

18-19

COLLABORATE *to Compete*



Greater Dubuque
DEVELOPMENT CORP.



A formidable competitor

Greater Dubuque Development is in a global competition. We're competing for expanding businesses and for talent. Because of strategic, forward-thinking leaders, we're not in this alone. What keeps the Greater Dubuque area in the competition is our culture of collaboration. The public and private sectors are continuously working together to make ours a community of choice. From infrastructure and broadband improvements to proactively preparing for new industry to implementing programs that equip the workforce of the future—it's working together that drives positive change in the Greater Dubuque area.

There's always more to accomplish and there are challenges at every step. Staying ahead of the pack takes bold ideas and even bolder teams to execute them. Thankfully, our community has no shortage of those teams. Greater Dubuque Development Corporation is proud to serve alongside many others who make us strong competitors on the national stage. Through our work in Business Retention and Expansion, Workforce Solutions, Sustainable Innovations, Dubuque's True North, National Marketing, and StartUp Dubuque, we're working with partners in every field to strengthen our economy, our employers, and our friends and neighbors who work for them.

Let's keep competing, together.

The testaments to collaboration can be seen throughout the region. Alliant Energy's Downtown Solar Garden was completed through their collaboration with A.Y. McDonald Manufacturing, the City of Dubuque, and federal agencies. The Bee Branch Watershed Flood Mitigation Project has brought together numerous public and private sector entities for stormwater management, stimulating the local economy, and improving quality of life for our residents.



From Our Chair

The 2018–19 fiscal year was another busy and successful year at the Greater Dubuque Development Corporation as solid progress was made on several fronts of the **Greater Dubuque 2022** strategic plan and the organization's six pillars of focus.

We increased Net Employment over the prior year at one of the top job growth rates in the state. Moreover, we added more tools for partners to enhance their ability to recruit talent and we welcomed the first participants in our Opportunity Dubuque Child Care pilot program. We also launched the *"Big Life, Small City. You're Home in Dubuque"* campaign, designed to increase both population and workforce, which is off to a solid start.

We are currently at \$449,087,009—56% of our goal—in commercial and residential construction. Notable commercial projects include Flexsteel Industries' new production facility; Medline Industries' new customer service center, and the Dupaco Community Credit Union's Voices Project in the Millwork District.

Within Sustainable Innovations, we made tremendous progress with the expansion of broadband in our market, thanks to the collaboration among Greater Dubuque Development, the City of Dubuque, and private sector providers.

Dubuque's True North also realized solid progress with the acquisition of five properties to be renovated and with planning and redesign of the Central Avenue corridor.

This progress is a reflection of Greater Dubuque Development's strong management team, our continued ability to leverage our outstanding public-private partnerships, and our highly engaged Board of Directors who continue to provide guidance and input on our strategic plan and, of course, their financial support.

Our progress should be celebrated; however, management and the Board also recognizes there remains significant challenges before us, which need to be addressed, in order for our community to grow in a positive and meaningful manner.

Given the strength of our management team and our Board, who have a proven track record of successfully tackling difficult challenges that have transformed our community over the past several decades, I am confident we are well positioned to do even more.



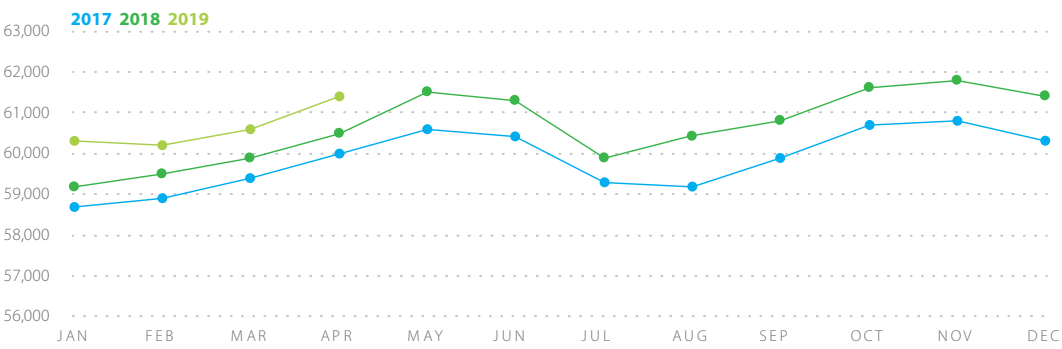
Tom Woodward
Chair, Greater Dubuque Development Corporation
CEO & President, Woodward Communications, Inc.

Goals & Progress

Launched in 2017, the **Greater Dubuque 2022** campaign set out with aggressive goals for Job Creation, Construction Spending, Median Household Income growth, and increased Population. We’re responding to nationwide challenges with innovative new programs to grow population and workforce to meet our five-year goals.

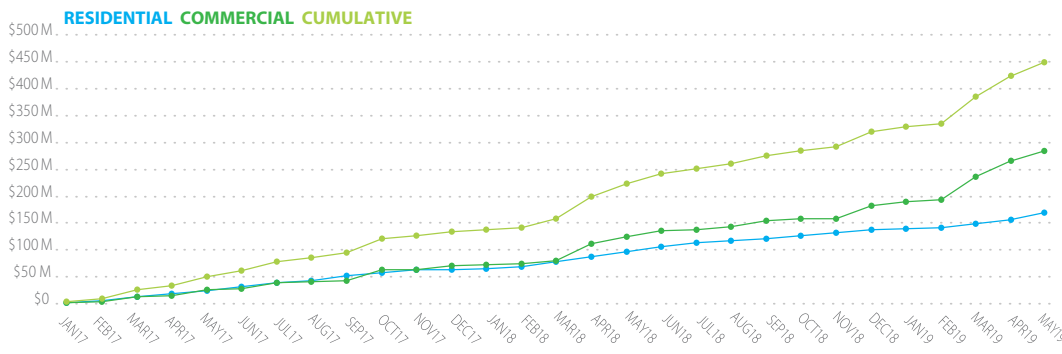
Labor Force Goal: 64,000

Annual benchmarking revised the workforce numbers for most of 2017 and all of 2018. The Dubuque Metropolitan Statistical Area hit an all-time high of 61,800 jobs in November 2018. At time of publication, our labor force is at 61,400, up 1.5% over 2018.



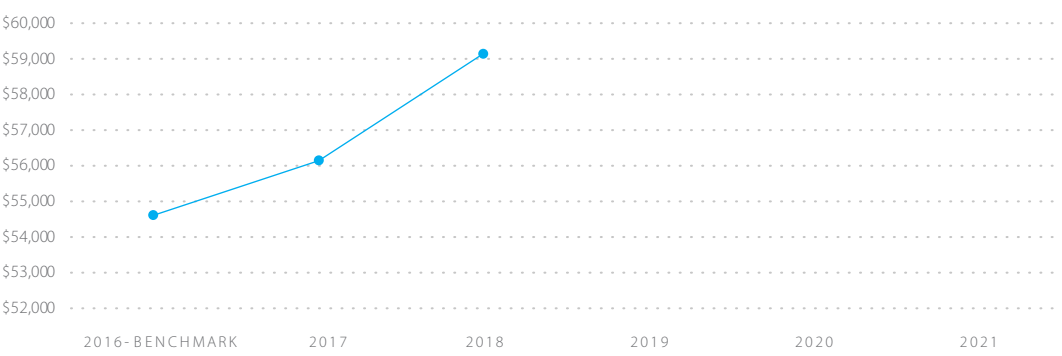
Construction Spending Goal: \$800,000,000

Dubuque County and the City of Dubuque continue to have strong growth in construction. As of June 2019, we are at \$449,087,009, putting our goal within reach by 2022.



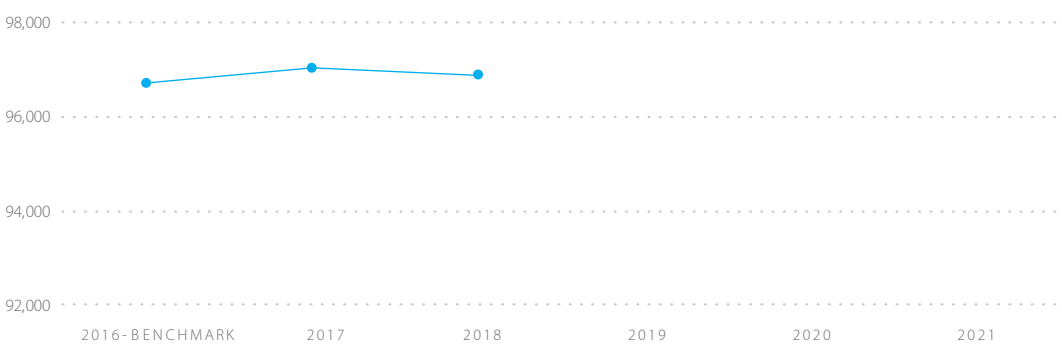
Median Household Income Goal: \$60,000

Median Household Income for 2018 was \$59,150, a 5.34% increase over 2017. Our goal of \$60,000 by 2022 will be achieved.



Population Growth Goal: 100,000

The latest U.S. Census Bureau data indicates the Dubuque MSA population is at 96,854, flat from 2016. Like many communities our size nationwide, population growth has slowed. With newly launched workforce strategies and a community-wide effort, we will meet our goal of 100,000.



PILLARS

Business Retention & Expansion

Our Existing Business team invests their time and expertise in helping established regional businesses succeed. When challenges or opportunities arise, they help our partners navigate through it all—from infrastructure and connectivity, workforce and government, site assessments and incentives—their combined 70-plus years of experience in the public and private sector streamlines the process and provides the customized solutions our area employers need.

INFOACTION

In Business Retention and Expansion, making progress starts with a one-on-one InfoAction interview. Our team meets with CEOs, top managers, and business owners each year to identify challenges and opportunities for individual businesses, sectors, and the regional economy as a whole. These confidential interviews provide unfiltered data that informs our work, maximizing opportunities for growth and improvement as well as proactively creating solutions to anticipated challenges.

InfoAction doubles down on opportunities following three basic tenets: develop and build solid relationships, serve the customer and provide advocacy, and gain insights in order to act on information. From these tenets, we are able to serve our business community effectively. As part of our commitment to provide valuable data to our partners, Greater Dubuque Development releases quarterly and annual summaries of information gained from the InfoAction interviews. These *Action Dashboards* are announced through our monthly e-newsletter or can be found at greaterdubuque.org.

The Voices Building, built in 1924, will be transformed from an underutilized and timeworn space (at right) into a modern headquarters suitable for a world-class financial cooperative. Conceptual renderings of the Dupaco Voices Building include airy office space (opposite page), a rooftop garden area for employees, and proposed mixed retail and community space on the first and second floors.





"The Dupaco board and senior staff conducted an extensive and thorough evaluation of many options. We left no stone unturned in our analysis, which considered a multitude of factors. Greater Dubuque Development's team remained a constant and trusted guide throughout the two-year process. They helped ensure our decision ultimately will provide the most economic value to our members, offer the best experience for current and future employees, and have the greatest positive impact on our community."

Joe Hearn

President & CEO

Dupaco Community Credit Union

DUPACO VOICES BUILDING

In January 2019, Dupaco Community Credit Union announced that it would invest \$37.5 million—before incentives—to relocate its headquarters to the historic Voices Building in the Millwork District. The investment will renovate the 175,000-square-foot property into a new operations center for Dupaco and their more than 500 total employees. 150 operations staff will relocate to this new headquarters with plans to add 40 new operations employees.

Dupaco began to explore the possibilities for a new operations center over two years ago. Transforming the aging Voices Building to the standard of a world-class financial cooperative and understanding how it will benefit their members, employees, and community took a collaborative effort and innovative thinking. The process brought

representatives from Dupaco, Greater Dubuque Development, the City of Dubuque, and project management team at GRONEN to the table.

Through the Dupaco Voices project, the financial cooperative builds on the momentum of the growing Millwork District. The redevelopment of this one building will have a multitude of benefits for the community economy—reducing blight, creating attractive new space for events, creating opportunity for new business tenants, increasing restaurant and entertainment traffic, and encouraging housing and parking revenue. This project will serve as a magnet—drawing new business, people, and investment to this part of the community—all while creating long-term benefit for the Dupaco members.



PILLARS

Workforce Solutions

Employers across every sector are competing for talent. Greater Dubuque Development is no stranger to developing strategic, award-winning workforce programs in collaboration with our partners. We've worked with higher education, non-profits, state and local government, and our area employers to develop initiatives that recruit, retain, and develop talent. We're attracting newcomers to the area, creating customized training to upskill workers, and removing barriers to gainful employment. The workforce solutions team and our partners are responding to the national workforce shortage with aggressive, innovative, and successful strategies.



"We partner with Greater Dubuque Development because they understand that recruiting is not only for great jobs at John Deere, but also about deciding to move to a prospering new community. Our HR team posts career opportunities to AccessDubuqueJobs, we use Greater Dubuque's community tours in our interview process, and we highly encourage new hires to take the Distinctively Dubuque class. All of which are valuable tools in the John Deere Dubuque Works' recruiting and onboarding efforts."

Mark Dickson
General Manager
John Deere Dubuque Works



ACCESSDUBUQUEJOBS.COM

AccessDubuqueJobs.com continues to be the top resource for connecting area employers with talent, according to our 2018 Laborshed Analysis. Greater Dubuque Development partners with the *Telegraph Herald* to maintain this essential recruitment tool for our region. In 2018–2019, over 180 investors use *AccessDubuqueJobs.com* to post their jobs, internships, and career events to connect with talent through investor-exclusive events and resources.

OPPORTUNITY DUBUQUE

Opportunity Dubuque develops talent by connecting employers to higher education for customized short-term certificate training for entry-level workforce. Northeast Iowa Community College, funded in part through Dubuque Works, trains individuals in 16 disciplines to fill high-demand and high-wage careers. Programs are developed with employers to meet their specific qualifications in an accelerated course length. With over 600 graduates to date, Opportunity Dubuque continues to expand career pathways for traditional and non-traditional students while fulfilling the employers' need for qualified talent.

CHILD CARE PILOT

Launched in March 2019, Greater Dubuque Development partnered with Northeast Iowa Community College (NICC), the Community Foundation of Greater Dubuque, the City of Dubuque, Dubuque County, and the Dubuque Community YMCA/YWCA to pilot the Opportunity Dubuque Child Care program. The pilot is an extension of the Opportunity Dubuque Career Pathway Certificate program and offers free child care to parents while they are in class, enrolled in select career training programs. Eligible, full-time employed graduates of these certificate programs may qualify for additional child care support for up to 12 months.

In addition to child care for students, the pilot is also addressing the shortage of trained child care professionals in area communities by offering a Child Care Career Pathway Certificate through Opportunity Dubuque. The program prepares students for entry-level work as caregivers, assists them to launch an in-home child care business, and/or transfers them into the NICC Early Childhood Education diploma program.

PILLARS

NEWCOMER SERVICES & COLLEGE OUTREACH

Growing our population and workforce is a community-wide effort. It takes more than offering great careers and amenities; it requires making people feel welcome and included. Greater Dubuque Development offers a suite of free services and resources to help employers and partners put their best foot forward in welcoming newcomers—community tours for job candidates or their families, the Distinctively Dubuque program to help newcomers get to know the community, one-on-one assistance to get them connected, and college outreach and intern engagement to retain talent attending our area educational institutions.



BIG LIFE, SMALL CITY CAMPAIGN



**Big Life
SMALL CITY**
you're home in dubuque

Greater Dubuque Development has solutions in place to help employers recruit, retain, and develop talent now and into the future. In April 2019, we added a targeted strategy to attract and welcome people from outside our area utilizing cutting edge technology and a community-wide marketing effort to reach them.

To help identify potential candidates with specialized skills for our employers, Greater Dubuque Development has implemented the use of a new tool. *Emsi Profile Analytics* searches millions of online profiles and résumés to identify talent that fit criteria set by the employer. Hiring professionals are supplied with a list of potential candidates with which to share open career postings. As part of their

recruitment effort, employers are equipped with a new community-wide marketing campaign to showcase not only the career but the Greater Dubuque area as a whole.

The *Big Life, Small City. You're Home in Dubuque* campaign combines a targeted digital marketing effort with outreach materials: *biglifessmallcity.com*, a micro-website designed to help newcomers learn more about our community; print and digital resources to promote what the Greater Dubuque area has to offer; and engaging video content to tell stories of individuals and families who have made the area their home. The campaign increases awareness about our community and helps hiring professionals best feature the quality of life in the Greater Dubuque area.



The Big Life, Small City campaign includes videos featuring newcomers who have made the Greater Dubuque area their home. Jon (at top) grew up in Iowa but lived in other places through college and his military service. He and his family have settled in Dubuque and he works for Cottingham & Butler. Anugrah (at bottom) was born in Indonesia before moving to the United States with her parents at the age of 12. She and her husband, Ryan, moved to Dubuque for career opportunities and she works at Prudential Financial. Here, they've found a network of friends that have become like family.

These videos and more are part of the digital marketing effort and can be accessed by visiting biglifessmallcity.com.

Sustainable Innovations

Having a robust broadband network is crucial for a city to stay competitive in the modern economy. It is now the backbone of commerce, education, infrastructure, and the daily lives of our residents. Greater Dubuque Development's Sustainable Innovations team continues to work with local government, energy partners, and service providers to expand and enhance the capacity, reach, and availability of broadband throughout the city. Partnerships between the city and providers to share infrastructure is accelerating expansion and generating revenue for the city. The expanding network, reduction of costs, and prevention of disruptions is improving quality of service for business and residents. The last year alone has seen a significant improvement in service for businesses. As providers expand their residential networks, the progress will be even more widespread.



"One of the factors that brought us to Dubuque originally, and has allowed us to expand, is the city's Broadband Acceleration Initiative. Our close collaboration with the city through this program reduces costs and speeds time to market, both of which are critical to a company like ImOn. We are grateful for the opportunities this collaboration has created and look forward to serving the residents and businesses of Dubuque in the ImOn way for many years."

Patrice Carroll
CEO
ImOn Communications



Dubuque's True North

Directed by a board of forward-thinking educators, business leaders, community advocates, and working alongside other initiatives, Dubuque's True North is making headway in the effort to revitalize the North End of Dubuque. In 2018–2019, five vacant rental properties were acquired and have begun renovation into affordable, single-family homes. This is the start of a goal set with the City of Dubuque to purchase and rehabilitate up to 50 properties in the span of five years. We're working with local financial institutions to assist qualifying first-time home buyers with the process, once homes are completed. The homes will be sold to buyers below 80% of median household income for Dubuque County, making home ownership more accessible, to build equity, and lay a foundation for a more secure economic future.



The selection of properties is based on data, guidelines set by the Board, and the expertise of our partners. The vacant rental properties that have been acquired were in various stages of disrepair—fire damage, water damage, and unsafe conditions made these properties uninhabitable but within the parameters of affordable rehabilitation. This property at 2320 Jackson Street (above) was a two-unit rental that will be converted to a single family home. Completed homes will be available for purchase starting in late Fall 2019.

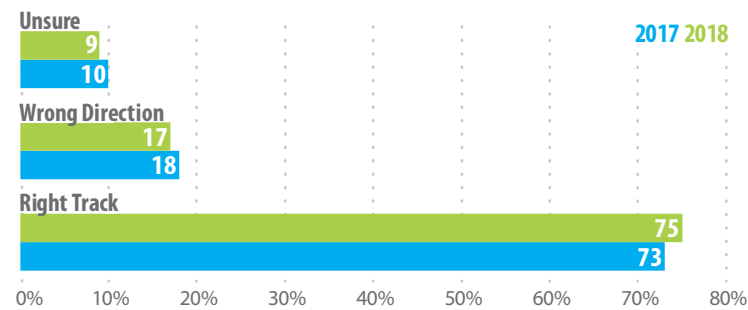


Conceptual rendering of 2320 Jackson Street, following renovation.

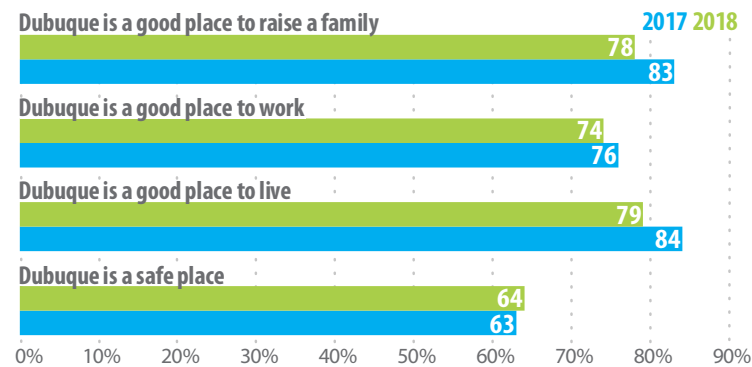
DATA COLLECTION

We continue to employ data to drive decision-making and understand impact. In 2018–2019, we worked with Loras College to complete the second of five annual Community Perceptions Surveys. This survey tracks how those living in Dubuque perceive the challenges, safety, and quality of life in both their own neighborhood and others in the city.

Thinking about the direction of the Dubuque community, do you believe the community is on the right track or headed in the wrong direction?



Percentage who agree or strongly agree with the following statements:



COMMERCIAL REDEVELOPMENT

We are working with partners in the City, nonprofits, and private sector to foster redevelopment in the North End. Ongoing collaboration is driving the revitalization of Flexsteel Industries’ former manufacturing site on Jackson Street. We are contracting with partners to identify opportunities for additional commercial property development in the North End. The City, RDG Planning & Design, Dubuque Main Street, Greater Dubuque Development, and other partners are working to reimagine the Central Avenue corridor and streetscape. The cumulative effect of these efforts and the work of partner organizations is bringing a renewed sense of pride to our region and improving the local economy as a whole.

DUBUQUE’S TRUE NORTH DEVELOPMENT CORPORATION BOARD MEMBERS

Greater Dubuque Development established the Dubuque’s True North Board to oversee the objectives of the initiative. The 20-member board is comprised of thought leaders that include presidents of higher education, principals of financial institutions, and invested citizens.

- Kate Pineda**, Chair, Dubuque Bank & Trust
- Ernest Jackson**, Vice Chair, John Deere Dubuque Works
- Steve Baumhover**, Treasurer, Fidelity Bank & Trust

- Kristina Beytien**, Upcycle Dubuque
- Philip Boom**, Emmaus Bible College
- Tom Bolduc**
- Jeff Bullock**, University of Dubuque
- Jim Collins**, Loras College
- Mike Donohue**, U.S. Bank
- Kate Farber**, Quincy Bag
- Lynn H. “Tut” Fuller, M.D.**, Dubuque Bank & Trust
- Joe Hearn**, Dupaco Community Credit Union
- Ron Kinsella**, DuTrac Community Credit Union
- Kate Larson**, City of Dubuque Council
- Dan LoBianco**, Dubuque Main Street
- Emily McCready**, 563 Design
- Jeff Mozena**, Premier Bank
- Jane O’Neill**, East Central Iowa Association of REALTORS
- Tara Verdia**
- Dr. Liang Chee Wee**, Northeast Iowa Community College

National Marketing

National marketing is continuously evolving. Attracting new businesses is now a national competition in data, workforce, and infrastructure. Businesses want to grow on an expedited schedule and need communities to be ahead of the curve. Those that are predicting the trends in expansion and are proactive in preparing for those trends are going to reap the rewards ahead of the competition.

One example of how we are ahead of the curve—in 2018, the City of Dubuque started the preparation of additional land within the Dubuque Industrial Center West for new development. The grading of these 40 of 103 available acres will accommodate accelerated time lines of site locators and their clients searching for property on which to build their new or expanding business.



StartUp Dubuque

StartUp Dubuque is made possible through a partnership between Greater Dubuque Development, Northeast Iowa Community College (NICC), America's SBDC Iowa, and regional small business providers. Each year, hundreds of innovators and entrepreneurs meet with SBDC counselors to develop, refine, and launch their business ideas. In 2017, the Iowa Economic Development Authority recognized the work of StartUp Dubuque and NICC with a \$160,000 grant through the Entrepreneurial Investment Award Program. The grant was awarded to further their work of fostering entrepreneurs in Greater Dubuque. The objectives are assisting minorities and women to start or grow businesses in the Dubuque's True North focus area as well as providing resources to area college students to enable them to launch ventures in the Dubuque area.

Over two years, the grant has funded significant efforts supporting these objectives. The SBDC and StartUp Dubuque expanded relationships with area organizations who support minority groups and college students to better connect with these populations. Counselors met with and hosted workshops for minority and women entrepreneurs and presented to college classes on starting a business. Counseling offices were also opened at the Key City Creative Center and Creative Adventure Lab to assist with co-working services and programming for entrepreneurial development. To date, 272 small business clients have been served through the grant.





Greater Dubuque Team

Pictured left to right, top to bottom

Dan McDonald *Vice President of Existing Business*

Kristin Dietzel *Vice President of Workforce Solutions*

Jayne Ervolino *Administrative Assistant*

Dave Lyons *Sustainable Innovations Consultant**

Anna Roling *Workforce Solutions Coordinator*

Rob Apel *Existing Business Specialist**

Karen Kluesner *Vice President of Operations*

Rick Dickinson *President & CEO*

Renee Meyer *Community Tour Guide**

Bill Baum *Existing Business Specialist**

Ed Raber *Director of Dubuque's True North*

Emily Graves *Director of Communications*

Nelson Klavitter *Community Tour Guide**

Chris Apel *Community Tour Guide**

** Contracted or Part-time Staff*



Board of Directors

EXECUTIVE COMMITTEE

Tom Woodward, Chair, Woodward Communications

Dr. Liang Chee Wee, Vice Chair,
Northeast Iowa Community College

Wendy Runde, Treasurer, Diamond Jo Casino

Mike Donohue, Past Chair, U.S. Bank

Jesús M. Avilés, Q Casino

Tom Bolduc

David Becker, Cottingham & Butler

Roy Buol, City of Dubuque

Chad Chandlee, Kendall Hunt Publishing

Mark Dickson, John Deere Dubuque Works

Lynn H. "Tut" Fuller, M.D., Dubuque Bank & Trust

Tim Hodge, HODGE

Karen Jones, Prudential Retirement

Mike Portzen, Portzen Construction

Kay Takes, MercyOne Dubuque Medical Center

John Tallent, Medical Associates Clinic, P.C.

Tom Townsend, IBEW Local 704

Mike Van Milligen, City of Dubuque

Rich Whitty, O'Connor & Thomas, P.C.

BOARD MEMBERS

Dave Baker, Dubuque County

Jeff Bullock, University of Dubuque

Sr. Joanne Burrows, Clarke University

Jim Collins, Loras College

Tim Conlon, Conlon Construction

Jill Connors, City of Dubuque

Luis Del Toro, City of Dubuque

Kelley Deutmeyer,
East Central Intergovernmental Association

Jerry Dittmer, Flexsteel Industries, Inc.

Joe Hearn, Dupaco Community Credit Union

Terry Kouba, Alliant Energy

Shannon Lundgren, Iowa Legislature

Greg McCoy, The McCoy Group, Inc.

Rob McDonald, A.Y. McDonald Mfg. Co.

Gwen Moser, Eide Bailly, LLP

Jeff Mozena, Premier Bank

Sande Peters, Andersen Windows & Doors

Jacque Rahe,
Dyersville Economic Development Corporation

Stan Rheingans, Dubuque Community School District

Brett Shaw, City of Dubuque

Barry Shear, Eagle Point Solar

Dennis Shields, University of Wisconsin–Platteville

Kurt Strand,
National Mississippi River Museum & Aquarium

Jeff Staudenmaier, Black Hills Energy

Tom Wagner, Wagner Accounting & Tax Service

Dan White, UAW Local 94

Chad Wolbers, UnityPoint Health–Finley Hospital

Future Leadership Team

Started in 2017, the Future Leadership Team is a 29-member group of current and emerging Dubuque-area leaders. This team is advisory in nature and tasked with providing feedback to our board of directors and management team on annual and long-range strategies and objectives.

Greater Dubuque Development believes that organizations are most effective when led by teams that are diverse, inclusive, and equity-focused. The makeup of the Future Leadership Team reflects that belief.

Gisella Aitken-Shadle,

Northeast Iowa Community College

Keith Berning, John Deere Dubuque Works

Holly Bratten, U.S. Bank

Cori Burbach, City of Dubuque

Jen Cavanagh, MercyOne Dubuque Medical Center

Pauline Chilton, 4 the People/EXIT Realty

Erin Dragotto,

National Mississippi River Museum & Aquarium

Stephanie Fueger, O'Connor & Thomas, P.C.

Jordan Fullan, HODGE

Jon Gill, Cottingham & Butler

Amy Gilligan, Telegraph Herald

Danielle Gratton, Dupaco Community Credit Union

Wes Hartig, MedOne Healthcare Systems

Caprice Jones, Fountain of Youth

Kim Kunkel, Kunkel & Associates, Inc.

Tyson Leyendecker, Dubuque Bank & Trust

Holly McPherson,

East Central Intergovernmental Association

Jill Mitchell, Medical Associates Clinic, P.C.

Andy Mozena, Premier Bank

Jason Norton, DuTrac Community Credit Union

Julie Oeth, Cottingham & Butler

Sergio Perez, Loras College

Kari Pollak, Progressive Processing, LLC

Tom Rauen,

Envision Sports Design/Dimensional Brewing Company

Anderson Sainci,

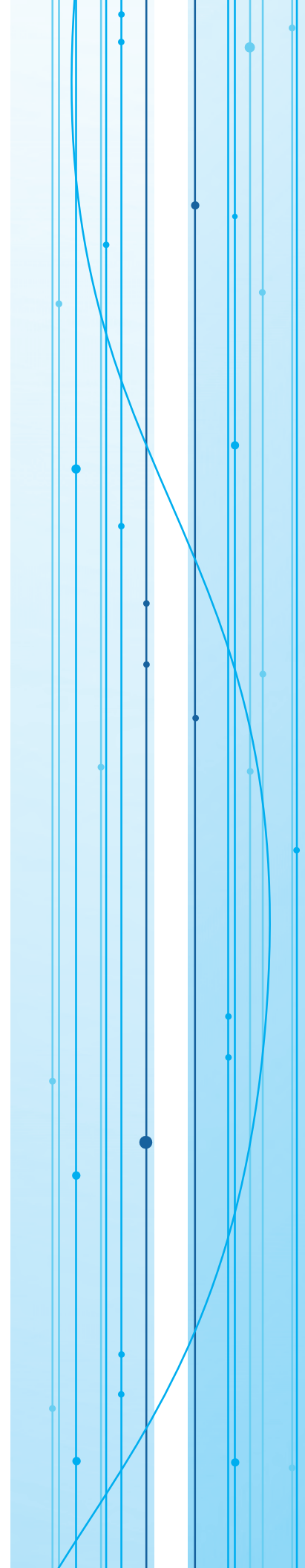
Dubuque Community School Board/City of Dubuque

Mike Welbes, Honkamp Krueger & Co., P.C.

Josh Yeltman, Diamond Jo Casino

Kathy Young, Q Casino/Dubuque Racing Association

Ramona Zuniga, Sadlier Publishing



INVESTORS

Greater Dubuque Development Corporation

Addoco, Inc.
Alliant Energy
American Realty of Dubuque
American Trust & Savings Bank
Andersen Windows & Doors
A.Y. McDonald Mfg. Co.
BARD Materials
Behnke Enterprises Inc.
Black Hills Energy
Blue Sky Solar, LLC
Bodine Electric Company
Buesing & Associates, Inc.
Business Telephone Supply
Camso
Cartegraph
Cascade Manufacturing Co.
CenturyLink
Clarke University
Conlon Construction Co.
Cottingham & Butler
Crescent Electric
Supply Company
DDI, Inc.
Diamond Jo Casino
Dubuque Area Chamber
of Commerce
Dubuque Bank & Trust
Dubuque Homebuilders
& Associates
Dubuque Hose & Hydraulic Co.
Dubuque Stamping & Mfg., Inc.
Dupaco Community Credit Union
DuTrac Community Credit Union
Dyersville Economic
Development Corporation
Eagle Point Solar
East Central Iowa Association
of REALTORS
Edwards Cast Stone
Eide Bailly LLP
Engineering Services
& Products Company
Fidelity Bank & Trust
First Community Trust, NA
Flexsteel Industries, Inc.
Giese Companies
Graham's Style Store
Green Industrial Supply, Inc.
GRONEN
Happee Smith Productions

Hirschbach Motor Lines, Inc.
HODGE
Honkamp Krueger & Co., P.C.
Houlihan Investment Group
IBEW Local 704
IBM
IIW, P.C.
ITC Midwest, LLC
John Deere Dubuque Works
Kane, Norby & Reddick, P.C.
Kendall Hunt/Westmark/
Great River Learning
Kennedy Mall
Kintzinger, Harmon,
Konrardy, PLC
Klauer Manufacturing Company
Kunkel & Associates, Inc.
KWWL Television
Lamar Advertising of Dubuque
Lime Rock Springs Co.
Loras College
Maquoketa Valley Rural Electric
Maryville Construction Co., Inc.
McCullough Creative
McGraw-Hill Education
Medical Associates Clinic, P.C.
MercyOne Dubuque
Medical Center
Morrison Bros. Co.
Mulgrew Oil Company
NetSmart Inc.
Northeast Iowa
Community College
O'Connor & Thomas, P.C.
Paulson Electric Company
Platinum Supplemental
Insurance
Portzen Construction, Inc.
Prairie Farms Dairy
Premier Bank
Prudential Retirement
Q Casino/Dubuque
Racing Association
Radio Dubuque, Inc.
RDG Planning & Design
Richardson Motors
River City Paving
Rousselot, Inc.
RSM US LLP
Southwest Wisconsin
Technical College

Spahn & Rose Lumber Company
Steve Moore Real Estate
Straka Johnson Architects, P.C.
Terracon Consultants, Inc.
The Fischer Companies
The Friedman Group, Inc.
The McCoy Group, Inc.
The Metrix Company
Theisen Supply, Inc.
TRICOR Insurance
Tri-State Independent
Physicians Association
Union-Hoermann Press
Unison Solutions, Inc.
United Brotherhood of
Carpenters & Joiners Local 678
United Clinical Laboratories
UnityPoint Health–
Finley Hospital
Universal Tank & Fabrication
University of Dubuque
University of
Wisconsin–Platteville
U.S. Bank
Welu Printing Company
WHKS & Co.
Wisconsin Independent Network
Woodward Communications, Inc.

Public Sector:

City of Dubuque
City of Dyersville
Dubuque County



A.Y. McDonald Mfg. Co.
Advance Pump & Equipment Inc.
All Seasons Heating & Cooling
Alliant Energy
American Customer Care
American Trust & Savings Bank
Andersen Windows & Doors
AppleWhite Dental Partners
Area Residential Care
BARD Materials
Best Western Plus
Dubuque Hotel
Black Hills Energy
Bodine Electric Company
Boy Scouts of America
Northeast Iowa Council
Camso
Carlisle Ryan Digital
Print & Services
Cartegraph
City of Dubuque
Clarke University
Colony Brands, Inc.
Community Educators LLC
Community Foundation of
Greater Dubuque
Conlon Construction Co.
Cottingham & Butler
Creative Adventure Lab
Crescent Community
Health Center
Crescent Electric
Supply Company
DDI, Inc.
Decker Precision Machining
Diamond Jo Casino
Digga North America, LLC
Dubuque Area Chamber
of Commerce
Dubuque Bank & Trust
Dubuque Community
School District
Dubuque Community
YMCA/YWCA
Dubuque County
Dubuque Museum of Art
Dubuque Regional
Humane Society
Dubuque Screw Products, Inc.
Dupaco Community Credit Union
DuTrac Community Credit Union
Eagle Point Software
Eagle Point Solar
Eagle Ridge Resort & Spa

East Central
Intergovernmental Assoc.
East Dubuque Nitrogen Fertilizers, LLC
Eide Bailly LLP
EIMCo, Inc.
Engineering Services & Products Co.
Envision Sports Design
Express Employment
Professionals
Fahrner Asphalt Sealers
First Community Bank of Galena
Flexsteel Industries, Inc.
Floor Show Companies
Furst Staffing
Georgia-Pacific Corporation
Grand Harbor Resort
& Waterpark
Grand River Medical Group
Grand View United Methodist
Grant Regional Health Center
Greater Dubuque
Development Corporation
Green Industrial Supply, Inc.
GRONEN
Happee Smith Productions
Hawkeye Care Center
of Dubuque
HCR ManorCare Health Services
Hillcrest Family Services
Hills and Dales
Hilton Garden Inn Dubuque
Hirschbach Motor Lines, Inc.
HODGE
Holy Family Catholic Schools
Honkamp Krueger & Co., P.C.
Hormel Foods/
Progressive Processing
Horsfield Construction, Inc.
Hot-Line Freight System, Inc.
Humach
IBM
Imagine the Possibilities
ImOn Communications
Jeda Polymers, LLC
John Deere Dubuque Works
Junior Achievement of
the Heartland
Kendall Hunt/Westmark/
Great River Learning
Kore Services, LLC
Kunkel & Associates, Inc.
LabStrong Corporation
Long Hollow Canopy Tours

Loras College
Luther Manor
Managed Solutions Group
Mary's Inn Maternity Home
McCullough Creative
McGrath Family of Dealerships
Medical Associates Clinic, P.C.
Medline Industries, Inc.
MedOne Healthcare Systems
MercyOne Dubuque
Medical Center
Mi-T-M Corporation
Midwest Janitorial Services
Mike Finnin Motors
Mississippi Valley Regional
Blood Center
Molo Companies
Morrison Bros. Co.
National Mississippi River
Museum & Aquarium
Noah's Ark Preschool
Northeast Iowa
Community College
Oak Park Place of Dubuque
O'Connor, Brooks, & Co., P.C.
Oral Arts Dental Laboratory
Packers Sanitation Services, Inc.
PBS Systems Group
Pepsi Cola Bottling Company
of Dubuque
Platinum Supplemental
Insurance
Portzen Construction, Inc.
Potosi Brewery Foundation
Prairie Farms Dairy, Inc.
Premier Bank
Presentation Lantern Center
ProPulse, A Schieffer Co.
Prudential Financial
Q Casino
RIE Coatings
Rainbo Oil Company
Richard Biechler Electric
Rite-Hite Corp.
Rockfarm Logistics, LLC
Roger Klosterman & Co., LLP
Rousselot, Inc.
RT&T Enterprises Inc.
Runde Auto Group, Inc.
Sam's Club
Security Products of Dubuque
Sedgwick, CMS
Sedona Staffing Services

Shady Rest Care Center
Shullsburg Creamery
Sinsinawa Dominicans
Sisters of Charity, BVM
Sisters of the Presentation
of the BVM
Smart Retract, Inc.
Southwest Health Center
Southwest Wisconsin
Technical College
Spahn & Rose Lumber Company
St. Dominic Villa
Stonehill Franciscan Services
Substance Abuse
Services Center
Tegeler Body & Frame,
Wrecker & Crane, Inc.
Terracon
TFM Company
The Friedman Group, Inc.
The McCoy Group, Inc.
The McGraw-Hill Companies
Theisen Supply, Inc.
Tradehome Shoes
Travel Dubuque
TRICOR Insurance
Tucker Freight Lines
U.S. Bank
Unified Therapy Services
Unison Solutions, Inc.
United Clinical Laboratories
UnityPoint Health–
Finley Hospital
Universal Tank & Fabrication
University of Dubuque
University of
Wisconsin–Platteville
Vinny Vanucchi's Little Italy
Wagner Nursery
Wartburg Theological Seminary
Webber Metal Products, Inc.
Weitz Sign Co.
Windstar Lines
Woodward Communications, Inc.
XLSpecialized Trailers, Inc.
Young-Uns Preschool and
Child Care Center



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