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July 2023
Volume 31, Issue 11

ON THE COVER



The tri-state area is filled with options for food and beverages, including Adobos Mexican Grill.
Photo by Stephen Gassman

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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 tasty place to live and work

Food and drink are big business in the tri-state area and the options are varied. We take a look at a few of the establishments serving breakfast, lunch, dinner and the libations that keep us coming back.



Megan Gloss

votes are tallied and the 2023 class of Rising Stars is ready to be introduced. Stay tuned for the September issue of BizTimes for all the details.

Have a story idea? Interested in writing for BizTimes? Email megan.gloss@thmedia.com and tony.frenzel@thmedia.com.

NEXT MONTH

Financial literacy is an important aspect of life, whether you own a business, work for one or are self-employed.



Anthony Frenzel

RISING STARS

The nominations are in, the

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P.O. Box 688

Dubuque IA 52004-0688
www.bizTimes.biz

bizTimes.biz (USPS 008-963, ISSN 2165-3968) is published monthly by the Telegraph Herald, a division of Woodward Communications Inc., 801 Bluff St., Dubuque, IA 52001-4647. Periodicals postage paid at Dubuque, IA. POSTMASTER: Send address changes to: bizTimes.biz, PO Box 688 Dubuque, IA 52004-0688. Send address changes to bizTimes.biz, PO Box 688, Dubuque IA 52004-0688.

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3 squares and libations in the tri-states

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The tri-state area has a wealth of restaurants, pubs, supper clubs and bars that serve everything from new American, Italian, Mediterranean, Hispanic, European, pub grub, pizza and more.

Starting with breakfast and ending with dinner, one could eat their three-square meals plus cocktails, beer or wine in Dubuque; Galena, Ill.; and Platteville, Wis.; as well as surrounding communities.

While the COVID-19 pandemic might have put a hold on eating out for a lot of people, with restrictions lifted nationally and locally, there are plenty of options for those who might be craving a professionally prepared meal.

While not a comprehensive list, here are some of the options — organized by meal — in the area.

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BREAKFAST

Start the day at Otto's Place with Otto's Breakfast Sando, featuring house-cured pork belly, scrambled egg, Hook's cheddar cheese, arugula and Otto's special mayo on a ciabatta bun. Or, choose from pancakes and other breakfast specialties including a vegan porridge.

Located in Galena, Otto's Place was purchased by Chef Kevin Scharpf last year. Scharpf also owns Birds Fried Chicken food truck and Brazen Open Kitchen + Bar, a made-from-scratch, locally sourced dinner option in Dubuque.

"We've loved (Otto's Place) for many, many years, so ... this means a lot to my wife and I," Scharpf said of the purchase. "This restaurant's far more than just a restaurant. It's our first opportunity to really be able to be a part of that Galena experience, which is really exciting to us."

The Iowa Egg Council recently named the chorizo omelet at Caroline's Restaurant as the Best Omelet in Iowa. The award-winning dish was created by Executive Chef Michael Henson and features Spanish chorizo, green onion, avocado, salsa and cheddar cheese. Located in the Hotel Julien Dubuque, Caroline's also serves lunch and dinner.

Ma's Bakery in Bloomington, Wis., not only has baked goods, but a full list of breakfast items. There aren't menus at Ma's, as owner Mary Adrian believes customers should order what they want and only be charged for what they order.

If a cupcake and coffee-to-go is your preferred morning routine, Frosted and Filled in Dubuque sells baked-from-scratch extra-large muffin-sized gourmet frosted and filled cupcakes in 10 to 12 flavors each week. Gluten free and vegan options are available by the dozen via pre-order. Almond, soy coconut and oat plant-based milks are used for lattes and other coffee drinks by Doc's Brew, which is located inside Frosted and Filled. Doc's also offers regular and vegan waffles and fruit smoothies.

LUNCH

Adobos Mexican Grill, with locations in Dubuque and Galena, offers a quick, mobile lunch of burrito bowls, nachos, tacos, taco salads and more.

Salazar and his wife, Flor, are the co-owners of Adobos and Jamie serves as the chef.

"Business in Dubuque is very busy right now, so we decided to (add) Galena and see how it goes," Jaime said.

Originally from San Luis Potosi, Mex-

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Contributed

Kevin Scharpf, his wife Lyndsi Scharpf and their children Lloyd, 8, (in the front) and Lola, 10, stand in front of Galena restaurant Otto's Place. The couple are the new owners of Otto's Place — Kevin is chef and owner at Brazen Kitchen + Bar in Dubuque.

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Interior at Adobo's Mexican Grill in Dubuque.

Stephen Gassman

ico, Jamie was a student of culinary arts at Highland Community College in Elizabeth, Ill. Adobos cuisine is based on Jaime's recipes for sauces, marinades, spices and special seasonings.

"People already knew our products because we came with the food truck to Galena about two or three times a month," Flor said. "They like (our food) a lot, because it's fast and healthy, and they like that everything is made in-house."

Vinny Vanucchi's Little Italy in Galena provides a tasty selection of Italian pasta, salads, "sangwiches" and more for both lunch and dinner. The Dubuque location only serves dinner. Recipes for the Italian cuisine come from co-owner Deb Coulter's grandmother, Lucille "Nana Lu" LaCorte, and are made fresh daily. An extensive wine list by glass and bottle, cocktails, margaritas and draft and bottled beers add to the dining experience.

Steve's Pizza Palace in Platteville has been making pizzas for more than 58 years. In addition to pizzas, burgers, sandwiches and calzones are available for dine-in, carryout or delivery within city limits. Three full-service bars and mixologists create drinks to order.

If a burger is what you are craving, there are many options on both sides of the river. Baraboo's on Main in Dubuque has a historic and eclectic atmosphere and has been voted the No. 1 burger by Travel Dubuque.

The burger specials include a cheese curd bacon burger, a goat burger, fried pickle burger and a bacon bleu burger.

Fun options on the cocktail menu include How I Met Your Mother, Shirley-Anne Temple and the Gentleman Jim Sour. Open until 2 a.m. Wednesday through Saturday, Baraboo's also is a late-night dining option.

Another burger option in Dubuque is the Foodie Garage Eatery, which serves one of the top 10 burgers, as designated by the Iowa Beef Industry Council. Serving breakfast, lunch and dinner, there's a lot to choose from. If you're really hungry try the Holy Chuck bursting with three chuck patties, a pound of bacon, Swiss, pepper jack and provolone cheese layered with French fries, mushrooms and onions between three slices of Texas toast, served with loaded French fries and queso cheese.

With 12 specialty burgers on the menu daily, Dirty Gurt's Burger Joynt in Galena has been filling bellies since 2007. Salads, sandwiches, shrimp platters, appetizers and a kid's menu round out the menu. To wash it all down, choose from sangrias, rum buckets, margaritas, wine and beer.



Brooke Besler (right) chats with Louie Olivarez and her 11-month-old daughter, Brylee, at Vinny Vanucchi's in Galena, Ill.

Dave Kettering

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8 Biz Theme

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In Wisconsin, stop for lunch at the Potosi Brewing Co. where you'll find a selection of burgers, wraps, entrees, salads and much more. Enjoy a Potosi brew or soda with your meal and on Saturdays and Sundays take a tour of the brewery.

DINNER, DATE NIGHT AND SPECIAL OCCASIONS

Going to a supper club for dinner is always a great option for a memorable dinner, special date night or to celebrate a special occasion. The tri-state area has several such establishments, as well as many casual restaurants that serve dinner.

Since 1961, when Robert and Helen Timmerman opened Timmerman's Supper Club in East Dubuque, Ill., the restaurant overlooking the Mississippi River and the bluffs of Dubuque has been serving steaks,

seafood, pasta and some of the best old fashioned and ice cream drinks around. Timmerman's is now co-owned by Mark and Jodi Hayes and Gary Neuses. Mark started at the club as a dishwasher and Gary as a bartender.

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

It was always the intention of the current owners to retain the historic aspects of the business.

"When we purchased it, (prior owner Juan Rodriguez) 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."

The Log Cabin Steakhouse in Galena's historic downtown has been in business since 1937 and owned by the Rigopoulos family for more than 40 years. The menu

bizTimes.biz, Dubuque, Iowa, July 2023



File photo

Pete's Thai Kitchen in Dubuque.

includes steaks, pork chops, seafood, surf and turf and flaming saganaki cheese as one of the appetizers. Choose from cocktails, wine and beer from the bar and visit

Continued on page 10



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

Stephen Gassman



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Jessica Reilly

Pepper Sprout in Dubuque.



File photo

The Smokestack in Dubuque.

Continued from page 8

on the weekends for a piano bar.

For more date night dining, Pete’s Thai Kitchen in Dubuque serves a full menu of Thai specialties including stir fry, curry, noodles, Thai salads and appetizers plus options from Happy Hibachi.

Pepper Sprout, in downtown Dubuque, serves Midwest cuisine of small plates,

pasta and steak, chicken and lamb chops entrees.

“Our menu changes every two months, based on the availability of seasonal ingredients,” said Chef Kim Wolff. “There are also weekly specials.”

Pepper Sprout also offers boutique beer, limited edition wines and exotic cocktails.

Get your sushi fix fixed at Little Tokyo in Galena by ordering either raw or cooked

rolls. Open since 2009, Little Tokyo also has numerous hibachi, tempura and teriyaki options for lunch and dinner.

Fiesta Cancun in Lancaster, Wis., serves authentic Mexican food for dinner and lunch. Fajitas, burritos, tacos, enchiladas, salads and a beverage menu featuring margaritas, beer and wine is offered.

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Stephen Gassman

7 Hills Brewing Co. front of house manager Jeremy Hall, (left) Beastro Se7en chef Nate Holland and General Manager John Reuter inside Beastro Se7en on Second Street in Platteville, Wis.

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LIBATIONS IN THE TRI-STATES

The tri-state area is home to many bars, brew pubs, breweries and wineries.

The Smokestack is located in one of the area's oldest buildings and has one of the only publicly open rooftops in downtown Dubuque and the Millwork District. Smokestack is a casual cosmopolitan art and music venue on three levels that serves food, cocktails, wine and beer.

7 Hills Brewing Co. has locations in Dubuque, Platteville and Dyersville, Iowa, and suggests that patrons come as they are and exercise their right to be weird. The food menu offers munchies (appetizers), breaking bread (sandwiches) leaf (salads) and closing time (dinner) and brisket burgers.

The Platteville location opened in 2021, and will be complemented by 7 Hills' new casual fine-dining restaurant, The Beastro Se7en, which is set to open Wednesday, July 12.

"There seems to be a need for something like this in Platteville," said Jeremy Hall, 7 Hills' front-of-house director. "When it comes to casual fine dining, there is not a lot in Platteville. A lot of the surrounding towns come here to eat. We'll be filling that void in the market. And this will also be a place for the locals to go. This is a college town, and that's great for us, but the locals need a place to go."

The Dyersville location opened its doors in 2022, and includes a bowling alley as part of its focus on entertainment.

When it comes to drinks, the menu has a rotating selection of 7 Hills beers, seltzers and craft beer from other breweries. Prohibition Edition offers some non-alcoholic options and Liquid Courage has four unique concoctions including the Brown Cow and Adult Cherry Cola.

For wineries, the Park Farm Winery in Durango, Iowa, is a family-owned and operated vineyard that also boasts a wood-fired pizza eatery. Established in 2004, Park Farm has an outside deck and a two-level tower with amazing views and live music in the summer. It's a year-round destination with chateau facilities and old-world charm.

The wines produced at Whispering Pines Winery in Potosi, Wis., are inspired by the birds of the upper Mississippi Valley Flyway such as Golden Goldfinch, Kingfisher, Blue Jay and Scarlet Tanager. The wine bottles are collector's items as the labels are reproductions of original artwork depicting the birds for which the



File photo

Park Farm Winery in Durango, Iowa.

wine is named. The paintings are by local artist Wes Helmick who is also the wine-maker at Whispering Pines.

Additional reporting from Kayli Reese, Erik Hogstrom, Anthony Frenzel and Elizabeth Kelsey.

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The joy of cooking

Lynnies' Kitchen classes share in the fun



Contributed photos

People participate in Lynnies' Kitchen pie making class at Cork & Tap in Oregon, Ill.

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BY ANGELA JONES

Making meals can be a chore — shopping for the right ingredients (in person or online), preparing and cooking and then cleaning up. It’s an involved process and it can be difficult to find the energy to complete a quality meal at the end of a long day. For those who enjoy it, though, cooking can be energizing.

For either end of the spectrum, cooks of all levels deserve a day off on occasion, which is why local business, Lynnies’ Kitchen, offers a fun approach to cooking classes. Whether as a date experience, girls or guys get-together or a team-building experience, it’s an experience to savor.



Lynnies’ Kitchen owner Lynn Kaufman holds a rhubarb pie.

Owner Lynn Kaufman got the cooking bug early. Like many kids growing up in the rural Midwest, Kaufman spent her share of time helping her parents and grandparents cook, learning family culinary traditions in Oregon, Ill.

“My family is Czechoslovakian,” she said. “My grandma did a lot of baking, and my mom, dad and aunt cooked. We (the kids) were guinea pigs.”

Kaufman’s experience extended beyond Illinois, too. Her aunt and uncle, in Long Island, N.Y., introduced her to clamming, crabbing and checking the tide schedule. Back in the Midwest, she would “drift to the docks” of Lake Michigan to see what fish the great lake had to offer. Exploring places further away, Kaufman will still invariably gravitate to the water, as she does when visiting Seattle’s Fish Market, for instance.

From Midwestern and Czechoslovakian food experiences to coastal delicacies, Kaufman gained a valuable breadth and depth of cooking knowledge, much of which she has used to experiment with developing her recipes.

“Recipes are a jumping off point,” Kaufman said. “I start with what I have and then do whatever (works well).”

Kaufman’s experiences and deep interest in the connections that food creates motivated her to “share the joy of cooking.”

“Some people (who take my classes) will say that they don’t know how to cook,” Kaufman said. “I’ll teach them to cook, share my history and give dietary facts of

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Growing For Dubuque

Stonehill is proud to meet a growing need in our community and expand our continuum of health and wellness services to include non-medical home care. Stonehill At Home can provide help for a day or a couple weeks following a hospital or post-acute stay, or be part of an ongoing, long-term care plan.





Lynn Kaufman (right), with Lynnies' Kitchen, helps a class member make pot sticker dough.

Continued from page 13

the dishes.”

Kaufman offers regular classes once per month at the ARC in Galena, Ill., and on

occasion in Mineral Point and at Steeple Square in Dubuque. Kaufman teaches people how to make a variety of dishes including empanadas, gnocchi, potstickers, pie and pizza. And classes have a cozy number


of people from four to 12, which often is a mix of couples, larger groups and individuals.

And then there are jam-making classes. For those without a history of making jam, Kaufman walks students through the process step by step.

“For a class last summer, students brought two jars and a pan with them, and I provided the ingredients,” Kaufman said. “We do most of the process and students finish at home.”

The regular classes aren’t all that Kaufman’s cooking up, either — she also bakes goods and jars jellies, jams and pickles to sell at the Thursday farmer’s market in Oregon. She grows most of her produce to use in the recipes, but if she doesn’t grow something — like rhubarb — she’ll get some from neighbors. It all takes quite a bit of effort, but it’s worth it.

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Continued from page 14

“I work but I don’t,” she said. “I enjoy it.”

Luckily, Kaufman can also count on a division of labor — she cooks, and her husband is a workhorse to help her clean. He’s something of a “cleaning fairy,” in fact. Putting so much effort into preparing foods to sell means that help with cleanup is an essential part of maintaining balance.

Together, Kaufman and her husband also care for vines at Galena Cellars’ research vineyard. She grows grapes, makes wine and enters competitions (winning Double Gold, in fact, for a Concord grape varietal). Of course, growing grapes and making wine goes hand-in-hand with cooking with wine, and it has its place in her tomato sauce and roast chicken dishes.

To round out her efforts with teaching classes and selling baked goods, Kaufman also shares her recipes and photos on a blog that includes her recipe “twists” and nods to others that gave her the inspiration for some of them.

Meanwhile, her education continues. To add to past travels, like Sicily and southern Italy, she and her husband will be going to Prague to enjoy the food and open markets.

“I may hone interesting recipes when I come back,” she said.

The more culinary experiences Kaufman gathers, the more she can bring back to share and to teach. Cheers to that.

TAKING CLASSES

Visit www.facebook.com/lynnieskitchenpage to keep up to date on when new classes are offered.

GALENA ARC

Address: 11084 U.S. 20 W., Galena

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Kaufman demonstrates to her class how to make spring rolls.

Let your fingers do the working with these keys



**KATHIE
ROTZ**
Unity
Consulting

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

In last month's column, "Become the Mozart of your Keyboard," I introduced three "power keys" on your computer keyboard. The Tab, Shift and Enter keys have hidden keyboard magic beyond their initial typewriter function. By understanding the shortcut power behind each key, you will find a higher level of productivity while working.

Now it's time to learn six more power keys.

I challenge you to unplug your mouse from your computer and hide it in a drawer. While reading this article, practice these keyboard shortcuts and experience the magic. The more you make your fingers use these shortcuts, the quicker your fingers will memorize the power

behind each key.

This month, I will demonstrate shortcuts for the Ctrl, Alt, Window, Escape, Backspace and Delete keys for Windows-based personal computers.

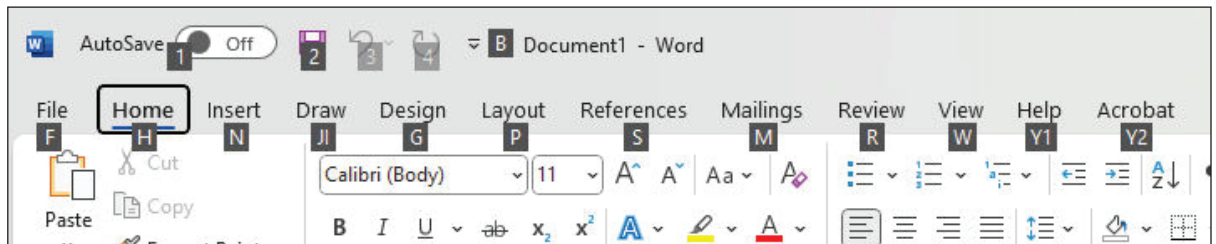
ALT

There is no "initial function" of the Alt key because it was not a key on original typewriters.

Hidden keyboard magic: When pressed at the same time as another key, Alt gives the second key an alternate function.

For example: When you are working in a Microsoft

Continued on page 18



Contributed

A simple press of the Alt key can bring up many options for interacting with the program you're using without the need of a mouse.

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The Windows key, located between Ctrl and Alt, is a powerful tool for navigating your PC.

application, select the Alt key once. This action will show letters and numbers in the menu bar. If you want to activate the Insert menu next, then you'll need to select "N." Now new letter shortcuts show for the Insert menu. Select "B" to insert a page break.

The Alt key also works in tandem with the Function keys on your keyboard. Alt + F4 will close any application. This shortcut is useful when shutting down your computer and quickly closing all open applications.

WINDOWS KEY

The Windows key is in the bottom left of a keyboard, between the Ctrl and Alt keys, on a Windows-based computer.

There is no "initial function" of the Windows key because it was not a key on original typewriters.

Hidden keyboard magic: Activates the "Windows" menu.

For example: Select the Windows key once, type "Control," and press Enter. This shortcut will open the Control Panel window.

The Windows key also works in tandem with other keyboard keys for quick computer shortcuts.

Windows key + M: minimizes all open windows.

Windows key + L: locks your computer.

Window key + left arrow or right arrow: snaps an open application to the left or right side of the screen.

CTRL

There is no "initial function" of the Ctrl key because it was not a key on original typewriters.

Hidden keyboard magic: Ctrl alters the function of another key if both keys are pressed at the same time.

For example: Popular Ctrl key shortcuts work in all applications:

Ctrl + C: copy.

Ctrl + V: paste.

Ctrl + B: bold.

Ctrl + P: print.

Ctrl + Z: undo.

ESCAPE

There is no "initial function" of the Escape key because it was not a key on original typewriters.

Hidden keyboard magic: Cancel, close, breaks free a previous function.

For example: When you select the Windows key once and type "Contr" to open the Control Panel but change your mind, select Escape to cancel out of the pop-up window. Or if you are in a browser

KATHY SAYS

If you have read and practiced the shortcuts in this article and last month's column, then you now know nine "Power Keys" plus a few "Power Combos." Just knowing the shortcuts isn't enough. Practicing these time-saving methods, continuously when you are on your computer will cement these new habits into your routine. At this point, you will notice your computer speed and productivity increase.

window typing in Google.com and a helpful search list pops up, select Escape to stop showing the search list.

BACKSPACE

Initial function: Some typewriters would remove the character to the left of the cursor. Some typewriters would only move focus one character to the left.

Hidden keyboard magic: Removes or erases the character to the left of the cursor.

For example: When you find a typo in your writing, position your cursor so that it is to the right of the incorrect letter. Press Backspace to remove the letter to the left of the cursor.

DELETE

There is no "initial function" of the Delete key because it was not a key on original typewriters.

Hidden keyboard magic: The Delete key is the opposite of the Backspace key. It removes one character to the right of the cursor.

For example: When you find a typo in your writing, position your cursor so that it is to the left of the incorrect letter. Press Delete to remove the letter to the right of the cursor.

These keys have a tremendous amount of time-saving power on their own. However, there is more magic when you partner multiple power keys together. For example, Ctrl + Alt + Delete can quickly shut down and restart your computer.

If you have read and practiced the shortcuts in this article and last month's column, then you now know nine "Power Keys" plus a few "Power Combos." Just knowing the shortcuts isn't enough. Practicing these time-saving methods, continuously when you are on your computer will cement these new habits into your routine. At this point, you will notice your computer speed and productivity increase.

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Faces in Business

Stacy Raap

Marketing and Communications
Manager, Steve's Ace Home & Garden

BY KEN BROWN • PHOTOS BY JESSICA REILLY

Stacy Raap loves to serve in any capacity possible, especially when it comes to small local businesses in and around Dubuque. She has been in sales and marketing for nearly 30 years in various capacities at different companies. Over the past two years, she has been working as the marketing manager at Steve's Ace Hardware Inc. At the beginning of 2023, she transitioned into being the marketing and communications manager across all three stores owned by Sara and Jason Carpenter.

In 2022, she also started the Dubuque Bridal Expo, which is hosted at the Grand River Center twice per year in January and September.

Steve's Ace also has been a long-time chamber member so this year she joined a B2B group and was asked to be a Dubuque Area Chamber of Commerce ambassador.

Raap and her husband, Brian, will celebrate their 15-year anniversary in October. They have three children — Jordan, 26; Karson, 12; and Landon, 12 — plus two golden doodles — Oliver and Max. They also have a grandson, Clayton, who turned 2 in March.

Tell us about your field and what attracted you to it.

I have been in sales and marketing in some capacity for more than 30 years. I was 15 or 16 when I got my first job working as a waitress at Happy Joe's and I loved all nine years that I was there. Fast forward to today. I am the marketing and communications manager with Steve's Ace Hardware Inc. I enjoy the variety in my days, the people I get to help and the impact I hope I am making on my family, the company I work for and the community I live in.

How has your field changed in the time you've worked in it? How have

you adapted?

Technology has significantly impacted sales and marketing and nearly every other field out there. Cellphones, text messages, etc.

I don't know many fields that haven't changed over time and most of it can be attributed to advancements and accessibility with education, information and technology.

I remember a quote that a previous colleague once said: "You either get better or worse. You never stay the same." I have used that statement over the years to continually challenge myself (and others) to assess where I am

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and where I am headed on a regular basis. It's extremely important for me to be self-aware, identify opportunities for improvement and then work toward the goal of getting better each day.

Is there a person or people who have had a tremendous impact on you?

Personally, my parents have always taught me the importance of having a strong work ethic, following through on commitments, and being grateful for what I have. Growing up, my parents both worked two and three jobs to make sure we had a roof over our heads, clothes on our backs, food on the table and a good education. I remember camping every summer, breakfast with my grandparents after church on Sundays and week-long fishing trips with our extended family. They truly taught me the importance of family, making memories, and to never take things for granted. I am so blessed with incredible parents.

Professionally, there are a handful of colleagues, mentors and managers who left an impression on me and impacted my career path over the years. My first sales manager taught me how to be a successful outside sales rep. He was tough but he was fair, and I learned a lot from him during my tenure there. He had high expectations, was constructive and intentional with his feedback, and overall, he was a great leader (although at the time I am sure I didn't fully appreciate the value he brought). He taught me about emotional intelligence and challenged me to become the best version of myself. For that, I will be forever grateful to him.

Do you have any advice for young people and/or new graduates?

I love helping young people, in general, and I always try to help guide them by being a resource when they need help and/or advice. Whether it's a high school student, college graduate or someone who has been in their field for years, everyone deserves to be happy. Figure out what makes you happy and pour your energy and resources into doing that. It doesn't mean there won't be a learning curve or that it won't be challenging. However, if you are happy, you will put your best foot forward, work hard, be proud of your accomplishments and others will enjoy working with you.

Is there a story or an anecdote that illustrates your philosophy either in life or in your chosen field?

Take one day at a time and make the most



Raap talks with Tommy Olberding at Steve's Ace Home & Garden in Dubuque.

of it because tomorrow is never promised.

What have you found to be the most valuable resource for learning? Are you an on-the-job learner or do you prefer another way?

For me, the most valuable resource for learning is surrounding myself with people who are smarter than me and challenging myself to learn something new every day.

Math vs. creativity. People person vs. introvert. Slow and steady vs. quick and nimble. Where do you fall on those divides? Do you believe there even is a divide?

Well, there must be a divide because I am terrible at math. Ha ha. I would consider myself a creative person, extrovert who intends to be slow and steady but ultimately, I know I am much quicker and nimbler than slow and steady in most areas of my life.

When you think of the future, what kind of changes would you like to see in your field? In the broader world?

Overall, I would love to see us all get back to working hard, having a strong sense of urgency to get something done, putting on a smile, helping others without always expecting something in return.

As a customer, I have noticed a decline in good customer service at places that used to have incredible customer service. In retail, especially, it often feels like there are

DO YOU KNOW THE NEXT PERSON TO BE FEATURED?

Do you know someone with an interesting perspective? Is there someone in your organization who has a compelling story to tell? Let us know and they could be featured in a future edition of Faces in Business. Email tony.frenzel@thmedia.com and megan.gloss@thmedia.com with your suggestions.

so many things burdening my colleagues and our guests. It makes me sad to see people unhappy with their jobs, their family and their lives, overall. I pray we get back to some semblance of peace and harmony.

How has your professional life helped you grow as a person?

Growing up I was taught to be accountable, be responsible, work hard and give without condition. Over the years, professionally, I have learned to temper my emotions, read the room, give others the benefit of the doubt and that you pray for what you want but work for what you need. I love learning something new/different every day and that only happens because of the career that I have chosen and the organization I am a part of.

New law could provide boost for many businesses



**RANDY
MIHM,
J.D., CPA**
Honkamp,
P.C.

He is a tax shareholder at the Dubuque firm

A recently signed law might benefit many Iowa businesses.

The new law allows pass-through entities (partnerships and S corporations) to pay Iowa income tax instead of taxing the income to entity owners. This results in a greater tax benefit than deducting it as an itemized deduction on individual returns.

As background, the income of a C corporation is taxed to the corporation for federal and state tax purposes, rather than to the shareholders of the corporation. Dividends from a C corporation to the shareholders are taxed to the shareholders. This is often referred to as entity-level taxation.

The income of an S corporation or partnership is taxed to owners of the entity for federal and state purposes. Within limits, distributions from partnerships and S corporations are not subject to tax. This is often referred to as pass-through entity taxation (PTET). Many businesses that are eligible to be taxed as partnerships or S corporations will adopt this pass-through entity taxation to reduce their overall tax liability.

Since 2018, the deduction for state tax on federal individual returns is limited to \$10,000, and the individual must itemize to claim that deduction. Due to these limitations, it is typical that the state income tax deduction on a federal individual income tax return results in little federal tax benefit.

To enhance tax benefits, many states have adopted PTET, allowing pass-through entities to pay state income tax instead of individual owners. This deduction directly reduces the entity's income, resulting in better tax benefits.

On May 11, Iowa Gov. Kim Reynolds signed PTET legislation, applicable retroactively to the beginning of 2022.

The Iowa PTET law provides for the pass-through entity to pay tax at the top Iowa rate (8.53% for 2022 and 6% for 2023). The owners will include the income from the pass-through entity on their individual returns and will claim a credit for their share of the PTET. If the amount of the credit exceeds their Iowa individual income tax, then the excess is refundable to the individual.

Example: An Iowa S corporation, with a single owner, has profits of \$500,000 for 2023.

If no PTET election is made and if the income is taxed at the top Iowa rate of 6%, the tax to the single owner would be \$30,000 and the itemized deduction for state tax is limited to \$10,000. In practice, even that deduction might not result in a tax benefit since the owner might not itemize or might have other taxes to utilize that \$10,000 limit.

If the PTET election is made, then the \$30,000 Iowa tax is deducted directly from the \$500,000 of business income. Then, the net of \$470,000 is taxed to the individual. At a top federal tax rate of 37%, the benefit of the \$30,000 deduction is a \$11,100. On the owner's 2023 Iowa return, they will report the business income and reduce their Iowa tax by the \$30,000 credit.

Since the Iowa tax law was signed recently, tax procedures related to PTET are not yet in place. We expect guidance to be issued soon by the Iowa Department of Revenue, but it had not done so as of the date of this column's submission on July 1.

Regardless, it's clear that the new law presents an opportunity for many businesses in the state.

RANDY SAYS

To enhance tax benefits, many states have adopted PTET, allowing pass-through entities to pay state income tax instead of individual owners. This deduction directly reduces the entity's income, resulting in better tax benefits.

Stressed banks and the stress test we need



**DR.
RICHARD
BAKER, AIF**
Fervent
Wealth
Management

He is the founder
and executive
wealth advisor

“I never want to back a boat trailer in again.”

Some of the greatest stress in my marriage was trying to help my wife back the boat trailer down a ramp. She didn't want to load the boat or back the trailer, so the whole process became a stress test. U.S. big banks just went through a stress test of their own. The big banks are fine, but regional banks still have unknown risks.

The Federal Reserve just announced the results of its annual stress test of America's largest 23 banks to see if they would survive a major financial disaster. All 23 big banks passed the test.

This year, the hypothetical financial disaster was a global recession that led to 10% unemployment, a 40% drop in commercial real estate prices and a 38% drop in home prices. All the banks would have enough cash to survive and function even in this worst-case scenario.

America's biggest banks did better than expected and even better than last year. This year's test had more significance since it came just months after a mini-bank crisis that saw three of the largest bank failures in U.S. history.

Unfortunately, the Fed still isn't testing the regional banks with assets of \$10 billion to \$100 billion. It's comforting to know the big U.S. banks are strong, but as an investor, I want to see the health of the regional banks. What happens if real estate prices drop 40% and all those regional banks get hit?

The Fed said in its press release that the banks in this year's test hold “20 percent of the office and downtown commercial real estate loans held by banks.” What about the other 80% loans on downtown buildings? Regional banks are the largest lenders of U.S. commercial property and construction loans, according

to the Reuters article, “Overexposed U.S. regional banks.”

If we have another banking crisis, the big banks are there to save the day, but to the detriment of small businesses who bank at suspect regional banks.

RICHARD SAYS

Unfortunately, the Fed still isn't testing the regional banks with assets of \$10 billion to \$100 billion. It's comforting to know the big U.S. banks are strong, but as an investor, I want to see the health of the regional banks. What happens if real estate prices drop 40% and all those regional banks get hit?

The Fed needs a regional bank stress test. Frankly, they were caught off guard by Silicon Valley Bank's failure, and they are the ones we pay to monitor banks. The Fed hinted that it would be adjusting the stress tests to make them tougher. Let's hope they add regional banks to the changes.

The market climbed after the bank report was released, even though markets still have to deal with the regional bank's unknowns. Investing is a dance. Wise investors stay engaged but continually make adjustments as needed.

We've been married 26 years, and one of the secrets of that success is that I no longer ask her to back up a boat trailer. I never thought buying a boat dock would help my marriage but it absolutely relieved marital stress.

Have a blessed week.

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Social Security is all about the cash – and borrowing



SCOTT BURNS
The Dallas Morning News

He is a columnist with the publication

We can confidently predict one thing about the future. Our politicians will be talking about Social Security.

They'll be talking about it every year.

They will do nothing until absolutely necessary.

In conventional wisdom, that would be 2034. That's the year the current Social Security Trustees report predicts the Social Security trust fund will be exhausted. When that happens, Social Security will need to cut benefits to live within its cash revenues. Alternatively, Congress will have to agree to appropriate the money required to provide the promised benefits.

Since they won't have the money, they will do what they usually do.

They will borrow it. (This, as you will soon see, is important.)

Will Congress act before then? I think so.

They will be forced to act, tragically losing years of drama and attention-seeking opportunities.

As a practical matter, however, very little will change.

How can that be?

Simple. Congress is already borrowing to make good on benefit promises. Social Security is cash short now. Indeed, on a cash basis, the program has been cash short every year since 2009.

Yes, I know that's hard to believe. The most recent trustees' report itself shows an excess of costs over revenue of only \$22.1 billion.

But the actual cash shortfall of Social Security is larger.

How could that be? Trust fund accounting is different from cash accounting. By the trust accounting method that the trustees use, 2022 includes \$66.4 billion in interest on bonds held by the Social Security trust fund, credited from the Treasury.

That's a bookkeeping entry. It's not cash income.

But benefits are paid in cash that retirees can spend.

To provide the cash, the Treasury had to borrow money from the public. So, the real cash deficit is \$88.5 billion.

You can understand this with a quick lesson in Social Security finance.

The program is funded by our employment taxes. They are collected, along with some taxes on benefits. That's the dedicated cash flow of the program. That money is used to pay benefits. Any surplus has gone to the Treasury. The Treasury, in turn, gives the trust fund special bonds that are the assets in the trust.

The actual cash surplus, which lasted from the early 1980s to 2009, was available to be spent elsewhere. This was a great deal for politicians. It was enough for Bill Clinton to erroneously claim that the federal budget was balanced. Strangely, few noticed that total federal

debt rose in spite of his declaration of a balanced budget.

And, lest you think Democrats are the source of all misrepresentations, the same Social Security surplus helped George W. Bush sell a tax cut, further increasing total federal debt.

But those years of cash surplus ended after 2009.

When the program is measured by cash-in versus cash-out to pay benefits, the program was a gigantic cash cow for decades.

But now it isn't. Worse, its cash shortfall is increasing. It will reach an estimated \$407.7 billion by 2032.

In the bookkeeping entries of trust accounting, everything looks fine until the trust fund is exhausted. Today, the Social Security Trustees' intermediate projection is that the trust fund will be down to about \$715.8 billion by 2032. It will be broke by 2034.

But sustaining benefits is about cash accounting. It's showing a growing shortfall.

Ironically, this isn't all bad news.

Our government is already borrowing money from public sources to pay benefits. Whether the trust fund exists or not, some of the cash necessary to pay the costs of the program has been borrowed in every year since 2009.

There is only one difference between what will happen in any year before the trust fund is emptied and the years after it is empty. While the trust fund exists, the Treasury will be redeeming the bonds it gave Social Security. It will redeem them by borrowing the money. It will raise the cash by issuing new Treasury bonds to the public.

But when the trust fund is broke, Congress will have to appropriate the money before the Treasury can borrow it.

In cash results, there is no difference. A dollar borrowed is a dollar borrowed.

The difference is entirely political.

A wise, earlier Congress made the financing of Social Security separate from the finances of other government operations. They did this to protect the program from, well, politicians. The ongoing deficit means that Congress, a group Mark Twain called the "only distinctly American criminal class," will have something to say about providing the money.

My suggestion: The first rule for the next reform of Social Security must be: Don't give Congress an extra dime. Make Social Security a true "pay as you go" program.

P.S. Just so you know, the lower cost projections from the trustees are far more positive, albeit in a very dark way. They have the trust fund lasting until 2065. Better still, we can achieve that without an act of Congress.

All we need to do is have every American give up about four years of life expectancy. Some would say we're working pretty hard on that.

SCOTT SAYS

The program is funded by our employment taxes. They are collected, along with some taxes on benefits. That's the dedicated cash flow of the program. That money is used to pay benefits. Any surplus has gone to the Treasury. The Treasury, in turn, gives the trust fund special bonds that are the assets in the trust.

Short selling makes markets work better. So why do banks want to outlaw it?



**MICHAEL
HILTZIK**
Los
Angeles
Times

He is a columnist
with the
publication

The very human instinct to seek scapegoats for every crisis is playing out again on Wall Street.

As so often happens, this time the target is short selling, which supposedly is helping to drive banking stocks lower.

As so often also happens, the loudest cries for relief are coming from the people most responsible for the stocks' decline — in this case, banking executives themselves.

The cries to clamp down on short selling started even as the banking crisis of 2023, touched off by the failure of Silicon Valley Bank and other institutions in March, was running at full bore.

In an interview with Bloomberg, Jamie Dimon, chairman and chief executive of the banking giant JP-Morgan Chase & Co., urged the Securities and Exchange Commission to “go after them, and vigorously,” if it could be shown that “people are in collusion or ... going short and making a tweet about a bank.”

In a May 4 letter to clients, the law firm Wachtell, Rosen, Lipton & Katz, which represents big corporations, urged the SEC to impose a 15-day prohibition on short selling in stocks of financial firms to forestall “coordinated short attacks” on those companies.

The American Bankers Assn., in a May 4 letter to SEC Chairman Gary Gensler, called for “appropriate enforcement actions against market manipulation and other abusive short selling practices.”

Pay them no heed.

Such calls for regulatory actions against short sellers are all based on the assumption that short selling is nefarious — that daring to take a negative view of a company's stock is tantamount to market manipulation, especially if the short sellers have the impudence to publicize their viewpoint.

Before we proceed, a simple primer in short selling is in order.

Fundamentally, short sellers follow the traditional investment advice to buy low and sell high but reverse the order of those steps: They sell high, in the expectation that they will ultimately be able to buy low, pocketing the difference between the sale and purchase prices of their investments. They don't own the stocks they sell in Step 1 but borrow them from shareholders for a fee, repaying the loan with shares hopefully acquired at a lower price.

Short selling is not illegal, and as we'll see it's, in fact, healthy for the markets. Critics of short sellers sometimes emphasize “naked” short selling — selling shares one hasn't borrowed — as the real cause of damage to the markets, but that's not always illegal either.

Short investors aren't always required to have borrowed shares before selling them. It's alright if they can show they've done something like a “locate,” meaning that they've identified shares they can eventually borrow to complete their transaction if necessary. It's only when shorts sell shares they don't ever intend to borrow that the SEC will charge them with illegal naked shorting, but that's a very rare occurrence.

To its credit, the SEC seldom takes campaigns to restrict short selling very seriously. The agency has pledged to launch an investigation into whether this year's downdraft in bank stocks is due to market manipulation. But there's little evidence that the agency is doing more than trying to mollify bank managements fretting that a widely followed index of regional banking shares has fallen by about 33% since the March 10 failure of Silicon Valley Bank.

Short selling is an appropriate strategy if you believe or fear that a stock's price is headed down. But it goes against the grain: Selling something you don't own smacks, at first blush, of a confidence scheme.

It's also very risky: If you own a stock, you can only lose what you invested, but your potential gain if the stock goes up is theoretically unlimited. If you short a stock, your potential gain is limited to what you collected by selling the borrowed shares, even if the stock falls to zero. But your potential loss is infinite, if the stock rises instead of falls.

The interplay between optimism and pessimism is what makes markets, just as it does horse races. That's no less true when optimism and pessimism go to extremes, as they often do.

History documents a long-term preference in financial markets for optimism, broken by occasional outbreaks of fear trending toward panic. That's why stock investment returns handsomely exceed inflation (over the very long term).

Corporate managements have no right to expect

MICHAEL SAYS

Short selling is an indispensable counterbalance to the general sunniness about a company's prospects that issue from executive suites. Short sellers have helped to expose not a few fraudulent or incompetent managements, most notably when the veteran short seller James Chanos blew the whistle on Enron in 2000-2001.

Continued on page 26

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optimists always to prevail. The optimists are not invariably right, after all. They are, however, typically more numerous than pessimists. That's because investors with negative views of a company's future don't normally short its stock. They simply don't invest in it.

Short selling is an indispensable counterbalance to the general sunniness about a company's prospects that issue from executive suites. Short sellers have helped to expose not a few fraudulent or incompetent managements, most notably when the veteran short seller James Chanos blew the whistle on Enron in 2000-2001.

Proposals to ban or limit short selling in selected companies or industries arise persistently on Wall Street, even though the evidence is strong that they don't work to stem downdrafts.

During the financial crisis of September 2008, for instance, the SEC temporarily banned short selling in 799 financial stocks "to protect the integrity and quality of the securities market and strengthen investor confidence."

The Federal Reserve Bank of New York concluded in a 2012 study that "the bans had little impact on stock prices," because "even with the bans in place, prices continued to fall."

The bans did, however, raise trading costs by about \$1 billion, largely because the bans prevented market makers such as New York Stock Exchange floor brokers from engaging in the short-term shorting they relied on to balance their trading books.

Short-selling bans, the New York Fed warned, also "prevent ... short sellers from rooting out cases of fraud and earnings manipulation."

Almost inevitably, when corporate managements bellyache about short selling, their shares are under pressure for fundamental reasons, such as management ineptitude or dishonesty.

Lehman Bros. Chairman and CEO Dick Fuld, for example, aired out the naked short selling excuse when trying to explain why his Wall Street firm failed in 2008, helping to trigger the financial crisis that year.

The truth was that Lehman under Fuld was spectacularly mismanaged, bristling with accounting gimmicks that concealed, at least temporarily, the horrible misjudgments and business choices that led to its demise. Shorts, especially naked shorts, had nothing to do with it.

Elon Musk has been on a seemingly permanent warpath against short sellers of Tesla shares. Back in April 2022, he erupted in fury at Bill Gates, who was reported to have accumulated a \$500 million short position

That brings us back to the agitation for a short selling ban on bank stocks. The American Bankers Assn.'s letter to Gensler is a masterpiece of the genre. It wrings its figurative hands over short sales that "do not appear to reflect the issuers' financial status or general industry conditions."

in the electric car maker's shares. Musk accused Gates of betting in favor of global warming by undermining Tesla stock.

At the time, Tesla shares were trading at a split-adjusted price of about \$335. As of this writing, they're floating below \$199, for a decline of more than 40%. Maybe Gates knew something that Musk either didn't know about Tesla or wasn't saying.

The idea that short sellers are determined to undermine deserving companies purely for profit isn't unusual. A great example emerged a few years ago related to stock in the Washington-area biotech firm Northwest Biotherapeutics, which is in the business of developing cancer drugs.

Northwest's supporters, including a Washington Post financial columnist, got it into their heads that Wall Street hedge funds and Adam Feuerstein, a reporter for TheStreet.com, were somehow in cahoots to drive the company's shares lower.

This was an example of how short sellers worked to "stifle innovation and damage the economy in their relentless pursuit of short-term trading profits," in the Post's words.

As I wrote at the time, this smelled like nonsense. Feuerstein's reports were well-informed and properly skeptical. Northwest Bio was trading at about \$5 per share at the time of the brouhaha over short selling. Today it's about 60 cents.

In its latest annual report, issued in February, the company acknowledged that it has never turned a profit since its inception in 1996.

"We may never achieve or sustain profitability," it said.

Sounds like the shorts had it right.

That brings us back to the agitation for a short selling ban on bank stocks. The American Bankers Assn.'s letter to Gensler is a masterpiece of the genre. It wrings its figurative hands over short sales that "do not appear to reflect the issuers' financial status or general industry conditions."

Indeed, the bankers say, short sales have followed "relatively favorable earnings reports." The letter complains about "extensive social media engagement about the health of various banks ... disconnected

from the underlying financial realities."

In truth, the underlying financial reality of commercial banks is that they live on a knife edge that in any other sector would suggest impending disaster.

Put simply, they fund long-term investments with short-term borrowings. That is, they invest in assets such as long-term loans, Treasury securities and mortgages with durations as long as 30 years, backed by customer deposits that can be withdrawn at any moment by a single phone call or the click of a mouse.

That's precisely the practice that brought down Silicon Valley Bank and others that crashed in recent weeks: Depositors pulled billions of dollars in deposits, leaving the banks stranded with assets that had cratered in real value because interest rates had risen rapidly.

The "relatively favorable earnings reports" of many banks were based on sleight-of-hand, which investors finally noticed. The banks acknowledged on their balance sheets that they had losses pending on assets they were poised to sell into a falling market. But they didn't count unrealized losses on assets that they planned to hold to maturity, when they'd be guaranteed to get their original investments back.

When the deposits fled, investors quite naturally took a closer look at those supposedly secure assets, and realized that in real, fundamental terms the banks were insolvent. That they started selling shares was as natural a reaction as your knee twitching when the doctor tests your reflexes.

Tellingly, the ABA letter never specifies what it means by short sellers' "manipulation and abuse" that it wants the SEC to stamp out.

The bankers say they want to "restore investor confidence." If that's so, they're barking up the wrong tree. Nothing will undermine investor confidence more than the impression that the nation's chief financial regulator is out to rig the markets to favor executives looking for a free hand to paint their companies as positively as they wish, the truth be damned.

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TRI-STATE MAYORS BREAKFAST



Jessica Reilly

Peosta, Iowa, Mayor Russ Pfab (from left); Dyersville, Iowa, Mayor Jeff Jacque; Platteville, Wis., Common Council President Barbara Daus; Dubuque City Council Member Ric Jones; and East Dubuque, Ill., City Administrator Loras Herrig participate during Dubuque Area Chamber of Commerce’s Tri-State Mayors Breakfast.



The lack of affordable housing in the tri-state area was one of the major topics of the event. “Housing is a big challenge for Dubuque, as well,” Ric Jones said. “If you can’t find a place to live here, you sure aren’t going to look for a place to work.” Other subjects discussed included improvements to infrastructure and municipal facilities, as well as attracting new residents and tourists.

TRI-STATE MAYORS BREAKFAST



Attendees listen to speakers during the Dubuque Area Chamber of Commerce's Tri-State Mayors Breakfast at Hotel Julien Dubuque on June 2.



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BUSINESS AFTER HOURS



Stephen Gassman

Bethany Home in Dubuque hosted June's Business After Hours.



Marge Nauman, who turned 100 in May, chats during Business After Hours at Bethany Home.



June's Business After Hours took place on June 20.




The next Business After Hours will be hosted by River Bluff, in East Dubuque, Ill., on Tuesday, July 18.

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Stephen Gassman

The Mi-T-M Maniacs compete in Armchair Quarterback during Area Residential Care's annual Corporate & Community Games in the Port of Dubuque on June 9.



A team from Kunkel & Associates competes in the pipeline game.



Team Bee Kind from Grand River Medical Group prepares to play.

WOODWARD COMMUNICATIONS

PROMOTED: Ben Tillman to distribution center assistant manager.

DUTRAC COMMUNITY CREDIT UNION

HIRED: Sherrie Keating as a member outreach representative.

MEDONE

HIRED: Michael Hood as a legal counsel.

HIRED: Andrew Ward as an application architect.

HIRED: Viara Sherman as an RFP & proposal specialist.

HIRED: Sam Kluesner, Megan Vaughn and Candie Collins as patient care coordinators.

HIRED: Jonathan Collins as a data analyst.

HIRED: Samantha Gibbons as a specialty advocacy programs manager.

HIRED: Jennifer Johnson as an implementation & project manager.

HIRED: John Kircher as an IT Help Desk technician.

HIRED: Cassi Banwarth as a data entry specialist.

HIRED: Christina Pitz, Hannah Foster, Ashley Acosta and Kellye Rinke as member advocates.

HIRED: Whitley Johll and Alicia Miller as account managers.

Continued on page 34

BIZ LOCAL

BIESE RECEIVES EDUCATIONAL ACHIEVEMENT AWARD



Biese

Sara Biese, Cancer Information Management program director and Health Information Technology instructor at Southwest Wisconsin Technical College, received the Educational Achievement Award from National Cancer Registrars Association. The award recognizes members who made significant contributions to cancer registry education at the national level.



Mouzon

DUBUQUE MULTICULTURAL FAMILY CENTER

Antonio Mouzon has been hired as the new director. Mouzon will work with the center's board of directors and lead the center's staff.



Tillman



Keating



Hood



Ward



Sherman



Vaughn



Candie Collins



Jonathan Collins



Gibbons



Johnson



Kircher



Banwarth



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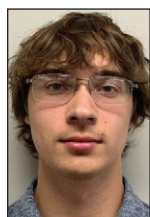
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McQuiston



Pfohl



Coakley



Weatherford



Pena

Continued from page 33

COTTINGHAM & BUTLER

HIRED: Mason Pieczynski, Colton Fleege, Joseph Rauch and Priyanka Vaidya as associate client consultants.

HIRED: Jalen Kruse as a project manager.

HIRED: Lucas Daubengerger, Brooklyn Manders and Merrick Winders as claims coordinators

HIRED: Abby Freund and Kathryn Schnering as WC RN case managers.

HIRED: Lee Ann Hendrickson as an enrollment processor.

HIRED: Taylor Casel and Kaitlyn Brown as client service representatives.

HIRED: Kayleigh Brooks as a quality assurance coordinator.

HIRED: Cody Hohnecker as a service representative.

HIRED: Leslie Foley as a service supervisor.

HIRED: Holly Mobley as a utilization management assistant.

HIRED: Keiro Villa as a member services coordinator.

HIRED: Andrew Stecklein as an account administrator.

HIRED: Tyler Jenkins as a sales executive.

UNIFIED THERAPY SERVICES

HIRED: Speech therapists Kristen Calvert and Kira Vaske.

MEDICAL ASSOCIATES CLINIC

HIRED: Mitchell Edwards joined the pediatrics department and Melissa Dodds joined the dermatology department.

TELEGRAPH HERALD

HIRED: Charlie Irwin as a sports clerk.

STEEPLE SQUARE

HIRED: Lori Bahl as its marketing and event center manager.

HONKAMP, P.C.

PROMOTED: Dylan Lange to account-

ing supervisor.

PROMOTED: Allison McQuiston to staff accountant II.

PROMOTED: Makinlee Roeder to assurance associate.

PROMOTED: Morgan Pfohl to staff accountant.

DUTRAC COMMUNITY CREDIT UNION

NAMED: Amber Coakley as branch manager of its Walmart location.

UNIFIED THERAPY SERVICES

HIRED: Kelsey Weatherford as an occupational therapist. In her role, she will treat injured, ill, or disabled patients of all ages through the therapeutic use of everyday activities.

THEISEN'S HOME FARM AUTO

HIRED: Boris Pena as an IT data analyst.



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Dorsey launches new podcast 'SharkCast' to explore business litigation risks

BUSINESS WIRE

MINNEAPOLIS — Dorsey & Whitney LLP has launched a new podcast, "SharkCast," to explore litigation risks facing businesses today. Hosted by Dorsey attorney and author Kent Schmidt, the podcast is available on major podcast platforms including Google Podcasts, Spotify and Apple Podcasts.

"SharkCast' explores why businesses are so frequently sued and how to mitigate and navigate these risks," says Kent Schmidt, a partner in Dorsey's Southern California office. "Our guests provide insights on the various types of lawsuits being brought in U.S. courts, emerging trends and practical guidance for assessing litigation risks and managing the litigation process."

In the first four episodes, Kent Schmidt explores topics including dealing with insurance coverage issues (with guest Skip Durocher), preparing for and defending against shareholder litigation claims and demands (with Kirstin Schubert), tack-

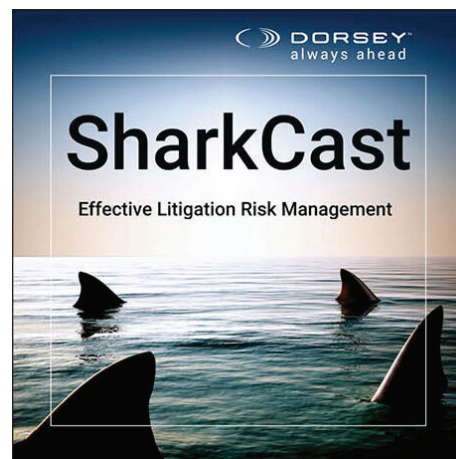


Kent Schmidt

ling and managing e-discovery (with Caroline Sweeney and Kate Johnson) and managing labor and employment issues presented by employees working remotely (with guests Heather Dillion and Nisha Verma).

Schmidt's book, "Avoiding and Managing U.S. Business Litigation Risks" (2021) examines why companies are so frequently sued in the United States and how business litigation liabilities can be avoided or more effectively managed through preventative measures. In the book, as well as the podcast, Schmidt draws on 25 years of experience defending companies throughout the U.S. in almost every conceivable type of commercial litigation.

Dorsey & Whitney was founded in 1912 and has locations in the United States and in Canada, Europe and the Asia-Pacific region. It represents a number of large companies from a wide range of industries,



Contributed

including banking and financial institutions; development and infrastructure; energy and natural resources; food, beverage and agribusiness; health care and life sciences; and technology.

For more information, visit Litigation-Risks.com.

Buffini to host 'Bold Predictions' real estate broadcast

BUSINESS WIRE

CARLSBAD, Calif. — Brian Buffini, the founder and chairman of Buffini & Company, will reveal his insights and projections about the state of the real estate market in an online broadcast, "Brian Buffini's Bold Predictions 2023: Mid-Year Update," at noon Monday, July 10.

Buffini will share his perspective, based on up-to-date economic data and knowledge gained from his longer than 30 year career, on how the market is performing and what he anticipates it will do for the remainder of 2023 into 2024. He also will offer practical, strategic advice for agents to help them create and execute a busi-



Brian Buffini

ness plan that will allow them to end the year on a strong note.

Buffini also will be joined by David Stevens, former president and CEO of the Mortgage Bankers Association and current CEO of Mountain Lake Consulting Inc., a financial services consulting firm fo-

cused on real estate finance.

Stevens will discuss:

- The "big picture" on mortgage rates.
- His impression of moves made by the Federal Reserve and future decisions it might make.

• Advice real estate agents should be offering their clients.

• The health and well-being of the nation's banks.

• His predictions for the remainder of 2023 as well as 2024.

"It's important that we provide our clients with data and statistics that tell the true picture of what is actually happening in the real estate market," Buffini said. "In this broadcast we will stress that every day is valuable, let them know where they really need to focus and how to get their business fit for the remainder of 2023."

To sign up for the free broadcast, visit buffiniandcompany.com/bp2023.

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