

Opportunity Meets Community

February 2016



EXISTING BUSINESS

ROASTING SOLUTIONS/VERENA STREET COFFEE ANNOUNCES MAJOR EXPANSION

Roasting Solutions, LLC (dba Verena Street Coffee) is a local company that has seen tremendous growth since opening its current coffee roasting facility five years ago. Led by the 4th generation of the Gantz family, Eric and Michael, the company's coffee brands are popular and are now sold in over 700 retail outlets – A number that grows every day.

The company plans to invest approximately \$7 million on the construction of a new national headquarter and manufacturing facility in the Dubuque Industrial Center South. The development agreement between Roasting Solutions, LLC and the City of Dubuque announces that the project will create at least 10 new jobs.



Greater Dubuque has worked with the company on the expansion since its inception and assisted the company in brokering a Development Agreement with the City of Dubuque. As part of the agreement, approved by the Dubuque City Council, the company will purchase 12.03 acres and construct a new 34,000 square foot facility.

In 1916, the Gantz family opened their first bottling company in the Dubuque area. One-hundred years later, Greater Dubuque salutes the Gantz family for their continued investment in our community. The people, institutions, and the economy of Dubuque are better because of this generous and hard-working family business.



RIK DICKINSON
President & CEO



DAN McDONALD
VP of Existing Business



MARK SECKMAN
VP of National Marketing



KAREN KLUESNER
VP of Operations



BETH ROWE
Director of Communications



DAVE LYONS
Sustainable Innovation Consultant



JAYNE ERVOLINO
Administrative Assistant



BILL BAUM
Existing Business Specialist



ROB APEL
Existing Business Specialist



JAN POWERS
Director of Workforce Solutions



NELSON KLAVITTER
Community Tour Guide



Greater Dubuque Development Corporation

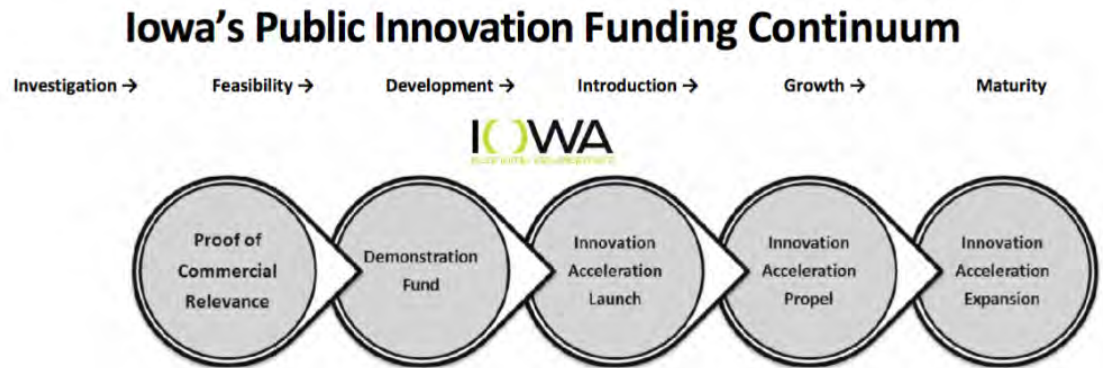
Schmid Innovation Center, 900 Jackson St., Suite 109, Dubuque, IA 52001 | 563.557.9049 | www.greaterdubuque.org

SUSTAINABLE INNOVATION

WIN FOR STARTUP DUBUQUE: ATMO RECEIVES AWARD

Congratulations to Atmo, LLC as they received a \$25,000 grant from the Iowa Economic Development Authority. Atmo is one of the first start up companies to reside in the co-working space at StartUp Dubuque. Atmo is creating an Augmented Reality system that allows end users encountering problems to connect with remote experts in real-time, three-dimensionally, in order to solve problems. Also known as Tele-Presence, it uses technology to extend expertise to remote locations, helping companies reduce costs, downtime and injuries. Greater Dubuque Development supported Atmo's application for \$25,000 in innovation funding, which was unanimously approved by the state's Technology Commercialization Committee and the Iowa Economic Development Authority at its January 29th meeting. Dan McDonald attended that meeting in Des Moines on behalf of Atmo. The award is to support proof of commercial relevance, the first of a series of five innovation funding levels that are available to qualifying companies. Congratulations to Atmo! If you would like to learn more about their company, you can visit their website at atmoinc.com.

The Iowa Public Innovation Funding is a great resource for startup companies. If you are a company interested in exploring similar support, please contact Jay Wickham at 563-588-3350 or wickhamja@nicc.edu.



NATIONAL MARKETING

RIE COATINGS SELECTS DUBUQUE AS LOCATION FOR EXPANSION

RIE Coatings announced plans to open a new production facility in Dubuque with operations slated to begin July 1, 2016. The company will hire 12-15 employees initially and occupy approximately 25,000 square feet of space at 5301 Chavenelle Road, Dubuque, Iowa. RIE Coatings applies coatings from a diverse group of manufacturers to insure the protection and performance of a variety of materials including magnesium, magnets, steel, aluminum, copper, stainless steel, and composites. At their Dubuque facility, the company will be supplying coatings to customers throughout Iowa, Illinois and Indiana.

"We are excited to have Dubuque as our new production facility. As our second satellite location, Dubuque fully supports our overall growth strategy in multiple ways. Establishing satellite facilities near our customers allows us to offer more efficient and effective service to our current customers along with the ability to support new customers in the Dubuque area," said Mark Rigby, Chief Executive Officer of RIE Coatings.

This project is an excellent example of a key component of our national marketing strategy of pursuing supply chain opportunities; which also develops a competitive network and infrastructure for our existing industries. During our InfoAction interviews, Greater Dubuque Development has received feedback from existing metal fabrication companies that there is a substantial need for a company that provides specialty coatings.

For Greater Dubuque Development, collaboration with local partners was essential to make this project a reality. Working with Hodge Company who made the capital improvements to the facility, the City of Dubuque who assisted with the permitting process, and Northeast Iowa Community College to administer employee training through the Iowa New Jobs Training Program assured the company that Dubuque was the right location for their expansion. Mark Seckman, Vice President of National Marketing, was the lead on this new addition to our corporate family.

WORKFORCE SOLUTIONS

KRISTIN DIETZEL JOINS GREATER DUBUQUE DEVELOPMENT'S TEAM AS THE VICE PRESIDENT OF WORKFORCE SOLUTIONS

Greater Dubuque Development is pleased to announce that Kristin Dietzel has joined our team as Vice President of Workforce Solutions. In this role, Kristin will be responsible for Greater Dubuque Development's workforce solutions efforts. She will work closely with local businesses, job seekers, and college students as she promotes AccessDubuqueJobs.com. Kristin will also lead Dubuque Works, provide data analysis of workforce trends and serve as the point person for all workforce related issues. Kristin will begin her work at Greater Dubuque Development on March 7, 2016.



ACCESSDUBUQUEJOBS.COM UPDATE



New Investors

- Colony Brands, Inc.
- Maryville Construction Co., Inc.
- RIE Coatings, Inc.
- Vanguard, Inc.

Renewed Investors

- Digga North American, LLC
- Dupaco Community Credit Union
- Ennoble Skilled Nursing and Rehabilitation Center
- Flexsteel Industries, Inc.
- Holy Family Catholic Schools
- Kunkel & Associates, Inc.
- McCullough Creative, Inc.
- McGrath Family of Dealerships
- Oral Arts Dental Laboratory
- Southwest Health Center
- Taylor and Taylor Insurance & Financial Services, Inc.
- TFM Company

Declined Investors

- Webber Metals Products

INTERNSHIP POSTING UPDATE

	January	February	March	April	May	June	July	August	September	October	November	December	Total
Total 2016	43												43
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 Jan Powers at 563.557.9049 or Janp@greaterdubuque.org.

NEWCOMER SERVICES

REGISTRATION IS OPEN FOR DISTINCTIVELY DUBUQUE

As part of our Newcomer Services program, we offer a complimentary class called Distinctively Dubuque that provides newcomers a welcoming atmosphere, useful information and opportunities to connect with others. The program features great local food, access to top-notch speakers, and fun activities like a scavenger hunt, euchre and trolley rides.

Distinctively Dubuque has hosted over 700 newcomers since 2010. This grassroots effort between Greater Dubuque Development and Northeast Iowa Community College (NICC) helps newcomers learn more about the Greater Dubuque area. This class is free of charge to all participants, thanks to the generosity of the City of Dubuque, Mystique Casino and the Dubuque County Board of Supervisors. Each class consists of 25-30 participants, who spend five Wednesday evenings, from 5:30 to 8:30 p.m., at different locations throughout the community.

Registration is now open for the second and third sessions of 2016 classes. Please encourage your new employees to register now, as space is limited and classes fill quickly.

Dates are:

- February 24 - March 23 - a few openings are still available
- April 13 - May 11 - taking registration now
- August 24- September 21
- October 12 - November 9

To register for a class, attendees can contact our partner, NICC, at 563-557-8271, extension 380, or register online at www.nicc.edu/solutions, using the search words "Distinctively Dubuque."

Newcomer Services Assistance

2016	January	February	March	April	May	June	July	August	September	October	November	December	Total
Individuals	17												17

Employers Assisted

YTD 2016	9
Total 2015	52
Total 2014	34
Total 2013	72
Total 2012	93
Total 2011	81

Individuals Assisted

YTD 2016	17
Total 2015	217
Total 2014	152
Total 2013	334
Total 2012	528
Total 2011	420
Total 2010	375
Total 2009	250

Community Tours

	January	February	March	April	May	June	July	August	September	October	November	December	Total
Tours 2016	8												8
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					
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: 15

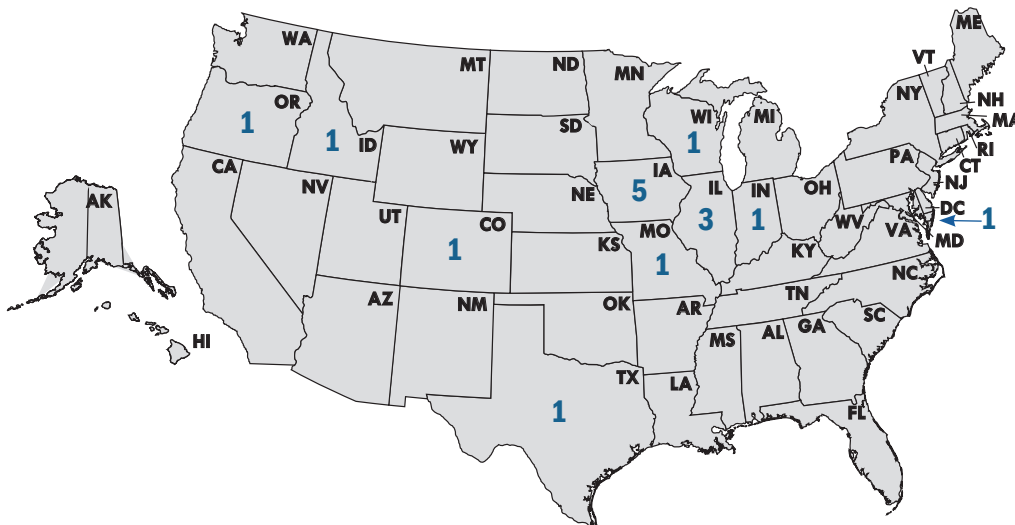
Monthly Relocation Guide Distribution

2016	January	February	March	April	May	June	July	August	September	October	November	December	Total
To Individuals	16												16
To Businesses	15												15

Yearly Relocation Guide Distribution

	January	February	March	April	May	June	July	August	September	October	November	December	Total
2016	31												31
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	1,164
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	1,422
2009	129	93	135	88	79	64	85	81	59	86	86	44	1,029
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 January 2016

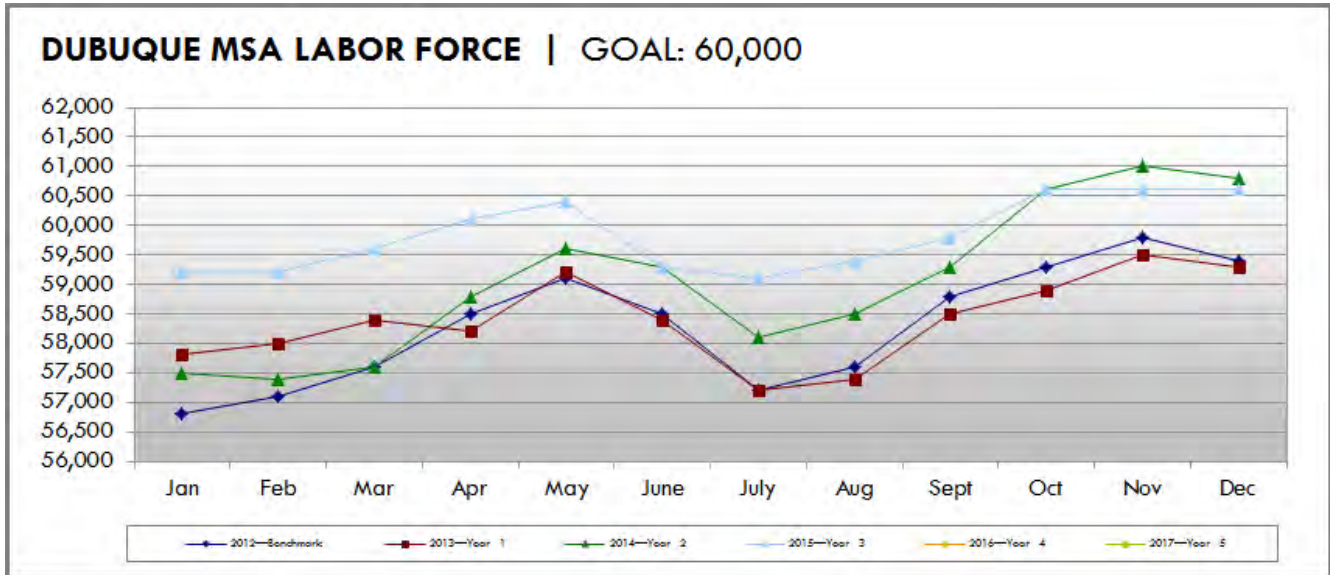


GOALS & PROGRESS



JOB CREATION UPDATE

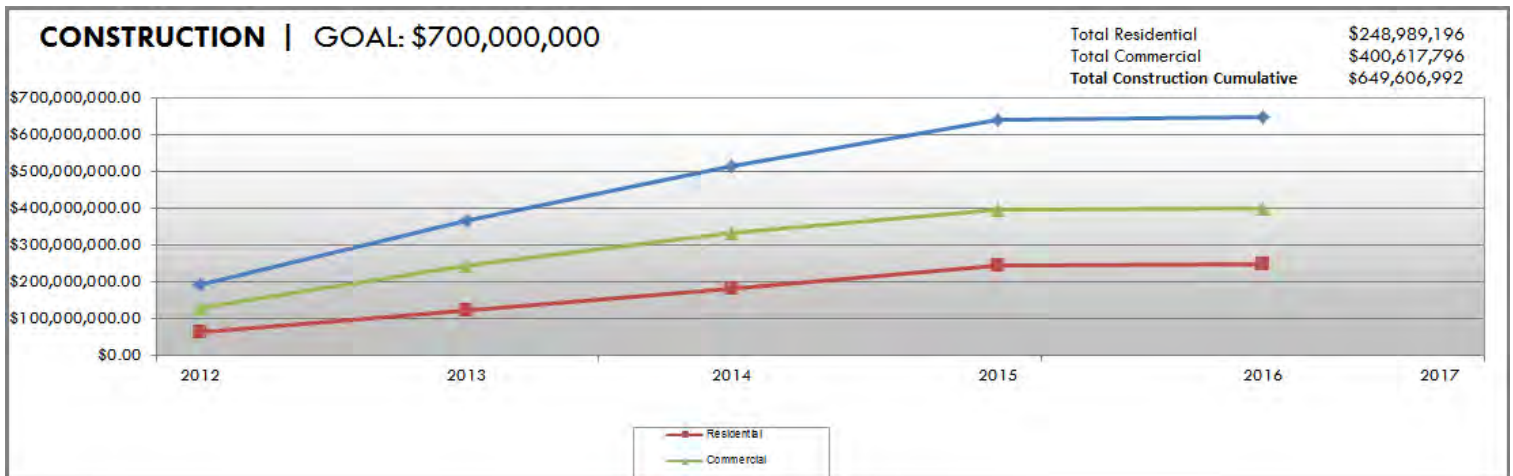
The resident unemployment rate for December 2015 was reported as 3.7% and non-farm employment was 60,600.



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 1/31/16), residential construction totals \$248,989,196. Commercial construction totals \$400,617,796. Total construction equals \$649,606,992.



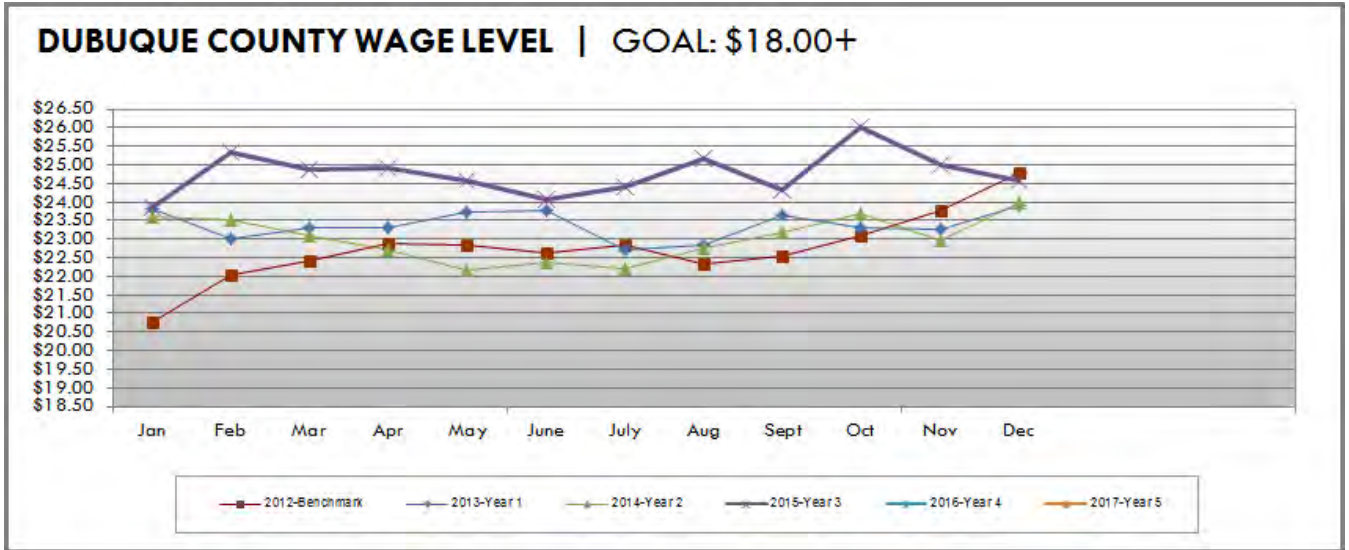
SOURCE: City of Dubuque and Dubuque County, incorporated and unincorporated.

GOALS & PROGRESS



WAGE LEVEL UPDATE

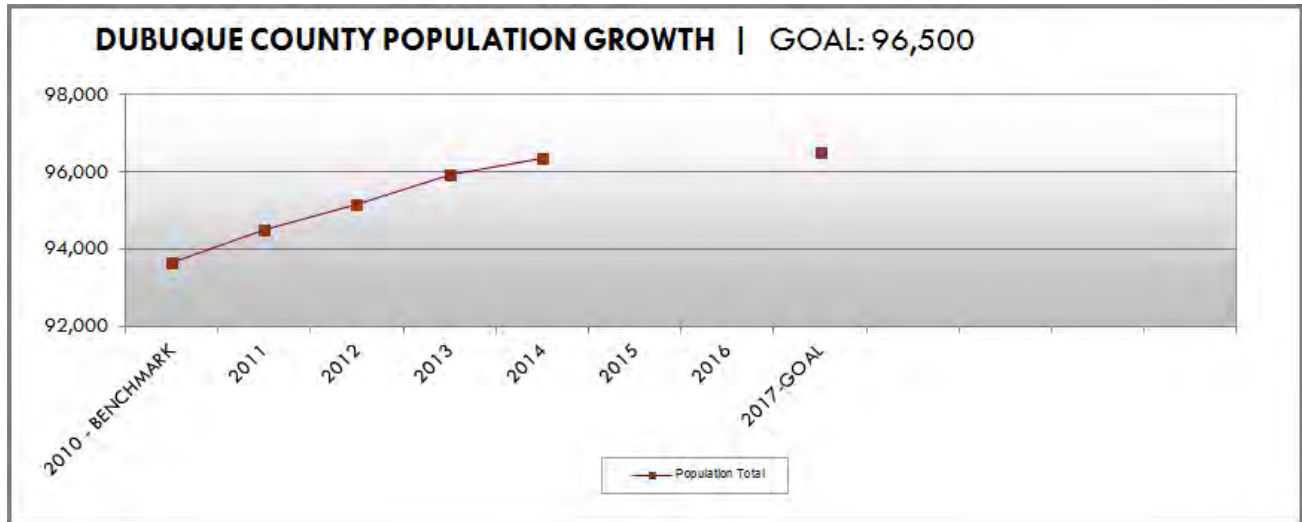
The average wage for Dubuque County in December 2015 was reported as \$24.57.



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 March 2015, the population was 96,370.



SOURCE: U.S. Census Bureau, Population Division