over several generations that helped provide us this opportunity," Charlie said. "I'm thankful to have Wes around every day to provide perspective, advice and sometimes a high-five to share in a joint success."

Though working in the family business can sometimes be "more of a roller coaster," Wes believes that it's very much worth it in the end.

"The highs are higher and the lows are lower, but I'm loving the ride," he said. "Any success we experience — past, present, future — is due to our team members. I can honestly say every single team member on the MedOne team is smarter than me in at least one way. Our success is driven by our people, not just our family."



**Dave Kettering**

Charlie and Wes Hartig both brought experience from other fields back to the family business.

Continued on page 8



Thomas Eckermann

The Meadows family, Anna (from left to right), Dana, Terri and Stu, are the owners of Honest John's Trading Post in Galena.

#### IN HER WORDS

"I never thought I wanted a career in retail. It was fulfilling working in psychology, but it wasn't always fun. When I came back to the area in 1989, I was ready to have fun."

**Terri Meadows**

#### Continued from page 7

### A SECOND GENERATION IN RETAIL

Terri Meadows had no intention of joining the family business.

But not long after studying psychology and beginning a career following that trajectory in Des Moines, she realized she might be ready to reconsider.

"I never thought I wanted a career in retail," Terri said. "It was fulfilling working in psychology, but it wasn't always fun. When I came back to the area in 1989, I was ready to have fun."

But while she was calculating her next move, her mother casually mentioned they could use some help at the shop.

It was a request that would lay the foundation for the generations that followed.

Today, Terri is part of the second generation at the helm of Honest John's, a chain of stores located in Galena, Ill., now 42 years in the making.

Her mother, Donna Andresen, launched the first store out of Kennedy Mall in Dubuque before setting up its flagship location, Honest John's Trading Post, on Galena's Main Street.

Upon Terri's return, the shop expanded to include a second location in Honest John's Emporium, a women's clothing and accessories boutique, which later would see another location open in Dubuque.

It also added Honest John's General Store in Galena, managed by Terri's husband, Dana Meadows.

And after graduating from then-Clarke College and serving in the United States Army, Terri's brother, Don Andresen, returned to take on another spin-off store, Union Leather in Galena.

While it was the brain child and labor of love for the family matriarch, the stores took their name from the patriarch, John Andresen.

"It was Mom's dream," Terri said, with a laugh. "Dad went along with it, but they both were very involved in getting it up and running."

Since John's passing in 2020 and Donna's in 2021, Dana now manages Honest John's Trading Post, while Terri continues to manage Honest John's Emporium in Galena. Don also continues to manage Union Leather. A third brother, Steve Andresen, also assists at the shops.

"It's the first generation that has the passion," Dana said. "That might not always continue in the second or third generations."

However, a third generation has unexpectedly emerged in Terri and Dana's children.

Anna Meadows manages the former Dubuque Emporium location, called

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Mom-Erella and featuring maternity clothing and other products for moms. Stuart Meadows recently returned to Galena after studying business and working in corporate retail. He also assists at the stores.

"We were actually discouraged from joining the family business. During the gap year I took, they would only offer me limited hours just so I wasn't staying here out of obligation," said Anna, who once included not working at the family stores on a list of 50 of her life goals.

After college, the opportunity to study abroad and gaining wisdom in years, like her mother, Anna also reconsidered.

More recently, she announced a pregnancy through a onesie that read, "Honest John's Fourth Generation."

"I think they wanted us to go off, do our own thing and have the vehicle to find our own passions," Anna said. "But I think they also wanted to know that if we came back, it was by choice and that we appreciated what our grandparents started and what our parents were carrying on. Because we do, it makes it hard to leave."

"We never knew it was something they wanted to do or would do," Terri said. "I think I relate more now to what my mom and dad had to go through to run the business. And I see our kids in the position I was in when I first came back. We're just grateful they took an interest."

## IN HIS WORDS

"Having a family business is a little like climbing a ladder. You start out on the bottom rung, work hard and keep climbing to that successful place. You get to where you want to be at the very top, and then you think to yourself, 'Now how do I get off this thing?' You either fall off or you need to start working your way back down ..."

Patrick Leonard

## THE FOUNDATION OF A LEGACY

According to the Family Business Alliance, family-run enterprises account for approximately 62% of employment in the United States, with 78% credited with the creation of new jobs.

At one point, more than 30% of those businesses were continued through a second generation. However, in the past five years, that number has dropped to 19%, attributed to millennials not wanting to take over the traditional family business, but instead, selling it and using those proceeds to launch a different family venture.

"It's two-fold because we'd love to be able to see our parents retire and help to expedite that," Stuart said, speaking to his role as part of the third generation of Honest John's. "But there were changes to the business when my parents took it over, and in the third generation, we're already beginning to put our own mark on it. We keep its core intact, but every generation has a new opportunity to make it their own."

Approximately 12% of family businesses transition to a third generation, with only 3% operating at a fourth-generation level or beyond.

It's something Patrick Leonard considers more now than when he first established Leonard Funeral Home & Crematory in Dubuque. He has served as its funeral di-

rector since purchasing the homestead of the Waller family farm for the location on Rockdale Road in 1999.

"I told my son, Ed, the other day, who has a young son, 'We better start getting him ready for mortuary school,'" Patrick said, with a laugh. "I may encourage my grandchildren to keep it going more than I encouraged my own children."

Today, son Edward Leonard and daughter Kristin Leonard-Bertsch join Patrick in the business.

"Having a family business is a little like climbing a ladder," Patrick said. "You start out on the bottom rung, work hard and keep climbing to that successful place. You get to where you want to be at the very top, and then you think to yourself, 'Now how do I get off this thing?' You either fall off or you need to start working your way back down, whether that means passing the business on to family, putting it in a trust, or looking for a third party to take it on."

Like the Andresen and Meadows family, Patrick's dream of having his business was born within the family. But he didn't initially see it being carried on through his children.

"My uncle was a funeral director, and that gave me my initial exposure to it," Patrick said. "I worked for an electrical company in high school, but in the back of my

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Honest John's Trading Post in Galena, Ill.

Thomas Eckermann



Jessica Reilly

Patrick Leonard (left) and Edward Leonard operate Leonard Funeral Home & Crematory in Dubuque.

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mind, I always knew I wanted to be a funeral director. There was something very rewarding to me about being able to be there to help somebody during the worst time in their lives."

Patrick attended Loras College before enrolling in mortuary school in Chicago. After gaining experience through various funeral homes in the area, he opened Leonard Funeral Home & Crematory.

It was a surprise to him when, years later, Kristin and Edward expressed an interest in following in similar footsteps.

"After high school, Kristin went to college and wasn't quite sure what she wanted to do," Patrick said. "I told her the door was always open for her to come and help me in the office. That just turned out to be the perfect fit. I might be the funeral director, but Kristin runs the funeral home. She manages the office. She is a certified pre-planning consultant, so she works closely with all of our families. She keeps me in line."

Edward has served as a funeral director since 2010.

"It's a unique profession in that there are no holidays or weekends in the life of a funeral director," Patrick said. "The kids grew up with me missing ball games. It's very hard for family life, so I never pushed it on them. But it's very rewarding when the people in your family have noticed your hard work and want to help that to continue."

And when the succession line works, it also has the potential to lay the foundation for security for the generations that might follow.

"To start something like this from scratch the way I did is very difficult today, so in my position, and now with my children and their children, it's about continuing to invest in something that will set them up to be able to keep it going successfully into the future; it's a lot like farming," Patrick said. "There's the old saying that the first generation builds it, the second generation maintains it, and the third generation tears it apart. But you look at a lot of family companies in town — the Klauers, the Conlons — they've kept it going for years and years."

### BUILDING INTO THE FUTURE

Fortunately, a lasting legacy has so far been the case for Mike and Cindy Breitbach, fifth generation owners of Breitbach's Country Dining in Balltown, Iowa.

The establishment opened in 1852 under a federal permit issued by President Millard Fillmore only six years after Iowa became a state. It was purchased 10 years later by Jacob Breitbach.

Throughout its history, it has served as a residence, a stagecoach stop, a hotel, a grocery store, a tavern and a restaurant.

The latter has been carried on in the family, even through a gas explosion and fire in 2007, and a second fire only 10 months later. Construction of its current restaurant was completed atop the original tavern location in 2009.

The Breitbachs' seven children — as well as several grandchildren — are in line to continue carrying the torch and often can be found waiting on tables, washing dishes or tending bar at the family restaurant.

"I've been working here since I was about

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8 years old," Mike said, with a laugh. "It's just always what I've done, and it's carried on. My dad had a stroke, and everything just fell into place. My wife and I are the fifth generation. Our kids are the sixth. Hopefully, they carry it on and it continues."

Cindy described the changing of hands through the years as a natural progression.

"It was the same for us as it was for Mike's mother and father when they took over the business," she said. "Things just seemed to come to a natural point where it made sense. It just worked out well. And it worked out well for everybody."

Throughout the years, Breitbach's has held its ground as a kind of institution, known as much for its Midwestern fare — broasted chicken, popcorn shrimp, country ham steaks and homemade pies — as it is its personal atmosphere in which you don't have to carry the name "Breitbach" to feel like a member of the family.

In 2009, the restaurant earned an America's Classics Award from the James Beard Foundation. And in 2012, the Iowa Pork Producers Association named its pork tenderloin the best in the state. The following year, Breitbach's was featured in the award-win-



Dave Kettering

Mike Breitbach Jr. along with his dad Mike Breitbach Sr. at Breitbach's Country Dining in Balltown, Iowa.

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ning documentary, "Spinning Plates."

Then, in 2022, Mike and Cindy were honored as the Iowa Restaurant Association's restaurateurs of the year.

The family mindset moving forward is that if it isn't broke, don't fix it.

"You can always do better, but you have to be careful not to alienate the customers you already have just to gain new customers," Cindy said. "Awards are nice, but every person who walks through the door is awesome because they're the ones who have kept us here so long. We're very lucky, and it feels absolutely wonderful to be thought of so well in that way."

### BRINGING UP THE NEXT GENERATION OF FAMILY

While a sixth generation of Breitbachs are "standing on the edge, waiting to fall in," as Cindy put it, she also emphasized that "family" can be defined in a multitude of ways.

"Family is family, but there are a lot of different definitions of what family is," Cindy said. "There are people who have worked with us for a long time who we consider family, and I have no doubt that they'll play a role in our future. If the fires showed us anything, it was that when it comes down to it, if the decision is that (the business) goes,

### IN HER WORDS

"You can always do better, but you have to be careful not to alienate the customers you already have just to gain new customers. Awards are nice, but every person who walks through the door is awesome because they're the ones who have kept us here so long. We're very lucky, and it feels absolutely wonderful to be thought of so well in that way."

**Cindy Breitbach**

so be it. It won't be a mistake or for a lack of commitment. The business decisions you make in this kind of a business have to be the best thing for everyone."

At Hartig and MedOne, the succession of a next generation is being strategized, though it remains many years in the future.

"My wife, Katie and I have 4-year-old twins Albert and Mathilda," Charlie said. "We'll support our kids in any career path they choose. I just want them to be happy, fulfilled and have opportunities to contribute to their community. If they or their cousins want to work in the family business, I would 100% support it."

"We have aspirations to develop a succession plan," Wes said. "Our goal is to sustain and accelerate our family's legacy of positively impacting lives through our work in pharmacy. If we can leave our operation in a better place than we found it and continue to serve our members, clients and communities for decades to come, then we will call it a win."

"We hope our kids will want to work in the business, but we will support them in whatever they choose to pursue. My wife Allie and I have two kids — Nora, 4, and James, 2, and one on the way due in late May."



Dave Kettering

Cindy Breitbach and her daughter Anne Wilwert ready the lunch buffet at Breitbach's Country Dining.

# Supper club 'is different than most'

Timmerman's still wowing patrons with its food and views



Timmerman's Supper Club owners Gary Neuses (left) and Mark Hayes at the restaurant in East Dubuque, Ill.

BY ERIK HOGSTROM • PHOTOS BY STEPHEN GASSMAN

**E**AST DUBUQUE, Ill. — Ascending the steps from the lobby and reaching the main floor, visitors to Timmerman's Supper Club see tables arranged around a room surrounded by 52 windows with blufftop views of the surrounding area.

"Our supper club is different than most," said co-owner Mark Hayes.

Billed as a modern wonder when it was completed in 1961, Timmerman's boasts a unique location on a bluff and a history steeped in lore.

The stories contribute to the attraction.

There was the time founder Helen Timmerman turned away country music icon Waylon Jennings because his attire didn't fit her standards for diners. There were the times the establishment would open early to allow Mike Ditka, William "Refrigerator" Perry and other members of the Chicago Bears an opportunity to eat in peace before heading to training sessions in Platteville, Wis. There were times Helen Timmerman insisted that patrons visit the bar for a few drinks before she would seat and serve them dinner.

The stories have continued through own-

ership changes and the more recent challenges of COVID-19 for more than 60 years.

"It's amazing for a restaurant to remain in business this long," said co-owner Gary Neuses. "It's a tough business. You have to be willing to put in the time."

## ESTABLISHING A TRADITION

Helen and Bob Timmerman married in 1936. The couple had bar and restaurant experience in Iowa and Wisconsin before founding their self-named supper club in 1961.

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“Originally, the location was supposed to be on Hiawatha Drive (in East Dubuque), but the City Council didn’t give them a permit to build up there because they didn’t want the traffic going through a residential area,” Neuses said.

Instead, the couple sited the restaurant on a bluff north of U.S. 20 east of East Dubuque’s downtown. Just north of the supper club on Timmerman Drive is Lacoma Golf Club.

Advertisements for Timmerman’s grand opening in late August 1961 promised diners “a complete menu” with chicken,

steak and seafood, as well as “Helen’s famous homemade rolls.”

The establishment also boasted of “a tastefully furnished dining spot” and “a panoramic view of Dubuqueland.”

The restaurant became a dining staple in the tri-state area.

“There have been generations of families bringing their loved ones here for celebrations, birthdays and anniversaries,” Neuses said. “When Bob and Helen had it, a lot of people had their wedding receptions here.”

Helen Timmerman also owned a nearby hotel. That business separated from the



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Exterior of Timmerman’s Supper Club in East Dubuque, Ill.

# WELCOME NEW HONKAMP PRINCIPALS



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Prime rib being plated in the kitchen at Timmerman's Supper Club in East Dubuque, Ill.

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restaurant when Juan and Sandy Rodriguez purchased Timmerman's in 1994.

Bob Timmerman died in 1970. Helen Timmerman continued operating the supper club until she retired in March 1985. She had sold the restaurant to David and Patti Thiltgen the previous year. The Thiltgens in turn sold the business to the Rodriguezes. Helen Timmerman died in 2002 at age 92.

Hayes, 54, and Neuses, 53, purchased Timmerman's in 2003 but were well-versed in the story of the establishment.

"I started working in 1984, right after David Thiltgen had bought it," Hayes said. "I started as a dishwasher."

Neuses started working at Timmerman's five years later as a bartender.

Hayes described their purchase of the business from the Rodriguezes as something that "just kind of happened."

"Juan gave the opportunity to us," he said.

#### MAINTAINING A TRADITION

Hayes said he and Neuses purchased



Entrance at Timmerman's Supper Club in East Dubuque, Ill.

Timmerman's with the aim to maintain its historic status as a dining spot.

"When we purchased it, Juan had it running great," Hayes said. "It was just a matter of keeping things consistent and keeping the traditions. If the wheel is not broken, don't fix it — that sort of thing."

Hayes and Neuses spent more time with

Rodriguez in the months before the pair assumed ownership.

"We wanted to learn how to keep things consistent," Hayes said. "Coming in and making a bunch of big changes didn't seem to make any sense."

The idea was to create a seamless ownership transition.

"Some people didn't even know there were different owners," Hayes said.

While maintaining the restaurant's traditional dining fare, Hayes said some evolution has occurred on the menu.

"We're basically a steak house," he said. "Obviously, you have some traditional stuff on the menu and some new stuff, too. You're trying to please a lot of different people."

#### MARKING PAST, PRESENT AND FUTURE

October marks the beginning of the restaurant's busiest season.

Continued on page 17

**Continued from page 16**

"The leaves are starting to change, and there is the Galena Country Fair (in October)," Hayes said. "Buses are coming in (to the area) for different shows. The holiday season also is busy because of parties."

Party business is picking up at Timmerman's following a barren period caused by the COVID-19 pandemic.

"Groups and businesses stopped getting together," Hayes said.

Neuses said they were fortunate during the pandemic that they owned the restaurant and had no rent or lease payments and that the restaurant's core clientele remained supportive.

"But there were no tourists," he said.

The pair of owners also handled finances before the arrival of the pandemic so that the business could absorb COVID-19-related losses.

"We also had our core people coming in and supporting us," Hayes said.

Expanding the restaurant's core customer base is a key ingredient to its continued success, according to Hayes.

"The traditional, older clientele are moving on, so you have to see how you can attract a younger crowd," he said.

A weekly meal service seems to help.

"The younger crowd discovers (Timmerman's) through the Sunday brunch and then thinks, 'Well, maybe we should try this place for dinner,'" Neuses said.

Lent is another busy time for Timmerman's.

"People around this area love fish fries," Hayes said. "We serve a good portion of fish."

The restaurant doesn't just rely upon locals.

"We get people from Chicago, Davenport, Madison, Cedar Rapids," Hayes said.



**Dave Kettering**

Timmerman's Supper Club overlooks the scenic Mississippi River in East Dubuque, Ill.

Timmerman's has attracted wider attention within the past decade with its inclusion in a popular book about a uniquely Midwestern dining tradition.

Chicago author Dave Hoekstra included Timmerman's in "The Supper Club Book: A Celebration of a Midwest Tradition."

The 2013 book named Timmerman's "the only true supper club in the Land of Lincoln."

"A lot of people collected that book, and they try to go to each supper club (featured in the book)," Neuses said. "They will ask us to sign the book to prove that they were there to their friends."

## **TIMMERMAN'S SUPPER CLUB**

**Address:** 7777 Timmerman Drive, East Dubuque, Ill.

**Phone:** 815-747-3316

**Founded:** 1961

**Dining hours:** 4 to 8:30 p.m.  
Wednesday and Thursday, 4 to 9 p.m.  
Friday and Saturday, 9:30 a.m. to  
1:30 p.m. (brunch) and 4 to 8:30 p.m.  
Sunday. Closed Monday and Tuesday.

**Employees:** 70

**On the web:** [timmermanssupperclub.com](http://timmermanssupperclub.com)

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# What you can expect when traveling outside the U.S.



**KATHIE  
ROTZ**  
Unity  
Consulting

She is a leadership consultant and John Maxwell Certified speaker, trainer and coach with the Dubuque business

Last month, while sharing my international travel plans with a friend, she asked, "Aren't you afraid to leave the United States?"

I have never considered this question before. Seeing the world is exhilarating to me. Instead of bungee jumping or gambling, I enjoy the adrenaline rush of traveling.

Are there scary places in this world? Absolutely. I recommend setting boundaries for yourself anytime you travel, even in your state. For example, never go anywhere alone in unfamiliar locations. With caution and wise decisions, you can experience a variety of beautiful people and breathtaking places.

In the past month, I have visited four countries. During my travels, I paid attention to what I felt and experienced. Here is what you can expect if you venture to other worlds.

You will have experiences different than what you already know. These experiences will include the culture, language, food, climate, animals and vegetation, to name a few. You will notice everything different than your neighborhood.

I love and appreciate nature, especially sunrises, sunsets, different types of trees and vegetation. While in Papua New Guinea, I saw a unique cluster of palm trees. They were not manicured and landscaped perfectly around a resort. This forest of palm trees was growing randomly in large quantities, similar to forests of evergreen trees I am familiar with in upper Wisconsin. There is creative beauty in the communities, away from tourist locations.

Your knowledge will increase when you travel. I was a good student in grade school; however, I only remembered historical details long enough to pass a test.

Now that I have traveled to Mexico, I can tell you more about Mayan history than what I learned in school. Did

you know that the archaeological site of Tulum was not the original name for that city? The ancient city's name was Zama. Tulum means "wall" in the Mayan language. The Spanish explorers renamed the location to define the wall that surrounds the city.

You will encounter challenges and surprises that might trigger your fears. You might have flight delays. Or you might cross paths with a moose while walking a trail in Sweden. (Moose are not as friendly as they look. You want to stay out of their way.) Or you might get on a bus in London and realize a few blocks later that it is going in the opposite direction of where you want to go. (I now understand why people walk around looking at Google Maps.) Or the waitress in Mexico might not understand you when you ask if she found your lost water canisters (thank goodness for Google translate to bridge the language gap).

You cannot prepare for all of the challenges and surprises that you might encounter; however, you can prepare your mindset before leaving the country. Always be on alert, be smart and expect change. Be ready to be a problem-solver.

You will gain a greater appreciation for what you are familiar with and your community. While away, I missed the familiarity of my city. I missed my daily routine. I missed Chai tea lattes and iced tea. I missed my country and my home and my puppies, Oskee and Simba.

It is marvelous to be on vacation and it is just as wonderful to get back home. After being home for two hours, I am experiencing a new adrenaline rush. The laundry is overflowing, the mail is piled on the counter and my puppies have exhausted me.

It feels good to be amongst my normal again. I wouldn't trade it for the world.

## KATHIE SAYS

You will encounter challenges and surprises that might trigger your fears. You might have flight delays. Or you might cross paths with a moose while walking a trail in Sweden. (Moose are not as friendly as they look. You want to stay out of their way.) Or you might get on a bus in London and realize a few blocks later that it is going in the opposite direction of where you want to go.

# Prioritize Brain Health



We are focused on connecting the community with resources and education to destigmatize brain health. In the past year, Northeast Iowa Community College (NICC) provided more than 50 different brain health opportunities to approximately 2,000 community members, health and child care providers, law enforcement staff, businesses and industry employers and their employees.

NICC provides several classes endorsed by the Healthiest State Initiative.

## Emotional Boundaries 101

🕒 Feb. 15 📍 Dubuque 👤 Courtney Misener

## The Subconscious: The Power of Your Mind

🕒 Feb. 21 📍 Webinar 👤 Andrea Mausser

## Let's Talk

🕒 March 8 📍 Dubuque 👤 Courtney Misener

## Reclaim Power of Your Primary Assets – Time, Energy and Priorities

🕒 March 21 📍 Webinar 👤 Andrea Mausser

*"According to Gallup, 34 percent of Americans say their mental health is excellent, the lowest in nearly two decades. This stat is why I feel it is so important to focus on brain health in the workplace. NICC is providing critical training and awareness for employees and your business should be participating to address the critical need."*

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# Umaru Balde

Multicultural Family Center in Dubuque

**U**maru Balde was born and raised in Guinea-Bissau in West Africa. He spent many years in the Middle East, in Egypt and Israel where he went to college before coming to the United States as an international student. He is a husband and a father of a 9-year-old girl and a 4-year-old boy.

Balde has a bachelor's degree in political science (social and behavioral science) and a master's in postsecondary education — student affairs from the University of Northern Iowa and is currently a doctoral candidate.

He has been a social justice and human rights advocate for more than 15 years, and he is currently the director of the Multicultural Family Center with the city of Dubuque.

He is also an adjunct instructor at Wartburg College, teaching a course on Global Citizenship.

Balde is a language enthusiast (fluent in more than 10 languages) and has a passion for diversity. Some of his hobbies are reading, writing, public speaking and summer hiking with his family.





Balde speaks during a sex-trafficking prevention workshop at Shalom Spirituality Center in Dubuque.

## in his words

Always be open to learning:  
 Improve leadership skills,  
 learn about yourself, learn  
 about those around you,  
 and most importantly,  
 put people before task.  
 Create healthy professional  
 relationships because a  
 healthy team can make  
 miracles.

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

Reverend, Dr. Michael D Blackwell, a civil rights activist and former associate professor of philosophy and world religions/director of Center for Multicultural Education at the University of Northern Iowa.

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

Empathy: Many leaders tend to forget that empathy is something that a leader “decides” to have for the team members. I learned this through my semi-professional career as a soccer player. Our coach always told us that it is our choice to stop and check on and give a hand to anyone who falls on the field even those on the opposite team.

### 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 keep the team motivated by personally checking in with each member individually so everyone feels valued and appreciated. As a result, we all feel inspired to continue serving and doing the impactful work that we do as an institution.

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

They all go together; a mission can’t be accomplished without a clear vision and a vision without core values is just a dream.

### What is one characteristic that you be-

### lieve every leader should possess?

I’ll go back to empathy in addition to humility. Just because I am a leader should not make me forget where I started and the amount of help and support that got me to this position. Unfortunately, many of us forget that.

### What advice do you have for future leaders?

Always be open to learning: Improve leadership skills, learn about yourself, learn about those around you, and most importantly, put people before task. Create healthy professional relationships because a healthy team can make miracles.

### What lessons can leaders take away from the current pandemic?

My personal and important lesson from the pandemic is not to take people for granted. We have seen many businesses suffer from losing employees that they had undervalued and took for granted. Not all leaders know how to work with their followers because they don’t realize that leadership is a circle where you are following those who follow you.

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

The best thing about being a leader is the variety of learning opportunities that leaders can get to continue to improve their understanding of the world and people around them. Leadership is an ongoing learning process.



Balde chats with Peyce McCoy, 14, at the Multicultural Family Center.

## Telegraph Herald First Citizen Award



Stephen Gassman

Telegraph Herald First Citizen Award recipient John Schmidt speaks during the ceremony.



In his speech, Schmidt said, "I'm living proof of the statement, 'It takes a village.' With a lot of people's assistance, I've succeeded."



The 53rd annual presentation of the Telegraph Herald First Citizen Award took place in the Diamond Jo Harbor Room on Jan. 31.

## Telegraph Herald First Citizen Award



Nancy Van Milligen, president and CEO of Community Foundation of Greater Dubuque, speaks.



Last year's First Citizen Award recipient Ernest Jackson speaks with Schmidt.



Telegraph Herald Executive Editor Amy Gilligan hosted the event.



tStephen Gassman

Before working at A.Y. McDonald Industries, Schmidt spent 28 years with Dubuque Bank & Trust and its holding company, HTLF, as well as serving on a variety of local boards.

## Dubuque Area Chamber of Commerce Legislative Kick-off



Jessica Reilly

Iowa Rep. Shannon Lundgren (from left), R-Peosta; Iowa Rep. Steve Bradley, R-Cascade; Iowa Rep. Chuck Isenhart, D-Dubuque; Iowa Sen. Pam Jochum, D-Dubuque; and Iowa Rep. Lindsay James, D-Dubuque, participate in the Dubuque Area Chamber of Commerce's annual Legislative Kick-off.



City of Dubuque Director of Strategic Partnerships Teri Goodman (from left), Dubuque Area Chamber of Commerce President and CEO Molly Grover and Iowa Sen. Pam Jochum.



Molly Grover speaks during a press conference at the kick-off event.



The Jan. 5 event took place at the Hotel Julien Dubuque.

## DUBUQUE AREA CHAMBER OF COMMERCE FORECAST LUNCHEON



Jessica Reilly

Elliot Eisenberg, a nationally known economist, was the featured speaker at Dubuque Area Chamber of Commerce's 2023 Forecast Luncheon.

Kay Takes, MercyOne Iowa region president, addresses the crowd at the luncheon.



Eisenberg said in his remarks that he expects a recession is coming soon, but doesn't think it will be long or severe.

About 250 people attended the Jan. 19 event at the Grand River Center.

## RIBBON CUTTINGS



Dubuque Area Chamber of Commerce

Grand River Medical and Hartig Drug, 1515 Delhi St., Dubuque.



Habitat for Humanity ReStore, 4949 Chavenelle Road, Suite 3, Dubuque.



The Spot, 356 Main St., Dubuque.



Restore and Renew Therapeutics, 5070 Asbury Road, Suite C, Asbury, Iowa.



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# Tax incentives to help you go green in 2023



**JENNIFER SMITH**  
Honkamp,  
P.C.

Smith is senior tax manager at the business

Environmental sustainability and working to combat climate change are top of mind for many individuals and organizations heading into 2023.

Fortunately, on August 16, 2022, President Biden signed the inflation reduction act into law, introducing many tax incentives related to environmental sustainability. The IRA is the most aggressive action aimed at tackling the climate crisis in American history.

Although there are other elements to the IRA, such as selected revenue raisers and enhancements to current tax laws, the majority of the act is dedicated to increasing incentives for green energy. From solar energy to clean vehicle credits, below are a few of the environmental tax credits/deductions to consider taking advantage of in 2023.

## THE RESIDENTIAL PROPERTY CREDITS

Oftentimes making environmentally conscience enhancements to your home can be costly and daunting. To incentivize homeowners to make green improvements, the IRA enhanced and extended two different residential property tax credits.

The first is the residential energy property credit. This credit was previously set to expire at the end of 2021 but is now extended through 2032. It is available to individ-

uals who install energy-efficient home improvements to the envelopes of their home (such as windows, doors, roof and insulation).

Although this credit previously existed, it was quite restricted as there was a \$500 lifetime limit on the credit. However, the IRA significantly enhanced this by increasing it to a \$1,200 annual limit beginning in 2023, to incentivize homeowners to continually make environmental improvements each year to their home.

The other credit available for residential property owners looking to go green is the residential energy-efficient property credit. This credit previously expired at the end of 2021, but the IRA extended it through 2034. Homeowners can claim this credit for energy-efficient improvements to their properties, such as solar electric, solar water heating, small wind energy and geothermal heat pump.

If you plan on making energy improvements to your home, plan to do so before 2032 to receive the highest credit value (30% of the qualified installation costs) because in 2033, the credit value drops to 26% and in 2034, the credit will be worth only 22% before expiring completely.

Continued on page 29

## JENNIFER SAYS

If you plan on making energy improvements to your home, plan to do so before 2032 to receive the highest credit value (30% of the qualified installation costs) because in 2033, the credit value drops to 26% and in 2034, the credit will be worth only 22% before expiring completely.

Continued from page 28

## ENERGY EFFICIENT HOME CREDIT AND SECTION 179D DEDUCTION

The 45L credit, also known as the energy efficient home credit, was another existing credit that the IRA enhanced and extended through 2032. Unlike the previous two credits for residential property owners, this credit is only available for developers of energy-efficient single-family or multi-family dwellings. The enhancements to this credit include increasing the max credit available to \$5,000 per unit and allowing mid-rise and high-rise projects to be eligible for the credit.

Similarly, the IRA enhanced the section 179D deduction — a tax deduction for building owners who construct new or renovate existing energy-efficient buildings. Enhancements include increasing the max deduction amount from \$1.80 per sq. ft. to \$5 per sq. ft. and allowing all tax-exempt entities such as churches and nonprofit hospitals to transfer the deduction to the contractor, architect or

engineer of the project. Previously, government agencies were the only entities allowed to transfer the deduction.

## CLEAN VEHICLE CREDITS

Also renewed and introduced via the IRA are some tax credits aimed at encouraging the use of clean-energy vehicles. The IRA increased the new clean vehicle credit's modified adjusted gross income threshold as well as extended the credit through 2032. Now taxpayers with a MAGI of \$300,000 (married filed jointly) or \$150,000 (single) can claim up to \$7,500 if they purchase a new energy-efficient vehicle with an MSRP greater than \$55,000 (or \$80,000 if the vehicle is a van, pickup or SUV).

Note that a vehicle purchased after August 16, 2022, must abide by the final assembly requirement, meaning the vehicle's final assembly must have occurred in North America to be eligible for the credit.

In addition to extending the existing new clean vehicle credit, the IRA also established a credit for used clean-energy vehicles. This new credit is available for taxpayers with a MAGI under \$150,000

(MFJ) or \$75,000 (single) who purchased a clean-energy vehicle with a model year at least two years earlier than the calendar year it was purchased in. However, the sales price cannot exceed \$25,000 and eligible taxpayers cannot be a dependent. So, if a brand-new electric vehicle isn't necessarily in your future, maybe a used one is.

Lastly, in the category of clean vehicle credits, the IRA created a commercial clean vehicle credit for up to 30% of the vehicle's cost — not to exceed \$7,500 or \$40,000 if the gross vehicle weight is greater than 14,000 lbs. The vehicle must have a battery capacity of no less than 15 kWh (or 7 kWh if it weighs less than 14,000 lbs.) and be charged by an external electricity source to be eligible for the credit.

Mobile machinery and qualified fuel cell vehicles are also eligible for this credit. However, only vehicles made by qualified manufacturers with written agreements and provide periodic reports to the U.S. Treasury, qualify for the credit.

These incentives are just a few of the environmentally focused provisions created or enhanced by the Inflation Reduction Act. These provisions provide many opportunities to go green in 2023.

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# How to say 'no' to taking on more work



**LISA  
MCLEOD**

She is an author  
and business  
consultant

"It's a good learning opportunity!"

"This could be great exposure!"

"We'd really love your help!"

All forms of here's another thing for you to take on. You

don't want to be viewed as a "quiet quitter" but you also recognize, bandwidth challenges are real. Especially in large organizations, opportunities to work outside of your job description are seemingly endless. Knowing how to maximize your energy (and still get your work done) is imperative.

And to do that, you often need to turn down what might be well-intended asks for your time for extra projects, initiatives or workgroups.

It's possible to say no and still preserve your reputation as a hard-working team player. In fact, you can say no and leave the person asking feeling great.

Here's how:

## BE DIRECT

Constantly skirting a request with "maybe" or "let me think on it" can be incredibly frustrating for the person making the request. No one likes being strung along. If you truly want to say no, say it the first time you're asked. Show respect for the other person's time by being clear about your willingness (or lack thereof) to help.

## RESPOND WITH WHAT YOU CAN DO

Agreeing to a single portion of the "ask" can save you tons of time, while still preserving your reputation as someone who is willing to help. For example, if you can't help your colleague completely overhaul the onboarding procedures for your department, offer to tackle a specific element that relates to your role or express your willingness to support them during the first implementation.

## SUGGEST A TRADE-OFF

This tactic is particularly helpful when it's your boss who is asking for your time. Try responding with something like, "What could I deprioritize?" or "What do you view as more urgent, X or Y?" This shows your genuine interest while affirming commitment to what you've already agreed to.

## SHOW YOUR SUPPORT

Just because you said no doesn't mean you don't care or worse, that you want the person asking to fail. That's hardly ever the case. But when someone turns you down, it's easy to assume. Prevent this assumption by saying something like, "rooting for you from the sidelines." Continue to show your support as the work develops, even when you're not directly involved.

## DON'T OVER-APOLOGIZE

You're a grown-up, and unless this is the most pressing thing ever from your boss (in which case, you'd be saying yes), you are allowed to say no. Don't be cold, but skip the hand wringing "I'm so sorry" spiel. Over-apologizing make your no feel more personal than practical.

Saying yes to every opportunity ends up hurting you (and your organization) in the long run. It causes one of three things to happen:

- You burn out spending your time on low-value projects or initiatives that drain your energy.
- You fall short on your extra commitments because you agreed, knowing you didn't have time in the first

place.

- You become so excited about these other things your actual job suffers, creating some major career roadblocks for you in the future.

Your time and energy are your number one assets; don't waste them because you're too afraid to say "no."

## LISA SAYS

You're a grown-up, and unless this is the most pressing thing ever from your boss (in which case, you'd be saying yes), you are allowed to say no. Don't be cold, but skip the hand wringing "I'm so sorry" spiel. Over-apologizing make your no feel more personal than practical.

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## PRESENTATION LANTERN CENTER BOARD OF DIRECTORS

**ACHIEVEMENTS:** Faye Finnegan and Craig Takes were appointed to its board of directors.

## MEDICAL ASSOCIATES

**HIRED:** Lane Noble to its hospitalist department.

## Q CASINO

**HIRED:** Mandy Miller as manager of strategic philanthropy & Schmitt Island development.

**HIRED:** Miles Breed as food and beverage director.

## EIDE BAILLY LLP

**HIRED:** Nicole Fagan as a bookkeep-



Crimmins



Murdock

ing associate.

**HIRED:** Clifford Crimmins as a senior audit associate.

## THE FLOORSHOW CORP.

**PROMOTED:** Michelle Murdock to corporate president.

**PROMOTED:** Kassy Jacobs to furniture supervisor.

Continued on page 33

## BIZ LOCAL

### MIDWESTONE ON BEST BANKS LIST

Newsweek Magazine recognized MidWestOne on its Best Banks 2023 list.

This is the second consecutive year the bank has been named on the list. The magazine also named the business Best Small Bank in Iowa.

### MERCYONE RECOGNIZED

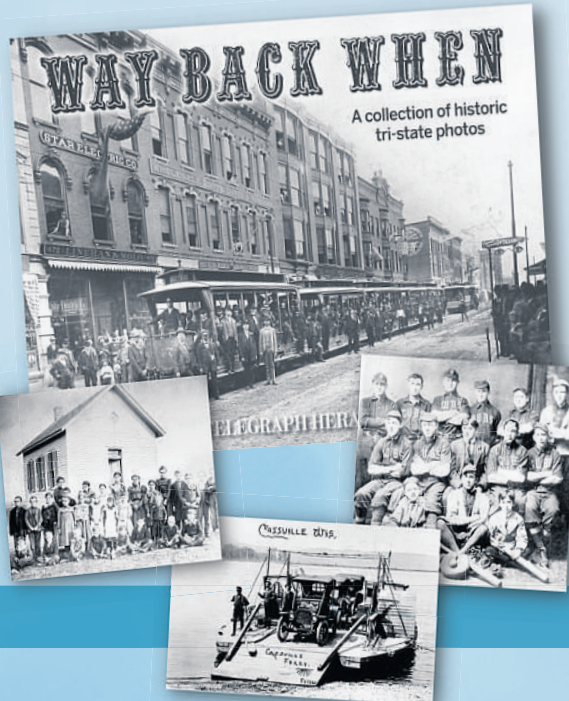
U.S. News & World Report recognized MercyOne Dubuque Medical Center as High Performing in Maternity Care (Uncomplicated Pregnancy).

### MERCYONE AWARDS

Two local MercyOne locations recently earned Press Ganey HX Guardian of Excellence Awards. MercyOne Dubuque Medical Center was honored for outpatient rehabilitation, while MercyOne Elkader Medical Center was honored for physician engagement. "Press Ganey, the global leader in health care experience solutions and services, ranks the top hospitals and health systems in the country according to performance based on patient feedback," states a press release from MercyOne.

# WAY BACK WHEN

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TELEGRAPH HERALD

## Continued from page 32

**PROMOTED:** Anne Powell to visual merchandiser.

### EASTERN IOWA MEDIA GROUP-NORTH

**PROMOTED:** Dylan Kurt to news editor.

### GALENA COUNTRY TOURISM

**HIRED:** Tom Rynott as communications director.

### BODINE ELECTRIC

**HIRED:** Jennifer Ritt as a buyer.

**PROMOTED:** Aaron Soat to technical employee in maintenance.

**PROMOTED:** Don Crow to senior department lead in shaft.

**PROMOTED:** Russ Heer and Greg Schneider to technical employees in shaft.

**PROMOTED:** Tyler Hess to technical leader in manufacturing product support.

**PROMOTED:** Chase Anderson to set up and operate C in shaft.

**PROMOTED:** Luke Pritchard to senior maintenance.



Kurt



Rynott



Walton



Fawcett



Timmons



Schauer



Locklear



Barsema



Shows



Saliga



Mulgrew



Rogers

### MEDONE PHARMACY BENEFIT SOLUTIONS

**HIRED:** Amanda Walton and Lisa Fawcett as member advocates.

**HIRED:** Erika Timmons as an account manager.

**HIRED:** Jane Schauer, Brenda Locklear, Hailey Barsema and Michaela Shows as data entry specialists.

**HIRED:** Rocio Saliga and Madde Mulgrew as patient care coordinators.

**HIRED:** Esther Fatokun as senior underwriting analyst.

**HIRED:** Kristy Long as a clinical pharmacist.

**HIRED:** Makayla Rogers as an accountant.

Continued on page 34

## COMMENTARY

# Nuclear fusion the energy source of the future

BY JAMES BROUGHTEL

Earlier this year, nuclear fusion topped headlines around the world when scientists at Lawrence Livermore National Laboratory in California announced an essential milestone in developing this nascent technology. They achieved "ignition," meaning more energy came out of a reaction than was needed to make the reaction happen in the first place. Despite some significant remaining challenges, there are strong reasons to believe a fusion-powered future awaits us.

Achieving ignition was only the latest in a series of fusion breakthroughs. For instance, in early 2022, news sources announced that a Chinese reactor maintained a fusion reaction for 17 minutes at 158 million degrees Fahrenheit. That's about five times the temperature of the sun.

One reason fusion is so promising is that it has the potential to revolutionize the way we power our economy. In theory, fusion can produce almost unlimited energy. The amount of energy released in a nuclear fusion reaction can be many times that of a chemical reaction. Fusion is also carbon-free, which is why it is sometimes labeled as the "holy grail"

of clean energy.

There are still major hurdles facing this technology. Some are technological. Attaining ignition was important but not a game-changer, and many more such breakthroughs will need to happen, including improving the efficiency of the reaction many times over.

That said, we know that fusion works. It's the process that powers stars like the sun. So, while the industry's obstacles are significant, we have plenty of reason to believe they will be overcome eventually. The main question is when.

Another hurdle is whether fusion can be produced cheaply enough to compete with alternative energy sources, such as wind, solar, coal and traditional fission nuclear reactors. The lack of availability of tritium, which is often used as a fuel source, is an issue.

There are also risks associated with fusion. Although the risk of an out-of-control meltdown scenario is a non-issue, fusion reactors still produce significant amounts of radiation that could leak in a crisis situation. Additionally, if unmonitored, fusion reactors can generate fissile materials like plutonium-239, which must be prevented from being produced and falling into the wrong hands.

There are just as many reasons to be optimistic. For one thing, the U.S. government is broadly supportive of fusion. The Biden administration and agencies like the Department of Energy are pumping millions into the technology, and plans are forming to build a fusion pilot plant in the United States. Private sector investment also is high.

One of the sadder legacies of the anti-nuclear movement in the United States is that it sidelined nuclear power for a generation. Now, with all the problems associated with global warming, it's obvious that this was a huge missed opportunity. We should continue to invest in wind and solar and other sources of green energy, but these won't revolutionize our economy the way fusion could.

Truly radical innovation will have to come from an energy source like fusion. The breakthrough in California pushed us one step closer to an energy revolution. The real question now is not whether a revolution is possible but whether we have the will to turn the energy future of our dreams into reality.

*Broughel is a senior research fellow with the Mercatus Center at George Mason University. He wrote this for InsideSources.com.*

Continued from page 33

**HIRED:** Nicole Sisler as a marketing coordinator.

**PROMOTED:** Denise Diaz to business analyst II.

**PROMOTED:** Mariah Morris to clinical programs coordinator.

**PROMOTED:** Natalie Drieske to marketing manager.

### HONKAMP, P.C.

**HIRED:** Antonia Gerber as an accounting specialist.

**HIRED:** Ashley Oaks as a staff accountant.

**HIRED:** Candace Johnson as a business development coordinator.

**PROMOTED:** Bailey Fellenzer to senior accountant.

**PROMOTED:** Tina Moes to creative director.

**PROMOTED:** Jacob Hagendorf to tax associate.

**PROMOTED:** Melita Olig to assurance associate.

### UNIFIED THERAPY

**PROMOTED:** Samantha Jay to administrative director and Kelly Loeffelholz to clinic director.

### MEDICAL ASSOCIATES

**HIRED:** Jodi Kilburg has joined its obstetrics and gynecology department.

### MI-T-M CORP.

**HIRED:** Trevin Crouch, Josh Davis, Linzy Knockel, Ricky Levins, Andy Miller and Hunter Shaffer to the fabrication division.

**HIRED:** Zach McAndrews and Andrew Davis to the production division.

**HIRED:** Drew Meyer and Levi Meyer to shipping and receiving.

**PROMOTED:** Troy Brown, Jake Busch, Jake Phelps and Alex Swift to production testers.

**PROMOTED:** Rob Wolf to production



Sisler



Diaz



Morris



Drieske



Oaks



Johnson



Fellenzer



Moes



Hagendorf



Olig



Jay



Loeffelholz



Kilburg



Reiss



Whitney



Schlender



Naber-Helle



White

inspector.

### UNIFIED THERAPY SERVICES

**PROMOTED:** Jasmine Reiss to clinic director.

### MEDICAL ASSOCIATES

**HIRED:** A. Scott Whitney has joined its Psychiatry and Psychology department.

### BODINE ELECTRIC

**HIRED:** Lori Pfeiler as a flexible employee in the assembly department.

**HIRED:** Jesse Roling as a flexible employee in the shaft department.

**PROMOTED:** Shayne Noble and Deven Gansen to set up and operate A in the structural department.

**PROMOTED:** Justin Scholtes to senior technical leader in Mfg. product sup-



Aspenson



Phillips

port.

**PROMOTED:** Sam Firzla and Mike Hernandez to set up and operate B in the gear department.

**PROMOTED:** Mason Kiefer to set up and operate B in the shaft department.

### UNIFIED THERAPY SERVICES

**PROMOTED:** Emily Schlender to senior physical therapy assistant.


### NURSING AWARDS

**ACHIEVEMENT:** The 2023 Great Iowa Nurses list recognized the following area nurses:

**Abby Naber-Helle** of MercyOne Dyersville Medical Center.

**Barb White** of UnityPoint Health-Finley Hospital.

**Lael Aspenson and Sandy Phillips** of MercyOne Elkader Medical Center.



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## THOMAS NAMED CEO, PRESIDENT OF HONKAMP

A new CEO has taken the helm of a Dubuque accounting and business advisory firm.

**Katie Thomas** has stepped into the role of CEO and president of Honkamp P.C. after serving solely as the company's president since February 2020, according to a press release. She succeeds CEO **Greg Burbach**.

Thomas has been with the company since 2004.

"In her 18 years at Honkamp, she quickly rose through leadership positions, becoming one of the youngest partners at the firm at the age of 29," the release states.

The firm is headquartered in Dubuque, with three other locations in Iowa, one in Illinois and three in Wisconsin, including in Platteville.

"It is a privilege to lead this exceptional



Thomas



Burbach

organization and to build on Greg's legacy," Thomas said in the release. "I look forward to continuing serving clients, growing the firm and working alongside a spirited team of leaders."

Burbach now will serve as shareholder and chairman of the board.

"It has been an honor to be a part of the Honkamp family for over 40 years, and I want to express my gratitude to the extremely dedicated employees, as well as our incredibly talented management team," he said in the release. "The future holds great opportunities for this organization."

## BIZ LOCAL

## NEW GRAND RIVER MEDICAL GROUP, HARTIG LOCATION OPENS

Grand River Medical Group and Hartig Drug opened their new joint location in December at 4025 Westmark Drive, near the intersection of Northwest Arterial and Pennsylvania Avenue. Construction on the three-story, 40,000-square-foot building started in April 2021.

"It really is sort of that one-stop shop," said Justin Hafner, Grand River Medical Group CEO. "If a mom has a sick child, they can come in for their appointment and immediately come pick up their prescription."

The first floor of the building will house Grand River Medical Group's family medicine clinic. The previous site of the family medicine clinic at 320 N. Grandview Ave. closed, and the building will be vacated.

The new clinic space has 16 exam rooms. Kayla Hopson, Grand River Medical Group chief operations officer, said all staff from the Grandview Avenue location are moving to the new location.

Another portion of the first floor will include a second location for Grand River Medical Group lab and radiology services. Mammography services will be added in 2023 once the necessary equipment arrives.

Hopson said lab services previously only were offered at the provider's Multi-Specialty Clinic, but now, patients will be able to get their X-rays without having to travel to another location.

The Hartig Drug pharmacy spans about 1,600 square feet, located on the first floor, and has a drive-thru.

The second floor consists of administrative offices and conference rooms that support staff will move into next year. A portion of the second floor, as well as all of the building's third floor, remain vacant for future growth.

## GDDC CAMPAIGN AWARDED

The Mid-America Economic Development Council awarded top recognition to the Greater Dubuque Development Corp. for the "YOU can be great here" campaign.



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

## Stores and Customer Service

- Suite 13 LLC, 6689 Boulder Brook Court, \$1,832,525. Construct a 5,500-square-foot commercial building to be used for future tenant buildouts.

## Residential additions, alterations and conversions

- City of Dubuque, 821 Garfield Ave., \$282,700. Complete interior remodel of single-family dwelling.

- Hillcrest IA LLC, 3290 Hillcrest Road, \$172,00. Install steel roofing on buildings.

- Affordable Housing Network Inc., 877 Wilson Ave., \$50,000. Install eight windows, repair siding, frame two bathrooms, drywall and new staircase.

- James and Karen Rolling Family Trust, 1160 Mount Loretta Ave., \$55,000. Add a swelling space to attic space using new roof trusses on the existing house.

- Fred Bonnett, 1078 Shady Oaks Drive, \$100,000. Add an additional detached garage.

- McCoy Joint Revocable Trust, 1350 Valentine Drive, \$150,000. Interior remodel.

## Nonresidential additions, alterations and conversions

- METX LLC, 1620 Elm St., \$500,000. Adding office space, IT department and training center.

- METX LLC, 1690 Elm St., \$400,000. Adding office space in lower level.

- St. Joseph's Church, 2105 St. Joseph St., \$1,000,000. Renovation of the east side of the building for St. Joseph the Worker.

- Roshek Property LLC, 700 Locust St., \$110,000. Interior selective demolition and buildout of the third floor of the Roshek Building.

- Linehan & Mold Inc., 123 Southern Ave., \$104,180. Tear off existing roof to deck and replace.

- St. Joseph's Church, 2105 St. Joseph St., \$127,400. Install new sprinkler system throughout building.

- Operation Empower, 2216 White St., \$65,668. Remove roofing and replace.

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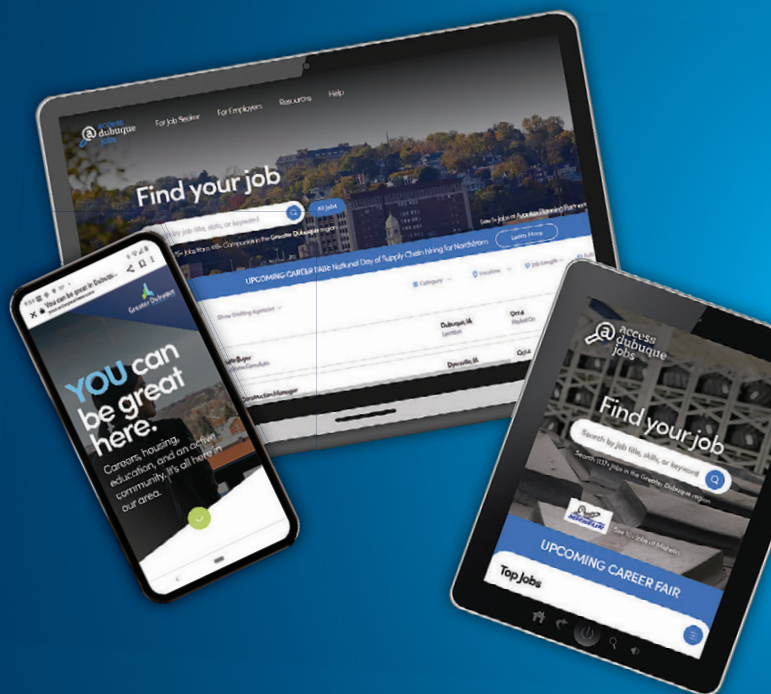
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# Have camera, will travel

**A Chicago taxi driver took pictures of his passengers for years, his new book is titled 'Fares'**

BY RICK KOGAN

CHICAGO — The Checker taxi garage was a massive place, just to the north of North Avenue and stretching from Wells Street west to North Park Avenue. It was a wild and busy and noisy place, a human beehive.

Allan Lee Koss was in and out of there hundreds, likely thousands, of times. He drove for Checker from 1977 to 1988. He drove nights and, for him, it was a good job. And why not? If memory serves, drivers received 42% of whatever clicked on the meter, kept all tips and the company took care of gas and maintenance.

I know that because I drove a cab too, out of that same garage, starting a few years before Koss and into his time there. We never met then but I share his feelings.

"I liked driving," Koss says. "There was a freedom to it and the people. It was a real job and you could make a good living. Yes, I was proud to be a cabdriver."

He grew up with a sister on the Southwest Side of the city and his father was a manager for Sears. Koss graduated from Kelly High School and then entered Northeastern Illinois University majoring in history with the intention of becoming a teacher.

"I spent a lot of years in college," he says. "I did some traveling. I had a bunch of different kinds of jobs. I tended bar for a while at a place near the Checker garage."

Sitting next to him on the front seat of his cab was a Nikon camera of the point-and-



Tribune News Service

Koss captured faces in the backseat of his Checker cab in Chicago in the 1970s and 1980s.

shoot variety, which had been a gift from his father.

"I did take one photo class but I am basically self-taught," he says. "It's intuitive, I suppose, but I love it."

He took his camera to the chaos surrounding the 1968 Democratic Convention and the more sedate 1996 edition. He was shooting photos at various protests and marches over the years. He was at Woodstock. He shot pictures in San Francisco, where he lived for a while. He shot graffiti and gang signs. He shot chillingly intimate photos of drug addicts and civil rights gatherings and parades.

And he shot passengers who rode in his cab. There are dozens of them on the pages of his first book, "Fares: Chicago Taxicab Portraits." It is a feast of faces, some smiling and some dour. Some people are in costumes, some hold children. Black and White; young and old. There is a dog. Some people hold money to pay their fares. Some hold photographs.

Many are pretty women.

"I don't take pictures of flowers," he says. "I always got permission to take the cab photos and though some people said no, most seemed maybe flattered."

This book has been long in the making. Koss attended a conference decades ago where he encountered the famous photographer Richard Avedon. Koss showed him some cab photos and told of his plans for a book.

"Avedon said he loved the idea," Koss says. "But when I later asked him for a favorable quote I could use, he turned me down. And the university presses I approached about a book also gave me a 'No.'"

He swallowed his frustration and put his book dreams on hold until last year, when a real estate developer named Perry Casalino came into the picture.

"I saw some of his photos for sale on eBay, photos of the old market on Maxwell Street," Casalino said, who has been collecting art and photography for decades. "That led me to his website and that led me to him."

Casalino visited Koss in his North Side apartment, which is jammed with photos. They are packed in file cabinets, on the walls, in piles.

Casalino, who had previously published books in collaboration with and about other photographers on a fascinating self-publishing platform called Blurb, was immediately grabbed by Koss' taxi cab photos.

Together, the pair created this book because, Casalino says, "These are the faces of this city at that time. They are the faces of hardscrabble characters, workers, kids, ladies of the night."

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801 Bluff St. | Dubuque

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**INFORMATION MEETING**

**Tues., Mar. 7 | 6 p.m. | Telegraph Herald**

801 Bluff St. | Dubuque

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Canadian Rockies

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