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Inside

COLUMN
How to avoid
the specter of
**decision
fatigue**

COLUMN
1 key metric
helps manufacturers
protect margins

SALUTE TO WOMEN

ON THE COVER: **WOMAN OF INNOVATION:** A. ALANDA GREGORY

WOMAN TO WATCH: CALLIE MESCHER-FITZGERALD • **WOMAN WHO MAKES A DIFFERENCE:** MAE HINGTGEN

WOMAN OF THE YEAR: LESLIE SHALABI

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October 2023
Volume 32, Issue 2

ON THE COVER



A. Alanda Gregory has been selected as the 2023 Salute to Women Woman of Innovation.

Photo by Jessica Reilly

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

Celebrating women

Honor 4 local leaders as 2023 Salute to Women Award recipients

One of the greatest things BizTimes.biz does each year, partnering with Her magazine, is recognize outstanding women making outstanding contributions that make an impact on our community. It culminates in special recognition in each of these publications, along with an awards ceremony and breakfast, this year set for Oct. 4 in the Diamond Jo Casino Harbor Room.

It's a painstaking process, as there always are more incredible women nominated by their peers than there are awards to go around. And in our fifth year, 2023 has again highlighted four women who go above and beyond in their efforts to step up in making their community a better place.

This year, we honor Leslie Shalabi, of Convivium Urban Farmstead in Dubuque, as our Woman of the Year. Creating an innovative dining experience that honors the idea that food inspires community, Shalabi's North End space not only serves as an eatery, but a space that caters to cooking classes, live entertainment and more.

Our Woman of Innovation is A. Alanda Gregory, of Tri-Phoenix Group in Dubuque. Driven by her passion for the arts, Gregory aims to create a platform to help local artists understand and de-



Megan Gloss



Anthony Frenzel

velop a business model to help their creative voice reach the masses.

With brain health at the forefront of her attention, our Woman Who Makes a Difference is Mae Hingtgen, chief executive officer of Mental Health and Disability Service of the East Central Region. Her work has been instrumental in helping make brain health resources, accessibility and awareness for all ages and demographics more attainable.

And lastly, we always honor an up-and-comer in the community who is on the cusp of greatness and who we believe will only have bigger and better things to offer. As the founder of Centrally Rooted in Dubuque, Callie Mescher-Fitzgerald uses her passion for music and artistic expression as a catalyst for developing positive mental and emotional experiences for young adults.

And don't miss our annual Salute to Women advertising component, profiling women from local businesses across the tri-states, in the second half of this month's edition.

It all starts on page 5.

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Salute to Women

BY MEGAN GLOSS

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

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

Joining the roster of Salute to Women award recipients are Woman of the Year Leslie Shalabi, of Convivium Urban Farmstead in Dubuque; Woman of Innovation A. Alanda Gregory, of Tri-Phoenix Group in Dubuque; Woman Who Makes a Difference Mae Hingtgen, of Mental Health and Disability Service of the East Central Region; and Woman to Watch Callie Mescher-Fitzgerald, of Centrally Rooted in Dubuque.

The women were honored during an awards ceremony at the Diamond Jo Casino Harbor Room on Oct. 4.

Salute to Women

2023

Woman of Innovation

**A. Alanda
Gregory**

BY MEGAN GLOSS • PHOTOS BY JESSICA REILLY



A

Alanda Gregory has never been one to sit on the sidelines, nor rest on her laurels.

In addition to being named as the Her magazine and BizTimes.biz Woman of Innovation, in the past year, the 54-year-old mother of five also was honored with the prestigious Iowa Governor's Arts Award, recognizing her as an emerging arts leader.

Additionally, Gregory was named Coach of the Year for her work as a certified life coach and mentor through the Master Force Academy and was named a National Leaders of Color Fellow.

Continued on page 10



Susan Price (from left), Scott Cornwell, A. Alanda Gregory and Carla Anderson chat during a meeting of the Church of Free Souls at the Smokestack.

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"I've been on this path ever since I was in high school," Gregory said, seated behind her desk at Tri-Phoenix Group, LLC, in Dubuque's Millwork District, ever ready to get down to work. "It's very exciting to be recognized and to earn an award, but I also look at it as a way to keep perpetuating the work I'm doing."

Originally from Chicago and calling Dubuque home for the past decade, Gregory is the co-founder and operations director of Tri-Phoenix Group, which aims to act as a business concierge service for entrepreneurs and creative professionals.

It specializes in media services, strategic planning, back office support and professional networking — specifically targeting local artists.

"It's an area that a lot of artists need help with, in terms of resources, and an area that a lot of artists don't always like dealing with," Gregory said. "We help with that, but also give creative professionals the tools and the know-how they need to get their work out there."

She also is the founder of the Small Business Alliance of Dubuque — now known as the BIPOC Leader & Professional Collective — to help promote BIPOC (Black, Indige-

nous, People of Color) business leaders in the community. And she is the creator of Dub City Radio and the BIPOC News of the Tri-State.

An event organizer, Gregory recently hosted the third annual Tri-State Black Business Expo.

Additionally, she serves on the Board of Directors for the Dubuque County Fine Arts Society, is a Carnegie-Stout Public Library Board Trustee, is on the Business Advisory Committee for the Dubuque Area Chamber of Commerce and is a staff volunteer for the Julien Dubuque International Film Festival and Voices Studio.

A life coach, Gregory has helped facilitate workshops through the Community Foundation of Greater Dubuque and Turnt Kidz.

Her real passion is in forging connections.

"I look at myself as a people connector," Gregory said. "When we know how to form a good connection with people, we can be better ourselves."

That fascination, and learning how to achieve it in business, began manifesting at an early age.

"When I was a little girl, I would watch my mother work," Gregory said. "I remember I would be sitting at my little desk with my little chalkboard and work books and copy-

**Matt Gregory**

ing her, saying that when I grew up, I wanted to be a boss lady."

She also developed an appreciation for the arts, with her parents exposing her to the creative scene Chicago had to offer, including art museums, opera and theater, and live music.

Through block parties, Gregory further gained insight about developing community through events.

Her collaborator in business and in life, husband Matt Gregory, said his wife is committed to opening doors and leading others, whether those are creative professionals or people who have been marginalized.

"She contributes to many causes, including her work as a board member," he said. "She sees a need to prove how representation matters. She shows up as a community advocate and has a love and generosity for people."

Gregory sees it as her life's calling to act as an advocate.

"You need to stand in who you are," she said. "You also have to work to create what you want to see in your community and consider the legacy you are leaving behind. Never take it for granted."

IN HER WORDS

"When I was a little girl, I would watch my mother work. I remember I would be sitting at my little desk with my little chalkboard and work books and copying her, saying that when I grew up, I wanted to be a boss lady."

A. Alanda Gregory

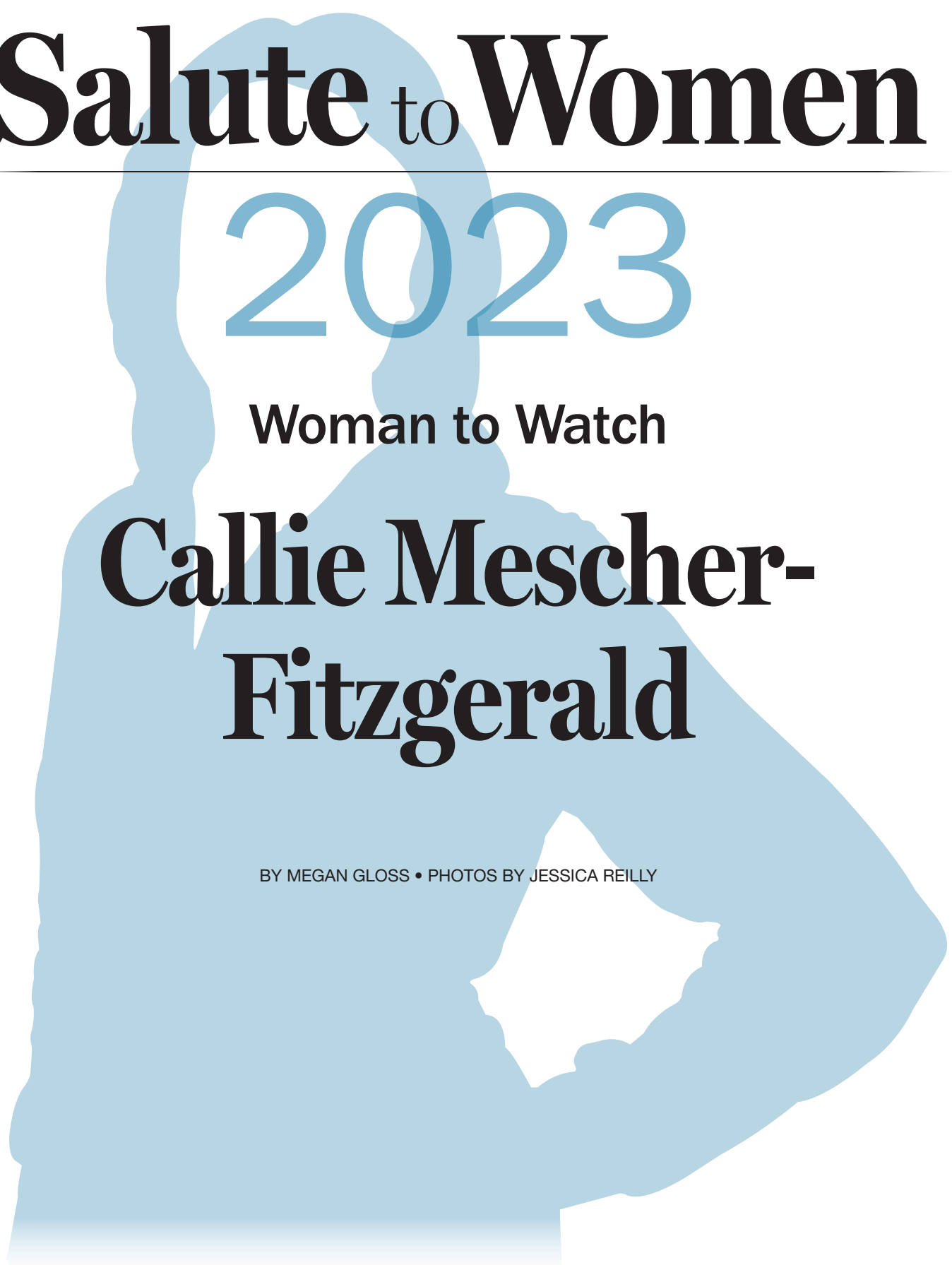
Salute to Women

2023

Woman to Watch

Callie Mescher- Fitzgerald

BY MEGAN GLOSS • PHOTOS BY JESSICA REILLY





Centrally Rooted founder Callie Mescher-Fitzgerald is the Salute to Women Woman to Watch.

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March 29, 2018, marked a pivotal turning point in the life of Callie Mescher-Fitzgerald.

It was the day her longtime partner, Tom Howe, took his life, leaving behind Mescher-Fitzgerald and their daughter, Ruby, who was only a few months old.

The Cascade, Iowa, native was living in Denver at the time, having studied music at Clarke University in Dubuque and graduating in 2007. She later ventured to Boston and Fort Collins, Colo., to study music therapy.

Following Howe's death, Mescher-Fitzgerald returned to Cascade with Ruby, now 6, to be closer to family. Since then, the 38-year-old has found a way to turn her tragedy into an opportunity for positive transformation.

She is the mastermind and founder behind Centrally Rooted, an organization that aims to "build positive mental health via creative expression," according to its mission statement.

Mescher-Fitzgerald opened the doors at 2230 Central Ave. in 2021, re-establishing it as a nonprofit organization in 2022.

With that move, Centrally Rooted has grown exponentially in the past year, attracting grant support that has helped to expand programming and boost its scholarship fund, becoming an AmeriCorps Vista site for internship opportunities, adding to its roster of teachers and increasing its student base.

It also has built partnerships with organizations such as the Boys & Girls Club of Greater Dubuque, Young-Uns Preschool and Childcare Center, Key West Early Childhood Center, Dubuque Montessori School and Hills & Dales, as well as expanding its programming to Cascade and Epworth elementary schools.

"The growth of the organization has all been very intentional, but it also has been

very unexpected," she said. "It feels very much like life's circumstances led me to this mission and that it is continuing to come to fruition as it is intended."

Among Centrally Rooted's offerings are private music lessons in voice, piano, guitar, ukulele, saxophone, flute and percussion, as well as one-on-one and group music therapy sessions.

At the heart of its curriculum is Mindful Musicians, an eight-week interactive class for parents/caregivers and children with a focus on the development of musical competence, as well as self-confidence.

Accompanying Mindful Musicians classes are original songs that help kids understand and regulate their emotions, also available

on three CDs.

The organization also offers workshops in art, dance, theater, yoga and an Empowered Girls series.

"I see Centrally Rooted as a place of unlocking one's self and of discovering what motivates you," Mescher-Fitzgerald said. "The creative arts is a great vehicle for that, and we strive to be a safe and diverse space for our littlest youths, all the way up through adults to be able to do that."

Last summer, Centrally Rooted launched its first fundraiser, Pianos on Parade, which placed 11 upright pianos sponsored by local businesses throughout the community. It netted \$32,000. The pianos recently were collected, tuned and gifted to selected Centrally Rooted families.

Proceeds from the fundraiser benefited Centrally Rooted's scholarship fund.

The location also recently opened a free Exploration Lab on its second floor, including electronic pianos and drums, as well as a coloring space, with supplies fully stocked.

Additionally, Mescher-Fitzgerald participated in the Dubuque Area Chamber of Commerce's annual Dancing with the Stars

— Dubuque Style, raising the third highest amount in the competition, benefiting Centrally Rooted.



Jill Klinebriel

Longtime friend and colleague Jill Klinebriel, who serves as the president of the Board of Directors for Centrally Rooted, said it has been Mescher-Fitzgerald's dedication to the mission of the organization that has

helped it expand as it has in less than two years.

Klinebriel also credited her with building

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and inspiring a strong team through example.

“Callie is an effective, empathetic and strong leader,” Klinebriel said. “She exemplifies the work ethic she expects from others, while also seeing each team member as a human being who experiences challenges, as well as triumphs. Callie holds weekly team meetings to check in with the team, not only with relation to the business, but to check in with them personally. Callie is

a great delegator who easily assigns meaningful work to every team member, giving them a sense of autonomy and achievement. She is passionate about the goals of Centrally Rooted and, in her enthusiasm, she draws people to the organization and creates the same sense of passion within them.”

Now married to Kyle Fitzgerald — who Mescher-Fitzgerald credited with not only supporting but spurring on her vision, along with Klinebriel, her “work wife” — Mescher-Fitzgerald said in the years to come, she hopes to continue

Centrally Rooted’s outreach, all with a focus of mental and emotional well-being in mind.

“There are a lot of people out there that are impacting the shift of how we view and experience brain health,” she said. “I want to applaud all of the women and men that are having vulnerable and brave conversations about the internal struggles that come up with this process of life. Collective healing occurs when the courage to be transparent is met with the courage to hold space in acceptance.”

IN HER WORDS

“I see Centrally Rooted as a place of unlocking one’s self and of discovering what motivates you. The creative arts is a great vehicle for that, and we strive to be a safe and diverse space for our littlest youths, all the way up through adults to be able to do that.”

Callie Mescher-Fitzgerald



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Salute to Women

2023

Woman Who Makes a Difference

Mae Hingtgen

BY MEGAN GLOSS • PHOTOS BY JESSICA REILLY

Mae Hingtgen has lived a life defined by health and wellness.

“I’ve been a social worker my whole life,” said Hingtgen, 53. “I think, for me, what it comes down to is the idea of advocacy and the belief that we all have a fundamental right to be treated with respect and dignity, no matter what our challenges are in life.”

For the past four years, she has served as the chief executive officer of Mental Health and Disability Services of the East Central Region in Iowa.

Under her leadership, the organization is tasked with providing resources to nine counties and 38 school districts — including Dubuque, Delaware, Jones, Benton, Bremer, Buchanan, Iowa, Johnson and Linn — meeting statewide standards to address and improve the health of more than 600,000 children and adults in Iowa with brain health challenges and intellectual or developmental disabilities.

This includes those with substance abuse issues, health issues, physical disabilities, brain injuries and other human service needs.

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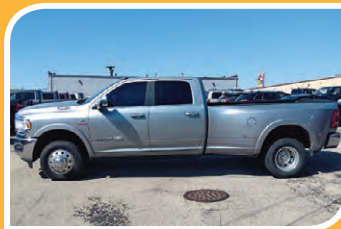
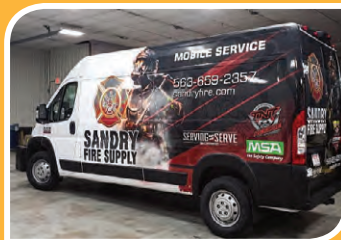
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Mae Hingtgen, CEO of Mental Health/Disability Services of the East Central Region, is the Salute to Women Woman Who Makes a Difference award winner.

Continued from page 16

“For many of these individuals, life is hard forever,” Hingtgen said. “For someone who has a disability or brain health challenge, we aim to make their lives easier and fulfilling so that they can find a sense of belonging and contribute to their communities. They gain a sense of growth and improvement.”

Prior to her current role, Hingtgen was a behavioral support specialist, as well as the learning supports and equity coordinator for the Dubuque Community School District for 10 years.

Originally from Laurens, Iowa, she also served as the executive director of Every Child | Every Promise and the director of



Ann McDonough

the Cherokee County (Iowa) Community Services Department.

In addition to her various roles in social work, she also has taught yoga for eight years, serving as the president of the board of directors for Mindful Minutes for Schools through the Dubuque nonprofit Challenge to Change, as well as leading classes at B-1 Yoga in Dubuque.

“I see yoga as powerful tool for regulation and to promote healing,” Hingtgen said. “

Ann McDonough, who serves on the Dubuque County Board of Supervisors and works closely with Hingtgen, called her an

energetic professional recognized among her peers as a knowledgeable leader and innovator willing to tackle new challenges and set examples.

“Mae has committed her career to making lives better for our most vulnerable adults and children,” McDonough said. “She has done this through system change and service development using data to support and assess progress. Mae’s work as CEO of the East Central Region has been transformative at a time where brain health needs have dramatically escalated.”

McDonough also credited Hingtgen with supporting Cares Act funding that benefited a variety of nonprofit organizations

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in Dubuque that worked with children during the COVID-19 pandemic, as well as creating a social work position through the Dubuque County Jail and the growth of a jail diversion program throughout the region.

“She has directly contributed to the growth of crisis services in Dubuque County, as well as brain health retreat rooms in the high schools,” McDonough said. “She also has focused on personnel develop-

ment and team building. In a time of crisis with high stress demands to find answers to gaps in brain health services, Mae has stayed committed to brain health of the coordinator staff.”

While Hingtgen said she was surprised, humbled and honored to be recognized for her work, she also saw it as a way to further the conversation surrounding brain health awareness and continuing to reduce its stigma.

A die-hard fan of her alma mater Iowa State Cyclones and mother of two daughters with husband, Dan, Hingt-

gen added that big priorities are on the horizon for Mental Health and Disability Services of the East Central Region, such as continuing the integration of brain health and substance abuse funding and services.

“There has been an improvement and an openness, across the board, in talking about brain health. It has become more normalized,” Hingtgen said. “For me, the message is that it is OK to need help. Help is available. And we aim to do our job well so that people know that resources are there for them.”

IN HER WORDS

“There has been an improvement and an openness, across the board, in talking about brain health. It has become more normalized. For me, the message is that it is OK to need help. Help is available. And we aim to do our job well so that people know that resources are there for them.”

Mae Hingtgen



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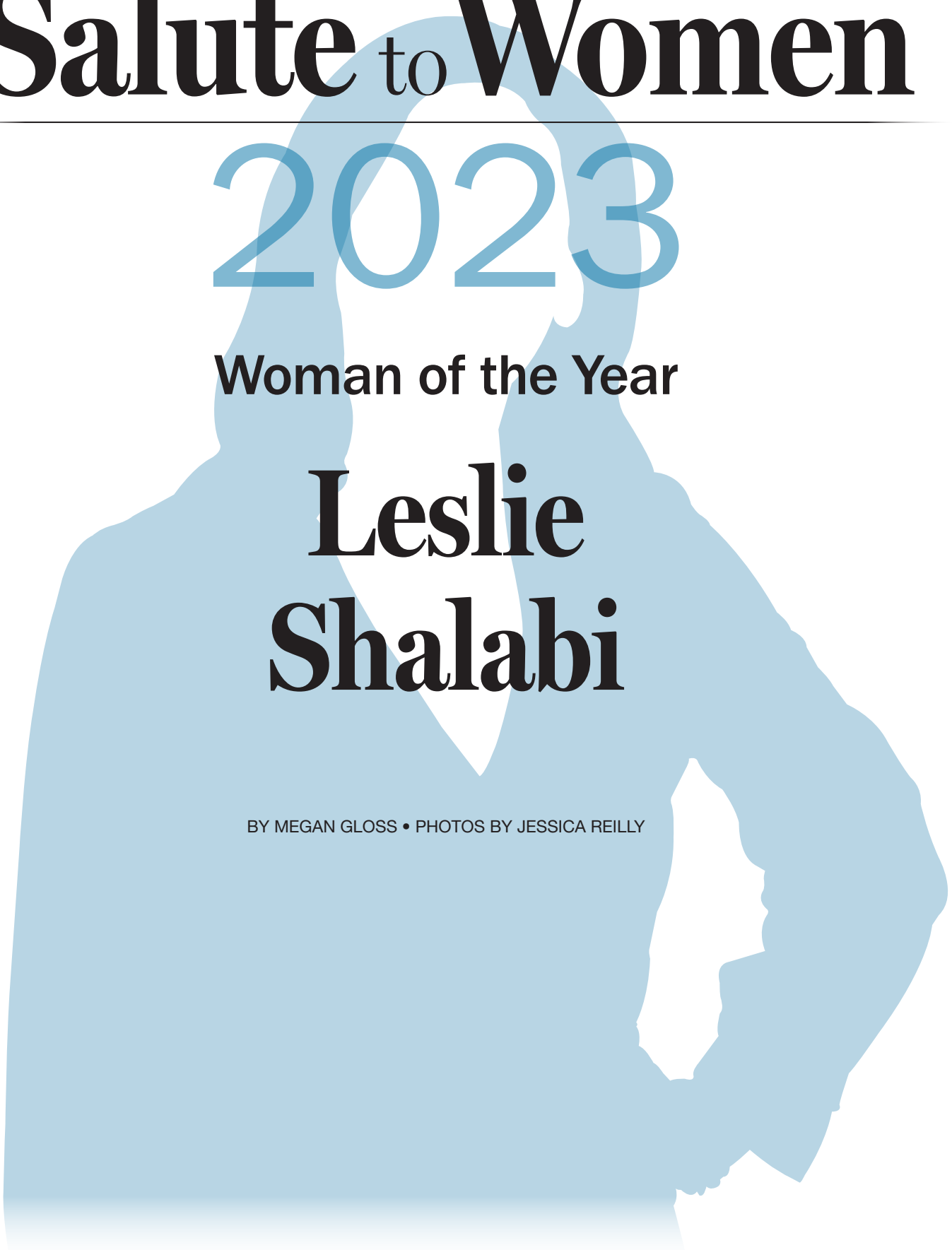
Salute to Women


2023

Woman of the Year

**Leslie
Shalabi**

BY MEGAN GLOSS • PHOTOS BY JESSICA REILLY



A woman with long, wavy, light-colored hair is smiling and posing in a vibrant red, long-sleeved, button-down dress. She is standing in front of a large, colorful mural with abstract shapes and patterns in shades of red, yellow, blue, green, and black. The mural includes a large yellow circle with a black exclamation mark and the letters 'ST' in white. She is wearing a gold necklace, a gold watch, and a bracelet. Her right hand is on her hip, and her left hand is resting on her waist.

Convivium
Urban
Farmstead
co-owner
Leslie Shalabi
is the Salute to
Women Woman
of the Year
award winner.

Leslie Shalabi believes in the power of good food. More than that, she believes in the power of community and how breaking bread can spark conversation, ideas and connectivity. “We all eat,” Shalabi said. “And food has a way of bringing people together.” As the owner and co-founder behind Convivium Urban Farmstead in Dubuque — which she and her then-husband, Mike Muench, launched in 2017 — Shalabi has crafted a North End empire that has been credited by neighborhood residents and community leaders with helping solve the problem of food accessibility. The nonprofit organization not only serves as a unique dining space — growing much of its food on site and in various locations in the north end and featuring open seating to encourage patrons to mix and mingle — but it also distributes dollars from the restaurant and food to those facing food insecurities.

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Continued from page 22

Some of that outreach has included giving away free casseroles, organizing neighborhood volunteers to pick vegetables and help with food preparation, delivering food to those in need, and hosting community events such as cooking classes, live entertainment and community forums.

The vision for Convivium was born out of Shalabi and Muench's drive to do more.

"At the time, we both were feeling kind of 'meh' in our careers," Shalabi said. "We had accomplished what we wanted to and had lucrative 401(k)s, but our hearts were empty. We were looking for what was next and were in a place in our lives where we were looking toward what kind of legacy we could leave behind and how we could be helpful, give back and connect with the community."

Shalabi previously worked as a marketing director for an insurance com-

pany after initially studying journalism at the University of Wisconsin-Madison.

Having always been passionate about food — and finding the perfect location for their vision at 2811 Jackson St. — Shalabi and Muench set to work on crafting ample space to accommodate a large kitchen, a green house and growing space, indoor and outdoor seating, and a

Continued on page 25



Shalabi helps second-grader Brayden Hess, from Marshall Elementary School in Dubuque, spiral zucchini while second-graders Landon Hales (middle) and Xavier Johnson watch during Growing a Healthy Community event at Convivium in Dubuque.

Continued from page 24

small coffee shop.

Shalabi and Muench remain business partners in the venture.

Convivium volunteer and friend Cynthia Nelms-Byrne, of Dubuque, described Shalabi as someone she'd follow anywhere.

"She has a great relationship with her staff and volunteers," Nelms-Byrne said. "She helps the community in so many ways and makes it all fun. She really knows how to get things done."

And with an eye toward legacy, Shalabi also has passed her knowledge on.

"She has taught some of her young employees how to run food services, cook meals," Nelms-Byrne said. "They have been promoted up the ladder as they progress. Several who began as waitstaff have gone on to management and other positions."

In addition to her work at Convivium, Shalabi also is a vocalist, performing alongside musicians in Madison before



Cynthia Nelms-Byrne

relocating to Dubuque and finding a musical home locally. She also recently appeared as part of the Dubuque Symphony Orchestra's annual Ultimate Rock Hits concerts at the Mississippi Moon Bar.

In the past year, she also entered a body building contest which found her hiring a coach; spending two hours per day at the gym, five to six days per week; and measuring every morsel of food, omitting sweets, cheese and alcohol.

At 51, she stepped on stage in a sparkly thong bikini and won first place in her age group for the contest.

"Going through my divorce and the loss of both my parents, I was in a sad time, so I allowed myself to be sad," Shalabi said. "But I also found that I wanted to keep myself busy. I wanted to do something to take care of my-

self and to set a really extreme and crazy goal that I could dig into. It felt great."

As for Convivium, Shalabi intends to stay grounded in her vision, continuing to find ways to reach out to, as well as help build community.

"It has been something that has really been embraced by the neighborhood," she said. "But it also has lived up to the vision. It's fun to watch people come in, sit down and enjoy conversation with someone they might not have known before. That's part of why we offer the kind of open seating that we do, to encourage community and, like in Europe, encourage people to slow down and enjoy good food and good company. People who come for the free casseroles also will show up early, and it becomes a social time for them."

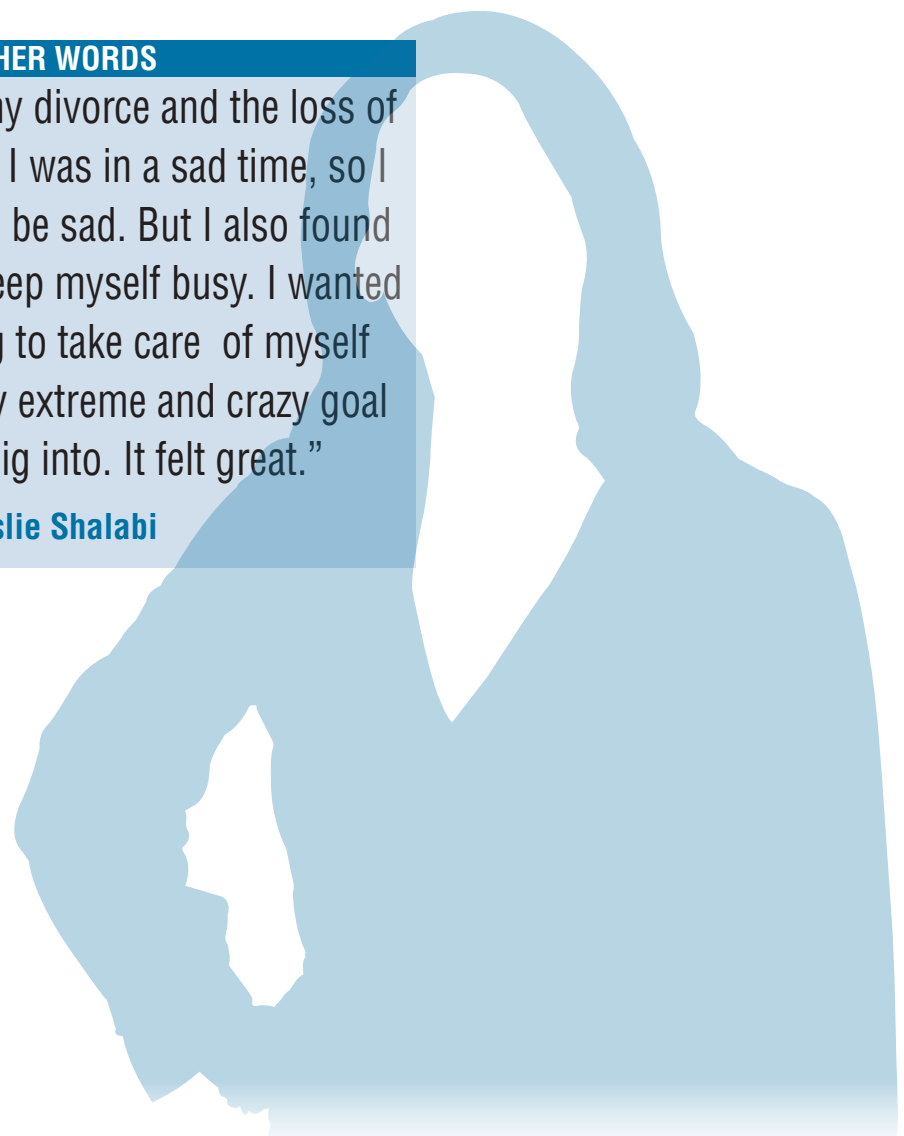
On being recognized as a Woman of the Year, Shalabi said she found the honor overwhelming.

"I'm proud and amazed, but also just grateful," she said. "It's very exciting."

IN HER WORDS

"Going through my divorce and the loss of both my parents, I was in a sad time, so I allowed myself to be sad. But I also found that I wanted to keep myself busy. I wanted to do something to take care of myself and to set a really extreme and crazy goal that I could dig into. It felt great."

Leslie Shalabi





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1 key metric helps manufacturers protect margins



KYLE KASS,
CPA
Honkamp,
P.C.

He is a shareholder and manufacturing industry team leader with the Dubuque firm

The economic turbulence of recent years bombarded manufacturers with challenges: Supply chain disruptions. Workforce issues. Inflation. The list goes on.

Business leaders have had to be nimble and adaptable in response. But while making all these adjustments, some manufacturing companies might have lost a good handle on one of their most critical metrics: The true expense cost of producing their products.

INVENTORY COSTING

Understanding and monitoring your inventory cost is essential for manufacturers. That's particularly true during an era of rising labor costs, material costs and incoming freight charges/surcharges.

Knowing your true cost is an essential step to making pricing decisions while ensuring profitability, retaining customers and potentially growing your business. (This advice translates to many other types of businesses, as well.)

A COMPREHENSIVE LOOK

Fully tracking inventory costs involves taking a comprehensive look at all expenses related to sourcing, making, storing and distributing products.

That means going beyond just direct costs.

The cost of inventory obviously includes the direct materials and labor used in the production process, but let's dig a bit deeper. There also are indirect costs associated with production such as:

- Your product is manufactured with production equipment. Has your company captured the cost of the depreciation, repairs and maintenance of that equipment in product costs?
- Your company needs a facility for production and product storage. Have you fully captured the costs related to those components, including insurance costs, property taxes and depreciation? How about the utilities to keep the lights on and to run the equipment?
- Staff are needed to receive the product components into your warehouse facilities for production, storage of the product and later preparation to ship the product to customers. Has your company factored in these indirect labor costs? How about the production supervisors, who do not directly build the product but provide oversight of operations?

The true expense cost for products likely has been impacted by inflation, supply chain issues and other developments in recent years. Operating on outdated cost information can put a manufacturer at a competitive disadvantage and affect profitability.

It's critical to understand how economic factors have impacted inventory cost components. With that information, manufacturers can make informed decisions regarding which products to emphasize, which to discontinue and how to adjust pricing.

KYLE SAYS

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REAL WORLD EXAMPLE

Cost miscalculations can lead to financial strain. Underestimated costs can lead margins to dwindle, making it difficult to cover operating expenses, grow your business or weather additional economic upheaval.

In 2022, a midsized Iowa manufacturer who works with Honkamp, P.C. saw firsthand the benefit of keeping a close eye on the true cost of its products.

The company's regular review of those costs highlighted vendor pricing increases and led to multiple price changes for the company's key products. This process allowed the company to quickly adapt to protect its margin.

BEYOND PRICING

The implications of poor inventory costing extend beyond pricing woes.

They include improving vendor selection. Understanding and monitoring your inventory cost can result in the identification of unusual or un-

expected pricing trends from company suppliers. This can be a signal to explore alternative suppliers or diversification of your supplier base.

A COMPLEX CHALLENGE

Working to determine your products' true cost can be a complex challenge. But it's a critical issue, so consider reaching out to a financial expert to ensure you're on the right track.

And remember that successful manufacturers don't determine their true cost just once. They have ongoing monitoring in place, so they can quickly adapt and adjust when the next curveball is thrown their way.

How to avoid the specter of decision fatigue



**KATHIE
ROTZ**
Unity
Consulting

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

The past few months have been unusually busy for my husband, John, and me. We have decluttered our house, sold it, packed everything we own and moved to a different state. As we weed through all the boxes, it's easy for us to get overwhelmed. Have you ever felt this way during life changes? Do you ever struggle to make simple decisions? There is a term for this challenge — “decision fatigue.”

Decision fatigue is the difficulty in making a good decision among the number of decisions needed. When the quantity and speed of decisions are overwhelming, the simplest request, like “What’s for dinner?” can set me over the edge.

My journey began four months ago when John and I entertained the idea of moving closer to family. Within a few weeks, we toured five homes in central Wisconsin before finding the perfect place. Once we submitted an offer on the new house, the realtors, bankers and insurance agents moved quickly to process the paperwork.

Here was the first moment I experienced decision fatigue.

Within two minutes, my realtor was calling me, my husband was texting me, an email arrived from my banker and my business phone was ringing. Everyone needed answers to their questions and every request was urgent. Do you want a home inspection? Who will do the septic inspection? When will your current home be listed? I felt like hyperventilating as more requests came bombarding me.

Ignoring the requests or putting the messages aside was not an option. I needed to figure out how to prioritize the questions, choose an answer and move on to the next need. The following phrases have become coping tools for John and me to keep moving forward.

“JUST MAKE A DECISION.”

I have opened many boxes this past week, looked at the contents, and then closed the box and set it aside. I didn’t want to decide what to do with the stuff inside the box. This habit doesn’t help in the unpacking process. The key is to make a decision the first time you handle the box so that you can remove the container from the pile.

Similar to your email inbox. Make a decision about the email the first time you open it. Otherwise, you will have an overcrowded inbox with undone projects. In other words, you will have clutter!

“I’M FROZEN. TELL ME WHAT TO DO.”

Who are you partnering with during this journey in

life? It might be a spouse, coworker, friend or stranger. We need people.

There have been many moments where John and I freeze with decision fatigue. We see all that needs to be done and try to make a decision, but we just can’t.

At this point, we say to the other, “Please just tell me what to do.” Normally neither of us likes to be told what to do however. In this example, we are giving permission to the other for the sake of productivity.

Not having to decide on what to do next, yet still making progress seems to rejuvenate us for the next decision.

“UNPACK ONE BOX AT A TIME.”

Earlier this week, I had an online meeting and could not find the power cord to my computer. I quickly opened multiple boxes, yet failed to find the needed tools. Thankfully my computer had enough power to get through the meeting.

Later in the day, rather than searching for one specific item, I gave myself 45 minutes to unpack a few boxes. Guess what I found? When I wasn’t panicked and rushed, I found the power cord in a random box.

When intimidated and overwhelmed by the big picture, isolate and address one challenge at a time. It is impossible to take on everything at once. Why do we expect it from ourselves?

Focus on one box, empty the contents, choose where to put the items, break down the box, add it to the recycling pile and move on to the next box. Your pile will decrease with this approach.

“TREAT YOURSELF.”

There is a lot of work to do, but it can’t be all work and no play. I need something to look forward to in my day to keep me pressing forward. One reward is to follow a routine or habit I enjoy, like exercising. The healthy side effects keep me physically and mentally strong when I return to work.

Another treat is to rest. When the body is tired, the mind is weak and crabby. Take a power nap to rejuvenate your mind and body to conquer more boxes later.

To avoid decision fatigue means that I would miss out on life’s adventures. I prefer to embrace the opportunity to practice these coping skills, create a habit of decision making and welcome simple requests like, “What’s for dinner?”

If you’d like to see us in a frazzled and emotional state, plus learn how our brain works better during certain times of the day, check out podcast episode No. 160 at www.youtube.com/watch?v=q5E1gZlqb0o

KATHIE SAYS

When intimidated and overwhelmed by the big picture, isolate and address one challenge at a time. It is impossible to take on everything at once. Why do we expect it from ourselves?

A government shutdown's impact on stocks



DR. RICHARD BAKER, AIF
Fervent Wealth Management

He is the founder and executive wealth advisor

“The gas pumps are turned off.”

A few weeks ago, my son and I tried to get gas for our bass boat from the local marina. Usually, the pumps are on during fishing season early in the morning with a credit card, but the new corporate owners shut them down.

In the same way, our hardly working politicians almost let the government shut down, which would have affected your investments.

Congress passed a temporary funding legislation this past weekend to keep the U.S. government from a shutdown at least until Friday, Nov. 17. It would be the first government shutdown since late 2018. Below are three ways a government shutdown could affect the stock markets.

1. A U.S. government shutdown could put undue pressure on consumer spending. Americans might slow their spending out of fear their income could be delayed. The Social Security Administration, Medicare and Medicaid aren't subject to annual appropriations. This is why they usually keep

issuing payments. But the fear of stopped income often makes consumers slow their spending habits, affecting many companies' profits. It should also be noted that the U.S. postal service is unaffected by congressional appropriations, so your mail will still be delivered.

2. A significant result of a government shutdown would be a delay of important data. Typically, the government provides essential monthly labor reports each first Friday of the new month. Markets could see increased volatility if investors and the Federal Reserve cannot get the latest information on unemployment. During the 2013 partial government shutdown, the Department of Labor wasn't able to publish the September data until Oct. 22. If this shutdown lasts more than a few days, we should also expect a delay this time.

3. The markets will endure. Historically, though more volatile, a shutdown doesn't

RICHARD SAYS

Congress passed a temporary funding legislation this past weekend to keep the U.S. government from a shutdown at least until Friday, Nov. 17.

Continued on page 30

BIZ LOCAL

SEVERAL LOCAL BUSINESSES MAKE 'TOP WORKPLACES' LIST

The Des Moines Register included Dupaco Community Credit Union; Honkamp, P.C.; Kunkel & Associates; ProPulse, a Schieffer Co.; and Dubuque County Historical Society in its 2023 list of "Top Workplaces." Placement on the list is based on employee survey responses.

RE/MAX ADVANTAGE REALTY ANNOUNCES NEW OFFICE

RE/MAX Advantage Realty, of Dubuque, recently announced opening a new office at 45 W. Main St. in Platteville, Wis. Agents located in that office are **Paige LeConte** and **Valerie Kieler**. Other RE/MAX Advantage Realty agents serving the area include **Troy Timmerman**, **Marianne Yunt**, **Paula Bodish**, **Brenda Charlson**, **Greg Adams** and **Sue Dietz**.



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EXECUTIVE MOVES

HODGE

The executive leadership team will now include: **Jordan Fullan** and **Zach Hodge**, co-CEOs; **Ted Boffeli**, executive vice president and chief financial officer; and **Michael Fullan**, executive vice president of business development

THE IOWA P.E.O. SISTERHOOD



Smith

Installed **Christin Smith**, of Dubuque's HL chapter, as its president.

Dubuque's five Reciprocity Group chapters of the organization announced the following changes to its leadership:

HL

Julie Woodyard as president and state convention alternate.

Susan E. Taylor as vice president.

Nancy Wright as corresponding secretary.

Jeanne Updegraff as recording secretary.

Jean Tucker as treasurer.

Margaret Mjoness as chaplain.

Vicki Gehling as guard.

Deb Albert as state convention delegate and reciprocity officer.

Sue Hattel as reciprocity officer.

IK

Tami Ryan as president, state convention delegate and reciprocity officer.

Janet Mozena and **Evie McCready** as corresponding secretaries.

Leslie Kane as recording secretary.

Carolyn Collins as treasurer.

Connie Cherba as chaplain.

Sarah Ortmann as guard.

Taylor Barnhouse as state convention alternate.

KI

Sue Timmerman as president and state convention alternate.

Dawn Frommelt as vice president.

Angie Bingaman as corresponding secretary.

Julie Borgwardt as recording secretary, state convention delegate and reciprocity officer.

Sue Miller as treasurer.

Laurinda Brimeyer as chaplain.

Andrea Timmerman as guard.

Joanne Wurtz as reciprocity officer.

MP

Cathy Brandt as president.

Deb Tully as vice president, treasurer and reciprocity officer.

Yvonne Mallory as corresponding secretary and state convention delegate.

Carol Clark as recording secretary.

Jacqueline Burnett as chaplain, state convention alternate and reciprocity officer.

Sue Huff as guard.

OI

Ruth Lyon as president, state convention delegate and reciprocity officer.

Susan Miller Hellert as vice president and reciprocity officer.

Ann Edleman as corresponding secretary.

Anita Wild as recording secretary.

Carol Smith and **Sue Bateman** as treasurers.

Lorrie Etheredge as chaplain.

Leanne Latham as guard.

Continued from page 29

greatly impact the markets. For example, in 2013, during the standoff over funding for the Affordable Care Act, the government shut down for 16 days. The S&P 500 was more volatile, but stocks took the Washington gridlock in stride and advanced just over 3% during those 16 days.

If a government shutdown happens, it probably won't last long and will have minimal economic impact, which will likely be made back later. There have been 21 government shutdowns since 1976, most lasting a short time, typically not much more than one business day. Since 1976, only four of those shutdowns were longer term.

This time, markets have the trifecta of spiking in energy prices, the restart of student loan payments and a potential government shutdown. It might be bumpy at times, but all in all, I'm not very concerned about the government shutdown, marketwise.

Someone had siphoned gas from our boat while it was on its lift. We barely got our boat back to our dock, where we got

RICHARD SAYS

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our emergency 5-gallon gas jug and saved our fishing trip. We still had a great day but had to change our plans as to where we would fish to conserve fuel until the marina finally opened back up.

It ended up only being a minor inconvenience, which I suspect will be a good description of this government shutdown. Just a minor inconvenience.

Have a blessed week.

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The economic forecast outlined in this material may not develop as predicted and there can be no guarantee that strategies promoted will be successful.

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One critical asset for success in modern times



TODD LINK
Dupaco Community Credit Union

He is the Chief Risk Officer at the Dubuque institution

I have been privileged to write for BizTimes for many years and a lot has changed in how business is conducted during that time. But perhaps one of the most foundational components of business (and life for that matter) that has consistently grown in value is critical thinking skills.

We live in exponential times.

By the time information is generated, published, taught and stored for future use, it is likely outdated.

On the other hand, critical thinking skills (constructing, interpreting, analyzing and evaluating ideas), is the field on which business today is being played. Knowledge in and of itself no longer possesses the innate power as once thought (Francis Bacon, 1597, and Thomas Jefferson, 1817).

Rather the ability to think, reason and extrapolate meaning from information is the means to power in today's 21st century. Individuals who possess excellent critical thinking skills have an edge in asking insightful questions and challenging their personal assumptions, while also being quick to admit what they don't know. This leads to shortened learning curves and quicker, more astute observations and thus faster movement to maximize immediate value.

In other words, critical thinking skills offer perhaps the best hope to adapt to the seismic shifts taking place under our feet to leverage the competitive forces of change.

In the world of Siri, Alexa, Google and ChatGPT, the world's information is literally only a request away.

However, how one finds meaning from that information and how we apply that information to business use is still largely a human endeavor — as are the ever more important rela-

tionships formed with business partners.

So, what skills should we be going "all in" on in the workplace?

I believe one of the safest and most durable skills is none other than critical thinking.

A mentor of mine tells a great story regarding critical thinking. Evidently there was a highly acclaimed scientist at the forefront of his discipline who realized that his research focus was beginning to quickly transition into an entirely new area of science in which he had limited education or research expertise.

The scientist was asked how he was so quickly able to adapt to this significant change? The scientist responded that it was relatively easy.

"The same problem solving and critical thinking skills I used in my previous area of study were as equally valuable in the new field. I simply had to gain the technical knowledge in the new area of study. It wasn't my ability to learn, however, that was the key; it was my ability to apply my existing critical thinking skills to an entirely new set of problems that made all the difference."

Fable or fact? Or, maybe both — either way the value holds true.

In other words, one of the most important skills a person possesses is their critical thinking skills. When we leverage critical thinking, we begin to question basic tenants, listen and hear opposing points of view and openly allow ourselves to draw new conclusions. During this process we gain tremendous insights that make the journey in business and in life infinitely easier, far more enriching and definitely more successful to traverse.

TODD SAYS

Rather the ability to think, reason and extrapolate meaning from information is the means to power in today's 21st century. Individuals who possess excellent critical thinking skills have an edge in asking insightful questions and challenging their personal assumptions ...

RIBBON CUTTINGS



Dubuque Area Chamber of Commerce

Boys and Girls Club of Greater Dubuque — St. Mark's, 1299 Locust St.



Mount Carmel Bluffs, 1040 Carmel Drive.



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Tri-Phoenix Group, 900 Jackson St., suite LL3-12.

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UNITED WAY CAMPAIGN KICKOFF



Dave Kettering

United Way of Dubuque Area Tri-States campaign kickoff was held at Dubuque's Diamond Jo Casino on Aug. 30.



Brock Renbarger, second vice president commercial banking at MidwestOne Bank, speaks as Katie Wiedemann looks on.



Danielle Leibfried, president and CEO of United Way of Dubuque Area Tri-States, speaks during the event.



Chris Hoden, forestry operations manager of John Deere Dubuque Works, speaks as Katie Wiedemann looks on.



Katie Wiedemann, vice president of development for United Way of Dubuque Area Tri-States, speaks during the kickoff.

DUBUQUE RACING ASSOCIATION'S GRANT RECOGNITION RECEPTION



Jessica Reilly

Alex Dixon, president and CEO of Q Casino and Dubuque Racing Association, speaks during Dubuque Racing Association's grant recognition reception at Q Casino in Dubuque on Aug. 29.



Wendy Runde, vice president and general manager of Diamond Jo Casino, speaks during the reception.



City of Dubuque Mayor Brad Cavanagh speaks during the reception.



Attendees listen during the Dubuque Racing Association's grant recognition reception at Q Casino in Dubuque.



BUSINESS AFTER HOURS



Stephen Gassman

Visitors chat and mingle as FEH Design in Dubuque hosts the September Business After Hours.



Kevin Eipperle with FEH Design in Dubuque helps with a wine selection.



The next Business After Hours will take place Tuesday, Oct. 17, at Exit Realty.



Visitors chat and mingle as FEH Design in Dubuque hosts the September Business After Hours.





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Simon



Douglas



Kirschbaum



Cox



Nava

UNIFIED THERAPY SERVICES

HIRED: Camry Kieler has joined as a physical therapist. In her new role, Kieler will construct individualized treatment programs for patients of the facility's adult outpatient clinic.

COTTINGHAM & BUTLER

HIRED: Tammy Dupont as a claims representative.

HIRED: Kelsey Foley, Steffen Wheeler and Grace Meier as associate client consultants.

HIRED: Skye Miller as software engineer.

HIRED: Nicholas Trager, Laken Sahn and Amber Reese as client service representatives.

HIRED: Matthew Baumhover as an accountant.

HIRED: Anna Thomley as a marketing analyst.

HIRED: Alaine Olthafer as captain.

HIRED: Ashley Freiburger as a utilization management nurse.

HIRED: Dilan Simon as a benefits technology analyst.

HIRED: Melissa Douglas as an account administrator.

HIRED: Adam Kirschbaum as an associate account executive.

HIRED: Savannah Cox as a payroll



Cacciatore



Zimmerman



Hoefler

and benefit associate.

HIRED: Mikayla Nava as a sales coordinator.

HIRED: Savanah Cacciatore as an administrative assistant.

CLARKE UNIVERSITY

APPOINTED: Yvonne Zimmerman to dean of academic affairs. In her new role, she will guide the development and implementation of policies and programs aimed at students and faculty success. She also will lead assessment of standards for the University's academic programs.

MI-T-M CORPORATION

PROMOTED: Matt Hoefler to senior sales manager. In his new role, he will take on sales leadership to all Mi-T-M channels.

Continued on page 40

BIZ LOCAL



Leibfried



Avenarius

GALENA PROJECT RECEIVES AWARD

Galena Country Tourism's destination development project, "Adventures in Stockton," received the Historic Exploration Award from the American Planning Association's Illinois Chapter. The award recognizes outstanding efforts in historical exploration and engagement.

FORBES NAMES LEIBRIED TO BEST-IN-STATE LIST

Forbes magazine named Joe Leibfried, of StackStone Wealth in Dubuque, to its Best-in-State Next-Generation Wealth Advisors list.

LOCAL OBTAINS STRENGTHS COACH CERTIFICATION

Amanda Avenarius, of St. Mark Youth Enrichment, obtained certification as a Gallop Global Strengths Coach.

MERCYONE RECOGNIZED BY WELLMARK BLUE CROSS AND BLUE SHIELD

MercyOne Dubuque Medical Center was recognized by Wellmark Blue Cross and Blue Shield as part of the Blue Distinction Specialty Care program for maternity care, which acknowledges facilities shown to deliver quality specialty care based on measures developed from the medical community for patient safety and better health outcomes.

MERCYONE RECEIVES ACCREDITATION

MercyOne Dubuque Medical Center's inpatient rehabilitation unit received accreditation from The Commission on Accreditation of Rehabilitation Facilities. This is the 34th year that the center received this accreditation.



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Continued from page 38

Prime Class A Office Space for Lease 801 Bluff Street • Dubuque

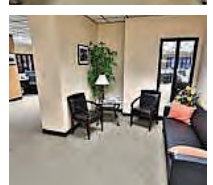


Located at 801 Bluff Street, this beautiful, historic, building has it all. TH Media will occupy the first floor, with partial space available on the second floor and the entire third floor!

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HODGE

PROMOTED: Morgan Samek to director of marketing.

PROMOTED: Jen Mond to director of organizational development.

PROMOTED: Rob Harbin to director of human resources.

PROMOTED: Jason Burds, continuing his role as director of IT, will now report directly to Jordan Fullan, co-CEO.

PROMOTED: Justin Vetsch to director of operational excellence.

MOUND CITY BANK

NAMED: Jen Dixon as personal banking officer for the Cuba City, Wis., location.

STONEHILL COMMUNITIES

PROMOTED: Taylor Hummer to community services coordinator.

EXIT REALTY

HIRED: Derrick Johnson and Jennifer White as real estate professionals.

NORTHEAST IOWA COMMUNITY COLLEGE

APPOINTED: Amy Gaffney as vice president of student services. In her new position, she will provide leadership for student services functions on both campuses and throughout the college's district.

MI-T-M CORP

APPOINTED: Dave Thiesse as vice president of commercialization. In his new position, he will oversee sales, sales support, product development and marketing commercialization procedures.

Contact: Amy Wagner
Woodward Communications, Inc.
(563) 588-5685
awagner@wcinet.com



Story suggestion? Want to write for biztimes.biz? Email tony.frenzel@thmedia.com and megan.gloss@thmedia.com

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‘The Summit Mindset’ about finding your North Star

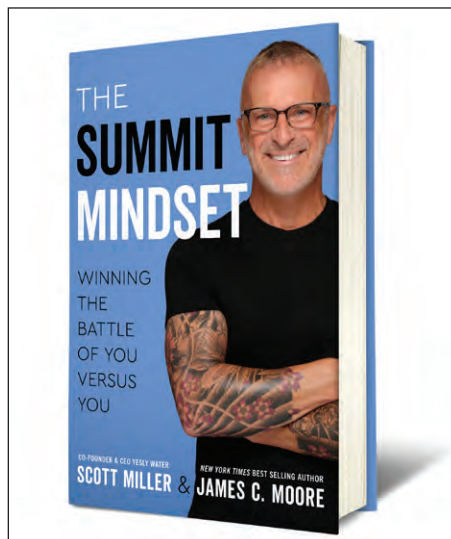
BUSINESS WIRE

AUSTIN, Texas — With self-confidence, focus and determination, anybody can achieve their ambitions for a more fulfilling career and happier life.

Nobody understands this better than Scott Miller, author of “The Summit Mindset: Winning the Battle of You Versus You” (Greenleaf Book Group Press). In this new title, Miller — along with best-selling co-author James C. Moore — shares the practical steps and philosophies that helped him build a life of happiness and an accomplished career.

“Scott’s done an amazing job capturing the insights he’s gathered over his highly successful career,” said Mike Weinstein, former CEO of Snapple Beverage Group. “His Summit Philosophy on leading a successful organization is thoughtful, practical, and can be applied to anyone’s business or personal life. I really enjoyed finding nuggets of wisdom in every chapter.”

The idea of a “summit mindset” was inspired by Miller’s personal dream of attaining success, security and happiness. From a young age, he envisioned himself on the summit and convinced himself that no obstacle would keep him from staying there. Throughout his career that mindset has



Business Wire

evolved through experience and study into a concrete set of methodologies to guide careers, grow revenues, exercise positive influence and deliver happiness.

The summit mindset and its accessible tactics helped Miller build the culture of success at Essentia Water and later to shepherd the company through its acquisition

by Nestlé. Now, Miller has applied the tools to build YESLY Water, the world’s first enhanced still water in a can.

“This book is an extension of my personal philosophy about achievement, comprised of standards and practices I always apply to companies and personal development,” Miller said. “In it, you’ll find simple advice based on experience and learning, which can help you set a new course or refine your current goals to find happiness in your daily life. There has never been anything in my life more important than the pursuit of happiness, and the Summit Mindset has delivered that to me. And I am confident it can do the same thing for you.”

Miller and Moore outline how a Summit Mindset can help readers to:

- Identify what they truly want out of life by finding their “north star.”
- Develop an unconquerable approach to facing obstacles.
- Define an organization’s strategic pillars and live those values.
- Appreciate the value of caring for people and finding joy in acts of kindness.
- Cultivate the courage to take risks, fail, be true to oneself and ask for help.

“The Summit Mindset” is available now wherever books are sold.

‘The Corporateneur Plan’ points the way toward inspiration, creativity

BUSINESS WIRE

NEWPORT BEACH, Calif. — Ken Rohl was 50 years old when he decided he’d had enough of corporate life. He realized there were too many people, politics and opinions stifling his creativity and inspiration. He also believed the lessons gained from his stint in corporate America weren’t all bad, and that it is never too late to start something new.

“The Corporateneur Plan” shares stories and teachings from Rohl’s business journey during a lifetime building an extraordinarily successful presence within the luxury home market. Grounded in research and enlivened with personal anecdotes, it’s a guidebook for every aspiring entrepreneur to read before cutting the cord from their corporate careers and setting out on their journey.

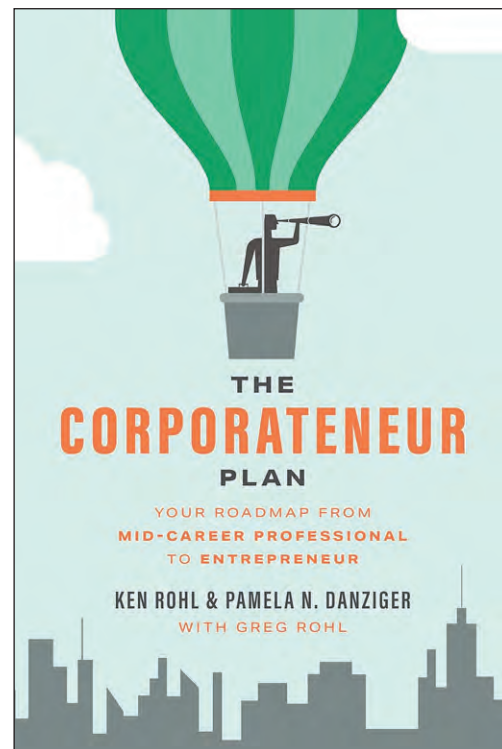
The benefits of employing disciplines like planning, budgeting and codifying

a vision and a mission would be material to his success as an entrepreneur. He also felt he the need balance those aspects, the science of business, with more artistic elements, like intuition and humanity, if he was to build a business that could attract and retain the right talent and weather economic storms and unforeseen challenges.

Thirty-five years and a successful sale of the business to a Fortune 500 company later, he shares a unique and relatable perspective, relevant for entrepreneurs of any age.

The book was written in collaboration with Pam Danziger, speaker, author and market researcher, and Greg Rohl, principal of The Rohl Model, former VP of marketing at The House of Rohl and one of Ken’s three sons.

The book is available as a paperback, e-book, and audiobook through all major retailers.



Business Wire

YOUR IMPACT can be great here.

Opportunities to be involved and make a difference is a hallmark of life in the Greater Dubuque region. In our own salute to women, Greater Dubuque Development thanks those that lend their time and talents to our organization. We recognize their service and thank them for helping us to deliver on our promise, **YOU can be great here.**

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salute*to WOMEN

We salute the women of Tri-Tech!



We salute the role of women working in the tri-state area and celebrate their success and contributions to both their employees and community.

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Roynicka Evans
Sales Support Associate
Tri - Tech

I've been a part of the Tri-Tech family for less than a year, starting as support. After learning the software, I assist our customers with virtually every concern they have with AIM and teach some basic computer skills along the way. I enjoy camping, hiking, and chasing my kiddo around the park!



Barb Ray
Office Assistant
Tri-Tech

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



Amber Earles
Director of Project Management
Tri-Tech

With 25+ years of experience in point-of-sale software, I utilize my knowledge as the Director of Project Management for Tri-Tech. My daily activities involve working across multiple departments and managing Tri-Tech's internship program. I have a B.S. from Loras. My free time is spent with my husband, children, and pets.



Meghan Sievers
Technical Writer
Tri-Tech

I have been the Technical Writer at Tri-Tech for 10 years. I am responsible for creating end-user documentation on the use of our point-of-sale and e-commerce software solutions. I hold a B.A. in English from Clarke. Outside of work I enjoy reading, gardening, and spending time with family.



Margie Wachter
Active-e Services Coordinator
Tri-Tech

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



Alayna Chapman
Intern
Tri-Tech

I have been working as an Intern at Tri-Tech for 6 years. I am a senior at The University of Iowa majoring in finance. For my job I support other departments with data entry, proofreading, and print orders. I enjoy spending time with my dogs, Pearl and Prim.



Martel Hughes
Implementation Specialist
Tri-Tech

In my role of Implementation Specialist, I am responsible for ensuring new clients are able to make their AIM "Go-Live" expectations a reality. On a day-to-day basis, I reach out to AIM users to touch bases and make sure their software installs, data conversions and one-on-one trainings are being scheduled and completed seamlessly. Still being based in support, I continue to learn a lot about computers, and business ownership.



Jill Chapman-Cox
Production Manager
Tri-Tech

I have been working as a Product Manager at Tri-Tech for almost 16 years. At Tri-Tech I help support the sales team, coordinate our trade shows, and oversee the production on print orders. Outside of work, I enjoy spending time with family, our 7 dogs, fishing and working on photography.

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Rebecca Breitbach

Premium Support Technician
Tri-Tech

I am a Premium Support Technician and have been working at Tri-Tech for 3 years. At Tri-Tech, I help our customers utilize and understand the software so that they can maximize their time and profitability.



Nichole Webb

Sales Support Assistant
Tri-Tech

I have worked at TriTech for 2 years. I started in Support and now work as a Sales Support Assistant. I assist the Sales Reps in helping manage their sales and customer relationships. I work directly with software end users to solve technical and functional problems as well as answer basic sales questions and process some types of sale orders. I love going hiking, and horseback riding, and my most cherished time is being with my children.



Andrea Smith

Executive Assistant
Tri-Tech

I have worked at Tri-Tech for 3 years as an Executive Assistant. My work involves helping see projects through to completion for the executive staff. When I am not at work I enjoy spending time with family, running, hiking, and reading.



Raina Acton

Assistant Technical Writer
Tri-Tech

I have worked for Tri-Tech for 4 years as a Technical Writer. I help write pages of the online AIM help where I explain what each window within the software does and what customers can use it for. I love being able to help our customers understand our software better!



Stephanie Acton

Operations Manager
Tri-Tech

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



Kathryn Lyness

Marketing Manager
Tri-Tech

I've been with Tri-Tech for 7 years, currently working as the marketing manager. I research and provide analytics to assist in the development, implementation, and execution of our marketing plans. I graduated from ISU in Marketing and Business Analytics. I enjoy golf, traveling, and spending time with friends and family.



Sophia Wachter

Intern
Tri-Tech

I'm working as an intern at Tri-Tech. I am responsible for proofreading websites and updating data entries. I enjoy math and spending time with friends and family.



Angie Crosby-Williams

Merle Norman

Angie Crosby-Williams is the Owner of Merle Norman Cosmetics & Boutique. Angie has Owned and Operated Merle Norman in Dubuque since 2006. The Studio is Celebrating 17 years in Business this year and just recently Re-located into Wacker Plaza. Angie enjoys spending time with her Family and her 2 Children. She also enjoys spending time outdoors and doing DIY projects.

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Sara Hanten
Vice President of Operations
 Travel Dubuque

My focus is to direct, coordinate, and oversee operational processes. Day to day you'll find me performing tasks from accounts payable to human resources to helping colleagues with IT issues or being the Jack of All Trades.



Julie Kronlage
Vice President of Sales
 Travel Dubuque

I execute the overall sales strategy, from conventions and meetings to group tours, riverboats, SMERF market and more. I love what I do because every day is different! My favorite things about working here are the team and the opportunities we bring to this area.



Taylor Kellogg
Vice President of Marketing
 Travel Dubuque

My overall focus is to maintain and execute the Travel Dubuque brand across our many channels and mediums including our award-winning Travel Guide. Day to day you can find me designing, planning, and strategizing our next creative project or advertising buy.



Carrie Koelker
Vice President of
Community Engagement
 Travel Dubuque

My overall focus is to execute partnerships and build our brand within the region. Day to day you can find me visiting with our people and places. My favorite part is working with passionate team members! My overall focus is to execute partnerships and build our brand within the region. Day to day you can find me visiting with our people and places. I love working alongside so many passionate and enthusiastic team members sharing talents to make us successful in all we do.



Becky Carkeek
Sales Manager
 Travel Dubuque

My overall focus is to assist in planning, managing, and executing the overall sales effort with the selling Dubuque and the surrounding areas as a destination for group tours, reunions, and other large groups. I am usually chatting with planners, creating itineraries, and finalizing plans.



Michelle Rahe
Director of Guest Services
 Travel Dubuque

As manager of the Welcome Center, I help visitors find their way around the Dubuque area and the state of Iowa. I love meeting people from all over the world who travel to Dubuque for many different reasons. 99.9% of them are in a great mood since they are on vacation!



Karri Parrott
Owner
 The Bird's Nest inside
 Savvy Salvage

Artist and entrepreneur with a mission "to leave everyone with a smile," Karri owns The Bird's Nest inside Savvy Salvage in Dyersville. She's created her folk art "Dream Players" and donates a portion of the profits to Field of Big Dreams. The creative, experimental dreamer sees potential in everything, believing everyone needs art.



Dana Huetmann
Owner
 Phoebe's Dressing Room

After working in various sales roles for several years I was lucky enough to find my happy place working with women & girls making them look and feel their best. I live with my family in Iowa, where we have resided for the past 22 years. I am proud to call this area home & look forward to many more years as part of the Dubuque retail community.

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Kristen Apel
Audit Associate
Eide Bailly LLP

Kirstin has been with Eide Bailly since 2019, and currently serves as an Audit Associate. She received her bachelor's degree from Loras College. Kirstin will be sitting for her last section of the CPA exam in September. In her free time, she enjoys traveling, hanging out with friends, and cooking.



Amber Gassman
Outsourced Payroll Manager
Eide Bailly LLP

Amber has been with Eide Bailly for 7 years. She strives to develop new innovative ways to improve efficiencies for both staff and clients. She's also a trusted business advisor on all things payroll for the Firm. Amber loves to spend time with friends and family doing anything in nature.



Kate Banwarth
Audit Senior Associate
Eide Bailly LLP

Kate provides auditing services for government entities with a particular focus on cities and counties. Outside of work, Kate enjoys spending time with family and friends, working on various arts and crafts projects and spending time outdoors.



Felicia Gibbs
Tax Manager
Eide Bailly LLP

Felicia has been with Eide Bailly since 2016 and currently serves as Tax Manager. She received her bachelor's degree from Loras College and holds a CPA license with the state of Iowa. In her free time, she enjoys running, travel and anything outdoors with family.



Kelli Breitbach
Tax Manager
Eide Bailly LLP

Kelli is a Certified Public Accountant and has been with Eide Bailly since 2011. She currently serves as a Tax Manager, specializing in tax return preparation and planning for individuals and small businesses. She resides in Dubuque with her husband, Tony, and their 4 (soon to be 5) children.



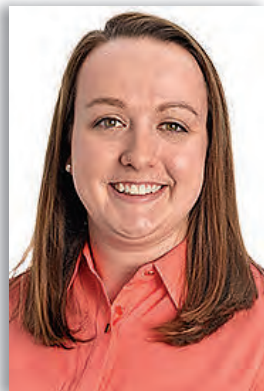
Caitlin Hansen
Audit Manager
Eide Bailly LLP

Caitlin Hansen started at Eide Bailly as an Audit Associate and has since assumed the role as Audit Manager. A graduate of Loras College, and a native of Elgin, IL, Caitlin enjoys kayaking, hiking, reading, and playing board games with family and friends.



Joan Dondlinger
Administrative Lead
Eide Bailly LLP

Joan is a long-term employee of Eide Bailly, specifically focusing on the Assurance and Administrative areas. She is a graduate of NICC. In her free time, she enjoys gardening, quilting and spending time with family.



Emily Hansen
Audit Manager
Eide Bailly LLP

Emily has worked in public accounting since 2015 and currently serves as Audit Manager. She received her bachelor's degree in Accounting & Finance from Iowa State University. Outside of work, Emily enjoys spending time outdoors, catching up on her favorite shows and volunteering in the community.

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Megan Jackson
Audit Associate
Eide Bailly LLP

Megan started at Eide Bailly in 2021 as an Associate, working both in Audit & Tax. She received her bachelor's degree from Loras College, and is a high school graduate of East Dubuque High School. Megan enjoys painting and cooking in her downtime.



Jenna Lovell
Healthcare Reimbursement
Senior Associate
Eide Bailly LLP

Jenna has been with Eide Bailly since 2019 and currently serves as Senior Associate. She received her bachelor's degree from the University of Wisconsin-Platteville. In her free time, she enjoys spending time with family and friends.



Karen Jess
Audit Manager
Eide Bailly LLP

Since 1995, Karen has provided assurance and consulting services to a variety of clients in the nonprofit industry. Outside of work, she enjoys spending time outdoors with her family and friends. She also enjoys crafting in her spare time, especially painting rocks for the Bellevue Iowa Rocks' group.



Gwen Moser
Market Leader/Audit Partner
Eide Bailly LLP

Gwen is in the 33rd year of her career with Eide Bailly. She specializes in serving as an advisor to both the healthcare and non-profit industries. Gwen is a member of the Greater Dubuque Development Corporation board. During her free time, she enjoys spending time with her family and cheering on the Minnesota Vikings.



Carmen Krantz
Tax Partner
Eide Bailly LLP

Since 1993, Carmen has been providing accounting services and tax related services. She assists businesses with tax compliance matters as well as consulting services. In her free time, Carmen enjoys relaxing on the river, enjoying dinner out with friends, playing cards, or, when time allows, taking a vacation or two.



Brianna Nelson
Tax Associate
Eide Bailly LLP

Brianna started at Eide Bailly in 2021 as an Associate, working both in Audit & Tax. She received her bachelor's degree from Loras College. In her free time, she enjoys spending time with her family.



Brooke Kremer
Outsourced Payroll Associate
Eide Bailly LLP

Brooke started at Eide Bailly in 2021 as a Payroll Associate. She received her MBA degree at the University of Dubuque in 2018. Brooke enjoys working with clients in a variety of industries, in multiple states. She enjoys teaching fitness classes, working out, and being outdoors with family.



Layla Quinones
Audit Associate
Eide Bailly LLP

Layla started at Eide Bailly upon graduating from Loras College in the Spring 2023. She currently serves as an Associate. Outside of work, Layla enjoys singing, tennis, and spending time with her family.

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Nicole Ressler

Office Administrator
Eide Bailly LLP

Nicole started at Eide Bailly as a receptionist in 2015 and has since assumed the role as Office Administrator in 2020. She's on the Dubuque Days of Caring board, NICC Accounting Advisory board, and she's a Young Professionals member. Nicole resides in Cascade with her husband and two children.



Nathalie Schmidt

Administrative Assistant
Eide Bailly LLP

Nathalie Schmidt has been with Eide Bailly since 2020 and currently serves as an Administrative Assistant. Her favorite part of her role is the range of clients and departments she helps. She is a graduate of NICC and resides outside of Dubuque with her husband and four dogs.



Renae Schueller

Outsourced Managed Services
Senior Associate
Eide Bailly LLP

Renae started at Eide Bailly in 1998 and is a senior member of the Outsourced Managed Services Team. She is a trusted business advisor with extensive knowledge in setting up and maintaining accounting systems, providing sales tax guidance, and preparing financial statements. Renae enjoys spending time with family and friends.



Dr. Anna Miller

D.M.D., F.A.G.D.
Kramer Family Dental

Dr. Anna graduated from the University of Pennsylvania in 2008. She had the pleasure of practicing with her father and mentor, Dr. John Kramer. She earned a Fellowship in the A.G.D and completed extensive training for the A.A.FE which has certified her in cosmetic and therapeutic Botox and fillers. She was also trained at the A.A.D.S.D.M for dental sleep and snoring appliances. She loves Invisalign and all facets of dentistry! She and her husband, Chris enjoy their four kids.



Dr. Meghan Monroe

D.D.S.
Kramer Family Dental

Dr. Meghan is a native of Dubuque and enjoys providing dentistry with compassionate care since 2011. She has completed training in dental sleep medicine and has achieved the Qualified Dentist Designation from the AADSM. She has also completed additional education in Invisalign and pediatric dentistry. Dr. Meghan and her husband love spending time with their three children.



Dr. Krista Berryhill

D.D.S.
Kramer Family Dental

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



Dr. Krista Weimerskirch

D.D.S.
Kramer Family Dental

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

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WOMEN

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WOMEN

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Lynn Morrison

Parts Manager
Anderson Weber

Lynn holds the top spot for long-time employees at 46 years, working for all 4 generations of the Weber family. Her favorite thing about working at Anderson-Weber are the people she interacts with day-in and day-out. Curious of what is next for Toyota, she also enjoys seeing the changes of the automotive industry first hand.



Jean Oberfoell

Comptroller
Anderson Weber

Starting at Anderson-Weber in 1978, Jean has worked for all four generations of the Weber family. Jean goes above and beyond in everything she does, her dedication is unmatched. She is often the first one to be here, and the last to leave. Words cannot express how thankful we are for her.



Julie Staner

Receivables/Payables Associate
Anderson Weber

Julie has been with Anderson-Weber for 30 years, and her hard work and dedication over the years is evident. Julie is family oriented, living on a farm in the Dubuque area with her husband and son. She recently gained the new title of grandma, as her daughter welcomed her first child into the world this year!



Kris Seeser

Warranty Administrator
Anderson Weber

Kris has been in the role of Warranty Administrator at Anderson-Weber for 7 years. Being the only woman in service, the team has a profound respect for Kris. She loves the guys, and they love her. You can always count on Kris to brighten your day with her cheerful smile and demeanor!



Amber Schmitt

Sales Consultant
Anderson Weber

Amber has been with Anderson-Weber for 5 years now, and she loves the upbeat environment. The fast-paced climate of sales can be overwhelming at times, but Amber's organizational skills make it possible. She is outstanding at her job and is an undeniable asset to the sales team.



Susan Hall

Title Clerk
Anderson Weber

Susan has been with the company since 2020. She started out as an Administrative Assistant, but has since stepped into the role of Title Clerk. Susan likes to stay busy with little down time, so the Title Clerk role is a perfect fit. Susan enjoys the company of her coworkers so much that she often brings in her delicious homemade baked goods to share!



Kelly McDermott

Customer Service Representative
Anderson Weber

Kelly has been a part of the ABRA Body Shop team for two years now. Her background in administration for Holy Family Catholic Schools has made her proficient in her current position. She is the only woman on our body shop team, and her hard work is unmistakable. Naturally, Kelly keeps the men of the body shop in line.



Nicole Hayzlett

Marketing Director
Anderson Weber

Nicole is the Marketing Director at Anderson-Weber and has been with the company since 2021. She enjoys that each day on the job looks different, and she can use her creative skills to display the dealership's brand in many different ways. Nicole is returning to school fall of 2023 to get her MBA at the University of Dubuque.

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Abi Coats
Administrative Assistant
Anderson Weber

Abi has been with us since May of 2023, making her the newest member of the Anderson-Weber team! She picks up new skills quickly and is an outstandingly efficient worker. Abi also displays her many talents at her second job as a Dance Instructor at Studio 5678!



Robin McEnany
Mortgage Loan Officer
Greenstate Credit Union

Robin is a mortgage loan officer at GreenState Credit Union with 26 years of experience. Helping borrowers secure a home is one way she fulfills her passion to help others. Robin is an Ambassador for the Dubuque Area Chamber of Commerce, Class of 2018 Leadership Dubuque, a board member for Northeast Iowa Council Boy Scouts of America, and Vice President for the Northeast Iowa Chapter of Credit Unions.



Molly Carpenter
VP/Branch Manager
Greenstate Credit Union

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



Carla R.M. Hughes, JD, CTFA
VP/Trust Officer
Greenstate Credit Union

Carla combines her passion for people and law by assisting individuals and charitable foundations achieve their wealth and legacy planning goals. Carla serves on the Boards for the NICC Foundation, Iowa Legal Aid Foundation and Iowa State Bar Association Board of Governors.



Bobbie Jost
Marketing Director
Kennedy Mall

Bobbie is a Dubuque native who joined the Kennedy Mall as Marketing Director in June 2023. Bobbie is excited to be a part of such a huge staple in Dubuque and will be an integral part of the amazing changes coming to the Kennedy Mall in the very near future!



Danielle Jacobs
Executive Director
Dubuque Main Street

Danielle is an extroverted introvert. She was a wanna-be-Dubuquer for a decade before her family finally gave in last fall. She finds joy in annoying other humans (and sometimes cats) with indie music recommendations. When she's not wifing, mothering, or music festivaling, she is trying to make downtown Dubuque a cooler place to be. She's terrible with fashion but great at not giving up. This new Dubuquer is in need of a ladies night out and now accepting applications for Tri-State friends.



Laura Bertjens
Event and Resource Specialist
Dubuque Main Street

Laura drives activities, events, and crowds to downtown Dubuque. She supports the promotion of our hospitality businesses, parks, and recreation. Last but not least, Laura manages our retail and holiday programs.



Jaquelyn Pfohl
Office and Farmers' Market
Coordinator
Dubuque Main Street

Jacquelyn was born and raised in Dubuque Iowa, giving her the opportunity to get to know and work with the community she loves. Jacquelyn is happily settled in as your Main Street Office and Farmers Market Coordinator. In this role she is looking forward to bringing what she has learned over the years to Main Street!

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Wendy Runde
Vice President / General Manager
Diamond Jo Casino

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



Mandy Hrubby-Carstensen
Regulatory Compliance Manager
Diamond Jo Casino

Mandy Hrubby-Carstensen is the Regulatory Compliance Manager at Diamond Jo Casino in Dubuque, Iowa. Her primary duty is to ensure the operations and procedures of the casino are compliant with gaming regulations and Boyd Gaming. She graduated from Kaplan University with a degree in Legal Studies. She has twenty-six years of experience in state and federal governments.



Christie Rang
Account Services Manager
Boyd Gaming Corporation

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



Connie Nauman
Account Services Manager
Boyd Gaming Corporation

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



Sarah Berger
Corporate Director of
Financial Reporting
Boyd Gaming Corporation

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



Tanya Maiers
Director of Creative Services
Boyd Gaming Corporation

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



Erin Hefel
Creative Manager
Boyd Gaming Corporation

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



Amy Davis
Casino Host
Diamond Jo Casino

Amy Davis is a Casino Host at Diamond Jo Casino, where she has worked for seventeen years. She is a graduate of Leadership Dubuque and has held many positions within the casino industry over the last thirty years. Creating the best possible experience for the guest is her main goal. Amy has enjoyed the many guest relationships she has built and looks forward to building many more.

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TAYLOR WEBBER

Casino Host
Diamond Jo Casino

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



JENNIFER COX

Director of Financial Operations
Boyd Gaming

Jennifer Cox is the Director of Financial Operations at Boyd Gaming Corporation. Jennifer supports property finance departments and assists with corporate initiatives. She has over ten years of accounting experience and is a Certified Public Accountant with a Master of Business Administration degree from the University of Dubuque.



CINDY SILBERSCHLAG

Cage Manager
Diamond Jo Casino

Cindy Silberschlag has been with Diamond Jo Casino for twenty-four years and is currently Cage Manager. She has over thirty years of customer service experience, and is responsible for physical control, safeguarding, and accountability of banking funds. She participated in "Over the Edge" in 2022 to raise funds for United Way.



GINNY SCHUMACHER

Marketing Manager
Diamond Jo Casino

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



Nicole Rongholt

Regulatory Compliance Manager
Diamond Jo Casino

Nicole Rongholt is the Regulatory Compliance Manager for Diamond Jo Casino in Northwood, Iowa. Her primary duty is to ensure the operations and procedures of the casino are compliant with gaming regulations. She graduated from Western Technical College with a degree in Paralegal and has eight years of experience in compliance in a variety of industries.



JENNIFER THIEDE

Director of Human Resources
Diamond Jo Casino

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



Teri Bisdorf

Executive Host
Diamond Jo Casino

Teri has almost thirty years of experience in the casino industry. She is responsible for developing one-on-one relationships with players and providing exceptional guest service. She is a member of the Diamond Jo Diversity Committee, and volunteers at Boys and Girls Club events.



Lisa Potter

Assistant Casino Operations Manager
Diamond Jo Casino

Lisa Potter has been a Manager at Diamond Jo Casino for four years and has over twenty-five years of experience in the Table Games Department. She is responsible for everyday operations, customer relations, staffing, and overseeing the Table Game and Slot Departments operations. Lisa has been a TIPS® Responsible Beverage Service trainer for three years. She truly enjoys working with her team and customers from near and far.

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Michele Evans
Corporate Director of
Technical Accounting and SOX
Boyd Gaming Corporation

Michele Evans is the Corporate Director of Technical Accounting and SOX at Boyd Gaming Corporation with seventeen years in public accounting and fourteen years of gaming industry experience. She is a graduate of the University of Northern Iowa and a member of the American Institute of CPAs and Iowa Society of CPAs.



Bridget Stipanovich
Realtor
Exit Unlimited Dubuque

Bridget is a top-producing agent at Exit Unlimited. When it comes to Real Estate, Bridget knows timing is everything. Every client deserves a customized approach. Bridget has been in Real Estate for over 14 years. She provides attention in every detail, handling your real estate transaction with high integrity. She has vast knowledge in preparing to sell your home, all the way to the day it closes. She also loves helping buyers with their first home, or downsizing, and her favorite, is investment properties. Reach out to Bridget when it comes to Real Estate.

BuyfromBridget
563-590-3176

Bridget@EXITDubuque.com



Sara Post
Realtor
Exit Unlimited Dubuque

I'm Sara Post, your enthusiastic and dedicated realtor, ready to guide you through the exciting journey of buying or selling a home. Whether you're a first-time homebuyer, a seasoned investor, or someone looking to relocate or sell your home, I'm here to make the process smooth, enjoyable, and rewarding. Let's embark on this adventure together and realize your real estate goals!

I can't wait to be a part of your real estate journey!

Sara Sells DBQ • 563.845.1583
sarapostrealty@gmail.com
sarapost.EXITUnlimited.com



Jennifer White
Realtor
Exit Unlimited Dubuque

I was born and raised in beautiful Dubuque and have a huge fondness for my city! I bring this passion for Dubuque with me when helping my clients with their real estate needs. Focusing on my client's desires makes the buying or selling process enjoyable all around.

563-564-1407
jennifer.white@exitunlimited.com



Sherri Kubly
Realtor
Exit Unlimited Dubuque

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

Live Well, Give Well.

sherri@exitdubuque.com
319.550.9355
liveandgivewell.com



Paula Behr
Realtor
Exit Unlimited Dubuque

Paula is a full-time real estate professional with 32 years experience and is a top producing agent in Dubuque, East Dbq & Galena. She is well-known for persistence, consistent communication, strong attention to detail and ensuring a positive experience for all parties involved. Her approach to any transaction is this, "It is all about the people, not the agent!"

My two main concerns when dealing with real estate clients:

- 1) Give an honest opinion
- 2) Follow through to the end

Call Paula at 563-543-1131
Email: paulabehr.realtor@gmail.com



Kim Budde
Senior Vice President of
Human Resources
Kunkel & Associates

Kim Budde joined Kunkel & Associates in 2010 and serves as Senior Vice President of Human Resources. Kim operates as an influential HR business partner executing human capital strategies that enable growth and sustainability. Kim is certified as a Professional in Human Resources by the Human Resources Certification Institute (HRCI) as well as the Society of Human Resource Management (SHRM). Kim currently serves on the Board of Directors for Opening Doors, Fountain of Youth and Stonehill Communities. Previously, Kim served as President of the Board of Directors for the Women's Leadership Network of Dubuque.



Lauren Minert
Human Resources Manager
Kunkel & Associates

Lauren Minert is the Human Resources Manager at Kunkel & Associates. Lauren can be credited with contributions to Tri-State Human Resource Association, Womens Leadership Network of Dubuque, Fountain of Youth, American Heart Association, and Opening Doors. Lauren has been honored with Women of Achievement Awards, Up & Coming Leader, Salute to Women Awards, Woman to Watch, and Telegraph Herald's Rising Star Awards, 2021 Rising Star, for her contributions to the community and her organization. She holds a Bachelor of Business Administration in Marketing from The University of Iowa Tippie College of Business and resides in Dubuque, Iowa.

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Katie Thomas
President & CEO
Honkamp, P.C.

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



Lisa Wigington
Shareholder
Honkamp, P.C.

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



Ellie Wegmann
Senior Accounting Manager
Honkamp, P.C.

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



Heather Vetter
Shareholder
Honkamp, P.C.

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



Michelle Thomson-Henry
Senior Tax/Accounting Manager
Honkamp, P.C.

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



Tricia Sullivan
Marketing Manager
Honkamp, P.C.

Tricia has 10 years of experience in the marketing field. She supervises and executes the marketing strategies and projects for Honkamp, leading a team of specialists in digital and content marketing, marketing automation/email marketing, branding/design, event management, and client experience.



Julie Squiers
Tax Manager
Honkamp, P.C.

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



Courtney Schultz
Training Manager
Honkamp, P.C.

As Honkamp's training manager, Courtney oversees the implementation of the firm-wide learning program which includes the development of curriculums according to NASBA standards. She has over 9 years of training experience specializing in new hire onboarding and orientation, content development, coaching and project management.

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Cassie Ross

Assurance Manager
Honkamp, P.C.

With 7 years of assurance experience at a Top 10 firm, Cassie's specialties at Honkamp include the generally accepted accounting principles, manufacturing, wholesale distributors, single audits and uniform grant guidance. She is a Certified Public Accountant.



Julie Pluemer

Principal
Honkamp, P.C.

Julie has over 35 years of experience, including 15 years at a top 10 accounting firm. As a principal at Honkamp, Julie specializes in serving small businesses providing tax, accounting and business advisory services. She is a Certified Public Accountant.



Teri Pitzen

Senior Human Resources Manager
Honkamp, P.C.

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



Kristi Patrum

Accounting Manager
Honkamp, P.C.

Kristi has more than 15 years of tax and accounting experience. She assists clients in the retail, service, franchise and health care industries with their business and individual tax planning and financial statement preparation. She is a Certified Public Accountant and Certified QuickBooks™ ProAdvisor.



Jessica Odefey

Business Services Manager
Honkamp, P.C.

Jessica has nine years of experience in the billing and administrative field. As the business services manager, she manages the implementation of firm initiatives, oversees and coordinates firm project management and reporting, and manages the firm's accounts receivable and administration teams. She also manages Honkamp's facilities department and staff.



Stephanie Noll

Tax Supervisor
Honkamp, P.C.

Stephanie has been with Honkamp since 2015. As a tax supervisor, she manages tax production, mentors staff, assists with tax planning, and prepares and reviews complex individual tax returns. Steph has 8 years of experience in her field and is a Certified Public Accountant.



Mary Catherine Mullen

Tax Production Supervisor
Honkamp, P.C.

Mary Catherine has held supervisory positions the last 7 of her 11 years of experience at the firm. She specializes in tax workflow, production and reporting. Her specialties include e-filing tax returns and extensions, documented processes and streamlining tax production throughout the firm.



Tina Moes

Creative Director
Honkamp, P.C.

Tina has more than 30 years of graphic design experience, including 9 years at Honkamp. She manages the firm's creative process and leads the creative production of all marketing materials.

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Stephanie Mettille

Shareholder
Honkamp, P.C.

Stephanie has more than 17 years of experience in public accounting. She assists businesses and individuals with tax planning and preparation, financial statement preparation and general business consulting. She specializes in tax planning and consulting in a wide variety of industries, including construction, real estate and restaurant franchises. Stephanie is a Certified Public Accountant.



Ashley Meade

Assurance Manager
Honkamp, P.C.

Ashley has 9 years of experience in public accounting, accounting and Sarbanes Oxley Compliance. She is responsible for managing her audit team, reviewing engagements and audit procedures. Specializing in commercial and employee benefit plan audits, Ashley is a Certified Public Accountant and has completed the AICPA's Intermediate Employee Benefit Plans Certificate.



Erin Milestone

Principal
Honkamp, P.C.

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



Sarah Lindenberg

Accounting Supervisor
Honkamp, P.C.

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



Danielle Lex

Principal
Honkamp, P.C.

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



Sue Lawler

Shareholder
Honkamp, P.C.

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



Deb Kipper

Tax Manager
Honkamp, P.C.

Deb has more than 40 years of experience in the tax industry. She is a Certified Public Accountant and has a Master of Science degree in taxation. Deb prepares and reviews individual returns, conducts tax research and planning, assists in tax audits and resolving notices and is involved in training and mentoring staff. She specializes in reviewing complex individual returns, farm returns, all multistate reviews, planning, tax research and individual tax audits.



Shannon Hunter

Shareholder
Honkamp, P.C.

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

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Renee Hesselman

Shareholder
Honkamp, P.C.

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



Heidi Hermsen

Assurance Supervisor
Honkamp, P.C.

Heidi has almost 7 years of experience in the assurance field. She specializes in the employee benefit plan industry and works heavily in the gaming, retail and manufacturing industries. She is a Certified Public Accountant.



Amy Hermiston

Controller
Honkamp, P.C.

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



Shelly Heer

Senior Accounting Manager
Honkamp, P.C.

With over 25 years of experience, Shelly specializes in corporate, partnership and individual income tax returns, financial statement preparation and Quickbooks consulting for a variety of industries. Shelly is a Certified Public Accountant.



Karla Hagerty

Principal
Honkamp, P.C.

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



Richelle Gentile

Engagement and Retention Manager
Honkamp, P.C.

Richelle has over 18 years of experience in recruiting within the financial/business consulting industry. As a member of the human resources team, she leads firm-wide culture and talent initiatives that support talent acquisition, employee engagement, retention, diversity, and equity and inclusion.



Crystal Francois

Business Development Supervisor
Honkamp, P.C.

Crystal is the business development supervisor and has over 17 years of sales support experience. She leads a team responsible for supporting company initiatives aimed at expanding the firm's client base and cultivating strategic partnerships that contribute towards revenue growth. She joined Honkamp in 2020.



Ashley Didesch

State and Local Tax (SALT) Manager
Honkamp, P.C.

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

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Jenny Daughetee
Shareholder & Chief Financial Officer
Honkamp, P.C.

Jenny leads the administrative, corporate accounting and human resource teams for the firm. She has over 30 years of accounting and business consulting experience for franchise organizations, retail, restaurant, medical, service, nonprofit and manufacturing industries. She is a Certified Public Accountant and holds a Personal Financial Specialist designation.



Haley Brockway
Tax Supervisor
Honkamp, P.C.

Haley has been with Honkamp since 2016. As a tax supervisor, she helps to manage deadlines and production, prepare and review tax returns, and is heavily involved in tax research. She also plays a key role in training and mentoring staff. Haley is a Certified Public Accountant and has 8 years of tax experience.



Erica Berning
Accounting Supervisor
Honkamp, P.C.

Erica has been with Honkamp since 2013. As an accounting supervisor, she manages production, mentors staff, maintains client contacts, analyzes complex financial data and prepares and reviews financial and tax reports. Erica is coming up on 10 years of experience in her field and is a Certified Public Accountant.



Brianna Bautsch
Assurance Supervisor
Honkamp, P.C.

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



Maggie Truppa
Senior Catering Sales Manager
Eagle Ridge Resort & Spa

As Senior Catering Sales Manager at Eagle Ridge Resort & Spa, Maggie Truppa has established herself as a prominent figure in the event industry, combining her expertise with a passion for creating exceptional experiences. At the helm of the Wedding Studio, Maggie stands as a guiding light for couples, orchestrating every facet of the process - from initial inquiry to the wedding day itself. Under her direction, each couple's unique vision is brought to life, making their dreams a tangible reality.



Amy Wagner
SHRM-CP
Executive Assistant
Woodward Community Media

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



Angela Mozena
Broker/Owner
Mozena Realty Group

Angela was born and raised in Dubuque and has been actively involved in Real Estate since 1990. Her vast knowledge, contacts and commitment to your buying and selling success separates her from the rest! Angela provides you with a smooth, pleasurable and profitable transaction whether residential or commercial. Angela is now licensed in Iowa & Illinois to better serve her clients!

Give Me a Call, I'm Ready to Work for You!
563-495-4074
angela@mozenarealtygroup.com
www.mozenarealtygroup.com



Janice Smith
Realtor
Bob Smith Realty


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

Call us Today! 563-599-2378

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Shari Greenwood


Broker/Owner
American Realty 

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

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



Peggy Nesler

Broker/Owner
American Realty 

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

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



Donna Kramer

Broker Associate/Realtor
American Realty  

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

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



Lisa Anderson

Realtor
American Realty

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

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



Patti Burgmeier

Realtor
American Realty

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

Call me at: 563-599-1194



Jenny Johnson

Realtor
American Realty

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

563-599-9202
jnoonanjohnson@gmail.com



Shelly Nelson

Realtor
American Realty

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

Call me at: 563-599-6599
Or email: Shelly.Nelson523@gmail.com



Karen Hudek

Realtor
American Realty

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

Call Today! 563-599-6251

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Kristi Foxen
 VP Performance Excellence Specialist &
 Disability Cancer Support Lead for U.S. Bank
 U.S. Bank

Kristi Foxen, Responsible in collaborating and working with markets to drive a high level of performance by curating and executing a targeted plan to address performance improvement. Kristi also created and is the Disability Cancer Lead at U.S. Bank. This group allows fellow employees the space for connection, guidance and resources offered in and outside of U.S. Bank. Kristi sits on the Junior Achievement Board and teaches financial education to our Dubuque and Western Dubuque Communities. Kristi also supports her local community representing the Epworth Park Board.



Michelle K. Reidy
 Business Banking Relationship Manager
 U.S. Bank

Michelle Reidy, Assistant Vice President, Business Banking Relationship Manager at U.S. Bank for the Tri-State Area. Responsible for developing and executing a comprehensive financial management and business plan for clients. Reidy also serves as a board member for St. Mark Youth Enrichment and United Way of Dubuque Tri-States, an active Dubuque Chamber Ambassador, and coaches' volleyball at Wahlert Catholic High School.



Angela Breitsprecker
 Wealth Management Relationship
 Manager | Home Based
 U.S. Bank

Angela Breitsprecker, Wealth Management Relationship Manager for the U.S. Bank Wealth Management Admin Center, is responsible for providing a wide variety of banking, wealth management, trust and investment services to current U.S. Bank Wealth Management clients throughout the United States. Breitsprecker has more than 18 years of financial experience at U.S. Bank where she has served in various roles. She currently serves as a board member for Birthright of Dubuque.



Carla Gaherty
 VP Wealth Management Banker
 U.S. Bank

Carla Gaherty, VP, Affluent Wealth Management Banker for U.S. Bank located at Dubuque Main Street Office. Responsible for providing a wide variety of banking for Affluent Wealth clientele in Dubuque and Galena area. Gaherty has more than 18 years of financial experience. Carla's passionate in finding the right solutions while enhancing client's experience and building long lasting relationships. She's active in Women's Leadership Network, teaches Junior Achievement in the Dubuque area schools, actively mentors' fellow co-workers and past board member at St. Mark Youth Enrichment.



Janet Schauff
 Mortgage Loan Officer | Dubuque
 Main Office
 U.S. Bank

Janet Schauff, Mortgage Loan Officer, Dubuque, southwest Wisconsin, Galena, IL, and Freeport IL. Janet has over 20 years in the financial services industry helping individuals realize their homeownership dreams.



Shannon Gaherty
 Program and Project Manager
 U.S. Bank

Shannon Gaherty, is an experienced professional who drives business results through targeted learning solutions. Shannon enjoys partnering with leaders to find creative solutions to performance challenges. In her current role, she leverages her strategic thinking, collaboration, and communication skills as she develops learning strategies across business lines, leads large-scale strategic training initiatives, and serves as project manager for talent development programs.



Beth McMullen
 Mortgage Loan Officer | JFK Office
 U.S. Bank

Beth McMullen, Mortgage Loan Officer for U.S. Bank in Dubuque, JFK Office. Beth is a Dubuque native who brings over 30 years of expertise in the banking/mortgage industry. As a dedicated mortgage professional, Beth is not only committed to securing the dream of home ownership but also to building strong, lasting relationships with her clients.



Andrea Grass
 Business Banking Support Specialist
 U.S. Bank

Andrea Grass, Business Banking Support Specialist for U.S. Banking supporting the entire tri-state area. With 16 years of banking experience, she provides support to our commercial clients and relationship managers in a variety of areas. Andrea is also committed to help Veteran's and their families through being an active member of the Women's Auxiliary for the American Legion Unit 6 in Dubuque, IA.

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Kaley Rigdon

Director of Annual Funds &
Alumni Engagement
Clarke University

In 2014, Kaley graduated from The University of Iowa with a degree in Communication Studies. Since then, she has built her career around fundraising, event planning, and strategic communications. Beyond work, Kaley enjoys staying active, values time with her family, and serves on the Board of Directors for the Women's Leadership Network.



Sylma Fernandez

Assistant Director of Financial Aid
Clarke University

Sylma has an MBA with a focus on International Business and Human Resources. She has been in Higher Education for 12 years with experience in Academic Counseling, Admissions, and Financial Aid. Prior to that, she worked in Talent Acquisition and Employee Relations. Outside of work, Sylma loves movies, sport events, meeting new people, and learning from other cultures and languages. She also loves to explore the outdoors with her kids, especially fall visits to apple orchards and festivals.



Jenny Parker

Resource and Metadata Librarian
Clarke University

With degrees from the University of Iowa (BA) and UW-Milwaukee (MLIS), Jenny has spent the last 10 years working at the Clarke University Library. She has worn many hats, including teaching information literacy skills, and managing the library's databases. Outside of work, she enjoys spending time with family, gardening, and photography.



Samantha Hicks

Assistant Professor of Social Work,
Director of Field Education
Clarke University

Samantha attended the University of Tennessee, earning both BSW and MSW degrees there. While in the South, she provided services for elder adults and their families. After a short detour, she hopped back on her original, yet unintentional, journey up the Mississippi River, settling in Dubuque, her home for the last five years with her husband and family.



Brenna Burgart

Visiting Assistant Professor of
Psychology
Clarke University

Brenna holds a Master of Science in Forensic Psychology. She worked in crisis stabilization and substance abuse treatment until starting with the Psychology faculty at Clarke University. Brenna is active in the community through the Dubuque Jaycees and Mental Health America. In her free time, she enjoys time spent with her dog, crafting, baking goodies, and relaxing!



Alecia Thiele

PT, DPT, MEd, ATC/LAT
Associate Professor and Director of Clinical
Education Clarke DPT Program
Clarke University

Alecia received her Bachelor of Science Degree in physical therapy from UW-LaCrosse. She then earned her Master's in Adult Education from UW-Platteville and Transitional DPT from Clarke University. She has been an instructor at Clarke for 27 years and continues to practice physical therapy in clinics in Dubuque and Platteville. Alecia is also a Certified Athletic Trainer, APTA Advanced Credentialed Clinical Instructor Trainer, and a Bridgebuilder Generational Trainer.



Tami Lansing

Controller
Clarke University

Tami joined Clarke University in 2019. She is a Certified Public Accountant and earned her MBA and bachelor's degree from the University of Dubuque. She has over 15 years of experience in governmental and non-profit accounting. Outside of work, Tami enjoys spending time with family.



Kris Tiernan

DNP, CPNP-PC, CDE
Associate Professor of Nursing
Clarke University

Kris is a dedicated educator with extensive nursing experience. She contributes significantly to the nursing program, blending academic knowledge with practical insights such as simulation instruction to nurture future young professionals. Her commitment to education is evident through her involvement in Camp Courageous respite weekends, and her passion for nursing shines through various community healthcare initiatives and ongoing contributions as she runs a pediatric diabetes clinic at Medical Associates for children with Type 1 and Type 2 diabetes.

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Tara Blanchard

Private Banker III
NMLS ID#: 1896645

Dubuque Bank & Trust

With over 20 years of leadership experience, Tara guides private banking clients with advice and customized solutions to meet both their short- and long-term personal financial goals. Tara is currently working to obtain her master's degree in business administration from the University of Dubuque and is also a member of the Dubuque Salvation Army Board.



Brittany Loeffelholz

Wealth Advisor, VP
DB&T Investment Services

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

Securities and advisory services are offered through LPL Financial (LPL), a registered investment advisor and broker/dealer (member FINRA/SIPC). Insurance products are offered through LPL or its licensed affiliates. Dubuque Bank and Trust and DB&T Investment Services are not registered as a broker/dealer or investment advisor. Registered representatives of LPL offer products and services using DB&T Investment Services, and may also be employees of Dubuque Bank and Trust. These products and services are being offered through LPL or its affiliates, which are separate entities from and not affiliates of Dubuque Bank and Trust or DB&T Investment Services. Securities and insurance offered through LPL or its affiliates are:

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Jenny Hornsby

Marketing Manager

Dubuque Bank & Trust

With more than 15 years of marketing and communications experience, Jenny oversees all marketing, events, branding and communication activities for Dubuque Bank & Trust. She is a graduate of Clarke University and holds bachelor's degrees in business administration and graphic design.



Alma Mrzljak

Senior Treasury

Management Officer, VP
Dubuque Bank & Trust

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



Diedre Neis

Private Banker I

NMLS ID#: 820415

Dubuque Bank & Trust

Diedre is Private Banker at DB&T with 16 years of banking experience. Diedre serves the banking and financial needs of professionals, business owners, and their families, by providing comprehensive banking solutions and services. Working directly with customers for all their personal banking needs, Diedre collaborates with a team of specialists to provide her clients with experts for every financial need.



Diann Guns

Human Resources

Business Partner, VP
Dubuque Bank & Trust

Diann has been with Dubuque Bank & Trust/HTLF for nearly 25 years. Currently, she serves as an HR Business Partner for HTLF, with a focus on HR strategic alignment and executive support for DB&T. Diann received her undergraduate degree from Loras College.



Mikeleen Means

Sales Market Manager, VP

Dubuque Bank & Trust

As a 35-year banking veteran, Mikie oversees all aspects of Consumer Banking, including the management of DB&T's eight banking centers. Mikie is also a proud member of the Fountain of Youth and Dubuque Rescue Mission Boards.



Jessica Mast

Agricultural Banker, VP

Dubuque Bank & Trust

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

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Jessie Ehrlich

Private Banker III
NMLS ID#: 557344
Dubuque Bank & Trust

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



Karie Horsfield

Mortgage Loan Originator
NMLS ID#: 537314
Dubuque Bank & Trust

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



Stacey Hines, J.D.

Wealth Advisory Services
Market Leader, SVP
Dubuque Bank & Trust

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



Azure Ginter

Sales Area Manager
Dubuque Bank & Trust

As a Sales Area Manager, Azure oversees and owns the overall operational excellence of the Asbury, Kennedy, Cedar Rapids and Clive banking centers. A graduate of the University of Iowa, Azure is also a board member of the Dubuque Regional Humane Society.



Sara Waldron

Sales Area Manager, VP
Dubuque Bank & Trust

With over 20 years of banking and finance experience, Sara utilizes her knowledge to oversee and coach the Central, Grandview, Key West and Farley banking center teams. A Loras College graduate, Sara is also a Dubuque Days of Caring committee member.



Anita Adams

Financial Consultant, VP
DB&T Investment Services

Anita has over 40 years of experience in the financial industry. As a Financial Consultant for over 27 years, Anita works with clients to provide solutions based on their financial situation. Anita is also a committee member for the Sertoma Club of Dubuque Securities and advisory services are offered through LPL Financial (LPL), a registered investment advisor and broker/dealer (member FINRA/SIPC). Insurance products are offered through LPL or its licensed affiliates. Dubuque Bank and Trust and DB&T Investment Services are not registered as a broker/dealer or investment advisor. Registered representatives of LPL offer products and services using DB&T Investment Services, and may also be employees of Dubuque Bank and Trust. These products and services are being offered through LPL or its affiliates, which are separate entities from and not affiliates of Dubuque Bank and Trust or DB&T Investment Services. Securities and insurance offered through LPL or its affiliates are:

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Kelsey Gingrich

HR Director
Woodward Community Media

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



Ali Chapman

HR Generalist
Woodward Community Media

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

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Lisa Bowers
Chief People Officer
Dupaco Credit Union

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



Tami Brandenburg
Vice President, Member Service
Dupaco Credit Union

Tami oversees the member service team including IRAs, consultant team, processing team and member experience development team. These teams work to ensure member data is accurate, legal documents are reviewed and members are served via phone and online channels.



Jeann Digman
Vice President, Mortgage Lending
Dupaco Credit Union

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



Denise Dolan
Board of Directors
Dupaco Credit Union

Ms. Dolan is retired from Dubuque County having served as both county auditor and county treasurer. She joined the Dupaco Board of Directors in 1993 and has served on numerous committees, including four years as board chair. She is volunteer treasurer of the Dubuque County Firefighters Association Capital Fund and is a graduate of Clarke University.



Danielle Gratton
Chief Financial Officer
Dupaco Credit Union

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



Jennifer Hanniford
Vice President, Marketing
Communication
Dupaco Credit Union

Jennifer shapes Dupaco's branding and communication strategies and leads the team of talented professionals who bring it to life.



Meggan Heacock
Senior Vice President, Finance
Dupaco Credit Union

Meggan oversees the financial management and guides achievement of Dupaco's organizational objectives.



Samantha Zillig
Branch Manager
Dupaco Credit Union

Samantha oversees all aspects of member relationships and staff development at the Asbury branch and continues to promote a value-driven culture. She serves on the board of the Northeastern Iowa Credit Union League.

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

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



Ellen Goodman-Miller
Board of Directors
Dupaco Credit Union

Ms. Goodman Miller is community resource development specialist with Gronen. Ellen was first elected to the Dupaco Board of Directors in 2021 and currently serves as the vice chair. She also provides resource development, grant writing, strategic planning and political consulting services through Hawks Goodman & Associates and volunteers for numerous community organizations.



Tanya Moore
Vice President, Business Lending
Dupaco Credit Union

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



Renee Poppe
Board of Directors
Dupaco Credit Union

Ms. Poppe is senior vice president of customer service for Medline Industries. Renee was first elected to the Dupaco Board of Directors in 2010 and is currently secretary of the board. Compassionate and giving of her time, she is frequently invited by community organizations and business groups to foster discussion on leadership, and volunteers for other community groups.



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

Jill leads Dupaco's consumer and mortgage lending teams. She is responsible for developing product and mission-aligned strategies that enrich the lives of Dupaco members, and empowering employees to deliver upon them every day.



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

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



Katie McClain
Vice President, Human Resources
Dupaco Credit Union

Katie leads the day-to-day human resources team who helps find and recruit amazing talent, and who helps take care of the talented employees by keeping the human in human resources at Dupaco.



Tiffany Brandt
AVP, Branch Manager
Dupaco Credit Union

Tiffany manages all aspects of member relationships, community involvement, and team development at the Galena branch. She is an ambassador with the Galena Chamber of Commerce, serves on the board of the Northwestern Illinois Economic Development, and is a member of the Downtown Business Association.

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Kelly Ruegnitz

AVP, Branch Manager
Dupaco Credit Union

Kelly has been with the credit union for 10 years. She oversees all aspects of member relationships and staff development at the Dyersville branch. She is a district advocate with the Iowa Credit Union League.



Leslie Biver

AVP, Branch Manager
Dupaco Credit Union

Leslie has served Dupaco members in branch for the last 20 years. She engages and educates members on the credit union's products and services. She currently coaches and develops her team in the Key West branch.



Mariko Strelau

AVP, Branch Manager
Dupaco Credit Union

Mariko oversees all aspects of member relationships and staff development at the Pennsylvania branch. She serves on the board of the Asbury Area Civic and Recreation Foundation, is an ICUL district advocate and is a recent NICC Leadership Academy graduate.



Gwen Kosel

Realtor
Exit Realty Fireside

As a Dubuque REALTOR® with 20 years of real estate experience, Gwen has found that providing the best service is about putting her clients first. She is accessible, a good listener, good communicator, and a quick responder to your needs. This "client first" philosophy is her approach, and requires continuous improvement of her skills.

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Jenny Weiss

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

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



Lisa Schockemoehl

Account Executive
AssuredPartners /
The Friedman Group

Lisa has been employed with Assured Partners/The Friedman Group, for 26 years. She specializes in individual health insurance and Medicare markets. She takes time with each client to make sure their needs are met. Feel free to contact her for a quote. She can be reached at 563-556-0272.



Alyson Tasker

Box Office Manager
Five Flags Center

Alyson is the box office manager at the Five Flags Center and has been with the building 20+ years. She fell in love with the crazy world of entertainment while working as a ticket seller at the building during her time at Clarke College and has been with Five Flags ever since. In her free time she loves reading and spending time with family and the lifelong friends she made in the Dubuque Jaycees.



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McKenzie R. Blau

Shareholder

O'Connor & Thomas Law Firm

McKenzie joined the firm in August of 2012 and became a shareholder in 2018. McKenzie is licensed in Iowa and Illinois and routinely works with financial institutions in various creditor rights matters, including foreclosures of mortgages and security interests, replevins, breaches of contract and suits on notes. As an authorized field issuer for Iowa Title Guaranty, McKenzie underwrites and issues residential title policies directly to clients. McKenzie is also a member of the Dubuque County Bar Association as well as Vice Chair of the Boys' and Girls' Club of Greater Dubuque.



Jody Burns, ACP

Advanced Certified Paralegal

O'Connor & Thomas Law Firm

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



Alyssa Carlson

Attorney

O'Connor & Thomas Law Firm

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



Elizabeth M. Greene

Office Administrator

O'Connor & Thomas Law Firm

Elizabeth M. Greene joined the firm in May of 2023. As the firm's Office Administrator Lizzy is responsible for the day-to-day management and administration of the non-legal aspects of the law practice. Lizzy has her Associates of Science Degree in Business Administration and Bachelors of Science Degree in Healthcare Administration. Prior to O'Connor & Thomas Lizzy has worked as an Executive Director in Dubuque, IA. She has a passion for helping people and offers a unique perspective to her role.



Stephanie R. Fueger

Partner

O'Connor & Thomas Law Firm

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



Mary Anne Gau

Paralegal

O'Connor & Thomas Law Firm

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



Kayla M. Weber

Certified Public Accountant

O'Connor & Thomas Law Firm

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



Pam Null-Hollenbeck

Paralegal

O'Connor & Thomas Law Firm

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

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Tonya A. Trumm

Paralegal

O'Connor & Thomas Law Firm

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



Kristie Piffner

Partner

O'Connor & Thomas Law Firm

Kristie joined the firm in 1995 and is a Real Estate & Corporate Paralegal. She assists the firm with commercial and residential real estate transactions. She has experience in real estate, corporate, collections, estate planning, probate, litigation, and banking. She also enjoys planning and coordinating many of the firm's social events. She is an active member of St. Joseph's Church in Bellevue and is involved in community events in Dubuque and Bellevue. She is married to Travis and has two boys, Ethan and Tristan. During her free time, Kristie likes traveling, shopping, crafts, walking, golfing, baking, and spending time with her family and friends.



Gretchen Holl-Potter

Realtor

RE/MAX Advantage Realty

Over the last three decades, Gretchen has showcased an exceptional commitment to the real estate industry. Gretchen has guided countless clients through the intricacies of property transactions, establishing a reputation for professionalism, market knowledge, and personalized service. Gretchen's extensive experience has not only transformed houses into homes, but also turned clients into lifelong friends.

563-590-5402
gretchenpotter2000@yahoo.com



Lisa Bodnar

Realtor

RE/MAX Advantage Realty

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

563-580-5593
lisambodnar69@gmail.com



Roxanne Gartner

Realtor

RE/MAX Advantage Realty

As a dedicated Realtor at RE/MAX, I've had the privilege of surrounding myself with successful individuals, which has been a tremendous source of inspiration and motivation. My journey in the real estate industry has been incredibly rewarding, as I've had the pleasure of assisting a diverse range of clients, from first-time homebuyers to seasoned investors. I am deeply grateful to all those who have placed their trust in me to guide them through the buying and selling process, invest wisely, and refer me to their friends and family. Helping clients achieve their real estate goals is not just my profession; it's my passion.

563-495-5628
findinghomes4u@yahoo.com



Paula Bodish

Realtor

RE/MAX Advantage Realty

Paula loves helping clients, who have become her friends, find their dream home. With over 14 years real estate experience and licensed in Iowa, Illinois and Wisconsin, you can be sure she will find the home your dreaming of.

*Whether you are looking to buy or sell,
your 1st Call should be to Paula!*
563-542-4258
housesoldbypaula@gmail.com



Brianna Bresnahan

Realtor

RE/MAX Advantage Realty

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

"Let's make your real estate dreams come true!"
563-542-9014
brianna-bresnahan.remax-central.com



Kellie Hancock

Realtor

RE/MAX Advantage Realty

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

563-451-3438
Kellie@remaxdub.com

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Ashley Adams-Erschen

Realtor

RE/MAX Advantage Realty

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



Jamie Blake

Realtor

RE/MAX Advantage Realty

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

"MAKING MOVES MATTER!"

563-543-6637

jamieblakerealtor@gmail.com



Sue Conlon

Realtor®

RE/MAX Advantage Realty

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

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Multi-Million Dollar Producer



Mary Schwartz

Realtor

RE/MAX Advantage Realty

Mary has over 28 years of sales experience and is a lifelong resident of the Tri-State area. Mary's experience, expertise and knowledge of both the home buying and selling process has made her a consistent MULTI-MILLION DOLLAR PRODUCER for many years. Mary is also a Senior Real Estate Specialist and can use her expansive knowledge in that area to guide seniors along in the selling process.

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

Mary Schwartz, SRES

563.451.5805 Mary@remaxdub.com



Cathy A Blanchard

Realtor

RE/MAX Advantage Realty

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

563-543-1569

cathyablanchard@gmail.com



Sue Dietz, CRS, GRI

Realtor/Broker

RE/MAX Advantage Realty

Sue has been making home buyers and sellers dreams come true since 2001. With her impeccable customer service and expansive knowledge of both the home buying and selling process and new home construction, she walks her clients through every step of the way. Sue was born & raised in Dubuque and is licensed to sell real estate in IA, IL & WI.

563-543-2909

suedietzrealtor@gmail.com



Janice Esser

Realtor

RE/MAX Advantage Realty

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

I've Got Your Back!

Janice Esser • 563.581.6073

janiceanesser@gmail.com

janiceessersellshomes.com



Brenda Charlson

Realtor

RE/MAX Advantage Realty

For over two decades, Brenda has been a driving force in the real estate industry. With 23 years of unwavering dedication, her expertise is a cornerstone of success. This experience translates to a seamless journey for buyers, sellers, and investors alike. Beyond transactions, Brenda prioritizes building relationships, making a lasting impact in both the industry and the community. Serving Iowa, Illinois and Wisconsin.

Brenda Charlson • 563-580-2345

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Tricia Nelson
Classified Advertising Supervisor
Advertising Account Executive
TH Media

I started my career with TH Media in 2002 and have worked in the Classified Sales Department since. Over the last year I have been learning my new role as the classified supervisor, along with continuing as an Account Executive assisting local Realtors. I have learned many new valuable skills and continue to grow in each of these roles. I live in Potosi, WI with my husband Mark and my teenage son, Alex. Most of our free time is spent attending my son's sporting events throughout the year. My husband and I also enjoy taking our Can-Am UTV on new adventures.



Marty Corfman
Account Executive
TH Media

Marty has worked for THMedia since 1995. She provides print and digital advertising solutions to area Automotive dealers and coordinated the advertising for the Dubuque Area Chamber CQ Magazine and the Travel Dubuque Guide while working with many other retail accounts as well. She also collaborates with GDDC to meet the needs for area recruitment through AccessDubuqueJobs.com



Mimi VanNatta
Classifieds Inside Sales Executive
TH Media

I've been a Classified Sales Executive with the Telegraph Herald for over 25 years. I currently work just two days per week and enjoy assisting customers with their private party and auction ads. My husband John and I have three wonderful children and two beautiful grandchildren. We spend as much family time together as we can and especially love our annual vacations to the Northwoods of Wisconsin.



Kasey Copeland
Classifieds Inside Sales Executive
TH Media

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



Sarah Beighle
Classifieds Inside Sales Executive
TH Media

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



Connie Hennings
Audience Development Specialist
TH Media

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



Linda Wesenberg
Audience Development Specialist
TH Media

Linda has 35 years of experience at the Telegraph Herald. With experience in accounting and HR, Linda has worked as a Customer Service for over 30 years. Linda is married, has three children and is the proud grandmother of three. She loves traveling to exotic places while cruising the beautiful oceans.



Annette Johnson
Audience Development Manager
TH Media

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

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Tammy Neyens
Audience Development
TH Media

I started with the Telegraph Herald in June, 2023. I am from Dubuque. I work in the Audience development department and Customer service. We are focusing on continuing to provide and improve excellent customer service to our subscriber's.



Amy Gilligan
Executive Editor
TH Media

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



Megan Gloss
Features Editor
TH Media

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



Michelle London
Reporter
TH Media

Michelle has been a features reporter covering arts and culture, books, film, human interest and lifestyle topics since October 2019. She also writes a monthly local history column. When she's not writing, she enjoys reading and binge-watching obscure Scandinavian noir crime series. She loves spending time with her family, which includes four children and 10 grandchildren. She and her husband, Mark, live in Dubuque with their golden retriever Griffin, and Griffin's best feline friend, Rhys.



Allie Hinga
News Editor

Woodward Community Media

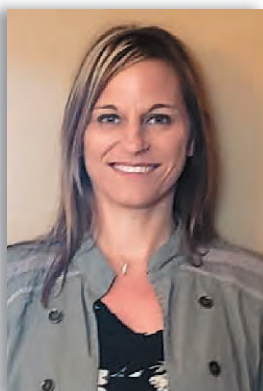
TH Media Allie Hinga is the managing editor for the Telegraph Herald and works with the local news team to help produce the best possible newspaper each day. She grew up in Texas and then lived in Missouri for a while but has called Dubuque home for more than seven years. When she isn't reading news stories, you usually can find her streaming a new show, gardening, cooking or volunteering. She and her husband, Alex, have a cat and four ferrets.



Melissa Salis
Creative Services Manager

Woodward Community Media

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



Wendy Vosberg
Advertising Account Executive
TH Media

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



Shelley Zahn
Senior Human Resources Business
Partner, VP
HTLF

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

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Jen Degenhardt
Business Risk Partner, VP
 HTLF

A graduate of the University of Wisconsin - Madison, Jen joined HTLF in 2019. She has more than 20 years of banking experience in internal audit and risk management. Jen currently serves on the board of directors for Fly-By-Night Productions, Inc., a Dubuque-based community theatre company.



Nicole Kruser
Manager of SEC Reporting, VP
 HTLF

Nicole has more than 20 years of accounting and financial reporting experience. As the Manager of SEC Reporting, Nicole is responsible for financial related SEC filings. She is a Certified Public Accountant and a graduate of the University of Dubuque where she earned her bachelor's degree and MBA.



Janet Quick
Deputy Chief Financial Officer, EVP
Principal Accounting Officer
 HTLF

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



Jeannette Ross
Director of Portfolio Management
Office, SVP
 HTLF

With over 30 years in financial services, Jeannette leads the Project Portfolio Management Office for HTLF, managing programs and projects across the organization. She has a degree in Computer Science from Clemson University, and an MBA from Queens University in Charlotte. She also holds two patents in Quality Assurance and Quality Control.



Heather Vincent
Retail Credit Officer, AVP
 HTLF

Heather has nearly 22 years banking experience, all with Heartland Financial, having served as a consumer/mortgage lender and now currently as a Retail Credit Officer. Heather has a Masters Degree from University of Wisconsin-Platteville.



Kathy Kidd
Senior Business Systems
Administrator, AVP
 HTLF

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



Claire Oberhoffer
Portfolio Manager Team Manager, VP
 HTLF

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



Cori Freihofer
TM Wire Transfer Manager, AVP
 HTLF

Cori has been with HTLF for almost 21 years. Her entire tenure has been in the Wire Transfer Department. Cori deals with all customers, both internal and external, assisting them with their wire transfer needs. In her not work time; she enjoys spending time with family and friends.

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Tracy Bechen
Business Systems Product Manager, VP
HTLF

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



Lindsey Weber
Senior Portfolio Manager, AVP
HTLF

With over 12 years of commercial credit experience, Lindsey analyzes financial data to evaluate the risk and assess the creditworthiness of individuals, companies, and institutions. Lindsey holds a bachelor's degree in accounting and business administration from Clarke College.



Kate Pineda
Wealth Management Director of
Platform Services, VP
HTLF

Kate has over 16 years of experience in the financial industry. As the Director of Platform Services, Kate is responsible for coordinating department activities across wealth platforms to support HTLF. Kate received her BS in Organizational Management from the University of Iowa and her MBA from Clarke University.



Tina Stair
Senior Business Systems
Administrator, AVP
HTLF

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



Dawn Oelke
Director of Marketing Operations, SVP
HTLF

Dawn has been with HTLF for 21 years. She is responsible for marketing operations and manages an array of initiatives and programs, while maintaining the integrity of HTLF ensuring that all messaging and branding are consistent in reinforcing the company's mission, vision and values.



Doris Hannan
Director of M&A Integration, SVP
HTLF

Doris recently celebrated her 50th anniversary at HTLF. She graduated from Loras College with a business degree and has held various positions at HTLF most recently working with acquisition integration and project management. She is also a member of various volunteer organizations in the Dubuque area.



Shelly Miller
Credit Portfolio Management Manager,
AVP
HTLF

Shelly has over 10 years at HTLF, the majority in the credit department. Shelly utilizes her knowledge of agriculture and credit in her most recent position as the team manager of the production AG portfolio. She graduated from Clarke College with a bachelor's degree in accounting.



Jessica Nelson
Reconciliation & Control Manager,
AVP
HTLF

Jessica has over 10 years of accounting and financial service experience. She is responsible for leading HTLF's reconciliation department and overseeing the reconciliation software. Jessica received her Business Administration and MBA from the University of Dubuque.



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