

Opportunity Meets Community

May 2016



MARK YOUR CALENDARS: GREATER DUBUQUE DEVELOPMENT'S ANNUAL MEETING SCHEDULED FOR JUNE 22, 2016

Please join Greater Dubuque Development for our 2015-2016 annual meeting on June 22nd from 5:30 to 7:30 pm. The event will be held at Mystique Casino, 1855 Greyhound Park Rd, Dubuque. Watch for your invitation in the upcoming weeks and please join us!

EXISTING BUSINESS

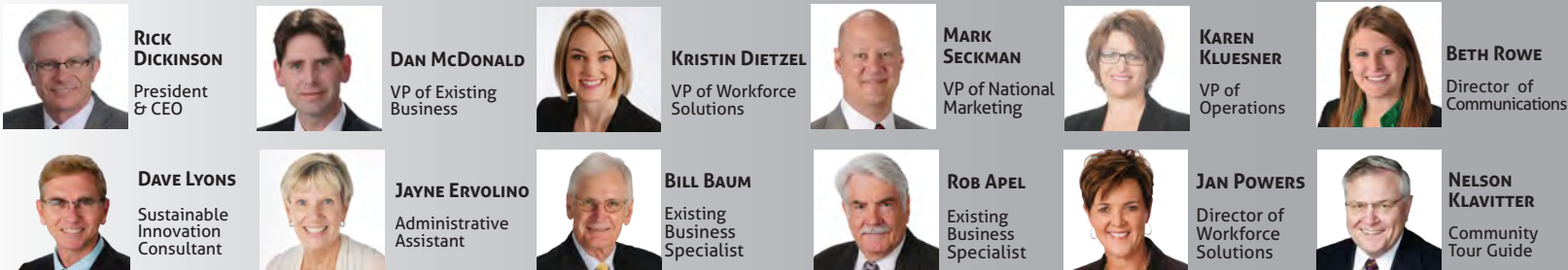
EXISTING BUSINESSES DRIVING GROWTH IN DUBUQUE: ANOTHER EXPANSION FOR COTTINGHAM & BUTLER

Cottingham & Butler has announced plans to increase employment in Dubuque by 90 positions. The company will enter into a lease agreement for approximately 25,000 square feet of space within the Roshek Building in downtown Dubuque. This project represents the second major expansion announcement from the company in the last 15 months. The expansion has an approximate capital investment of \$2.4 million to accommodate the increase in employment.



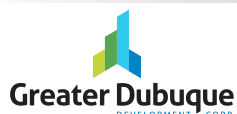
Established in 1887, Cottingham & Butler is a recognized leader in the areas of property & casualty insurance, employee benefit services, risk management, and a host of other innovative solutions—including those in emerging market segments related to health and wellness. Headquartered in Dubuque, Iowa, Cottingham & Butler is the 35th largest insurance broker in the U.S. – upholding its position in the top 1% of insurance brokers nationwide in a field of approximately 38,000 publicly and privately held U.S. brokerage firms.

In 1957, current Chairman, John E. Butler joined the family business as one of three employees. Today, Cottingham & Butler's employs over 700+ employees across the U.S. (with over 515 in Dubuque) and serves clients in almost 50 states. The company's vision and talented workforce is led by John Butler (Chairman of the Board); Andy Butler (President); and David Becker (CEO). In the past decade, Cottingham & Butler has added hundreds of jobs and has invested millions in the heart of Dubuque's downtown business district. Greater Dubuque salutes Cottingham & Butler.



Greater Dubuque Development Corporation

Schmid Innovation Center, 900 Jackson St., Suite 109, Dubuque, IA 52001 | 563.557.9049 | www.greaterdubuque.org



SUSTAINABLE INNOVATION

STARTUP DUBUQUE HOSTS “A TASTE OF INNOVATION”

Over forty area entrepreneurs and business people came together at the Schmid Innovation Center on May 9th to learn more about two new sources of support for startups and business innovation in Dubuque.

The Iowa Innovation Corporation discussed its ability to work with the Iowa Economic Development Authority to provide entrepreneurs and existing businesses with five new sources of innovation capital (ranging from \$25,000 proof of commercial relevance grants to \$500,000 innovation acceleration loans). The group also discussed two federal sources of innovation capital available to Dubuque innovators. The SBIR (Small Business Innovation Research) and the STTR (Small Business Technology Transfer) programs can be used to provide up to \$1.7 million in assistance to develop innovative concepts. In addition the attendees were introduced to VentureNet Iowa, a program that assists entrepreneurs who have an idea for a product or service by helping them develop the business structure, create the financial model, and assemble an effective management team. VentureNet Iowa services are free of charge for Dubuque entrepreneurs. Lastly, the group reviewed the existing support structures available through StartUp Dubuque at the Schmid Innovation Center, from basic business counseling to low cost co-working facilities.

The meeting was followed by an entrepreneurial networking event in Gallery C in the Schmid Innovation Center. These networking events, known as Courtyard Connections, will be held several times throughout the year to allow entrepreneurs, service providers and the business community to interact and build beneficial relationships.

For more information about StartUp Dubuque or the Taste of Innovation event, contact Jay Wickham at 563-588-3350 or wickhamja@nicc.edu.



Attendees heard from service providers of entrepreneurial resources.



Jordan Hobfoll, Innovation Iowa Program Coordinator, spoke about programs available to assist startups in the Dubuque area.

NATIONAL MARKETING

GREATER DUBUQUE DEVELOPMENT TO PARTICIPATE IN THE 21ST CONSULTANTS FORUM

Mark Seckman will be traveling to St. Louis, Mo. June 5th – 7th to participate in the Consultants Forum hosted by Area Development. The event offers attendees a full program of presentations, roundtable discussions, and panels on what will impact the site selection process throughout 2016 and beyond. Speakers from today’s most active site consultants, real estate professionals, and industry executives will address the leading issues facing business growth in the United States. Sessions provide insight into general location requirements of corporations across the globe along with data for specific industries, sectors, and functions.

The Consultants Forum also provides an excellent platform to build relationships through networking opportunities with the site selectors themselves. It is extremely worthwhile to speak directly with industry experts about the strategies and practices Greater Dubuque Development Corporation has implemented to attract new industry to our community.

WORKFORCE SOLUTIONS

INTERNSHIPS RETAIN TALENT IN GREATER DUBUQUE AREA

Since January 2015, Greater Dubuque Development's Workforce Solutions staff have conducted HR Action interviews with 99 local human resources professionals to learn more about their recruiting, retention, and talent development practices. Of these employers, an impressive 76% report that they hire interns, the majority of which are paid. 109 of these interns were hired as full-time employees with the company during the last year alone. Internships are a win-win-win strategy for employers, students, and the Greater Dubuque area to retain top talent. Our HR Action interviews also reveal that many employers (24%) would like to expand their internship program, and others would like more information on how to develop a stellar internship program. One frequently asked question: Are unpaid internships okay? This was recently addressed by the HR Support Center's latest HR Snapshot distributed by Honkamp Krueger & Co., P.C:

Unpaid internships are permissible if they meet very specific criteria, but employers should proceed with extreme caution.

The Department of Labor has a six-part test for determining whether interns may be unpaid. As a best practice, we recommend that you use unpaid interns only if all six of these criteria are met:

- *The internship is similar to training which would be given in an educational environment;*
- *The internship experience is for the benefit of the intern;*
- *The intern does not displace regular employees, but works under close supervision of existing staff;*
- *The employer that provides the training derives no immediate advantage from the activities of the intern; and on occasion its operations may actually be impeded;*
- *The intern is not necessarily entitled to a job at the conclusion of the internship; and*
- *The employer and the intern understand that the intern is not entitled to wages for the time spent in the internship.*

In addition to the Department of Labor's criteria, a U.S. Court of Appeals ruled in 2015 that "the proper question is whether the intern or the employer is the primary beneficiary of the relationship." The Court then used a seven-point list very similar to the Department of Labor's to evaluate the circumstances as a whole.

A final thought: it is important to note that workplace protections like the Civil Rights Act, the ADA, OSHA, and many state-specific laws apply to interns, whether paid or unpaid.

If you have an internship opportunity you'd like to post on AccessDubuqueJobs.com, paid or unpaid, please contact Kristin Dietzel, Vice President of Workforce Solutions at kristind@greaterdubuque.org or 563-557-9049.

SAVE THE DATE: WORKFORCE SOLUTIONS BREAKFAST WILL BE HELD ON MAY 27TH

Please join Greater Dubuque Development for a breakfast meeting to be held on May 27th from 8:00-9:30 a.m. in the Bridge Room at the Diamond Jo Casino, 301 Bell Street. Breakfast will be served promptly at 8:00 a.m. An overview of Greater Dubuque Development's Workforce Solutions program will be presented. Topics include:

2016 Workforce Solutions Update (Kristin Dietzel, VP of Workforce Solutions, Greater Dubuque)

- Millennial Roundtable Results (with Wendy Knight, Northeast Iowa Community College)
- HR Action Results To Date
- AccessDubuqueJobs.com Promotional Campaign

AccessDubuqueJobs.com 2016 Updates (Matt Connolly, TH Media)

- Statistical Highlights

Newcomer Services Update (Jan Powers, Director of Workforce Solutions, Greater Dubuque)

- Newcomer Services Update
- CEO Luncheon Recap
- Summer College Outreach Focus

To RSVP, contact Jayne Ervolino at jayne@greaterdubuque.org or 563-557-9049 by Monday, May 23rd.

ACCESSDUBUQUEJOBS.COM UPDATE

New Investors

- Nu World Foods
- The Buzz Companies
- HCR Manor Care
- Art Pape Transfer
- St. Dominic Villa

Renewed Investors

- Eagle Point Software
- Midwest Medical Center
- Morrison Brothers
- RT&T Enterprises
- TRICOR Insurance
- Humach (WS Live)
- Wartburg Theological Seminary
- Woodward Communications, Inc.
- Bodine Electric Co.
- Eagle Ridge Resort & Spa
- Theisen Supply, Inc.
- Sedgwick, CMS



INTERNSHIP POSTING UPDATE

| | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|------------|---------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|-------|
| Total 2016 | 43 | 17 | 18 | 4 | | | | | | | | | 82 |
| Total 2015 | 11 | 22 | 16 | 14 | 11 | 4 | 6 | 16 | 16 | 15 | 7 | 8 | 146 |
| Total 2014 | 13 | 5 | 7 | 11 | 8 | 2 | 4 | 23 | 12 | 25 | 12 | 1 | 123 |
| Total 2013 | 13 | 9 | 24 | 30 | 12 | 2 | 9 | 4 | 4 | 3 | 5 | 13 | 128 |
| Total 2012 | - | - | - | - | - | - | 2 | 12 | 6 | 4 | 5 | 7 | 36 |

If you would like more information about how **AccessDubuqueJobs.com** can benefit your business or learn how to post an internship, please contact Kristin Dietzel at 563.557.9049 or Kristind@greaterdubuque.org.

NEWCOMER SERVICES

CEO NETWORK LUNCHEON CONNECTS BUSINESSES TO STUDENTS

Another successful networking opportunity for area students was held on April 20th. Once a year, the area institutions of higher learning (Loras College, University of Dubuque, Clarke University, NICC, Southwest Wisconsin Technical College, and the University of Wisconsin-Platteville) partner with Greater Dubuque Development to co-host the CEO Network Luncheon.

The most recent luncheon was held at Northeast Iowa Community College's Peosta campus and was well attended by over 100 students, faculty and business leaders. The panel of speakers included: Kim Kunkel, President, Kunkel & Associates; David Brandon, President and CEO, Unity Point Health/Finley Hospital; Joe Hearn, President and CEO, Dupaco Community Credit Union; and Sande Peters, General Manager, Andersen Corporation/Eagle Window & Door. They shared personal stories, struggles, successes, and advice for students preparing to enter the workplace.

Area students are an important target audience for our Workforce Solutions initiatives. Connecting students to internships and possible employment upon graduation is vital to the growth of our area's workforce. The annual CEO Network Luncheons are held yearly to foster connectivity between students and area employers and to promote opportunities for employment and internships available on AccessDubuqueJobs.com.

NEWCOMERS ARRIVING THIS SUMMER?

Have you recently hired new employees who are relocating to the Greater Dubuque area this summer? Do you have a summer intern starting soon? If so, take advantage of the suite of free Newcomer Services we offer to help them get settled and learn about the Tri-states:

Community Tours – Personalized driving tours of the community for individuals, couples, and families.

Concierge Services – One-on-one email and phone correspondence to connect newcomers to information about the community.

Distinctively Dubuque Class – Free, fun and informational classes geared to newcomers. (Our next class starts in August 2016; click [here](#) to register).

High Quality, Up-to-date Information – Print materials and a robust user-friendly website (ThriveInDubuque.com) provides current information about the area.

Rental Database – A rental database of apartments, duplexes and homes.

To learn more about these services, please contact Jan Powers at 563-557-9049 or janp@greaterdubuque.org.

Newcomer Services Assistance

| 2016 | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|-------------|---------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|-------|
| Individuals | 17 | 14 | 32 | 38 | | | | | | | | | 101 |

Employers Assisted

| | |
|------------|----|
| YTD 2016 | 29 |
| Total 2015 | 52 |
| Total 2014 | 34 |
| Total 2013 | 72 |
| Total 2012 | 93 |
| Total 2011 | 81 |

Individuals Assisted

| | |
|------------|-----|
| YTD 2016 | 101 |
| Total 2015 | 217 |
| Total 2014 | 152 |
| Total 2013 | 334 |
| Total 2012 | 528 |
| Total 2011 | 420 |

Community Tours

| | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|------------|---------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|-------|
| Tours 2016 | 8 | 6 | 24 | 20 | | | | | | | | | 58 |
| Tours 2015 | 5 | 10 | 8 | 8 | 8 | 15 | 19 | 12 | 18 | 15 | 12 | 8 | 138 |
| Tours 2014 | 6 | 12 | 12 | 10 | 7 | 15 | 20 | 13 | 9 | 15 | 6 | 10 | 135 |
| Tours 2013 | 15 | 18 | 12 | 29 | 13 | 8 | 17 | 13 | 10 | 11 | 11 | 10 | 167 |
| Tours 2012 | 26 | 22 | 22 | 28 | 28 | 21 | 27 | 26 | 23 | 20 | 11 | 11 | 265 |
| Tours 2011 | 9 | 5 | 10 | 17 | 7 | 16 | 7 | 24 | 10 | 9 | 10 | 15 | 139 |

Distinctively Dubuque Participants

| 2016 | January/February | February/March | April/May | August/September | October/November | Total |
|---------------------------|------------------|----------------|-----------|------------------|---------------------------|-------|
| Individuals Total YTD | 28 | 25 | 26 | | | 79 |
| Individuals Total in 2015 | 26 | 25 | 24 | 25 | 27 | 127 |
| Individuals Total in 2014 | 29 | 29 | 26 | 27 | 28 | 139 |
| Individuals Total in 2013 | 26 | 27 | 25 | 27 | 27 | 132 |
| Individuals Total in 2012 | 25 | 25 | 24 | 26 | *Course was added in 2013 | 100 |

**Number of Employers Participating YTD: 38

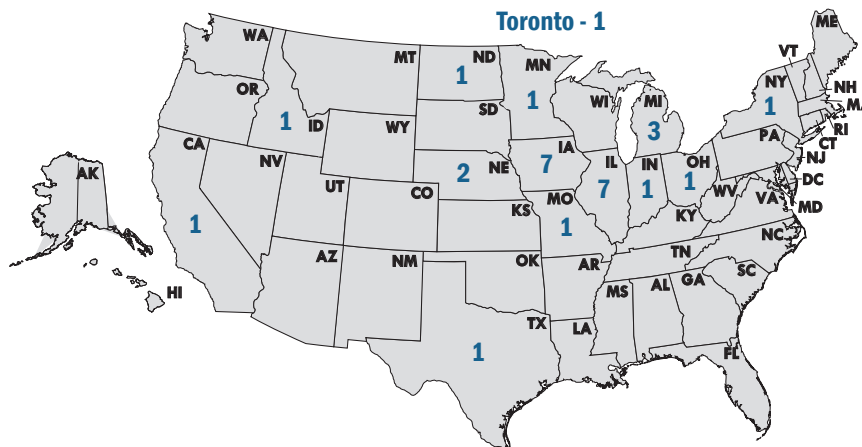
Monthly Relocation Guide Distribution

| 2016 | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|----------------|---------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|-------|
| To Individuals | 16 | 16 | 33 | 29 | | | | | | | | | 94 |
| To Businesses | 16 | 27 | 40 | 48 | | | | | | | | | 131 |

Yearly Relocation Guide Distribution

| | January | February | March | April | May | June | July | August | September | October | November | December | Total |
|------|---------|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|-------|
| 2016 | 32 | 43 | 73 | 77 | | | | | | | | | 225 |
| 2015 | 27 | 141 | 36 | 66 | 109 | 191 | 48 | 100 | 180 | 52 | 43 | 61 | 1,054 |
| 2014 | 17 | 34 | 29 | 31 | 143 | 86 | 27 | 23 | 45 | 69 | 515 | 145 | 1164 |
| 2013 | 58 | 56 | 47 | 58 | 92 | 38 | 43 | 37 | 35 | 40 | 23 | 17 | 544 |
| 2012 | 127 | 48 | 66 | 62 | 74 | 58 | 43 | 47 | 40 | 64 | 61 | 35 | 725 |
| 2011 | 40 | 56 | 100 | 86 | 47 | 62 | 39 | 65 | 77 | 34 | 33 | 65 | 704 |
| 2010 | 60 | 130 | 120 | 147 | 230 | 96 | 99 | 107 | 151 | 110 | 110 | 62 | 1422 |
| 2009 | 129 | 93 | 135 | 88 | 79 | 64 | 85 | 81 | 59 | 86 | 86 | 44 | 1029 |
| 2008 | 87 | 97 | 103 | 177 | 58 | 64 | 85 | 55 | 69 | 59 | 59 | 58 | 971 |
| 2007 | N/A | 78 | 77 | 162 | 60 | 55 | 67 | 89 | 37 | 75 | 75 | 64 | 839 |

Map of Relocation Guides Sent to Individuals in April 2016

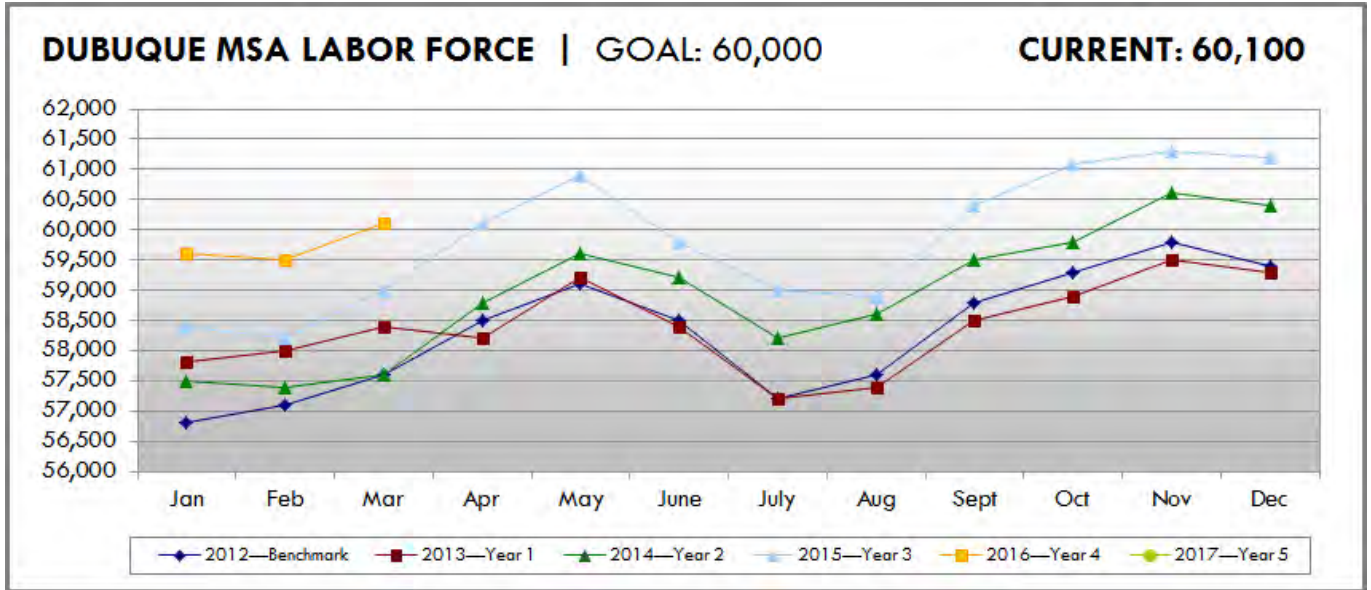


GOALS & PROGRESS



JOB CREATION UPDATE

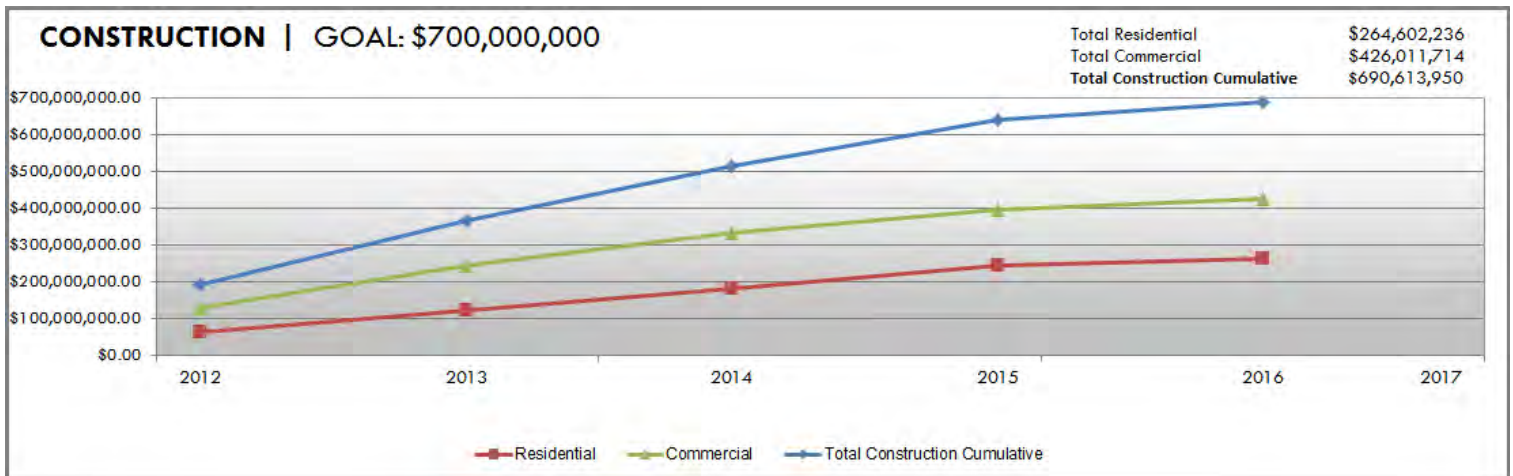
The resident unemployment rate for March 2016 was reported as 4.4% and non-farm employment was 60,100.



SOURCE: *Estimates* from Iowa Workforce Development (sampling error +/- 7.5% @ 95% confidence level.)

NEW CONSTRUCTION UPDATE

Since the beginning of the NEXT Campaign (7/1/12 through 4/30/16), residential construction totals \$264,602,236. Commercial construction totals \$426,011,714. Total construction equals \$690,613,950.



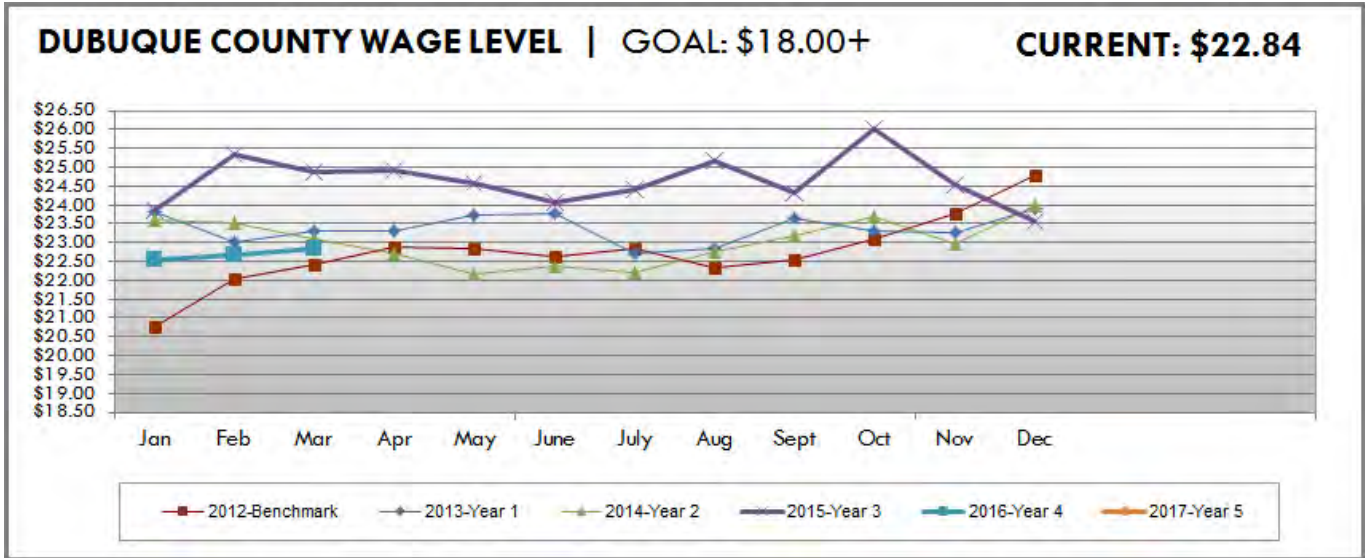
SOURCE: City of Dubuque and Dubuque County, incorporated and unincorporated.

GOALS & PROGRESS



WAGE LEVEL UPDATE

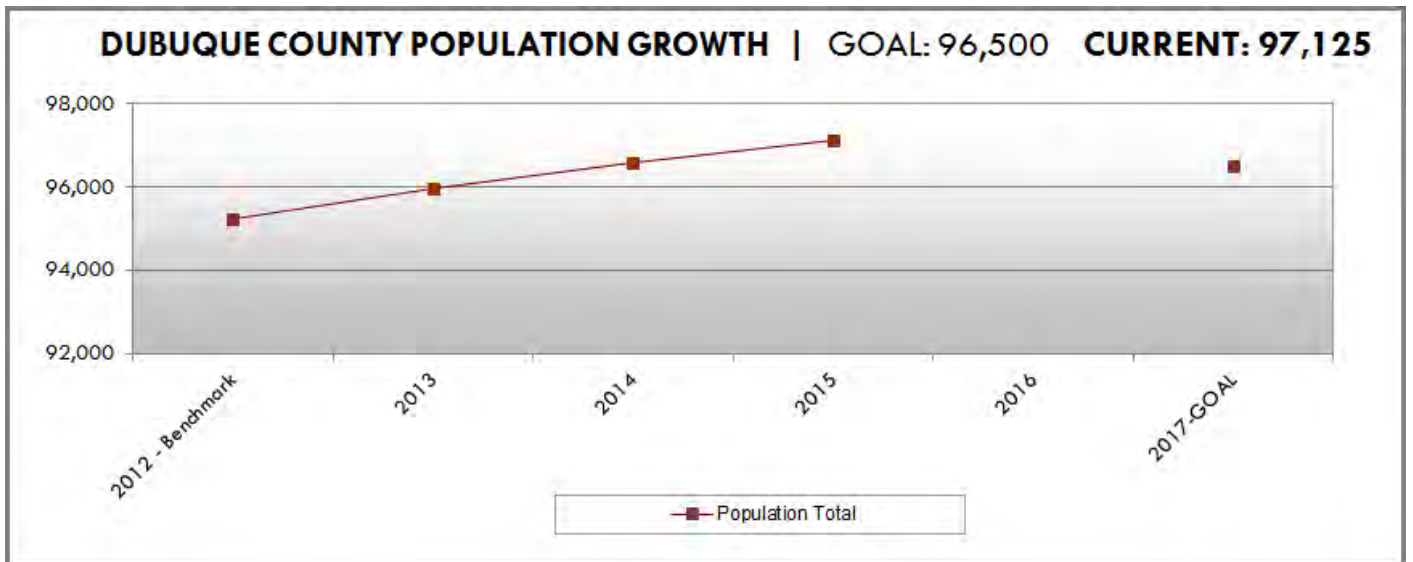
The average wage for Dubuque County in March 2016 was reported as \$22.84.



SOURCE: U.S. Bureau of Labor Statistics, Current Employment Statistics (CES)

POPULATION GROWTH UPDATE

The population benchmark for Dubuque County is 93,653. As of April 2016, the population was 97,125.



SOURCE: U.S. Census Bureau, Population Division