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SALUTE TO WOMEN

ON THE COVER: **WOMAN OF INNOVATION:** DAWN LUEKEN

WOMAN TO WATCH: IVONNE SIMMONDS-FALS • **WOMAN WHO MAKES A DIFFERENCE:** ALYCIA WILLENBRING

WOMAN OF THE YEAR: PAM JOCHUM

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'Backward and in high heels': Perhaps it's time to revisit this concept for women

There is a well-known quotation that often is referenced when it comes to women and their innate abilities.

"Ginger Rogers did everything Fred Astaire did ... only backward and in high heels."

It's meaning, derived from the two iconic dance and film legends, is that women are not only just as capable as their male counterparts, but often, we're asked (if not expected) to perform challenging tasks on an unlevel playing field.

I once found this idea inspiring and empowering. But as I've grown older, wiser and come into my own role in taking the lead now and again, somehow the idea of framing the context of a woman's achievements with fancy footwork and uncomfortable shoes doesn't slip on quite as well as it used to, especially in 2024.

Maybe it diminishes the story of our struggle for equality as women, without taking into account that the only reason Ginger had to do everything backward was because she was attempting to make her way in the world during a time when only the Freds could move forward.

Maybe it glorifies the insanity behind the idea that in order to have it all, women need to be it all, with the career, the marriage, the kids, the meticulous Pinterest-inspired home. Otherwise, we're failing.

It's not that we can't dance backward and in high heels. But should we be asked to? Do we even want to?

Perhaps an alternative might be, "Ginger Rogers did everything Fred Astaire did, only ... making a median wage still only 83.6% of Fred's? Unassertively and apologetically so as not to be labeled, ahem, a witch? Simultaneously multitasking, without adequate maternity leave?



Megan Gloss

Prettily, because, after all, she should still look good?"

None of those have the same spirited zest or style as dancing shoes.

However, maybe we could at least work on that last part: "Ginger Rogers did everything Fred Astaire did ... only forward. And wearing whatever shoes she wanted."

This year's quartet of Salute to Women award recipients embody forward thinking and momentum.

Recipients we're recognizing include Ivonne Simmonds-Fals as our Woman to Watch, highlighting an up-and-coming leader; Alycia Willenbring as our Woman Who Makes a Difference, for service and community outreach; Dawn Lueken as our Woman of Innovation, for advancements in her field; and Iowa Senator Pam Jochum, our Woman of the Year, for achievements and contributions to her community, her career field and beyond.

Nominated by their peers and members of the community, it's always a challenge to narrow down the pool of outstanding nominees received. It speaks to the multitude of female leaders moving forward and how fortunate we are to have them dancing within our community.

You can read about each of this year's award recipients in this edition, as well as flip through pages of local business advertisements saluting their female roster of employees.

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

CONTACT US

Megan Gloss
Managing Editor
563-588-5638
megan.gloss@thmedia.com

Anthony Frenzel
Managing Editor
563-588-5679
tony.frenzel@thmedia.com

Andy Kamentz
Advertising Account Executive
563-588-5699
andy.kamentz@thmedia.com

Mike Fortman
Publisher
563-588-5740 • mike.fortman@wcinet.com

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Salute *to* Women

Recognizing 4 local leaders for their work in the community

BY MEGAN GLOSS

Each year, BizTimes and Her magazines honor four local women who embody leadership, innovation, making a difference and making an impact believed to broaden as they continue their work.

Nominated by peers and members of the community, it is never an easy decision, as so many phenomenal women are brought to our attention, year after year. It speaks to the incredible wealth of these movers and

shakers among us and how fortunate we are to have them in our community.

This year, we honored our 2024 recipients with an award ceremony and breakfast on Oct. 2, at the Diamond Jo Casino Harbor Room.

Learn more about Woman of the Year Pam Jochum, Woman of Innovation Dawn Lueken, Woman Who Makes a Difference Alcyia Willenbring and Woman to Watch Ivonne Simmonds-Fals.



Woman of Innovation

Dawn Lueken



Dawn Lueken is the program manager for the crawlers construction & forestry division at John Deere Dubuque Works. Dawn is the Business Times Woman of Innovation 2024.

6 Salute to Women

BY MEGAN GLOSS • PHOTOS BY DAVE KETTERING

Dawn Lueken had always been a voracious reader. “I still am to this day,” said the 49-year-old. “Nobody loves books more than I do. I just want to get my hands on everything.”

So, it came as a surprise when the Wahlert Catholic High School and Coe College grad with aspirations of becoming an English teacher stumbled onto an unpredicted career path — in manufacturing.

“My senior year at Coe College, I had to write a 200-page honors thesis that was a culmination of everything I had learned as an English major,” Lueken said. “I picked ‘Paradise Lost,’ by John Milton, as my topic. I spent most of my senior year working on it and came to realization that being in a library and spending all my time with books was not what I wanted to do with my life, as much as I loved reading.”

While exploring what else she might like to do, Lueken landed a job interview at Pella Windows & Doors in Pella, Iowa, for a position as a cost center manager. However, the job she ended up with was for an assembly line supervisor.

“I remember calling my dad and asking him if he thought I’d like it,” Lueken said, with a laugh. “And he said, ‘I do. I do think you’ll like it.’ My parents used to own an ice cream shop in Dubuque called Duckie’s Sweets (now the brick-and-mortar location for Bob & Lou’s Coffee). They had made me the manager at one time, and I was tasked with hiring, scheduling and ordering supplies. I also has been the vice president of

the student senate and captain of the basketball team, so I had some early leadership experience.

“During the interview at Pella, they asked if I’d ever had to fire anyone. And I had. So, while I had no experience in assembly line factory work, I had lessons in leadership. And after one year at Pella, it was clear I was no longer going to grad school for English. I found something I really enjoyed in manufacturing.”

After holding multiple roles at Pella Windows & Doors between 1997 and 2004, Lueken went on to join John Deere Dubuque Works, first as a global product line manager and later as project manager.

bizTimes.biz, Dubuque, Iowa, October 2024

Today, she serves as the crawler program manager, a position she has held since 2015.

“I had met my husband, who was from Dyersville, Iowa, and we had our first daughter,” Lueken said. “Eighteen months later, we had our first son. Working full-time in manufacturing, something had to give. I just didn’t feel I could do right by my family keeping the hours I was keeping with Pella. At the same time, my husband was trying to establish his own business. I was fortunate that one of Dubuque’s premier employers was hiring. They gave me my first opportunity to bring our family back to the Dubuque area.

“I’m grateful to have landed in a career that is focused on the development of a product. There is something so meaningful about being associated with a brand that is so iconic as John Deere. Anywhere you go in the world, we are recognized. And to have gone from a book nerd to being around bulldozers everyday is pretty cool.”

Lueken’s husband, Chad, acquired Adams

Continued on page 7

“I’m grateful to have landed in a career that is focused on the development of a product.

There is something so meaningful about being associated with a brand that is so iconic as John Deere. Anywhere you go in the world, we are recognized. And to have gone from a book nerd to being around bulldozers everyday is pretty cool.”

Dawn Lueken





John Deere Dubuque Works Engineering Manager Nathan Horstman talks with Program Manager Dawn Lueken.

Continued from page 6

Architectural Millwork in 2008, also relocating the company that specializes in custom windows and doors for historic renovations to Dubuque.

The couple have continued to make the area home, raising five children, ages 13, 15, 18, 20 and 22 — all heavily involved in various athletic activities.

“I really believe in the power of sports for the qualities it instills in teamwork and confidence-building,” Lueken said.

Additionally, Lueken has gotten involved with area nonprofit organizations that have a focus on childcare solutions for busy parents, such as herself.

“Dawn has been deeply involved in increasing, enhancing and expanding childcare solutions within the community, and her selfless dedication to Dubuque Initiatives and the Parent and Caregiver Connection Employee Resource Group has had a profound impact, positively affecting the lives of many individuals in need,” said John Deere Dubuque Works colleague Arleen Wentworth. “Parents have increased childcare options for their children, more children have a safe and loving learning en-

vironment while their parents are at work, and child care employees have more opportunities for increased pay, education and job resources while at work.”

Lueken said the need for childcare cannot be underestimated.

“Ten or 15 years ago, when there were things to do, I took a lot of it on myself to get it done, and that was fine,” she said. “I think this new generation of women today are better about not just sucking it up and

not saying anything when they feel overwhelmed between their careers and their roles as parents. They are better at acknowledging when they need help and when to speak up and ask for it. They are better at empowering kids to take on some responsibilities themselves. I was fortunate to have a lot of great support from my husband, but also other family members, colleagues and

Continued on page 8



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Continued from page 7

supervisors.

“Men often get a bad rap, but there are a lot of guys out there trying hard to do right by women. I had a lot of support from men enabling me to step into the roles I’ve held.”

Women also are becoming more confident in embracing careers in male-dominated industries, including manufacturing, Lueken said.

“A lot more doors are open to women, and more women are stepping into leadership roles in this industry,” she said. “Women need to trust that they can handle hard jobs, even as moms. The world needs us. When I started, I was almost always the only woman in the room. I’ve always been able to run with the guys. I’m outspoken and confident. I like sports and played basketball. I’m almost six feet tall. So, maybe I had more masculine energy than other women. But it wasn’t until becoming a mom that I became aware of some of the disadvantages women can face.”

When it comes to being recognized for innovation, Lueken said it gave her pause.

“I’m not part of the product development, and people much smarter than me are working on what those components are,” she said. “How I might define innovation is crafting a life that is uniquely mine.

“A lot more doors are open to women, and more women are stepping into leadership roles in this industry. Women need to trust that they can handle hard jobs, even as moms. The world needs us. When I started, I was almost always the only woman in the room. I’ve always been able to run with the guys. I’m outspoken and confident. I like sports and played basketball. I’m almost six feet tall. So, maybe I had more masculine energy than other women. But it wasn’t until becoming a mom that I became aware of some of the disadvantages women can face.”

Dawn Lueken

Even with five kids, a husband with a busy job and my own career, I’ve pivoted, but I’ve never had to compromise. I live in my hometown. Things fell into place and led me to exactly where I’m meant to be. More

women should give themselves the chance to do that.”

Megan Gloss writes for the Telegraph Herald.



Congratulations DAWN LUEKEN

2024 Salute to Women Award Winner
Woman of Innovation

Your exceptional leadership, innovative thinking, and contributions to industry-leading projects motivate us all.

We are inspired by your dedication to local non-profits and desire to drive positive change in our industry and community.



Woman *to* Watch



Ivonne Simmonds-Fals

10 Salute to Women

BY MEGAN GLOSS • PHOTOS BY DAVE KETTERING

Ivonne Simmonds-Fals sees the community as fertile soil — an environment in which she has been able to plant roots, grow and continue to thrive in a plethora of creative ways.

“Dubuque is a small community, but it’s one where you can make an impact,” said the 36-year-old. “You can see the things that you do, and you can see that they matter.”

Simmonds-Fals is a senior graphic designer at Gigantic Design Co. in Dubuque, a position she has held for the past four years.

But in addition to tapping into her creative side professionally, she also is a passionate advocate for the arts.

While still a college student, she became the co-founder of Dubuque Area Arts Collective. Now located within the Smokestack, it’s an organization that has carried the mission of creating a space for younger, diverse artists to express and display their artwork for more than a decade.

Additionally, Simmonds-Fals serves on the board of directors for Dubuque Unidos, representing the area’s Latinx community; as well as being involved with the newly founded Bluff Strokes Art Center; the First Fridays committee; and Dubuque Forward, creating connections between arts and artists within the community.

A native of Colombia, Simmonds-Fals came to the United States with her mother.

“My grandmother was from Iowa, and my grandfather was from Colombia and came to University of Dubuque

bizTimes.biz, Dubuque, Iowa, October 2024

as an exchange student,” Simmonds-Fals said. “There used to be a little café across the street. They met there and fell in love.”

The couple relocated to Colombia to be closer to family, soon having a family of their own.

Simmonds-Fals’ mother, who eventually found herself as a single parent speaking no English and with little education, decided to return to Dubuque in 2005 for a fresh start.

“She was in her 50s and had to work hard, cleaning dishes and doing other physically hard jobs,” Simmonds-Fals said. “But she found good groups and positive people within the community who were willing to help. People here are very willing to do that.”

Simmonds-Fals would go on to attend Clarke University, double majoring in graphic design and painting, before working for a three-year stint in Colorado, from 2016 to 2019.


However, she found she missed Dubuque.

“I just missed the vibe of the community,” Simmonds-Fals said.

Upon landing at Gigantic Design Co., she said she found a place where she could have a platform as a graphic design artist.

“It’s a growing business,” Simmonds-Fals said. “We serve clients of all kinds, nationally and internationally. My favorite thing is being able to help other businesses get started and find their branding. You get to see the results from

Continued on page 11

A portrait of Ivonne Simmonds-Fals, a young woman with long dark hair, smiling. She is wearing a white collared shirt under a dark top. The background is a blurred indoor setting with framed pictures on the wall.

“My grandmother was from Iowa, and my grandfather was from Colombia and came to University of Dubuque as an exchange student. There used to be a little café across the street. They met there and fell in love.”

Ivonne Simmonds-Fals

“She celebrates and helps to promote the city’s vibrant artistic community,” he said. “She is fluent in Spanish and brings a rich cultural perspective to her work. Her extensive marketing knowledge and keen sense of design elevate every project she touches, ensuring that each initiative is not only visually appealing, but also effectively communicates its message. Her empathy and intelligence shine through in her interactions with colleagues and community members, fostering a collaborative and supportive environment. She goes beyond her professional responsibilities by dedicating time and resources to support and uplift others.”

Tom Culbertson, owner and partner of Gigantic Design Co.

Continued from page 10

the work you do. That’s exciting to be a part of.”

Tom Culbertson, owner and partner of Gigantic Design Co., described Simmonds-Fals as an individual with passionate dedication who has made use of her creative talents to advocate for and support the arts.

“She celebrates and helps to promote the city’s vibrant artistic community,” he said. “She is fluent in Spanish and brings a rich cultural perspective to her work. Her extensive marketing knowledge and keen sense of design elevate every project she touches, ensuring that each initiative is not only visually appealing, but also effectively communicates its message. Her empathy and intelligence shine through in her interactions with colleagues and community members, fostering a collaborative and supportive environment. She goes beyond her professional responsibilities by dedicating time and resources to support and uplift others. Her helpful nature and eagerness to contribute to the betterment of Dubuque are evident in her involvement in community initiatives. And her commitment to making Dubuque a better place reflects her deep sense of responsi-

bility and dedication as a leader.”

That quality has enabled Simmonds-Fals to serve as a mentor, particularly for young women in the Latinx community and the arts.

“She has been instrumental in helping these women find resources and assisting them in relocating to Dubuque ensuring they feel welcomed and supported in their new community,” Culbertson said. “That mentorship extends to her active encouragement of women artists, urging them to submit their work to art shows and exhibitions. Her eagerness to help others succeed demonstrates her commitment to fostering personal and professional growth among women in Dubuque. And her dedication to community service is further demonstrated by her efforts to provide care and resources to those in need.”

Additionally, Simmonds-Fals has been involved in formal mentorship programs through Dubuque Area Arts Collective. She initiated a free program for high school students interested in art and design, providing them with an opportunity to work alongside local professionals, culminating in an art show in which students were able to showcase their work.

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Simmonds-Fals further serves as a mentor for junior designers at Gigantic Design Co.

“She shares her extensive expertise in design and marketing, offering guidance and support to young employees as they navigate their careers,” Culbertson said. “Her approachable demeanor and willingness to invest time in others have made her a trusted adviser and role model professionally and personally. Through her mentorship, she has played a key role in helping shape the next generation of creative professionals in Dubuque.”

Simmonds-Fals sees such involvement as a necessity to contribute to building a healthy and vibrant community.

“It’s an important thing to get involved and to give back,” she said. “It’s what makes a community thrive. And Dubuque is a community of innovators and people who create space to do that.”

Megan Gloss writes for the Telegraph Herald.



Ivonne, thanks for all you do for Gigantic and our community. The Women to Watch award could not have gone to a more deserving and visionary individual.

Felicitaciones

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Woman *who makes a* Difference

Alycia Willenbring

14 Salute to Women

BY MEGAN GLOSS • PHOTOS BY STEPHEN GASSMAN

Alycia Willenbring discovered a passion for the environment as early as her grade school science classes, opening her awareness to a new world.

However, she never anticipated it would lead her in the direction it has.

The 33-year-old is a resource conservationist for the National Resource Conservation Service, serving Dubuque, Delaware, Jackson and Jones counties.

She began her studies at Northeast Iowa Community College, earning her associate arts degree, before embarking upon a bachelor of science degree in environmental conservation and reclamation at University of Wisconsin-Platteville.

“I actually began my studies in environmental engineering,” Willenbring said. “Then, I joined the soils team in college, and it changed the trajectory of my career. I just took such an interest in it.”

Soil conservation uses a combination of practices to protect soil from degradation. This involves continually returning organic matter to the soil.

In Willenbring’s role, she works with local farmers on how they implement crop rotation, reducing tillage, mulching, cover cropping and cross-slope farming to increase organic matter, soil structure and root depth to enhance soil health.

“It’s taking into consideration long-lasting practices that will help protect the environment,” she said.

Additionally, Willenbring pays special attention to educating women working in agriculture, implementing partnership programs and outreach opportunities to provide the resources they need to feel confident their roles.

She serves as the lead for Dubuque, Delaware and Jones counties chapters of Women, Land, & Legacy, which aims to “empower female landowners

bizTimes.biz, Dubuque, Iowa, October 2024

and farmers to be agents of positive change in their communities through active participation, educational sessions and networking opportunities,” according to its website.

“Forty seven percent of all land in Iowa is owned by women,” she said. “But historically and in farming culture, we haven’t seen women having a seat at the table or being a part of the conversation. Women, by nature, are nurturers, so they have an innate ability to offer a lot when it comes to conservation and land. My hope is that through having the resources available, we can build diversity and inclusion through environmental education.”

Willenbring also is passionate about collaboration, working across multiple organizations to implement outreach in local communities.

Continued on page 15

“I actually began my studies in environmental engineering. Then, I joined the soils team in college, and it changed the trajectory of my career. I just took such an interest in it.”

Alycia Willenbring



Continued from page 14

“Alycia planned and executed the Women & Soil event at Field of Dreams in June,” said colleague Erin Erickson. “This was an event focused toward women in agriculture, women landowners and women in the community. However, there were also some men who joined after hearing the incredible lineup of speakers that Alycia successfully set up. By planning these events for the community, she helps other women make connections to guide them on goals of their own properties.”

Colleague Jodi Enos-Berlage spoke to Wil-

lenbring’s work ethic and inclusive leadership style that consistently welcomes new ideas.

“After hearing a talk I presented at the Iowa Water Conference in September 2023, Alycia approached me with intention and enthusiasm,” Enos-Berlage said. “She shared how inspiring the talk was to her, and then said, ‘I want to do something big — a major event focused on how women can save soil.’ At the time, I had no idea what a rock star Alycia was. What she did in the nine months following simply blew me away. Honestly, I’ve never seen anything like it. With steadfast determination, she put together a team

and planned and executed an amazing event to fulfill her vision. Women & Soil at Field of Dreams was the result. She secured outstanding speakers; the amazingly appropriate venue; major radio, TV, local, regional, statewide and even national promotion.

“I will also emphasize the Alycia has done all of the above on top of her regular job and her job of being a mom of young children. She doesn’t have to take these types of projects on. She does it because she believes in how important soil health is and that we shift to more regenerative practices quick-

Continued on page 16

“I will also emphasize the Alycia has done all of the above on top of her regular job and her job of being a mom of young children. She doesn’t have to take these types of projects on. She does it because she believes in how important soil health is and that we shift to more regenerative practices quickly. She knows what is at stake. She’s making an incredible difference, with ripple effects.”

Jodi Enos-Berlage

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**Continued from page 15**

ly. She knows what is at stake. She's making an incredible difference, with ripple effects."

Additional events Willenbring has helped spearhead include a pasture and grazing field day, a farm transition event, a sourdough bread-making workshop, Wine in the Woods and a farm-to-table dinner.

"Alycia is a born motivator," said fellow committee member Carol Sherman. "Her passion for soil conservation and advocating for women landowners is inspirational. She shows all women that it is possible to have a family, a career and a passion for helping others through outreach. Other women see how her love and dedication to her family compliments her passion and drive for what she does. So many women have been inspired by her drive to help women use their voice to make change for the better, especially as it relates to our soil and water in this part of the world."

When not called to do the environmental education and outreach work she does, Willenbring and her husband are parents to two toddlers. She also is an artist by hobby, who enjoys restoration, antiquing and fixing up her family's Victorian-era home in Dyersville, Iowa.

"There are a lot of successful women out there doing it and empowering other women to do it, too," Willenbring said. "Don't be afraid to get out there."

Megan Gloss writes for the Telegraph Herald.



Woman *of the* Year

Pam Jochum

18 Salute to Women

BY MEGAN GLOSS • PHOTOS BY DAVE KETTERING

Pam Jochum didn't initially feel called to politics. "It was a journey that started when I was maybe about 20 years old," she said. "It wasn't until Tom Jochum and I started going to caucus. The next thing you know, Tom is elected, and we're going to conventions. I just found that I was so moved by some of the speeches of the candidates. It really sparked my interest in terms of a commitment to advocating for the important issues. And there are so many important issues."

Jochum, 70, serves as Iowa state senator from the 36th District and is the former president of the Iowa Senate.

A Democrat, she became a member of the Iowa House of Representatives in 1993 until being elected to the Iowa Senate in 2008.

She serves on the Appropriations, Judiciary, Rebuild Iowa, State Government and the Ways and Means committees, in addition to being the vice chair of the Labor and Business Relations, Rules

& Administration and state committees and the Administration and Regulations Appropriations subcommittee.

Locally, she worked in securing state aid for projects such as the Port of Dubuque, Crescent Community Health Center and the Bee Branch, in addition to launching statewide programs including the Iowa Health and Wellness Plan and the Iowa

bizTimes.biz, Dubuque, Iowa, October 2024

Public Information Board.

Prior to venturing into her political career, Jochum worked with her late

ex-husband, Tom, in his political endeavors. He served as a member of the Iowa House of Representatives from 1977 until 1991, encouraging Jochum to campaign for his seat.

It was in the interest of representing the couple's daughter, Sarah, who had, at a young age, been diagnosed with ring 22 syndrome, a rare genetic condition that occurs when chromosome 22 forms a ring shape, resulting in developmental delays, intellectual disability, autistic spectrum disorder and other behavioral impacts.

"I still remember the day we had her tested at the University of Iowa (Hospitals & Clinics), and the doctors told us they didn't expect to find anything," Jochum said. "They had never seen (ring 22) in Iowa before."

Further testing revealed that, at the time, Sarah was one of only 40 other Americans who had been diagnosed.

Continued on page 19



"Sarah became our example and our burning passion to advocate for the voices that needed it more strongly when it came to health care. It exposed us to another side of life. All people have something of value to offer. Whether or not a person can receive health care should not be limited to whether or not they can afford it. I'm often reminded of what Ted Kennedy so eloquently said, that health care is a right, not a privilege. No person should be denied care."

Pam Jochum

Continued from page 18

“Sarah became our example and our burning passion to advocate for the voices that needed it more strongly when it came to health care,” Jochum said. “It exposed us to another side of life. All people have something of value to offer. Whether or not a person can receive health care should not be limited to whether or not they can afford it. I’m often reminded of

what Ted Kennedy so eloquently said, that health care is a right, not a privilege. No person should be denied care.”

A Wahlert Catholic High School and Loras College graduate in speech communication, prior to running for a seat in the Iowa House of Representatives, Jochum was amassing political experience.

She served as chair of the Dubuque County Democratic Central Committee in 1982, as well as a floor whip at the Democratic National Convention in 1984.

In 1992, she made history by becoming the first woman elected to the Iowa Legislature from Dubuque County.

“I had been involved in politics for 18 years, but I really had to ponder that. And it took me a long time to decide. It was shortly after the cross burnings at Comiskey Park in Dubuque. I remember people telling me, ‘I don’t know if Dubuque is

Continued on page 20

“It was shortly after the cross burnings at Comiskey Park in Dubuque. I remember people telling me, ‘I don’t know if Dubuque is ready for a woman.’

But you don’t know until you try. I got there. I was one of the youngest women serving at the time, but luckily, there were other women there who were really great mentors to me and who helped me learn the process in a deeper way — the way you need to for a complex process like writing a law.”

Pam Jochum

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Continued from page 19

ready for a woman.' But you don't know until you try. I got there. I was one of the youngest women serving at the time, but luckily, there were other women there who were really great mentors to me and who helped me learn the process in a deeper way — the way you need to for a complex process like writ-

ing a law."

In 2008, Jochum was elected to the Senate. And in 2012 — less than two weeks after winning her second term — she was named president of the Iowa Senate.

Throughout her political career, Jochum has collected accolades recogniz-

Continued on page 21



Continued from page 20

ing her efforts.

In 1994, she was named Legislator of the Year from the Mental Health Association. The following year, she received the Jamie Barwick Award for Excellence for her contributions to the lives of children with disabilities. In 1996, she was honored with the Leadership Award from the Public Policy Institute for her efforts as chair of the Dubuque County Democratic Party. And in 2018, she received the Uncommon Public Service Award from the Hoover Presidential Foundation, presented annually to a member of the Iowa House and a member of the Iowa Senate and named for Iowa native Herbert Hoover.

Jochum announced in January, after 30 years working for the Iowa Legislature, that she would not run for re-election.

But the ripple effects from her work will continue to be seen, according to Mary Rose Corrigan, public health director for the City of Dubuque.

“Her adult life has been defined by public service,” Corrigan said. “She has played a leading role in expanding affordable health insurance coverage to thousands of working Iowans and has continually worked to expand early childhood education and ensure that our private colleges, state universities and community colleges remain affordable. For five years, Pam worked to establish the Iowa Public Information Board to ensure government transparency and access to public information and records. Her influence in Iowa law is noted in revitalizing manufacturing along with legislation in ethanol production, wind energy, solar energy and flood mitigation programs. Close to my heart is her strong advocacy for health care and public health, as demonstrated by her support for the Crescent Community Health Center through state funding, prior to their status as a Federally Qualified Health Center, and creating the HAWK-I children’s insurance program.

“As an elected leader, Pam has always sought consensus with her colleagues across the aisle. Her success happened because she worked in a bipartisan effort for all of Iowa.”

That is key in navigating any political climate successfully, Jochum said.

“Working in politics, your job is to build relationships and alliances, even if you disagree, and it’s OK if you do,” she said. “Maybe you disagree today. But maybe tomorrow, you’re on the same page, working toward the same thing. You never want to burn a bridge.”

While continuing to maintain an active schedule throughout the state, when at home in Dubuque, Jochum takes opportunities to get out in nature, biking on the Bee Branch, Heritage Trail and spending time by the Mississippi River.

“It helps bring down the stress levels,” she said. “I also just enjoy the beauty of the town we live in.”

She also encourages the next generation of women stepping into leadership roles.

“Women tend to underestimate their knowledge,” Jochum said. “You always

hear women say they’re not sure they’re qualified. You almost never hear men say that. Women have to start saying to themselves, ‘Yes, you are.’ You have the life experience, the skills, you know what it takes. The doors are open wider for women now than they were for me. I hope I was a part of helping with that so that women today can look and say, ‘Look what you can accomplish.’”

Megan Gloss writes for the Telegraph Herald.



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Rising Stars 2024



Dave Kettering

Alex Dixon, president and CEO of Q Casino + Resort honors the 2024 Rising Star Awards recipients during the award ceremony.



The 2024 Rising Star Awards Ceremony held at the Diamond Jo Casino on Sept. 18.



Telegraph Herald Executive Editor Amy Gilligan speaks during ceremony.



TH Media Publisher Mike Fortman speaks.



Alex Dixon, president and CEO of Q Casino + Resort speaks.

Rising Stars 2024 award recipients



Carissa Brown



Ryan Butler



Lauren Czeshinski



Robert Daughters



Jay Foust



Kyle Kass



Ryan Koopmann



Brandon Lynch



Callie Mescher-Fitzgerald



Jessie Schaefer



Victoria Vail



Sam Wooden

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October markets: A pause before the election



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“Dinner was just okay.”

After almost 30 years of marriage, I realized this was never the correct answer to my wife’s question about whether I liked dinner.

That being said, October is usually an okay month for stocks. While “just okay” doesn’t win me any points with my wife, that is the best way to describe October markets. Unless, of course, it is an election year.

In non-election years, the S&P 500 average return in October over the past 10 years has been almost 2%. October is quite middle-of-the-road. Unless, of course, it is an election year.

Looking back to the presidential election years since 1950, stocks in October have averaged a negative return of almost 1%. Only one October market (2004) in the past six election years has finished with a positive return. This is because stock markets don’t like uncertainty, and in the weeks leading up to the presidential elections, there is a lot of negativity in the media, and investors feel uncertain. It isn’t surprising that markets fluctuate and get more volatile in the last weeks of a major campaign.

So far this year, stocks have followed the historical election-year cycle by being overall positive with a summer dip. If 2024 follows a similar pattern, we could see stocks struggle through October until the election. In election years, stocks often find a bottom a few days before the election, which usually leads to strong November and December markets.

This presidential election year is feeling a little more uncertain than usual because:

- The campaign is very contentious.
- There is a strong chance of a widening war in the Middle East.

• China’s economy is struggling so badly that it is implementing the greatest stimulus in its history, which will affect global markets.

• Lastly, there is a major dock-worker strike at American ports.

With all these backdrops, it would not be surprising to see stocks slide some in October as markets take a breath ahead of the election.

I am staying neutral on stocks, but I am especially watching the Middle East and how an escalating war could affect oil. All that said, things are lining up favorably for stocks immediately after the election and in the fourth quarter.

I am a pretty picky eater, having grown up with consistent meat and potato fare. Then, this cute city girl came along and made me eat vegetables, rice and a whole lot of baked chicken, which was “just okay.”

Like October stocks, sometimes you have to just smile and endure it because something better is just ahead.

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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RICHARD SAYS

Looking back to the presidential election years since 1950, stocks in October have averaged a negative return of almost 1%. Only one October market (2004) in the past six election years has finished with a positive return. This is because stock markets don’t like uncertainty, and in the weeks leading up to the presidential elections, there is a lot of negativity in the media, and investors feel uncertain. It isn’t surprising that markets fluctuate and get more volatile in the last weeks of a major campaign.

Canceling subscriptions will be ‘one-click’ snap under new law

BY JON HEALEY

Music on demand. Television programs. Mobile phone service. Professional sports telecasts. Audiobooks. News. Video games. Computer software.

A growing number of products and services are being sold by online subscription, offering more convenience and customization but also a new set of problems for consumers. Companies have been accused of signing people up for

subscriptions without their consent, renewing their subscriptions without notice, and imposing a gauntlet of obstacles to anyone seeking to unsubscribe.

Californians will soon be getting more protection against these sorts of abuses, however, including the right to unsubscribe with one click of the mouse. Gov. Gavin Newsom signed into law Assembly Bill 2863 that imposes a series of safeguards on subscription contracts

signed or renewed after July 1, 2025.

The measure applies to subscriptions or purchasing agreements that automatically renew, continue until terminated or convert from free to paid automatically unless canceled. Before putting a consumer’s bill on autopilot, the law says, businesses must obtain “express affirmative consent.” In other words, no one should be surprised to find that they have been enrolled.

It also requires businesses to give customers a simple way to cancel — as simple and convenient, in fact, as the mechanism for signing up. In addition to a toll-free phone line, businesses will have to provide an online option that enables customers to cancel by clicking on a link or sending a preformatted email.

Healey writes for the Los Angeles Times.

BIZ LOCAL

MERCYONE RECEIVES ACHIEVEMENT AWARDS

MercyOne Dubuque Medical Center received the following American Heart Association “Get With The Guidelines” and “Mission: Lifeline” achievement awards:

- Stroke Gold Plus with Target: Stroke Honor Roll Elite and Target Type 2 Diabetes Honor Roll.

- Coronary Artery Disease NSTEMI Bronze.
- Coronary Artery Disease STEMI Receiving Bronze Plus.

UW RECOGNIZES MENKE WITH EXCELLENCE AWARD

University of Wisconsin System Board of Regents recognized **Carissa Menke**, of University of Wisconsin-Platteville, with a University Staff Excellence Award.

LOCAL HOSPITALS RECEIVE ACHIEVEMENT AWARDS

American Heart Association recognized the following hospitals with achievement awards for participation in Mission: Lifeline Stroke:

- Guttenberg (Iowa) Municipal Hospital & Clinics.
- Jackson County (Iowa) Regional Health Center.
- UnityPoint Health-Finley Hospital.

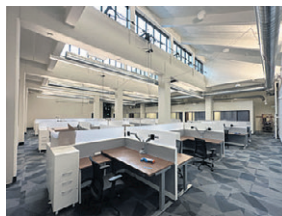
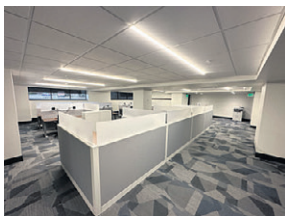
HUMANE SOCIETY RECOGNIZES VOLUNTEER

Dubuque Regional Humane Society recognized volunteer **Kathy Sigman** with the 2024 Pawsitive Impact Award.

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Value investing vs. growth investing: Which is better in today's market?

JAMES
ROYAL,
PH.D.
Bankrate.
com

He is the principal
writer and editor
for the organiza-
tion

It's the perennial question among stock investors: Which is better — growth investing or value investing? Recently, there's been little contest. Growth stocks, such as Apple and Nvidia, have handily outperformed value names. But it's not always that way, and many investors think value will once again have its day — although they've been waiting on that day for quite some time.

Here's what some top investing pros say about growth and value investing, and when we might see value investing begin to outperform again.

DIFFERENCES BETWEEN GROWTH INVESTING AND VALUE INVESTING

Many see the distinction between growth and value as somewhat arbitrary, but it's useful to lay out what might differ between the two approaches, even if it seems a bit like a stereotype.

GROWTH INVESTING

Growth investors look for \$100 stocks that could be worth \$200 in a few years if the company continues to grow quickly. As such, the success of their investment relies on the expansion of the company and the market continuing to price growth stocks at a premium valuation, as measured by a P/E ratio maybe, in later years if the company continues to succeed.

Growth stocks are sometimes also called momentum stocks, because their strong upward rise leads to more and more investors piling into them. Sometimes that movement occurs regardless of the company's fundamentals, as investors build "pie in the sky" expectations around the company. When those expectations aren't realized as quickly as some investors expect, a growth stock can plunge, though it might later rise with renewed optimism.

VALUE INVESTING

In contrast, value investors look for \$50 stocks that are actually worth \$100 today, not in a few years, if the company continues its business plan. These investors are typically buying stocks that are out of favor now and therefore have a low valuation. They're betting on the market's opinion becoming more favorable, pushing up the stock price.

"Value investing is based on the premise that paying less for a set of future cash flows is associated with a higher

expected return," says Wes Crill, senior investment director at Dimensional Fund Advisors in Austin, Texas. "That's one of the most fundamental tenets of investing."

JAMES SAYS

Regardless of their style, investors are trying to buy a stock that's worth more in the future than it is today. And both value companies and growth companies tend to expand at least a little over time and often significantly, making them some of the best long-term investments to buy. So the definitions of the terms are a bit slippery.

Many of America's most famous investors have been value investors, including Warren Buffett, Charlie Munger and Ben Graham, among many others. Still, plenty of very wealthy individuals own growth stocks, including Amazon's founder Jeff Bezos and hedge fund billionaire Bill Ackman, and even Buffett has shifted his approach to become more growth-oriented these days.

But the difference between growth and value investors can sometimes be artificial, as many investors agree. There are times when growth stocks are undervalued and there are plenty of value stocks that grow.

Regardless of their style, investors are trying to buy a stock that's worth more in the future than it is today. And both value companies and growth companies tend to expand at least a little over time and often significantly, making them some of the best long-term investments to buy. So the definitions of the terms are a bit slippery.

Typical investing wisdom might say that "when the markets are greedy, growth investors win and when they are fearful, value investors win," says Blair Silverberg, CEO of Hum Capital, a funding company for early-stage firms based in New York City.

"The 2020s are a little different," Silverberg says. "There are real tailwinds to technology companies and you can actually find value by buying great companies at fair prices."

And sometimes the difference between the two investing styles might be largely psychological.

The market sometimes overlooks the "earnings growth potential in a company just because it has been bucketed as a value stock," says Nathan Rex, chief investment officer at Eigenvector Capital in Stamford, Connecticut.

WHICH IS BETTER: GROWTH INVESTING OR VALUE INVESTING?

The question of which investing style is better depends on many factors, since each style can perform better in

Continued on page 30

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Appeals court hands the FDA a stupendous win



MICHAEL HILTZIK
Los Angeles Times

He is a columnist for the publication

Just as it began to seem that the battle against pseudoscience in medicine was being lost, a federal appeals court in San Francisco delivered a huge win for the Food and Drug Administration on its science-based regulation of stem cell clinics.

The three-member panel of the Ninth Circuit Court of Appeals found that the FDA's definition of processed stem cells as a "drug" was correct. The judges also accepted the FDA's definition of its authority to regulate clinics offering purported stem cell treatments.

"The FDA's interpretation ... is the only interpretation that makes sense," wrote Judge Jennifer Sung in her portion of a two-part unanimous ruling.

The ruling is important for the FDA's campaign against medical clinics offering unproven treatments using patients' stem cells.

Hundreds of such clinics have sprung up around the country, luring customers with claims that their treatments can address conditions including Alzheimer's, arthritis, cancer, macular degeneration, Crohn's disease, Parkinson's and even erectile dysfunction. The FDA says no scientifically validated evidence supports any of those claims, and warns the public against stem cell-related "unscrupulous hype."

This case was aimed at clinics operating under the labels Cell Surgical Network and California Stem Cell Treatment Center, which the FDA said were giving patients illegal drugs at clinics in Beverly Hills and Rancho Mirage.

The agency had earlier won a case against a Florida stem cell clinic on claims that were virtually identical to those of the California case; that ruling in federal trial court was upheld by the 11th Circuit Court of Appeals in 2021.

The defendants also included Drs. Mark Berman and Elliott Lander, the enterprises' founders and operators. Berman died in May 2022, a few months before federal Judge Jesus Bernal of Riverside ruled against the FDA in the case.

The appeals court overturned Bernal's verdict and sent the case back to him for further proceedings. Lander and the clinics didn't respond to my requests for comment on the appellate ruling.

The clinics operated by extracting a patient's fat by liposuction, processing the fat to extract stem cells and injecting the stem cells back into the patients. They typically charged \$8,900 per treatment, or a package of 12 treatments for \$41,500, the judges observed.

The defendants argued that their procedures fell within exemptions from FDA regulations. The key exemption applies to cells or tissues extracted and re-implanted in patients in a single surgical procedure. That exemption, the FDA argued, applies only when the cells or tissues aren't changed or manipulated between extraction and reimplantation.

In sum, the FDA argued that what the clinics re-implanted was no longer identical to the fat, and also that process was more than a single surgical procedure. The appeals court ruled in the FDA's favor on both points.

"This is a big victory for the FDA, patients, and the stem cell field," said Paul Knoepfler, a biologist at UC Davis

who has been tracking the proliferation of clinics selling unproven stem cell therapies for years. "It also fits nicely with (the) earlier ruling in the FDA's favor ... Together, these rulings seem coherent and establish that the FDA has the clear authority to regulate this class of unproven fat cell therapies as a drug."

MICHAEL SAYS

The clinics operated by extracting a patient's fat by liposuction, processing the fat to extract stem cells and injecting the stem cells back into the patients. They typically charged \$8,900 per treatment, or a package of 12 treatments for \$41,500, the judges observed.

Continued from page 28

different economic climates. Growth stocks might do better when interest rates are low and expected to stay low, while many investors shift to value stocks as rates rise. Growth stocks have had a stronger run in the last decade and more, but value stocks have a good long-term record.

GROWTH STOCKS CONTINUE TO OUTPERFORM

Growth stocks have been having a nice go,

with the past decade spent running up on the backs of large tech companies with massive opportunities. Tech stocks such as Meta Platforms, Alphabet, Amazon, Apple and Netflix — once named FAANG stocks — now dominate the market. As another trillion-dollar player, Microsoft also has been added to this mix.

The growth-y tech stocks — now rebranded as the Magnificent 7 — comprise a huge portion of key indexes such as the Standard & Poor's 500 and the Nasdaq-100.

In the 10 years ending in April 2021, U.S. growth stocks outperformed U.S. value stocks

by an average of 7.8% per year, according to Vanguard.

So what's been driving growth stocks higher during this era?

"Investors have become so fearful of short-term events and a low-growth economy that they are willing to pay a higher premium for growth in future years," says Rex.

"The driver for growth vs. value over the last decade has been the market's grasp for anything that could demonstrate the ability to increase earnings in a low-growth, disin-

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flationary environment,” says Jeff Weniger, head of equity strategy at WisdomTree Investments in Chicago.

Weniger points to tech and communications services stocks as winners on the growth side, while gesturing to energy and financials as stocks that struggle in this environment, “two sectors that tend to populate value indexes.” The pandemic exacerbated the disparity, as tech stocks might have thrived while old-line companies were hit harder, he says.

Low interest rates help make growth companies more attractive, too. Growth stocks tend to be less profitable, if they’re profitable at all, as the companies invest in operations. But in a low-rate environment investors overlook this lack of current profitability because the cost of money is low.

“The interest rate environment has been terrible for traditional banks,” says Norm Conley, CEO and CIO at JAG Capital Management in the St. Louis area, pointing to rates in the 2010s and early 2020s. A period with a flat yield curve in a low-rate environment cramped their earnings power, he says, and “the regulatory environment for banks has been anything but supportive since the Great Financial Crisis.”

Conley notes that many value indices are “heavily-weighted to ‘old economy,’ asset-intensive companies, during a period of massive technological growth and disruption.”

Of course, some of the growth vs. value dynamics shifted in 2022 and 2023, as the Federal Reserve rapidly raised interest rates to combat inflation. Higher interest rates led to investors fleeing growth stocks and becoming more welcoming to value stocks, at least for a while. But investors regained some of their risk appetite in late 2022 and then further as 2023 progressed with growth and tech stocks rebounding well into 2024.

VALUE INVESTING TENDS TO OUTPERFORM OVER THE LONG TERM

While growth stocks might win the short-term battle, value stocks are winning the long-term war, suggests Dr. Robert Johnson, finance professor at Creighton University and co-author of the book “Strategic Value Investing.”

“From 1927 through 2019, according to the data compiled by Nobel Prize laureate Eugene Fama and Dartmouth professor Kenneth French, over rolling 15-year time periods, value stocks have outperformed growth stocks 93% of the time,” he says.

But over a shorter period, value might outperform at a lower percentage. Johnson cites the same research showing that in annual periods value outperformed just 62% of the time.

But that’s not to say that value stocks as a whole will be winners when the market turns.

JAMES SAYS

Of course, some of the growth vs. value dynamics shifted in 2022 and 2023, as the Federal Reserve rapidly raised interest rates to combat inflation. Higher interest rates led to investors fleeing growth stocks and becoming more welcoming to value stocks, at least for a while. But investors regained some of their risk appetite in late 2022 and then further as 2023 progressed with growth and tech stocks rebounding well into 2024.

It’s important to distinguish value stocks that have permanent problems from those that might be suffering temporary setbacks or those the market has soured on for the time being.

“Value investors have always run the risk of plowing capital into stocks that are cheap for a reason and ultimately continue to underperform,” says Conley.

Such stocks are called value traps, but the same phenomenon exists with growth stocks, and investors who buy into highly valued growth names might get burned, if the companies are unable to maintain the rapid expansion that Wall Street demands.

“Both value and growth investors run the risk of investing capital at prices that, in the fullness of time, will prove to have been too high,” says Conley.

WHEN MIGHT VALUE BEGIN OUTPERFORMING GROWTH AGAIN?

The question that has been on the minds of many investors is when value stocks will outshine growth stocks. After a brief period of favor in 2022, value stocks are now less in favor again, as investors kissed and made up with growth stocks starting in late 2022. Experts point to a few factors to consider when thinking about how value again becomes the more favored approach.

One sign to watch out for: inflation. Weniger says that inflation helps value stocks more than it does growth stocks. Inflation reached its highest level in 40 years in 2022, though it’s been on the downswing since and sits at 2.9%, as of the July 2024 report.

Some traditional value sectors performed well as rising energy prices fueled inflation and increased investors’ expectations for higher interest rates. Those rises boosted energy and financial names in 2022, as investors priced in higher profits at these companies.

Value stocks are exactly where financial experts questioned in Bankrate’s fourth-quarter 2021 survey expected to see outperformance

through December 2022 as interest rates rose. But Bankrate’s first-quarter 2023 survey saw them shift allegiance to growth stocks in the year ahead, as the Fed got some rein on inflation. And Bankrate’s second-quarter 2024 survey further reinforced the pros’ preference for growth stocks in the year ahead, as interest rates are moving lower.

Many investors point to long-term studies showing that eventually the market does re-rate value stocks.

“Our research shows that value investing continues to be a reliable way for investors to increase expected returns going forward,” says Crill.

He suggests that the longer you stay invested, the more likely value is to outperform, since “history tells us value can show up in bunches.”

And a plain old “correction” in stocks or a bear market might return value stocks to favor. With lower expectations built into their prices, value stocks often don’t suffer the kind of downturn that higher-valued stocks do when the market sells off.

“Bull market leaders are often bear market laggards, so it could be that the market hitting a rough patch is what causes beleaguered value stocks to outperform, much as they did from 2000 to 2002, when that era’s go-go stocks came back to earth,” Weniger says.

BOTTOM LINE

The old debate of growth vs. value will live on, but the empirical evidence suggests that value stocks outperform over time, even if growth stocks steal the daily headlines. If they’re buying individual stocks, investors should stick to fundamental investing principles or otherwise consider buying a solid index fund that takes a lot of the risk out of individual stocks.

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HIRED: Amanda Weets as an executive assistant.

HIRED: Cole Skelton as a sales executive.

HIRED: Andrew Olseen as a claims representative.

HIRED: Ryan Clausen as an accounting manager.

HIRED: Kaylee Sandahl as a claims administrator.

HIRED: Matthew Powers as a captive coordinator.

MULGREW OIL & PROPANE CO.

PROMOTED: Logan Donahue to field team leader.

PROMOTED: Rachel Pfab to dispatcher.

MI-T-M CORP.

PROMOTED: JJ Connolly to associate production manager.

ORIGIN DESIGN

HIRED: Dan Marti as a professional land surveyor.

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PROMOTED: J.R. Bellamy to director of purchasing.

PROMOTED: Mitch Klepper to director of retail operations.

PROMOTED: Skylore Arp to hardlines field merchandiser.

PROMOTED: Nick Simpson to regional manager.

HIRED: Bill Colaluca as a purchasing manager for its corporate office.

OPENING DOORS

APPOINTED: Carol Gebhart to National Women's Shelter Network's board.

FINLEY HEALTH FOUNDATION

HIRED: Amy Schauer as director of development.

UNIFIED THERAPY SERVICES

HIRED: Maleah Georgen as an occupational therapist.

KUNKEL & ASSOCIATES

HIRED: Stephanie Murphy and Rose Drapeau as nurse case managers.

HIRED: Ben Onderick as an informa-



Gebhart



Schauer



Georgen

tion systems manager.

HIRED: Allie Cooley as a human resources generalist.

HIRED: Tyler Luensman and Hunter Acha as associate account executives for the transportation team.

HIRED: Karla Valaskey as a senior accountant.

HIRED: Barbara Miller as a facilities maintenance technician.

HIRED: Michele Blum as an account manager for the transportation team.

HIRED: Nicole Sutton as a personal lines specialist.

HIRED: Molly McCullough as a client service representative.

HIRED: Ben Yunt as an account executive on the transportation team.

HIRED: Brin Daugherty and Svetlana Kettmann as administrative assistants.

PROMOTED: Ashley Lamey to senior premier account manager.

PROMOTED: Meriah Martin to account manager.

PROMOTED: Kevin Meyers to vice president.

PROMOTED: Ireland Quinn to client service representative.

PROMOTED: Lauren Meyer to premier account manager for the commercial team.

Continued on page 36

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Altman



Coyne



Engevold



Kircher



DeSanto



Kroeger



Maddie Powers



Pfohl



Kemp

Continued from page 34

MEDONE PHARMACY BENEFIT SOLUTIONS

HIRED: Tracie Altman as a strategic account executive.

HIRED: Bradley Coyne as a mail order pharmacist.

HIRED: Rusty Barrett as a senior developer.

HIRED: Terry O'Connor as an RFP and proposal specialist.

HIRED: Julienne Joachin and Nina Allen as member advocates.

HIRED: Anna Fishel and Ninoshka Torres as senior member advocates.

HIRED: Courtney Engevold as a team lead.

HIRED: Sravani Chennupati as a BI Engineer.

PROMOTED: John Kircher to systems administrator I.

PROMOTED: Kirsten DeSanto to account manager.

PROMOTED: Grace Kroeger to strategic account executive.

PROMOTED: Maddie Powers to clinical review coordinator.

DUBUQUE FOOD PANTRY

APPOINTED: Mary Runde, Daniel Quinones and Jack McCullough to its board of directors.



Johnson



Lochner



Ruden



Schaefer



Jan Powers

VFW AUXILIARY 508

APPOINTED: Katie Tracy as president.

APPOINTED: Marilyn Noel as senior vice president.

APPOINTED: Meghan Monroe as junior vice president.

APPOINTED: Linda Lucy as secretary.

APPOINTED: Michelle Brown as treasurer.

HILLS & DALES

APPOINTED: Tony Pfohl, of The Fischer Cos., as president.

APPOINTED: Bradley Kemp, of Mid-WestOne Bank, as vice president.

APPOINTED: Nicole Johnson, of PSSI, as treasurer.

APPOINTED: Judy Lochner, a community volunteer, as secretary.

APPOINTED: Charlie Hartig, of Hartig Drug Inc., as past president.

APPOINTED: John Callahan, of Medical Associates Clinic; Eric Foy, of HTLF; Clare Gill, of Dubuque Area Chamber of Commerce; Al Krueger, a

community volunteer; Dustin Manternach, of Peninsula Pacific Entertainment; Chris Theisen, of Theisen's Home-Farm-Auto; and Jim Weber, a community volunteer, as members-at-large.

The nonprofit also appointed members to the Jamie Barwick Hills & Dales Foundation board of directors:

APPOINTED: Mike Ruden, of Origin Design, as president.

APPOINTED: Craig Schaefer, of Loras College, as vice president.

APPOINTED: Jan Powers, a community volunteer, as secretary and treasurer.

APPOINTED: Keith Sindberg, of TRI-COR Insurance, as past president.

APPOINTED: Tom Fogel, of Mulgrew Oil Co.; Brian Kane, of Kane, Norby & Reddick, P.C.; Rob McDonald, of A.Y. McDonald; Nick Patrum, of Dubuque Bank & Trust; Tony Pfohl, of The Fischer Cos.; Tori Richter, a community volunteer; Wendy Scardino, of National Mississippi River Museum & Aquarium; and Natalie Schramm, of Peninsula Pacific Entertainment, as members-at-large.

BIZ LOCAL



McCain

MCCAIN RECOGNIZED WITH SAFETY AWARD

Iowa Motor Truck Association recognized Cody McCain of Tucker Freight Lines, of Dubuque, with the 2024 Safety Advocate of the Year award.

GILBREATH SELECTED AS NATIONAL FINALIST

Beth Gilbreath, of Century 21 Signature Real Estate in Dubuque, was selected as a finalist for National Association of Realtors' 2024 Good Neighbor Award for her work in founding the Red Basket Project.

CRESCENT RECEIVES QUALITY RECOGNITIONS

Health Resources and Services Administration recognized Crescent Community Health Center, of Dubuque, with the following Community Health Quality Recognition badges:

- Bronze Health Center Quality Leader.
- Addressing Social Risk Factors to Health.
- Advancing Health Information Technology for Quality.

Chronicling the battle over AI

BY MICHAEL HILTZIK

“Supremacy: AI, ChatGPT and the Race That Will Change the World,” by Parmy Olson (St. Martin’s Press, 336 pages)

Of all the technologies that have created buzz over the last few years, by far the buzziest is what’s known as artificial intelligence — AI for short.

It’s buzzy because the chatbots and data crunchers it has produced have startled users with their human-like dialogues and test-taking skills, and also because its critics, and even some of its proponents, have raised the specter of devices that can take over human endeavors and threaten human existence.

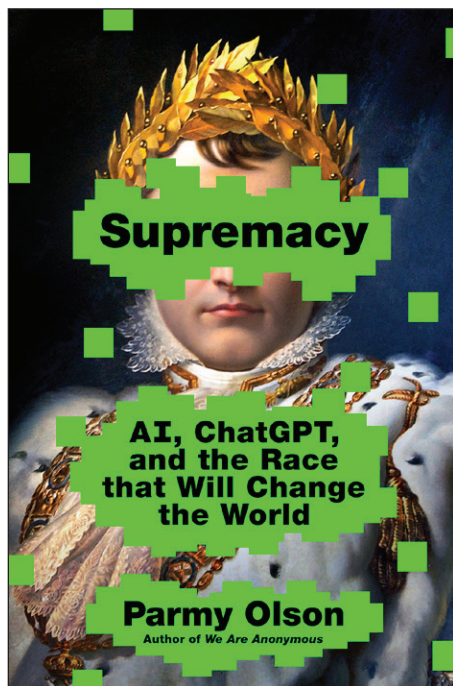
That’s what makes a new book by Bloomberg columnist Parmy Olson so exquisitely timely. “Supremacy: AI, Chat GPT, and the Race That Will Change the World” covers the corporate maneuvering underlying the development of AI in its current iteration, which is chiefly a battle between Google, the owner of the laboratory DeepMind and Microsoft, a key investor in OpenAI, a prominent merchandiser of the technology.

Olson deserves praise for the remarkable journalistic accomplishment of chronicling a business battle while it is still taking place — indeed, still in its infancy. For all the timeliness of “Supremacy,” the question might be whether it has arrived too soon. How the battle will shake out is unknown, as is whether the current iterations of AI are genuinely world-changing, as her subtitle asserts, or destined to fizzle out.

If the latter, it would not be the first time that venture investors, who have showered AI development labs with billions of dollars, all marched off a cliff together. During the past few decades, other novel technologies have come to market riding a wave of hype — the would-be dot-com revolution of the late 1990s and the cryptocurrency/blockchain revolution already showing its raggedness come to mind.

For much of her book, Olson seems overly captivated by the potential of AI; in her prologue, she writes of never having seen a field “move as quickly as artificial intelligence has in just the last two years.” According to her bio, however, she has been covering technology for “more than 13 years.” That might not have been enough to give her the historical perspective needed to assess the situation.

The core of “Supremacy” is a “Parallel Lives”-style dual biography of AI entrepreneurs Demis Hassabis and Sam Altman. The first, the founder of DeepMind, is a London-born game designer and chess champion who dreamed of building software “so powerful that it could make profound discoveries about science and even God,” writes Olson. Altman grew up in St. Louis and became mar-



St. Martin’s Press

inated in the Silicon Valley entrepreneur culture, largely through his relationship with Y Combinator, a start-up accelerator of which he would become a partner and eventually president.

Olson is a skillful biographer. Hassabis and Altman fairly leap off the page. So do several other figures involved with the AI “race,” such as Elon Musk, who co-founded Open AI with Altman and several others whose fundamental jerkitude comes across much more vividly in her pages than in those of Walter Isaacson, Musk’s adoring biographer.

Readers fascinated by high-stakes corporate maneuvering will find much to keep them enthralled in Olson’s account of the ups and downs of the relationship between Google and DeepMind on the one hand, and Microsoft and OpenAI on the other. In both cases those relationships are strained by the conflict between AI engineers focused on safely developing AI technologies and the big companies’ desires to exploit them for profit as quickly as possible.

Yet what gets short shrift in the book is the long history of AI hype. Not until about halfway through “Supremacy” does Olson seriously grapple with the possibility that there is less to what is promoted today as “artificial intelligence” than meets the eye. The term itself is an artifact of hype, for there’s no evidence that the machines being promoted today are “intelligent” in any reasonable sense.

“Overconfident predictions about AI are as old as the field itself,” Melanie Mitchell of the

Santa Fe Institute perceptively observed a few years ago. From the 1950s on, AI researchers asserted that exponential improvements in computing power would bridge the last gaps between human and machine intelligence.

Seven decades later, that’s still the dream; the computing power of smartphones today, not to mention desktops and laptops, would be unimaginable to engineers of the 1950s, yet the goal of true machine intelligence still recedes beyond the horizon.

As for the impression that today’s AI bots give of a sentient entity at the other end of a conversation — fooling even experienced researchers — that’s not new, either.

In 1976, the AI pioneer Joseph Weizenbaum, inventor of the chatbot ELIZA, wrote of his realization that exposure to “a relatively simple computer program could induce powerful delusional thinking in quite normal people,” and warned that the “reckless anthropomorphization of the computer” — that is, treating it as some sort of thinking companion — had produced a “simpleminded view ... of intelligence.”

The truth is that the inputs on which today’s AI products are “trained” — vast “scrapings” from the internet and published works — are all the products of human intelligence, and the outputs are algorithmic recapitulations of that data, not sui generis creations of the machines. It’s humans all the way down. Neurologists today can’t even define the roots of human intelligence, so ascribing “intelligence” to an AI device is a fool’s errand.

Olson knows this.

“One of the most powerful features of artificial intelligence isn’t so much what it can do,” she writes, “but how it exists in the human imagination.” The public, goaded by AI entrepreneurs, may be fooled into thinking that a bot is “a new, living being.”

Yet as Olson reports, the researchers themselves are aware that large language models — the systems that appear to be truly intelligent — have been “trained on so much text that they could infer the likelihood of one word or phrase following another. ... These (are) giant prediction machines, or as some researchers described, ‘autocomplete on steroids.’”

Olson concludes “Supremacy” by quite properly asking whether Hassabis and Altman, and Google and Microsoft, deserve our “trust” as they “build our AI future.” By way of an answer, she asserts that what they have built already is “some of the most transformative technology we have ever seen.” But that’s not the first time such a presumptuous claim has been made for AI, or indeed for many other technologies that ultimately fell by the wayside.

Hitzlik writes for the Los Angeles Times.



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Back Row - Sharlene Kline, Darla Kilburg, Becky Becker, Rhonda Johnson, Cheri Wheelan
 Middle Row - Kathy McCallister, Julie Weineke, Emily Soppe, Jamie Frett, Ellie Berns, Jenni Noonan
 Front Row - Mindy Burds, Vivian Clemen, Myrna Boyle, Deb Engler, Joan Steger

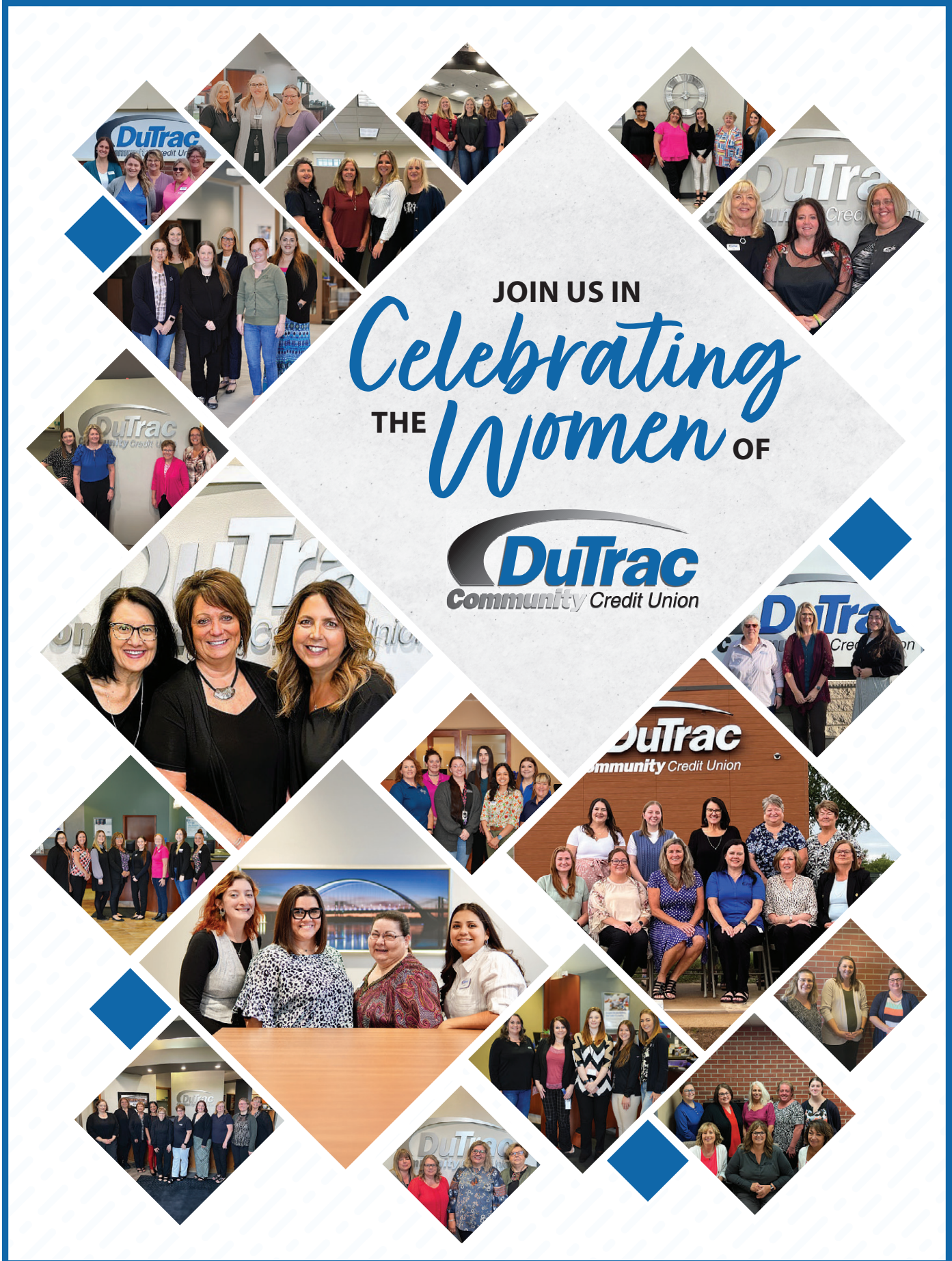
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Charlotte Martin

Share Draft Specialist

DuTrac Community Credit Union

Charlotte is a dedicated and results-driven professional serving members for the past eight years. She enjoys her role as the Share Draft Specialist ensuring positive impacts and outcomes for our members. Success to her means working hard and being dedicated. A native Dubuquer, she loves spending time with her husband and two daughters, visiting second-hand stores and going to flea markets.



Sally Duehr

Receptionist

DuTrac Community Credit Union

Sally has been with DuTrac for nine years. Sally started off as teller/receptionist and is currently working as a receptionist. She enjoys collaborating closely with her co-workers' helping members on the phone and in person. She also enjoys the volunteer opportunities DuTrac offers and participates in many of those events. Sally is a native Dubuquer and she enjoys reading and taking her favorite dog Annie on walks.



Lisa Mescher

Relationship Development Manager

DuTrac Community Credit Union

As the Relationship Development Manager at DuTrac, Lisa is passionate about working with members to create and deliver financial solutions that will put them in a better financial position all around! She prides herself in providing exceptional service and building long term relationships with those that she serves. In her free time, Lisa enjoys spending time with family, reading, and planning their next vacation!



Kris Walter

Human Resources Generalist

DuTrac Community Credit Union

Kris Walter has been the HR Generalist at DuTrac Community Credit Union for over two years. With over 25 years of experience in human resources, she helps individuals start and advance their careers in the financial world. In her spare time, she enjoys watching her daughter play volleyball and traveling. Reach out to her if you are looking for a career or career change.



Debra Reiff

Controller

DuTrac Community Credit Union

Deb is grateful for great mentors and opportunities over the past 45 years at DuTrac. Deb is an Accredited ACH Professional and earned her Certified Financial Specialist designation through the Certified Executive Program. Her greatest accomplishments are being a role model and mentor to staff, while being a wife, mom, and granny.



Angie Kruser

Branch Manager

DuTrac Community Credit Union

Angie began her career with DuTrac 22 years ago. Starting as a Lead Teller/Member Service Representative, then 13 years as a Financial Services Consultant. Angie is now the Branch Manager at the Holliday Drive location. Angie loves taking care of the members and she enjoys spending time with her family and friends.



Sherrie Keating

Community Outreach Representative

DuTrac Community Credit Union

As the Community Outreach Representative at DuTrac, Sherrie leverages her 35 years of entrepreneurial experience to help others succeed. She builds community connections and drives positive change through her work. Sherrie also serves as Secretary and Service Committee Chair for the Rotary Club of Dubuque. Despite her many accomplishments, her most cherished title remains "Mom."



Kathy Skemp

Branch Manager

DuTrac Community Credit Union

Kathy has been a dedicated member of the DuTrac team for 35 years. Currently, she serves as Branch Manager of the Asbury Main Office. Kathy is passionate about fostering growth and development among her staff and assisting members with their financial needs. Kathy and her husband Steve enjoy walking at Eagle Point Park and the River Front area.

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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



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.

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 jamieblakerealtor@gmail.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



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



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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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.

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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



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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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.rem-max-central.com



Lisa Bodnar

Realtor

RE/MAX Advantage Realty

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

563-580-5593
lisabodnar69@gmail.com



Lauren Minert

Human Resources Manager
Kunkel & Associates

Lauren Minert, a native of Clear Lake, Iowa, is the Human Resources Manager at Kunkel & Associates in Dubuque, Iowa. With a Bachelor's degree in Marketing from The University of Iowa, Lauren has significantly impacted her field and community. She serves as President of the Tri-State Human Resource Association and Marketing Director for the Women's Leadership Network of Dubuque. Her leadership has earned her recognition, including the "Up & Coming Leader" from Women of Achievement, "Woman to Watch" from Salute to Women, and the Telegraph Herald's "2021 Rising Star." Lauren's commitment to her community is evident in her professional achievements and active engagement in various local initiatives.



Paula Behr

Realtor

EXIT Unlimited Dubuque

Paula is a full-time real estate professional with 33 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 that enables growth and sustainability. Kim is a certified 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 Stonehill Communities and volunteers her time on several local committees. Kim previously served as President of the Board of Directors for Opening Doors, The Women's Leadership Network, and the Fountain of Youth. Kim is married with four children.



Allie Cooley

Human Resource Generalist
Kunkel & Associates

Allie Cooley is a Human Resources Generalist at Kunkel & Associates. She earned her Bachelor of Business Administration in Business Management with a focus on Human Resource Management from the University of Wisconsin-La Crosse. Her academic background fuels her enthusiasm for ongoing learning and development. Allie's connection with Kunkel & Associates began as an intern, where she developed a deep appreciation for the company's culture and values. In addition to her role at Kunkel & Associates, Allie actively participates in professional organizations such as SHRM, Delta Sigma Pi, TRIHRA, and YP, which have further honed her organizational, communication, and interpersonal skills. Outside of work, Allie loves connecting with people, spending time on the Mississippi River, traveling, and working on her pickleball game.



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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.



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. She is currently pursuing her master's in Management – Organizational Diversity and Inclusion.



Cori Freihoefer

**TM Wire Transfer Manager, AVP
HTLF**

Cori has been with HTLF for 22 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.



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.



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.



**Shelley Zahn, MOL,
SHRM-CP**

**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.



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.



Jen Degenhardt

**Business Risk Partner and Operational
Risk Manager, 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.

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Doris Hannan
 Director of M&A Integration, SVP
 HTLF

Doris celebrated her 51st 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.



Jessica Nelson
 Reconciliation & Control Manager, VP
 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.



Dawn Oelke
 Director of Marketing Operations, SVP
 HTLF

Dawn has been with HTLF for 22 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. Dawn volunteers at Clarity Clinic and Mary's Inn Maternity Home.



Bri Galloway
 Accounting Systems Administrator, AVP
 HTLF

With over 18 years of experience with HTLF, Bri works in Finance and helps manage several finance applications. She works with application leaders to support their business needs and helps to align our financials to the proper General Ledgers. She is also among the systems acquisition/merger team. She has her bachelor's in accounting from Clarke University.



Leah Nadermann
 Small Business Underwriting Manager, VP
 HTLF

Leah has 17 years of banking and credit experience with HTLF. As the Small Business Underwriting Manager, she leads a team of underwriters who analyze the financing needs of current and prospective clients of the bank. Leah holds a bachelor's degree in Finance and Management from UW-Platteville.



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.



Kelsey Gingrich
 HR Director
 Woodward Community Media

Kelsey received her B.B.A with a double major in Human Resource Management and marketing from the University of Dubuque and her MBA with an emphasis in Human Resources Management from Upper Iowa University. She also became a SHRM Certified Professional in 2020. She has been with WCI for just over 9 years and is currently the HR Director.



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 with an emphasis in Human Resources Management from the University of Wisconsin-Platteville. Ali became a SHRM Certified Professional in June 2024. 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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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.F.E 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!



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.



Bobbie Jost

Sales and Partnerships Manager
Five Flags Center

Bobbie is the Sales & Partnership Manager at Five Flags Center, although new to this role she has 10+ years of experience in sales, marketing, and business development. Bobbie is excited to bring new life to Five flags by partnering with local companies for maximum exposure in both the arena & theater!



Hilary Fiene

Chief Office Manager
Stateline Solar

Hilary worked alongside her husband to create Stateline Solar in 2017. They were among the first companies to offer solar services to the state-line area. Since then, they have served over 575 customers with solar panel systems, battery backup and EV charging stations. They pride themselves on being a local, family-owned business.



Kennedy Brawner

Administrative Assistant
Stateline Solar

Kennedy joined Stateline Solar in January of 2022 as the Administrative Assistant. Her outstanding customer service skills and energetic personality has been a great addition to the Stateline Solar team. Outside of work, Kennedy enjoys spending time with her friends and cat, Puddles.

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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



Gwen Kosel

Realtor

Exit Realty Fireside

As a Dubuque REALTOR® with over 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 always her approach.... Always Available, Always Local!

BUY SELL ♥ DUBUQUE!

563-590-6577

GetMovingDBQ@icloud.com
GetMovingDBQ.com



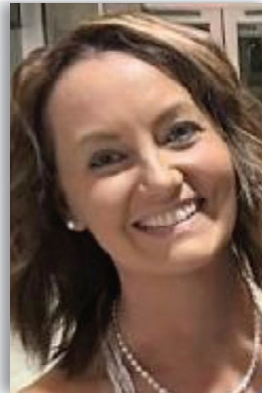
Michelle R. Rachal, MBA

Treasury Management

Payments Consultant

U.S. Bank

Michelle Rachal, Vice President, Treasury Management Payments Consultant at U.S. Bank for the Tri-State Area. Responsible for developing and executing a comprehensive financial management and working capital plans for clients. Rachal received her MBA from University of Iowa. Rachal 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..



Kristi Foxen

VP Performance Excellence Specialist

& Disability Cancer Support

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.



Andrea D. 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 17 years of banking experience, she provides support to our commercial clients and relationship managers in a variety of areas. Outside of work, I'm 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. In my free time, I enjoy spending time with my husband, our daughter, enjoy gardening, camping and golf.



Carla Gaherty

VP Wealth Management Banker

Dubuque Main

U.S. Bank

Carla Gaherty, VP, Affluent Wealth Management Banker for U.S. Bank. Carla's passionate in finding the right solutions while enhancing each client's experience and building long lasting relationships, while providing solutions and collaborating with my bank partners to bring you a holistic approach to personalized strategies to help you work toward your financial goals. Outside of work, I volunteer with Junior Achievement, past board member of St. Marks Youth Enrichment, and actively mentors fellow co-workers. In my free time, I enjoy spending time with my husband, our children, family, friends, and our pups. We enjoy playing cards and boating.

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Lisa Schockemoehl

Account Executive

AssuredPartners

Lisa has been employed with Assured Partners for 27 years. Her focus markets are Marketplace health insurance, dental, and Medicare supplements. She works with clients to assist them when setting up their coverage options. She can be contacted at 563-556-0272.

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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



Robin McEnany
Mortgage Loan Officer
Greenstate Credit Union

Robin is a mortgage loan officer at GreenState Credit Union with 27 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 Multicultural Family Center and Vice President for the Northeast Iowa Chapter of Credit Unions.



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



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



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



Katie Koerperich
Realtor
American Realty

I am a full-time Realtor at American Realty & I genuinely love what I do! Born & raised in the Dubuque area, I bring valuable insights of the local market for my clients. As a former educator and Spanish/English interpreter, I am equipped with strong management and communication skills. I pride myself on efficient planning, keen attention to detail, relationship building, respect & trust to ensure a smooth buying and selling process for all. Whether you're buying your first home, selling a cherished property, or investing in real estate, I'm here to guide you with energy & expertise!

Call Me: 563-564-5160
or Email: katiekoerperichrealtor@gmail.com



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



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Lisa Bowers
Chief People Officer
 Dupaco Credit Union

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



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.



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 during her years on the board, including four years as board chair. Denise is volunteer treasurer of the Dubuque County Firefighters Association Capital Fund and is a graduate of Clarke University in Dubuque.



Ellen Goodman-Miller
Board of Directors
 Dupaco Credit Union

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



Renee Poppe
Board of Directors
 Dupaco Credit Union

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



Meggan Heacock
SVP, Finance
 Dupaco Credit Union

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



Jill Schweikert
SVP, Consumer and Mortgage Lending
 Dupaco Credit Union

Jill leads Dupaco's consumer and mortgage lending teams and guides the credit union's leadership and board of directors. She develops and implements strategies and goals that amplify the credit union's success and empower and enrich the lives of Dupaco members.



Tami Brandenburg
VP, Member Service
 Dupaco Credit Union

Tami oversees the member service team including IRA's, consultant team, member service operations team, and the contact center. These teams work to ensure member data is accurate, legal documents are reviewed and members are served via phone and online channels.

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Olivia Burger

VP, Business Lending
Dupaco Credit Union

Olivia offers nine-plus years of commercial lending expertise to her clientele. She is dedicated to helping members achieve their goals by showcasing everything the credit union has to offer while building a lifelong partnership in the process.



Jeann Digman

VP, Mortgage Lending
Dupaco Credit Union

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



Erin Engler

VP, Community Outreach and Education
Dupaco Credit Union

Erin and her team develop partnerships with community organizations and businesses to deliver financial education through these and other community outlets.



Jill Gogel

VP, Fraud Services
Dupaco Credit Union

Jill leads Dupaco's fraud team which plays a crucial role in safeguarding Dupaco members and the organization against fraudulent activities. Her team ensures that the organization remains vigilant and proactive in combating fraud.



Katie McClain

VP, Human Resources
Dupaco Credit Union

Katie leads the human resources team at Dupaco, where she finds and recruits amazing talent. She ensures the well-being of employees by keeping the human in human resources. Katie develops, implements and manages the HR function for the credit union, focusing on policy development, compensation management, performance appraisal processes, employee relations, benefits, recruitment and retention strategies, organizational development, counseling, orientation, record compliance and generating reports and statistics. Katie also serves as the current chair/president at the non-profit Opening Doors Dubuque.



Tanya Moore

VP, Business Lending
Dupaco Credit Union

Tanya has been in the banking industry for more than 24 years. She puts that experience to use by working collaboratively with entrepreneurs. Tanya is passionate about understanding each owner's business and helping them grow by tailoring every loan to their specific needs. She strives to build strong relationships with business owners through personal service and trust.



Jennifer Hanniford

VP, 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.



Jackie Carl

Principal
Honkamp, P.C.

Jackie has nearly 30 years of tax and audit experience, including 24 years with one of the largest accounting firms in the country. She joined Honkamp in 2023 and is a Certified Public Accountant with expertise in handling large, complex pass-through and corporate returns, as well as providing tax consulting for businesses and individuals.

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Katie Thomas
President & CEO
Honkamp, P.C.

As president and 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.



Brianna Bautsch
Assurance Manager
Honkamp, P.C.

Brianna has 8 years of experience in the assurance field. She specializes in the construction and nonprofit industry. She is a Certified Public Accountant and Certified Construction Industry Financial Professional.



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 has 10 years of experience in her field and is a Certified Public Accountant.



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 9 years of tax experience.



Jennifer Daughetee
Principal
Honkamp, P.C.

Jenny recently retired from leading the administrative, corporate accounting and human resource teams for the firm and remains a resource to Honkamp. 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.



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.



Crystal Francois
Business Development Manager
Honkamp, P.C.

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



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 and retention.

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Karla Hagerty
Principal
Honkamp, P.C.

Karla has more than 20 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.



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 25 years of experience in public and private accounting.



Heidi Hermsen
Assurance Supervisor
Honkamp, P.C.

Heidi has almost 8 years of experience in the assurance field. She specializes in the employee benefit plan industry and works heavily in the gaming, retail and manufacturing industries. She is a Certified Public Accountant.



Renee Hesselman
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.



Shannon Hunter
Director of Business Intelligence,
Shareholder
Honkamp, P.C.

Shannon has 20 years of experience in public accounting. She specializes in working with the firm and clients to analyze and improve their business operations and financial reporting processes. Shannon is a Certified Public Accountant, a Personal Financial Specialist, a Chartered Global Management Accountant and an Advanced QuickBooks Online ProAdvisor.



Natalie Kane
Accounting Supervisor
Honkamp, P.C.

Natalie has been with Honkamp since 2016. As accounting supervisor, she manages production, mentors staff, maintains client contacts, analyzes complex financial data and prepares and reviews financial and tax reports. Natalie has 11 years of experience in her field and is a Certified Public Accountant.



Caissa Tuley
Assurance Supervisor
Honkamp, P.C.

Caissa is a Certified Public Accountant who has been with Honkamp since 2019. As an assurance supervisor, she works in teams to plan for and execute financial statement audits, reviews audit workpapers prepared by others, trains and mentors staff, establishes and maintains client relationships, monitors compliance with both auditing standards and Honkamp policies and ensures quality service is provided to clients.



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.

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Kaitlyn Klein

Tax Supervisor
Honkamp, P.C.

Kaitlyn has been with Honkamp since 2017. As a tax supervisor, she mentors staff, manages the internship program, leads tax trainings, prepares and reviews tax returns and assists clients with tax planning. Kaitlyn has 7 years of experience in her field and is a Certified Public Accountant.



Sue Lawler

Shareholder
Honkamp, P.C.

Sue has more than 25 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.



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.



Sarah Lindenberg

Accounting Manager
Honkamp, P.C.

Sarah has been with Honkamp since 2016. As accounting manager, she manages production, mentors staff, maintains client contacts, analyzes complex financial data and prepares and reviews financial and tax reports. Sarah specializes in the franchise industry and is a Certified Public Accountant.



Ashley Meade

Senior Assurance Manager
Honkamp, P.C.

Ashley has 10 years of experience in public accounting serving a variety of clients in the private sector and employee benefit plans. She oversees teams as they complete audits, reviews and compilations. She is a Certified Public Accountant and a member of the WICPA and ISCPA, and she has completed the AICPA's Intermediate Employee Benefit Plans Certificate.



Stephanie Mettelle

Shareholder
Honkamp, P.C.

Stephanie has more than 18 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.



Erin Milestone

Principal
Honkamp, P.C.

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



Holly Cushman

Shareholder
Honkamp, P.C.

Holly has 25 years of tax experience, including nearly 20 years as a tax director at a Dubuque law firm and over four years with a Big Four accounting firm. She joined Honkamp in 2023 and is a Certified Public Accountant, specializing in individual and fiduciary tax planning, compliance, and tax research.

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Mary Catherine Mullen

Tax Production Supervisor
Honkamp, P.C.

Mary Catherine has held supervisory positions the last 8 of her 12 years of experience at the firm. She specializes in tax workflow, production and reporting. Her specialties include e-filing tax returns, updating processes for efficiency and streamlining tax production throughout the firm with automation innovation and implementation.



Stephanie Noll

Tax Supervisor
Honkamp, P.C.

Steph has 9 years of experience in her field and has been with Honkamp since 2015. As tax supervisor, she manages tax production, mentors staff, assists with tax planning and prepares and reviews complex individual tax returns. Steph is a Certified Public Accountant.



Kim Oberbroeckling

Business Application Supervisor
Honkamp, P.C.

Kim has been with Honkamp since 2022. As business applications supervisor, she maintains internal corporate applications, develops and supports automation processes between systems and mentors staff. Kim has over 20 years of experience in software design, development and support.



Jessica Odefey

Business Services Manager
Honkamp, P.C.

Jessica has 10 years of experience in the billing and administrative field. In her role as business services manager, she manages the implementation of firm initiatives, oversees and coordinates firm project management and reporting, and leads the firm's accounts receivable and administration teams. Jessica also manages the Honkamp facilities department and staff.



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.



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).



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.



Courtney Schultz

Learning & Development Manager
Honkamp, P.C.

As Honkamp's learning & development manager, Courtney oversees the implementation of the firm-wide learning program which includes the development of curriculums according to industry standards. She has over 10 years of training experience specializing in new hire onboarding and orientation, content development, coaching and project management.

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Kaci Simon

Benefits Manager
Honkamp, P.C.

Kaci has been with Honkamp since 2015. As benefits manager, she designs and executes the total reward package for employees of Honkamp. Kaci has 10 years of experience in HR, is a SHRM Senior Certified Professional and a Certified Employee Benefits Specialist.



Julie Squiers

Tax Manager
Honkamp, P.C.

Julie has more than 12 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.



Tricia Sullivan

Marketing Manager
Honkamp, P.C.

Tricia has 11 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.



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.



Kindra Udelhoven

Administrative Supervisor
Honkamp, P.C.

Kindra has been with Honkamp since 2017. She supervises the Platteville, WI administrative team and seasonal interns, provides training and support for administrative coordinators firm wide, upholds customer service standards with client contacts and coordinates assistance for both internal and external connections. Kindra has a total of 12 years of experience within the administrative field.



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.



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.



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.

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Alissa Wong
Accounting Supervisor
Honkamp, P.C.

Alissa has been with Honkamp since 2017, progressing through various roles to her current position as accounting supervisor. She trains and mentors interns and junior staff, analyzes financial statements, prepares and reviews individual tax returns and manages production. With her experience in public accounting and tax, Alissa enjoys inspiring the next generation of public accountants.



Tricia Nelson
Classified Advertising Supervisor
Advertising Account Executive
TH Media

I started my career with TH Media in 2002 and have worked within the Classified Sales Dept. since. In May 2022, I was promoted to Classified Supervisor and along with also being an account executive assisting local Realtors, I work closely with our Retail advertising and Marketing dept. I live in Potosi, WI with my husband Mark and son, Alex. Most of our free time is spent attending my son's sporting events whether on a field, a court or a diamond!



Marty Corfman
Account Executive
TH Media

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



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.



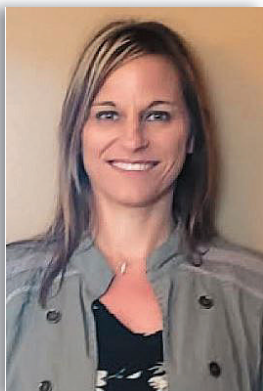
Sarah Beighle
Classifieds Inside Sales Executive
TH Media

Sarah has been assisting customers at the Telegraph Herald for over 30 years. Time sure flies! She enjoys getting to know her customers and provides assistance with classified and recruitment advertising in print and digital.



Jodi Dodd
THM/WCM Marketing Manager
TH Media

Jodi has worked for TH Media for nearly 33 years and has recently been promoted to the role of THM/WCM Marketing Manager. In her new position, Jodi oversees all marketing efforts and coordinates various TH Media events. Some of the noteworthy events include the Rising Star Awards, Salute to Women Awards, Tri-State Farm Families of the Year, and Her Night Out.



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.



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 twenty years of casino advertising experience. She graduated from Clarke University and has won several design awards from the AAF and Graphic Design USA.

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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.



Christie Rang
Senior Account Services Manager
 Boyd Gaming Corporation

Christie Rang is a Senior 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 fourteen 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 over thirty years of casino advertising experience.



Sarah Berger
Vice President of Financial Reporting & Accounting
 Boyd Gaming Corporation

Sarah Berger is the Vice President of Financial Reporting and Accounting at Boyd Gaming Corporation. With over eight years in public accounting and eleven 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.



Jennifer Cox
Director of Financial Operations
 Boyd Gaming Corporation

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.



Michelle 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 fifteen 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.



Erin Hefel
Senior Creative Manager
 Boyd Gaming Corporation

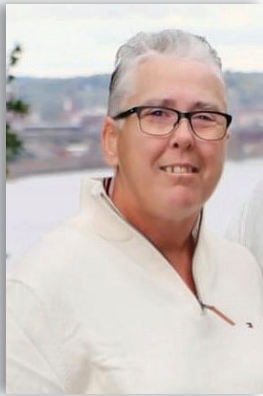
Erin Hefel is a Senior Creative Manager for Boyd Creative Services, the in-house advertising agency for all Boyd Gaming properties. She leads a regional team of designers and has over twenty years of experience in design/advertising. Erin is a graduate of Clarke University and has won several design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



Mandy Hruby-Carstensen
Regulatory Compliance Manager
 Diamond Jo Casino

Mandy Hruby-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 over twenty-five years of experience in state and federal governments.

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Michelle King
Cage Manager
Diamond Jo Casino

Michelle King has been with Diamond Jo Casino for five years and is currently the Cage Manager. She has over ten years customer service in the gaming industry. She is a member of the diversity team at the Diamond Jo Casino. She is a supporter of the American Breast Cancer Society, the American Diabetes Society, and the LGBTQ+ community. She believes in helping others and making them smile.



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.



Lisa Potter
Assistant Casino Operations Manager
Diamond Jo Casino

Lisa Potter has been a Manager at Diamond Jo Casino for five years and has over twenty-six years of experience in the Table Games Department. She is responsible for everyday operations, customer relations, staffing, and overseeing Table Games, Slot Department, and casino bar operations. She truly enjoys working with her team and customers from near and far.



Haley Meyer
Assistant Casino Operations Manager
Diamond Jo Casino

Haley is an Assistant Casino Operations Manager and oversees table games, slots, and casino beverage. She has experience as a cage cashier, auditor, and supervisor. Haley graduated from Loras College in 2018. Her favorite part about her current role and the gaming industry is the opportunity to learn new things.



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.



Amy Davis
Casino Host
Diamond Jo Casino

Amy Davis is a Casino Host at Diamond Jo Casino, where she has worked for eighteen years. She is a graduate of Leadership Dubuque and has held many positions within the casino industry over the last thirty years. Her role as a Casino Host is constantly evolving and she welcomes opportunities for growth in her career.



Teri Bisdorf
Executive Host
Diamond Jo Casino

Teri Bisdorf is an Executive Casino Host at Diamond Jo Casino and has 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.



Robin Bishop
Casino Host
Diamond Jo Casino

Robin Bishop is a Casino Host with Diamond Jo Casino with five years of casino experience. She began her career as a Food and Beverage Supervisor before transitioning to Marketing. Responsibilities include building great relationships with players and providing exceptional guest customer service. She looks forward to many years helping take care of guests' needs at Diamond Jo.

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Raneisha Ross

Casino Host
Diamond Jo Casino

Raneisha Ross is a Casino Host at Diamond Jo Casino. She worked as a casino VIP Ambassador for a year and was recently promoted to casino host. She is a recent graduate of Northeast Iowa Community College with a degree in Health Information Management and has previously held positions in Human Services and Recruiting.



Kate Banwarth

Audit Senior Associate
Eide Bailly

Kate has been with Eide Bailly since 2018 and currently serves as an Audit Senior Associate. She received her bachelor's degree from the University of Northern Iowa. Outside of work, Kate enjoys spending time with family and friends, working on various arts and crafts projects and spending time outdoors.



Kelli Breitbach

Tax Manager
Eide Bailly

Kelli has been with Eide Bailly since 2011. She is a Tax Manager with the firm, specializing in tax return preparation and planning for individuals and small businesses. She has deep roots in the Dubuque area, where she currently resides with her husband and 5 children.



Sarah Cooke

Audit Associate
Eide Bailly

Sarah recently transferred to the Dubuque Eide Bailly auditing team. She attends Upper Iowa University and is working towards her MBA in Accounting. Sarah resides in Wisconsin and enjoys spending time with her family, traveling, biking, and cheering on the Green Bay Packers.



Joan Dondlinger

Administrative Lead
Eide Bailly

Joan has 45 years of experience in the Assurance and Administrative area at Eide Bailly. She is an Administrative Lead with an ability to organize and prioritize tasks. She is a graduate of NICC. In her free time, she enjoys spending time outdoors with friends and family.



Felicia Gibbs

Tax Senior Manager
Eide Bailly

Felicia has been with Eide Bailly since 2016 and was recently promoted to Tax Senior 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.



Heidi Groenenboom

Administrative Assistant
Eide Bailly

Heidi started at Eide Bailly in January 2024 as a Tax Administrative Assistant. She graduated from Kirkwood and resides in Edgewood with her boyfriend and two dogs. Outside of work, she enjoys weight training, traveling, gardening, baking, UTV rides, and spending time outdoors.



Caitlin Miller

Audit Manager
Eide Bailly

Caitlin 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.



Emily Hansen
Audit Senior Manager
Eide Bailly

Emily has been with Eide Bailly since 2015 and currently serves as an Audit Senior Manager in the healthcare industry. She received her bachelor's degree from Iowa State University in Accounting and Finance. In her free time, she enjoys spending time with her family, playing board games, and volunteering in the community.



Megan Jackson
Audit Senior Associate
Eide Bailly

Megan has been with Eide Bailly since 2021 and currently serves as a Senior Associate. She received her bachelor's degree from Loras College. In her free time, she enjoys spending time outdoors with family and her two dogs.



Karen Jess
Audit Manager
Eide Bailly

Karen has been with Eide Bailly for 29 years. She currently serves as an Audit Manager with a focus in the nonprofit industry. Karen is a member of the NICC business advisory board, Iowa Association of Community Providers finance committee and St. Joseph Parish finance council. In her free time she enjoys spending time outdoors and girls night out with friends.



Carmen Krantz
Tax Partner
Eide Bailly

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, take a vacation or two.



Brooke Kremer
Outsourced Payroll Senior Associate
Eide Bailly

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.



Olivia Kremer
Healthcare Reimbursement Associate
Eide Bailly

Olivia has been with Eide Bailly for one year and currently serves as a Healthcare Reimbursement Associate. She received her bachelor's degree from the University of Iowa. In her free time, she enjoys cheering on the Iowa Hawkeyes, boating with family and friends at Lake Delhi, going to concerts, and playing pickleball.



Ava Kunkel
Audit Associate
Eide Bailly

Ava has been with Eide Bailly since June 2024 and currently serves as an Audit Associate. She received her bachelor's and master's degrees from the University of Wisconsin-Platteville. She recently passed her CPA exams. In her free time, she enjoys reading, hiking, and spending time with family.



Jenna Lovell
Healthcare Reimbursement Manager
Eide Bailly

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

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Gwen Moser

Audit Partner
Eide Bailly

Gwen is in the 34th year of her career with Eide Bailly. She specializes in serving as an advisor to both the healthcare and non-profit industries. During her free time, she enjoys spending time with her family and cheering on the Minnesota Vikings.



Brianna Nelson

Tax Senior Associate
Eide Bailly

Brianna has been with Eide Bailly since 2021 and currently serves as a Senior Associate. She received her bachelor's degree from Loras College. In her free time, she enjoys reading, playing cards, and boating/kayaking in the summer.



Kirstin Quinones

Audit Senior Associate
Eide Bailly

Kirstin started at Eide Bailly as an Audit Associate and has since assumed the role as an Audit Senior Associate. This past year, Kirstin got married to her husband, John whom she met at Loras College. The two of them currently reside in Dubuque.



Layla Quinones

Audit Senior Associate
Eide Bailly

Layla has been with Eide Bailly since June 2023 and currently serves as an Audit Associate. She received her Associate's degree from Northeast Iowa Community College, and Bachelor's degree from Loras College. She is currently studying for the CPA exam. In her free time, she enjoys listening to music, watching her favorite shows, spending time with close ones, and traveling.



Nicole Ressler

Office Administrator
Eide Bailly

Nicole has been employed with Eide Bailly for 9 years, and currently serves as the Office Administrator. She enjoys spending time with her family and friends, going on walks, and attending local events. Nicole resides in Cascade with her husband and two children.



Nathalie Schmidt

Outsourced Payroll Associate
Eide Bailly

Nathalie has been with Eide Bailly since 2020 and currently serves as an Outsourced Payroll Associate. A graduate of NICC, Nathalie current resides south of Dubuque with her husband, newborn daughter, and their four dogs.



Renae Schueller

Outsourced Bookkeeping Senior Associate
Eide Bailly

Renae started at Eide Bailly in 1998 and is a senior member of the Outsourced Managed Services Teams. 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.



Jolene Werlein

Administrative Assistant
Eide Bailly

Jolene joined Eide Bailly as an Administrative Assistant in January 2024. She covers general office administrative duties, including answering the phone and greeting clients, as well as both tax and audit related processing and projects. She enjoys crafts, movies and tv shows, and playing the clarinet in area music groups. She and her husband, James, live in Platteville with their cat, Penelope.

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Alma Mrzljak
Senior Treasury Management Officer,
VP
Dubuque Bank & Trust,
a division of HTLF Bank

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.



Azure Ginter
On-Site Manager
NMLS ID# 2496788
Dubuque Bank & Trust,
a division of HTLF Bank

With over 10 years of banking experience, Azure oversees the Grandview branches day-to-day operations and customer relations. She is graduate of the University of Iowa and Iowa Lakes Community College.



Brittany Loeffelholz
Wealth Advisor, VP
DB&T Investment Services

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

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Deanne Hayes
On-Site Manager
NMLS ID# 1696011
Dubuque Bank & Trust,
a division of HTLF Bank

Deanne is the On-Site Manager for Dubuque Bank & Trust, Farley Branch. She has over 35 years of experience in customer service, 15 of those years have been in banking. She is active in the Dubuque area as a volunteer for Junior Achievement as well as many other school organizations. In addition, she is the mother of a large family, owns her own business, and is continuing her education through BYU-I.



Diann Guns
Human Resources Business Partner,
VP
Dubuque Bank & Trust,
a division of HTLF Bank

Diann has been with Dubuque Bank & Trust/HTLF for 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.



Jennifer Kruse-Keller
On-Site Manager
NMLS ID# 199932
Dubuque Bank & Trust,
a division of HTLF Bank

Jennifer has been providing financial guidance to her clients for nearly 25 years. She is a guiding light to her team at the Kennedy Mall location and is passionate about not only her client's success but her teams as well.



Jessica Mast
Agricultural Banker, VP
Dubuque Bank & Trust,
a division of HTLF Bank

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 bachelors degree in Agricultural Business and Animal Science.



Jessie Ehrlich
Executive Banker
NMLS ID#: 557344
Dubuque Bank & Trust,
a division of HTLF Bank

Jessie has over 20 years of experience in financial services, with specialties in personal banking, lending and client services. As Executive Banker at DB&T, Jessie assists her 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-State.

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Karie Horsfield
Mortgage Loan Originator, AVP
NMLS ID#: 537314
Dubuque Bank & Trust,
a division of HTLF Bank

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



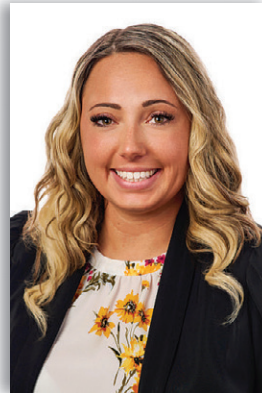
Kendra Isley
Commercial Banker, VP
NMLS ID#: 537314
Dubuque Bank & Trust,
a division of HTLF Bank

With a distinctive professional background and 16 years' experience in commercial relationship management, Kendra supports Commercial Operators and Commercial Investors by using strategic insights and meticulous attention to detail. Kendra is a graduate of the University of Iowa and is passionate about supporting organizations who champion sustainability and child advocacy.



Linda Wessels
Commercial Banking Assistant Supervisor, VP
Dubuque Bank & Trust,
a division of HTLF Bank

Linda has over 31 years of financial experience in both Mortgage and Commercial Lending. As a Commercial Banking Assistant Supervisor, she utilizes her experience to assist her co-workers with day-to-day operational needs in addition to assisting Commercial Customers. She is a graduate of the University of Northern Iowa.



Maddie Galle
On-Site Manager • NMLS #2166513
Dubuque Bank & Trust,
a division of HTLF Bank

With over 7 years of banking experience, Maddie provides her customers with personalized service and financial solutions to fit their needs. As an On-Site Manager at DB&T, Maddie utilizes her sales experience to contribute to the success of her team. Maddie is involved in Young Professionals, Women's Leadership Network, and Junior Achievement.



Mikeleen Means
Sales Area Manager, VP
NMLS ID# 569156
Dubuque Bank & Trust,
a division of HTLF Bank & Illinois Bank & Trust,
a division of HTLF Bank

As a 35-year banking veteran, Mikie oversees all aspects of Consumer Banking, including management for all DB&Ts locations and Illinois Bank & Trust, a division of HTLF Bank - Galena location. Mikie is also a proud member of the Fountain of Youth and Dubuque Rescue Mission Boards.



Nikki Nolan
Business Banker, AVP
Illinois Bank & Trust,
a division of HTLF Bank

Nikki has nearly two decades of experience in providing financial advice. She is all about propelling businesses towards growth. Her passion transcends her professional life, being heavily involved with various community boards and volunteering.



Sara Waldron
On-Site Manager, VP
NMLS ID# 537320
Dubuque Bank & Trust,
a division of HTLF Bank

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.



Stacey Hines, J.D.
Wealth Advisory Services
Market Leader, SVP
Dubuque Bank & Trust,
a division of HTLF Bank

With more than 15 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 a Mercy Health Foundation board member and an adjunct professor at the University of Dubuque.

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Tara Blanchard

Private Banker
NMLS ID#: 1896645

Dubuque Bank & Trust, a division of
HTLF Bank

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 recently graduated with her master's degree in business administration from the University of Dubuque. In addition, she is the chairman of the Dubuque Salvation Army Board, leader of a Wahlert parent group, and has actively served Dubuque Junior Achievement for the past 15 years.



Amy Heston

On-Site Manager
NMLS ID#: 523275

Dubuque Bank & Trust, a division of
HTLF Bank

With over 20 years of banking experience, Amy serves the banking and financial needs of professionals, business owners, and their families, by providing solutions and services. Amy collaborates with a team of specialists to provide her clients with experts for every financial need.



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.



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.



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.



Stephanie R. Fueger

Shareholder

O'Connor & Thomas Law Firm

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



McKenzie R. Blau

Shareholder

O'Connor & Thomas Law Firm

McKenzie Blau routinely works with financial institutions in various creditor rights matters, including foreclosures of mortgages and security interests. McKenzie also represents lenders, developers, purchasers, and sellers in a wide range of real estate transactions. Her real estate practice primarily consists of examining abstracts, rendering title opinions, and drafting purchase agreements, leases, easements, and other title clearing instruments. As an authorized field issuer for Iowa Title Guaranty, McKenzie underwrites and issues residential title policies directly to clients. McKenzie is on the Board of Directors for the Boys' and Girls' Club of Greater Dubuque, and she is Vice Chair of the Dubuque Five Flags Civic Center Commission.



Kristie Pfiffner

Paralegal

O'Connor & Thomas Law Firm

Kristie joined the firm in 1995 and is a Real Estate & Corporate Paralegal. She has a broad experience in residential and commercial real estate, and she also has experience in corporate, collections, estate planning, probate, litigation, and banking. She takes pride in providing top notch service and she enjoys the many relationships she has made over the years. She plays a vital role in planning and coordinating many of the firm's office parties. 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, she enjoys traveling and spending time with her family and friends.

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Alyssa Carlson

Shareholder

O'Connor & Thomas Law Firm

Alyssa M. Carlson joined the firm as an associate attorney August 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 Iowa Defense Counsel.



Tonya A. Trumm

Shareholder

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 the Dubuque Area Chamber of Commerce, Presentation Lantern Center, and United Way of Dubuque Area Tri-States.



Aubrey Marquardt

Paralegal

O'Connor & Thomas Law Firm

Aubrey Marquardt joined O'Connor & Thomas, P.C. in 2024. Aubrey holder and Associate of Applied Science degree in Paralegal Studies as well as an Associate of Arts degree from Northeast Iowa Community College. Building on her academic background, Aubrey has applied her knowledge through hands-on experiences during her time at the firm. She has experience in litigation, real estate, and family law. Committed to continuous learning and professional development, Aubrey is an active member of the Iowa Paralegal Association and NALA - The Paralegal Association. Passionate about the legal field, Aubrey combines technical skills, legal knowledge, and client-focused approach in her work. She is dedicated to delivering meticulous and comprehensive attention to every case she handles.



Valerie Parr

Office Administrator and HR Director
O'Connor & Thomas Law Firm

Valerie Parr joined O'Connor & Thomas, P.C. in 2024 as Office Administrator and HR Director. Valerie holds a Bachelor of Science in Business Administration with an emphasis in HR Management. Valerie comes to the firm with more than 15 years of human resource and leadership experience. As part of the O'Connor & Thomas team, Valerie will be responsible for day-to-day management of staff and non-legal aspects of the firm. Passionate about the human resource field, Valerie utilizes her skills towards employee relations, training, and development staff. Valerie's experience includes employee relation, recruiting, training, development, retention, benefits, and strategic planning. Valerie is a member of the Society for Human Resource Management (SHRM) and Association of Legal Administrators (ALA).



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. Melissa, and her partner Jake, have a puppy named Oliver and are expecting twin girls soon!



Connie Hennings

Audience Development Specialist
TH Media

Connie has worked at the Telegraph Herald for 39 years. She has been married to her husband Pat for 33 years. In her free time, she likes to spend time with family, do some baking, read a good book, and go bowling.



Brandi Hansen

Customer Service Representative
TH Media

Brandi has been at the TH since 2023 as a Customer Service Representative. She enjoys fixing issues and coming up with solutions to find a win-win balance. In her free time she enjoys making digital art, sewing, crochet, reading, and listening to music.



Elizabeth Kelsey

Reporter
TH Media

Elizabeth Kelsey is the education reporter for the Telegraph Herald. A native Dubuquer and a 2021 graduate of the University of Northern Iowa, Elizabeth is highly involved in the local arts community, participating regularly in community theater and ballet productions.

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Abby Colvin
**Program Manager - Skid Steer
 Loaders & Compact Track Loaders**
 John Deere

As Program Manager, Abby leads a high performing team focused on delivering innovative solutions to meet dynamic customer needs. Abby is passionate about volunteerism and participates on the Junior Achievement North Region Board as Vice Chair and on the Days of Caring Volunteer Committee.



Allie Dirks
Communications Specialist
 John Deere

Allie is a Communications Specialist at John Deere with years of experience crafting compelling narratives and developing strategic communication plans. She holds a degree in Public Relations & Communications from Ashford University and an MBA from St. Ambrose University. Allie sits on the Employee Experience Committee and United Way Steering Committee.



Arleen Wentworth
Senior Administrative Assistant
 John Deere

As a Senior Administrative Assistant, Arleen plays a crucial role within John Deere serving as a key support for senior leadership. Organized and proactive, she is passionate about assisting others, event coordination, managing local donations and facilitating volunteerism activities. Arleen is a graduate of Clarke University and resides in Dubuque with her husband.



Dawn Lueken
Program Manager - Crawlers
 John Deere

With over 27 years of experience in Operations and Supply Management, Dawn is passionate about innovation, collaboration, and continuous improvement. She currently leads the New Product Development team for John Deere Crawlers where she spearheads the development and execution of cutting-edge products, ensuring seamless integration across diverse teams.



Kristina Thompson
**Business Unit Manager - Cabs,
 Paint & Maintenance**
 John Deere

Throughout her 28-year career with John Deere, Kristina has worked for the Construction and Forestry division in various roles working with multiple global Deere facilities in quality, manufacturing, and new product development. Dedicated to building collaborative team environments, she currently leads cab assembly, paint and maintenance for the Dubuque factory.



Oksana Kulagina
Business Unit Manager - Crawlers
 John Deere

With 13 years of experience in John Deere, Oksana has supported supply management, project management and manufacturing in various factories globally. She currently oversees Crawler operations at John Deere Dubuque works. Oksana is dedicated to fostering collaborative teams, advancing business results, and ensuring timely delivery of high-quality products to customers.



Heidi Klousia
Materials Manager
 John Deere

Heidi is a strategic supply chain leader with over 20 years of experience. She enjoys sharing her passion for team development and is dedicated to creating a culture of connection, innovation, and continuous improvement. Heidi holds a BSME from the University of Notre Dame and an MBA from the University of Iowa.



Michelle Delaney
**Operations Group Controller -
 Dubuque**
 John Deere

With 18 years of experience, Michelle has provided financial analysis and leadership to John Deere in a variety of Corporate & Operations roles. She enjoys collaborating with peers making smart financial decisions for the Dubuque Operations. She holds a degree in Finance & Accounting from Drake University and MBA from the University of Iowa.

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Carlie Stander

Facilities Engineer
John Deere

Carlie is a facilities engineer with a Bachelor's degree in Industrial and Operations Engineering. After 19 years in assembly engineering, she is now focusing on projects to improve infrastructure and optimize facility operations. Outside of work she enjoys outdoor activities, cooking, and traveling with her husband.



Erin Timmerman

Workforce Planning Coordinator
John Deere

Erin has worked in Labor Relations for over 20 years, playing a vital role in hiring and training. She is a two-time recipient of the DALMC Great Job award. Erin resides in East Dubuque with her husband, two children and Bernese Mountain Dog, and also serves on the board of the Dunleith Park District.



Jackie Haubenstricker

Team Leader
John Deere

Jackie holds a bachelor's in human resource management and leads John Deere's forestry and crawler cab lines. She has an outgoing nature and strong relationship-building skills, she excels in fostering teamwork and collaboration. Outside of work, Jackie loves traveling and spending time with her husband and two children.



Payton Gunderson

Quality Engineering Team Leader
John Deere

Payton holds a bachelor's in engineering sciences, a master's in engineering management, and is pursuing a doctorate in industrial engineering. As a Quality Engineering Team Leader at John Deere, she is recognized for her work ethic, positivity, and teamwork. Outside of work, she enjoys traveling and time spent with family.



Tricia Behnke

Order Fulfillment Manager
John Deere

With 20+ years of experience, Tricia Behnke is the Order Fulfillment Manager at John Deere Dubuque Works. A third generation Deere Dubuque employee, she is proud of the exceptional service that she and her staff work hard to provide to C&F Division dealers and customers.



Celia Lienau

SM Manager, Cabs
John Deere

Celia started working for John Deere in 2011 with her career focus in Supply Management and Operations. Her current role as an SM Manager is leading the procurement team to execute on strategy to meet cost, quality, schedule and delivery goals for the cab operations.



Breanna Hinkle

Supply Management Manager
John Deere

Breanna is an innovative Supply Management Expert with a knack for problem-solving and fostering collaboration across teams. She serves on the Board for Steeple Square, Marita Theisen Childcare Center, and Dubuque Community Days of Caring.



Ann Hartman

Manager, HR Operations
John Deere

Throughout her 24-year career at John Deere, Ann has worked in seven U.S. facilities and held roles in Operations, Labor Relations, Learning and Development, DEI and HR Operations. She is dedicated to employee development, fostering a positive workplace culture and delivering high-impact HR solutions. She currently leads HR Operations for the Dubuque factory.

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Alana Kennedy
 Director, Construction Product Validation
 John Deere

With more than 26 years of experience, Alana serves as the Director of Product Testing and Validation for all John Deere construction products; ensuring the products meet customer expectations. She holds a bachelor's degree in mechanical engineering. She and her husband, Joe, reside in Peosta. They have three children and two golden doodles.



Kristen Cadman
 Perception Technology and Advanced R&D Manager
 John Deere

As a dedicated technical leader and mechanical engineer, Kristen is a passionate advocate for innovation and collaboration. A breast cancer survivor and proud mother, she focuses on empowering others and fostering strong relationships. Her journey fuels her purpose to make a positive impact in both engineering and the community.



Amy K. Jones
 Delivery Manager – Displays
 John Deere

Amy Jones has spent her 16-year engineering career delivering innovative products to global markets. An active volunteer with the Girl Scouts and IEEE-Eta Kappa Nu, Amy is passionate about developing the next generation of problem-solvers. She spends her spare time with her husband BJ and their children, Lark and Milo.



Erin Ralph
 Engineering Manager, Backhoe and
 Landscape Loaders
 John Deere

With over 15 years of global experience in product development, Erin Ralph currently leads the Backhoe product line as their Engineering Manager. Outside of work, she loves spending time with her family on their farm and volunteering with the UW-Platteville Women in STEM program and Society of Women Engineers.



Jessica Hill
 Engineering Manager
 John Deere

Jessica started her career at John Deere as a Forestry Hydraulics Engineer. She transitioned to Backhoe Engineering progressing to Engineering Supervisor. Jessica moved to program management, broadening her business knowledge, before returning to engineering as an Engineering Manager. Jessica attributes her success to a belief in developing others.



Jodi Schnering
 Engineering Manager, Structures &
 NVH PV&V
 John Deere

Jodi brings a broad background with 15+ years experience within the engineering field spanning across design, analysis and test. In her current role, she and her team are tasked with validation of our earthmoving products with an acute focus on consistency and efficiency across global teams. Outside of work, Jodi enjoys aiding her children in chasing their dreams.



Kristy Konrardy
 Engineering Supervisor - Skidsteer/
 Compact Track Loader –
 Powertrain and Electrical
 John Deere

Kristy has been in the engineering industry for 25+ years. She is currently leading a team of engineers to develop new products for the skidsteer/compact track loader (SSL/CTL). Recently she was a key leader in implementing our new P-Tier SSL/CTL.



Ria Ghosh
 Delivery Manager, Obstacle Intelligence
 John Deere

Ria Ghosh launched her career in software test engineering and has since risen to be Delivery Manager for Obstacle Intelligence. A fervent advocate for technology, she leads teams that revolutionize jobsite safety with cutting-edge solutions. Hailing from India, Ria is dedicated to mentoring and enjoys reading and traveling with family.

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Amanda Goranson
Technology Integration Systems
Engineer
John Deere

Amanda currently works at John Deere as a Technology Integration System Engineer. She is enthusiastic about making complex technical concepts accessible to all and empowering others in technology. Outside work, Amanda enjoys reading, sunshine, and spending quality time with her family.



Beth Diebold
Crawler Engineering Supervisor
John Deere

After earning her bachelor's degree in mechanical engineering, Beth joined Deere in 2000 where she has held several roles in product development. Currently, she leads a team of design engineers working on next-generation crawlers and has also earned her MBA. Beth has a passion for inspiring the next generation in STEM careers.



Madeline Oglesby
Senior Electrification Controls System
Engineer
John Deere

Madeline Oglesby is a Dubuque native who develops controls systems software for John Deere construction equipment. A true renaissance woman, Madeline plays piano, flute, sings, studies languages, and enjoys cooking and spending time with her husband Ben, and their two sons, Bennett and Everett.



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 of the Telegraph Herald, as well as the Editor of Her and BizTimes.biz magazines. A classical vocalist in her other life, she performs with professional symphonies and opera companies throughout the region, and maintains a private voice studio through Centrally Rooted, a Dubuque-based nonprofit organization specializing in brain health through the creative arts. During her "down time," she frequently can be found on her yoga mat, as an instructor with B-1 Yoga in Dubuque.



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 pens the TH's award-winning "Love That Lasts" series. 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
Managing Editor
TH Media

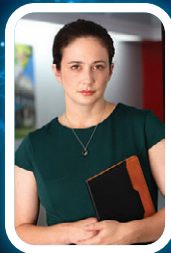
Allie Hinga is the managing editor for the Telegraph Herald and works with the local news team to produce the best possible newspaper each day. She grew up in Texas and then lived in Missouri for a while but has called Dubuque home for more than eight years. When she isn't reading news stories, you usually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



Maia Bond
Reporter
TH Media

Maia Bond is a reporter covering health care and socioeconomic issues. She grew up in Missouri and is a University of Missouri alum. When she's not writing, she enjoys crocheting, hiking and completing her daily sudoku puzzle. She also has two elderly dogs who she spends all her time with.

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