

# momentum.

Reaching the **NEXT**<sup>2017</sup> level

2014-2015 ANNUAL REPORT



**Greater Dubuque**  
DEVELOPMENT CORP.

# A clear focus

As chair of Greater Dubuque Development, I'm pleased to present the 2014–2015 edition of our Annual Report. This year's report is inspired by **momentum**, the positive, forward motion our regional business community has experienced thanks to the collective effort of our board of directors, investors, partners and the entire Greater Dubuque Development team. Highlights of this report include:

- > The impressive results we have already achieved through our **NEXT** campaign.
- > New and expanded programs that are improving our engagement with local businesses.
- > Local businesses that are bolstering the Greater Dubuque area's reputation as a state leader in job growth.
- > Our recent appointment as a Home Base Iowa community and what it means for our hiring goals.

The results and insights contained in this report not only affirm the success of our effort, they reiterate our team's commitment to elevating the Greater Dubuque area's economy and business climate to the **NEXT** level of success. Thank you for being a part of it.



Douglas J. Horstmann  
Chairman of the Board







Dubuque Climbed to Top 10 in Forbes Best Small Places for Business and Career Ranking



Dubuque Named to the Top 20 Percent in U.S. for Employment Growth



Dubuque Chosen as One of the Best American Riverfronts



Dubuque Selected as 13th "Best-Performing" Small Metro



Greater Dubuque's Workforce Solutions Received Top International Award for Newcomer Services



Dubuque Ranked as One of the World's "Smart Communities"



Dubuque Chosen as 9th Best City for Tech Workers



Dubuque Named 2nd Most Relaxed Small City in America

# Carrying our momentum

## EXECUTIVE COMMITTEE

<i>Chairperson</i>	<b>Doug Horstmann</b>	<i>Dubuque Bank &amp; Trust</i>
<i>Vice Chairperson</i>	<b>Tim Conlon</b>	<i>Conlon Construction</i>
<i>Treasurer</i>	<b>Mike Donohue</b>	<i>U.S. Bank</i>
<i>Immediate Past Chairperson</i>	<b>Byron Taylor</b>	<i>John Deere Dubuque Works</i>
	<b>Jesús Avilés</b>	<i>Mystique Casino</i>
	<b>Roy Buol</b>	<i>City of Dubuque</i>
	<b>David Becker</b>	<i>Cottingham &amp; Butler</i>
	<b>Chad Chandlee</b>	<i>Kendall Hunt Publishing</i>
	<b>Dawn Colby</b>	<i>Prudential Retirement</i>
	<b>Dan Hammel</b>	<i>Retired, IBEW Local #704</i>
	<b>Tim Hodge</b>	<i>Hodge Company</i>
	<b>Nicholas J. Schrup, III</b>	<i>American Trust &amp; Savings Bank</i>
	<b>Kurt Strand</b>	<i>McGraw-Hill Education</i>
	<b>John Tallent</b>	<i>Medical Associates Clinics, Inc.</i>
	<b>Mike Van Milligen</b>	<i>City of Dubuque</i>
	<b>Dr. Liang Chee Wee</b>	<i>Northeast Iowa Community College</i>
	<b>Tom Woodward</b>	<i>Woodward Communications, Inc.</i>

## BOARD OF DIRECTORS

<b>Dave Baker</b>	<i>United Labor Participation Committee</i>
<b>David Brandon</b>	<i>UnityPoint Health – Finley Hospital</i>
<b>Jeff Bullock</b>	<i>University of Dubuque</i>
<b>Sr. Joanne Burrows</b>	<i>Clarke University</i>
<b>Jim Collins</b>	<i>Loras College</i>
<b>Joyce Connors</b>	<i>City of Dubuque</i>
<b>Karel Czanderna</b>	<i>Flexsteel Industries, Inc.</i>
<b>Wayne Demmer</b>	<i>Dubuque County</i>
<b>Kelley Deutmeyer</b>	<i>East Central Intergovernmental Association</i>
<b>Joe Hearn</b>	<i>Dupaco Community Credit Union</i>
<b>Chuck Isenhardt</b>	<i>Iowa Legislature</i>
<b>Justin Jones</b>	<i>Black Hills Energy</i>
<b>Maurice Jones</b>	<i>City of Dubuque</i>
<b>Russell Knight</b>	<i>Mercy Medical Center</i>
<b>Terry Kouba</b>	<i>Alliant Energy</i>
<b>Kevin Lynch</b>	<i>City of Dubuque</i>
<b>Rob McDonald</b>	<i>A.Y. McDonald Mfg. Co.</i>
<b>Mike Portzen</b>	<i>Portzen Construction</i>
<b>Jacque Rahe</b>	<i>Dyersville Economic Development Corporation</i>
<b>Stan Rheingans</b>	<i>Dubuque Community School District</i>
<b>Wendy Runde</b>	<i>Diamond Jo Casino</i>
<b>Barry Shear</b>	<i>Eagle Point Solar</i>
<b>Dennis Shields</b>	<i>University of Wisconsin–Platteville</i>
<b>Rich Whitty</b>	<i>O'Connor &amp; Thomas, P.C.</i>



to the **NEXT**<sup>2017</sup> level

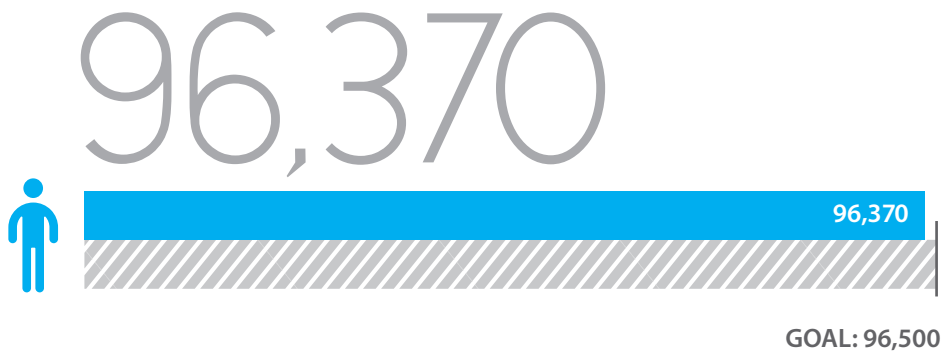


2015 marks the halfway point of **NEXT**, our five-year strategy for making the Greater Dubuque area a national model for economic prosperity. Thanks to our relationships with some of the community's most passionate, forward-thinking leaders, we are already positioned to exceed these goals by the end of 2017.

# Population growth

According to the latest Census Bureau data, the Greater Dubuque population has expanded **2.9 percent** since 2010. This growth not only puts us on track to reach our 2017 goal, it outpaces the State of Iowa by nearly a full percentage point.

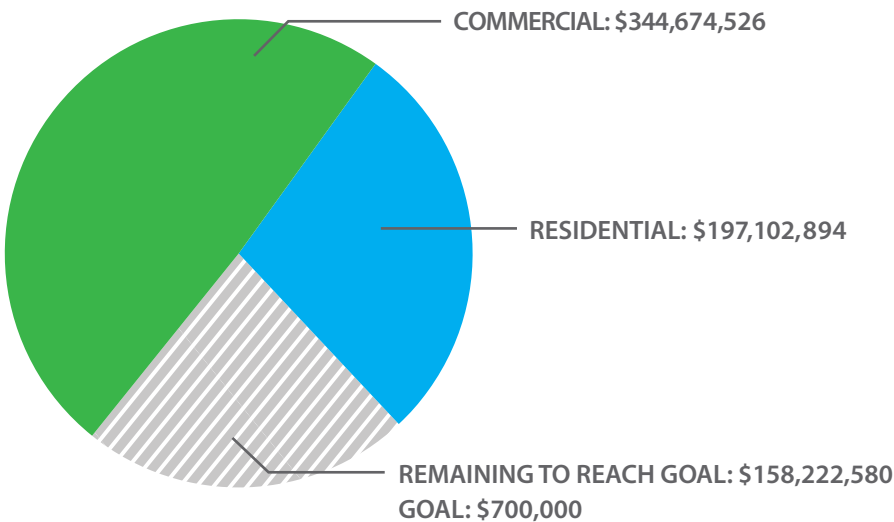
Source: U.S. Census Bureau, Population Division



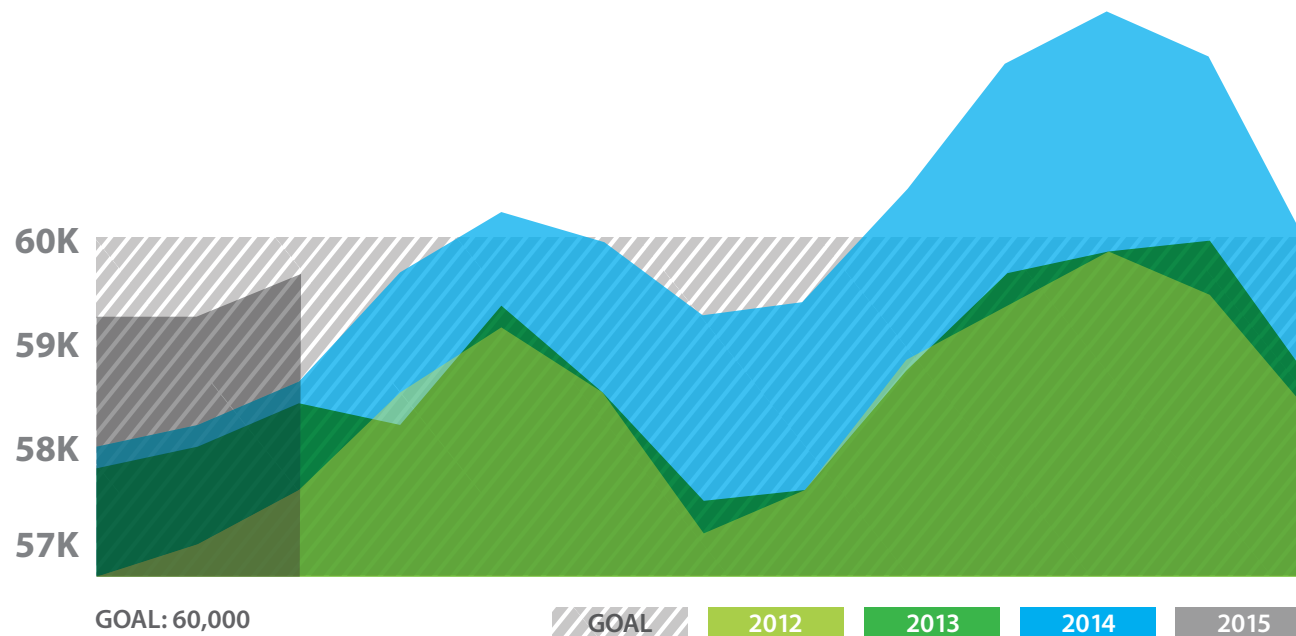
# Construction

Since the **NEXT** campaign launched in 2012, the Greater Dubuque area has generated well over **\$540 million** in new construction projects, achieving more than 75 percent of our five-year/**\$700-million goal**.

Source: City of Dubuque & Dubuque County







## Job growth

The Dubuque Metropolitan Statistical Area ended 2014 with a workforce of approximately **59,000**. During the first quarter of 2015, **700 jobs** were added. With this report, we are proud to say that our goal of **60,000** jobs by the end of 2017 is firmly within reach.

Source: Iowa Workforce Development: Monthly Labor Force Summary



# 24.61

GOAL: \$18 per hour

## Average hourly wage

In addition to having more job opportunities, local employees are earning more. As of March 2015, Dubuque County's average hourly wage was **\$24.61**, nearly **37 percent** higher than our 2017 goal of **\$18** per hour.

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

# Upward momentum

Whether it's attracting talent, expanding facilities or improving local infrastructure, area business people trust and rely upon the Greater Dubuque Development team to advocate for their success. In 2014–2015, we expanded our nationally recognized **InfoAction** program and personally visited more than 340 businesses of all sectors and sizes. Using our collective expertise and a hands-on approach, we worked closely with business owners, taking the time to understand their challenges, identify their needs and recommend solutions for helping their businesses succeed.







### *Meet Linden Propeller*

When Gary Linden, owner of Dubuque-based Linden Propeller, needed technical support for the development of a proprietary machine, our existing business team took action.

We connected Gary with Iowa State University's Center for Industrial Research and Service (CIRAS), a program dedicated to enhancing the performance of industry. Through his collaboration with Greater Dubuque Development and CIRAS, Gary now has the momentum and resources to transform his idea into an innovative product that will make his marine propeller business even more successful.

Rob Apel, Existing Business Specialist, Greater Dubuque Development; Jack Linden, Engineering Consultant, Linden Propeller; Dan McDonald, Vice President of Existing Business, Greater Dubuque Development; and Gary Linden, Owner of Linden Propeller, discuss the capabilities of Linden Propeller's newest machine.

**"I am very thankful for the assistance and support provided by Greater Dubuque Development. Their involvement and ability to connect us with CIRAS helped us move our idea forward."**

— Gary Linden, Owner, Linden Propeller





Sarah Harris, Vice President of Workforce Solutions, Greater Dubuque Development, attends the Rock Island Arsenal Job Fair and discusses employment opportunities found on [AccessDubuqueJobs.com](http://AccessDubuqueJobs.com).

## Growing our talent pool

The national workforce shortage is a dilemma from which the Greater Dubuque area has not been spared. Of the CEOs interviewed by our team this past year, 63 percent cited workforce recruitment and retention as formidable barriers to growing their businesses. With these concerns in mind, our Workforce Solutions team focuses on creating sustainable solutions for recruiting, retaining and retraining a strong and talented local workforce.

### Recruit

- > [AccessDubuqueJobs.com](http://AccessDubuqueJobs.com) is our area's number-one resource for connecting talent to opportunity. Thanks to our partners at TH Media, the site now features enhanced functionality, navigation and appearance intended to increase web traffic from employers, applicants, students and veterans.
- > Dubuque County's recent designation as a Home Base Iowa Community has widened our national recruiting footprint, providing us unique opportunities to promote the Greater Dubuque area as a destination for opportunity among men and women in the U.S. military.
- > Our Newcomer Services remain a successful hallmark of our recruitment efforts. One-on-one tours, concierge services and Distinctively Dubuque classes continue to serve businesses and individuals considering making the Greater Dubuque area their new home.
- > With the creation of our new **HR Action** program, we're working more closely with local human resource professionals to accurately understand and identify regional workforce trends and needs.



Nelson Klavitter, Community Tour Guide, Greater Dubuque Development; Shirley Lee, newcomer; and Jan Powers, Director of Workforce Solutions, Greater Dubuque Development, tour downtown Dubuque. One-on-one tours, along with our other Newcomer Services, help new and potential residents call the Greater Dubuque area their home.

### *Retain*

We have an untapped pool of qualified talent right here in our own backyard. Within a 25-mile radius of the Greater Dubuque area, there are 10 institutions of higher education with a combined enrollment of more than 32,000 students. Broaden that radius to 100 miles and there are over 320,000 students. By expanding our outreach efforts and strengthening our relationships with colleges and universities throughout the Midwest, we are connecting local businesses with the educated talent they need.

### *Retrain*

As part of our ongoing initiative to nurture the type of skilled talent Greater Dubuque businesses need, we collaborate with our partners at **Dubuque Works** on Opportunity Dubuque, an educational program providing short-term certificate and upgraded skills training as a pathway to high-wage careers. Participants are selected through an interview and assessment process and receive full scholarships for training at Northeast Iowa Community College. To date, Opportunity Dubuque boasts 235 graduates and a 96-percent placement rate in a wide variety of skilled labor disciplines, including welding, computer numerical control (CNC), advanced manufacturing, commercial-driver licensure and information technology.

*Dubuque Works partners include the City of Dubuque, Community Foundation of Greater Dubuque, Dubuque Area Chamber of Commerce, Dubuque Area Labor Management Council, Dubuque Community School District, East Central Intergovernmental Association, Holy Family Catholic Schools, Iowa Workforce Development, Northeast Iowa Community College, TH Media and United Way Services, Inc.*

*Dubuque Works is funded by the City of Dubuque, Mystique Casino and the Dubuque County Board of Supervisors.*




# Building relationships

Seizing the momentum created in 2014–2015 empowered us to take a more proactive approach to building a diverse business base. Behind a national marketing strategy focused on several key industry clusters, ranging from metal machining and fabrication to information technology, we met many prospective clients, site location consultants and developers from across the country. In addition, we partnered with national marketing research firm **Retail Strategies** for an in-depth analysis of the retail market in the Greater Dubuque area, the results of which will help us strengthen and broaden our local retail business segment.







Maurice Jones, Economic Development Director, City of Dubuque; Todd Colin, Chief Executive Officer, Rockfarm Supply Chain Solutions; and Mark Seckman, Vice President of National Marketing, Greater Dubuque Development, review the plans for Rockfarm Supply Chain Solutions' new headquarters in the Dubuque Technology Park.

### *Meet Rockfarm Supply Chain Solutions*

Rockfarm Supply Chain Solutions is a supply chain management, technology and consulting business based out of East Dubuque, Illinois. The company recently broke ground on its new corporate headquarters in the Dubuque Technology Park—a \$2.5-million project that will create 25 new jobs. The Greater Dubuque area has experienced significant growth across many business sectors, including manufacturing, technology, hospitality, medical and education. Projects like Rockfarm further solidify our burgeoning reputation as a regional and national economic engine.

**"Our company's management is proud to invest in the Dubuque Technology Park. We think that a rapidly growing, technology-based company needs to be located in a professional setting like this development. We feel that our new facility will allow us to grow our customer functions and remaining operations in East Dubuque."**

—Todd Colin, Chief Executive Officer, Rockfarm Supply Chain Solutions

### *Taking Dubuque on the Road*

Through trade shows, conferences and one-on-one meetings, we've successfully communicated the positive attributes of operating a business in the Greater Dubuque area. Building these relationships will bolster the local economy for years to come.

### *Visits made this year:*

Midwest U.S. Japan Association Conference, Des Moines, IA

Iowa Black Business Summit, Cedar Rapids, IA

Milwaukee Data Center Summit, Pewaukee, WI

International Council of Shopping Centers Deal Making Conference, Chicago, IL

American Council of Life Insurers Annual Conference, Washington, D.C.

Property Casualty Insurers Association of America Annual Meeting, Scottsdale, AZ

FABTECH Show, Atlanta, GA

Mid-American Economic Development Council Competitiveness Conference, Chicago, IL

Iowa Power Farming Show, Des Moines, IA

The 2015 Life Insurance Conference, Arlington, VA

Petfood Forum, Kansas City, MO

Iowa Smart Conference, Des Moines, IA

Mid-American Economic Development Council Best Practices Conference, Omaha, NE

RECON International Council of Shopping Centers, Las Vegas, NV

Consultants Forum, Philadelphia, PA

International Economic Development Council Future Forum, Madison, WI

Minnesota Headquarters Trip

New York Headquarters Trip

Iowa Headquarters Trip

Nebraska Headquarters Trip

Las Vegas Headquarters Trip

Pennsylvania Headquarters Trip

Wisconsin Headquarters Trip

Washington/Oregon Headquarters Trip



Dave Lyons, Sustainable Innovation Consultant, Greater Dubuque Development, and Roy D. Buol, Mayor of Dubuque, Iowa, review recent data showing air quality improvement in Dubuque.

**"Our proactive efforts are paying off in better health for our citizens and fewer regulatory restrictions for our industry. When we do things right it is a win/win ... and Dubuque is a winner."**

— Roy D. Buol, Mayor, City of Dubuque

## The momentum of sustainable innovation

Whether assisting new industry or reducing costs for existing businesses, Greater Dubuque Development's wide-ranging work on **Sustainable Innovation** is leading the way to new growth. Together, we are helping businesses find ways to lower their costs through energy efficiency, while growing jobs in the solar and bio-renewable fields.

Working with local partners, we are exploring methods of reducing regulation costs for area businesses through proactive environmental activity on air and water quality issues. And through collaboration between the public and private sectors, we are working to increase access and reduce costs for broadband and Internet

connectivity in the Greater Dubuque area. Growing out of the City's Sustainable Dubuque Initiative, Greater Dubuque Development's sustainable innovation efforts are proving that a focus on sustainable outcomes can create long-term economic opportunities.





Jay Wickham, Executive Director, Iowa Small Business Development Center/ Northeast Iowa Community College; Monica Grubb, Owner, Beauty by Moke; and Jayne Ervolino, Administrative Assistant, Greater Dubuque Development, discuss how StartUp Dubuque can help Monica's business be more successful.

# Empowering strong beginnings

Through **StartUp Dubuque**, we're working to cultivate an entrepreneurial environment capable of developing, growing and sustaining new businesses in the Greater Dubuque area. StartUp Dubuque, made possible through the generosity of Dick and Carrie Schmid, and launched in partnership with the Small Business Development Center, Northeast Iowa Community College, Dubuque SCORE Chapter and East Central Intergovernmental Association, provides early stage businesses with the resources and support necessary to achieve success.

## *Meet Beauty by Moke*

When Monica Grubb, Owner of Beauty by Moke, wanted to increase foot traffic at her retail store, she turned to StartUp Dubuque. The Small Business Development office worked with Monica to refine her sales, marketing, bookkeeping and inventory-management processes. As a result of this assistance, Beauty by Moke has experienced increased traffic and sales.

# Greater Dubuque Staff



(pictured left to right)

**Sarah Harris**, *Vice President of Workforce Solutions*

**Dan McDonald**, *Vice President of Existing Business*

**Bill Baum**, *Existing Business Specialist*

**Rick Dickinson**, *President & CEO*

**Dave Lyons**, *Sustainable Innovation Consultant*

**Mark Seckman**, *Vice President of National Marketing*

**Jan Powers**, *Director of Workforce Solutions*

**Rob Apel**, *Existing Business Specialist*

**Jayne Ervolino**, *Administrative Assistant*

**Beth Rowe**, *Director of Communications*

**Nelson Klavitter**, *Community Tour Guide*

**Karen Kluesner**, *Vice President of Operations*



# Greater Dubuque

Addoco, Inc.  
 Alliant Energy  
 American Realty of Dubuque  
 American Trust & Savings Bank  
 A.Y. McDonald Mfg. Co.  
 BARD Materials  
 Barton Wealth Management, LLC  
 Behnke Enterprises, Inc.  
 Black Hills Energy  
 Bodine Electric Company  
 Buesing and Associates, Inc.  
 Business Telephone Supply  
 Camoplast Solideal  
 Cartegraph  
 CenturyLink  
 Chicago Regional Council of Carpenters  
 Clarke University  
 Clemens, Walters, Conlon & Meyer L.L.P.  
 Conlon Construction Co.  
 Cottingham & Butler  
 Crescent Electric Supply Company  
 DDI, Inc.  
 Diamond Jo Casino  
 Dubuque Area Chamber of Commerce  
 Dubuque Bank & Trust  
 Dubuque Building and Construction  
   Trades Council  
 Dubuque Homebuilders & Associates  
 Dubuque Stamping & Mfg., Inc.  
 Dupaco Community Credit Union  
 DuTrac Community Credit Union

Dyersville Economic Development  
   Corporation  
 Eagle Point Solar  
 Eagle Window & Door, Inc.  
 East Central Iowa Association of  
   REALTORS  
 East Dubuque Savings Bank  
 Edwards Cast Stone  
 Eide Bailly LLP  
 EIMCo, Inc.  
 Epic Construction  
 Fidelity Bank & Trust  
 First Community Trust, NA  
 Flexsteel Industries, Inc.  
 Giese Companies  
 Graham's Style Store  
 Green Industrial Supply, Inc.  
 Gronen Restoration, Inc.  
 Happee Smith Productions  
 Hodge Company  
 Honkamp Krueger & Co., P.C.  
 Julien's Journal Magazine  
 IBEW Local #704  
 IBM  
 IIW, P.C.  
 ITC Midwest, LLC  
 John Deere Dubuque Works  
 Kane, Norby & Reddick, P. C.  
 Kendall Hunt/Westmark  
 Kintzinger Law Firm, PLC  
 Klauer Manufacturing Company

Kloeckner Metals  
 Kunkel & Associates, Inc.  
 KWWL Television, Inc.  
 Lamar Advertising of Dubuque  
 Loras College  
 Maquoketa Valley Electric Cooperative  
 Maryville Construction Co., Inc.  
 McCullough Creative, Inc.  
 McGladrey LLP  
 McGraw-Hill Education  
 Medical Associates Clinic, P.C.  
 Mercy Medical Center  
 Mi-T-M Corporation  
 Morrison Bros. Co.  
 Mulgrew Oil Company  
 Myers-Cox Co.  
 Mystique Casino  
 O'Connor & Thomas, P.C.  
 Paulson Electric Company  
 Plumbers & Steamfitters Local 125  
 Portzen Construction, Inc.  
 Premier Bank  
 Premier Tooling & Manufacturing, Inc.  
 ProPulse, A Schieffer Co.  
 Prudential Retirement  
 Radio Dubuque, Inc.  
 Rentech Nitrogen  
 Richardson Motors  
 River City Paving  
 Rousselot, Inc.  
 Runde Auto Group, Inc.

Southwest Wisconsin Technical College  
 Spahn & Rose Lumber Company  
 Steele Capital Management, Inc.  
 Straka Johnson Architects, P.C.  
 The Adams Company  
 The Fischer Companies  
 The Floor Show Companies  
 The Friedman Group, Inc.  
 The McCoy Group, Inc.  
 Theisen Supply, Inc.  
 TRICOR Insurance and Financial Services  
 Union-Hoermann Press  
 Unison Solutions  
 United Clinical Laboratories  
 UnityPoint Health – Finley Hospital  
 Universal Tank & Fabrication  
 University of Dubuque  
 University of Wisconsin–Platteville  
 U.S. Bank  
 Vanguard, Inc.  
 Welu Printing Company  
 Woodward Communications, Inc.

## PUBLIC SECTOR

City of Dubuque  
 City of Dyersville  
 City of Peosta  
 Dubuque County  
 Northeast Iowa Community College





# AccessDubuqueJobs.com



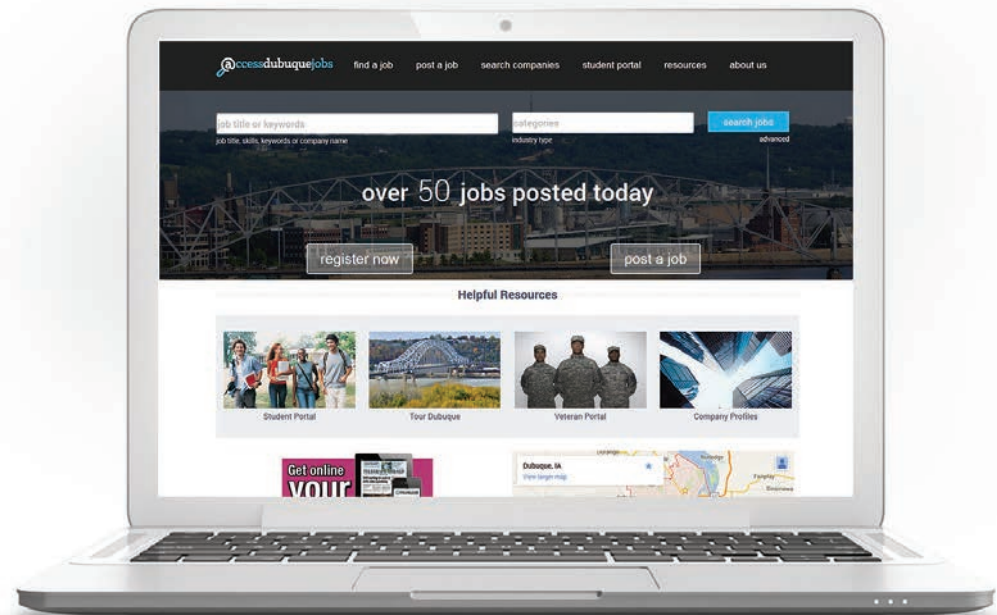
Advance Pump & Equipment Inc.  
Alliant Energy  
Almon Inc.  
American Customer Care  
American Trust & Savings Bank  
Area Residential Care  
A.Y. McDonald Mfg. Co.  
BARD Materials  
Berry Plastics Corporation and Subsidiaries  
Best Western Plus Dubuque Hotel  
Black Hills Energy  
Blain's Farm & Fleet  
Bodine Electric Company  
Cartograph  
City of Dubuque  
Clarke University  
Community Foundation of Greater Dubuque  
Conlon Construction Co.  
Cottingham & Butler  
Crescent Electric Supply Company  
DAC, Inc.  
DDI, Inc.  
Design Mill, Inc.  
Diamond Jo Casino  
Digga  
Domino's Pizza  
Dubuque Area Chamber of Commerce  
Dubuque Auto Plaza  
Dubuque Bank & Trust  
Dubuque Community School District  
Dubuque Convention & Visitors Bureau  
Dubuque County  
Dubuque Data Services  
Dubuque Screw Products, Inc.

Dupaco Community Credit Union  
DuTrac Community Credit Union  
Dyersville Die Cast  
Eagle Point Software  
Eagle Point Solar  
Eagle Ridge Resort & Spa  
Eagle Window & Door, Inc.  
East Central Intergovernmental Association  
East Dubuque Savings Bank  
Eide Bailly LLP  
EIMCo, Inc.  
Engineering Services & Products Company  
Ennoble Skilled Nursing & Rehabilitation Center  
ENTEGEE Engineering Technical Group  
Envision Sports Designs  
Express Employment Professionals  
Family Dollar Iowa Distribution Center  
Flexsteel Industries, Inc.  
Georgia-Pacific Corporation  
Giese Companies  
Grand Harbor Resort and Waterpark  
Grand View United Methodist Church  
Green Industrial Supply, Inc.  
Gronen Restoration, Inc.  
Hartig Drug  
Hawkeye Truck & Trailer  
Heritage Manor  
Hillcrest Family Services  
Hills & Dales  
Hirschbach Transportation Services, Inc.  
Hodge Company  
Holy Family Catholic Schools  
Honkamp Krueger & Co., P.C.  
Hormel Food / Progressive Processing

Horsfield Construction, Inc.  
Hotel Julien Dubuque  
IIW, P.C.  
Innocor, Inc.  
John Deere Dubuque Works  
Kendall Hunt/Westmark/Great River Learning  
Kunkel & Associates, Inc.  
Kurtz Communications, Inc.  
Kwik Trip/Kwik Star, Inc.  
Loras College  
Luther Manor  
Managed Solutions Group  
McCullough Creative, Inc.  
McGrath Family of Dealerships  
Medical Associates Clinic, P.C.  
Medline Industries, Inc.  
Mercy Medical Center  
Mid American Management Group  
Midwest Business Products  
Midwest Janitorial Service  
Midwest Medical Center  
Mike Finnin Motors  
Mi-T-M Corporation  
Molo Companies  
Morrison Bros. Co.  
Myers-Cox Co.  
Mystique Casino  
National Mississippi River Museum & Aquarium  
Next Generation Wireless  
Northeast Iowa Community College  
O'Connor, Brooks & Co, P.C.  
Oral Arts Dental Laboratory  
Packers Sanitation Services, Inc.  
Pepsi Cola Bottling Company of Dubuque

Platinum Supplemental Insurance  
Portzen Construction, Inc.  
ProPulse, A Schieffer Co.  
Prudential Retirement  
Rentech Nitrogen  
Rite Hite Corp.  
River Valley Capital Corporation  
Rockfarm Logistics, LLC  
Rousselot, Inc.  
RPS Benefits  
RSM McGladrey, Inc.  
RT&T Enterprises Inc.  
Ruhl & Ruhl Realtors  
Runde Auto Group, Inc.  
S4Carlisle Communications, Ltd.  
Sam's Club  
Sedgwick  
Sedona Staffing Services  
Sinsinawa Dominicans  
Sisters of Charity, BVM  
Sisters of the Presentation of the BVM  
Southwest Health Center  
Southwest Wisconsin Technical College  
Spahn & Rose Lumber Company  
Stonehill Franciscan Services  
Substance Abuse Services Center  
Taylor & Taylor Insurance & Financial Services, Inc.  
TFM Company  
The Friedman Group, Inc.  
The McCoy Group, Inc.  
The McGraw-Hill Companies  
Theisen Supply, Inc.  
Thrivent Financial  
Top Block and Brick, Inc.

TRICOR Insurance and Financial Services  
Tschiggfrie Excavating Company  
Unified Therapy Services  
United Clinical Laboratories  
UnityPoint Health – Finley Hospital  
Universal Tank & Fabrication  
University of Dubuque  
University of Wisconsin–Platteville  
U.S. Bank  
Wartburg Theological Seminary  
Webber Metal Products, Inc.  
Weber Paper Company  
Woodward Communications, Inc.  
WS Live LLC  
XL Specialized Trailers, Inc.





**Greater Dubuque**  
DEVELOPMENT CORP.