

LETTER FROM OUR BOARD CHAIR

After successfully launching the first year of the **YOU can be great here** campaign, our investors, Board of Directors and the team at Greater Dubuque Development are proud to share our FY 2022-2023 Annual Report.

We are in a global competition, a fight for both expanding local business and for talent. But thanks to forward-thinking leadership in both the public and private sector, we continue to fight beyond our weight. Greater Dubuque Development's culture of collaboration where business and government work together, is and will continue to be the secret ingredient to creating our region of choice. **YOU can be great here** in the Greater Dubuque area is our commitment to everyone.

Greater Dubuque Development's focus is on three fundamental areas – Workforce Solutions, Business Services and Strategic Initiatives. In the simplest terms, we support and grow our business community and their workforce while constantly improving our region's quality of life. That is what we do.

Now the work of **YOU can be great here** continues with an added focus on all we must do to retain, recruit, and create the workforce we need. This includes removing barriers to gainful employment, upskilling workers for high demand jobs, connecting college talent to our employers and attracting newcomers to live and work in our communities. These efforts are vital and motivate our investors, Board of Directors and the team at Greater Dubuque Development.

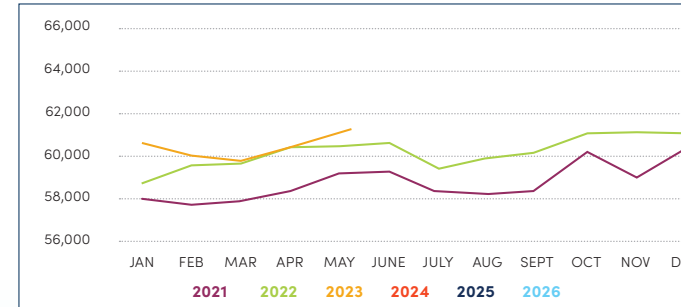
We must expect the unexpected and yes, life may well throw a few challenges our way as we continue to reinvent our regional economy. Yet, at Greater Dubuque, we are firmly committed to working closely together to create a vibrant region of choice that delivers on the promise, **YOU can be great here.**



Joseph F. Hearn

Joe Hearn
President & CEO, Dupaco Community Credit Union
Chair, Greater Dubuque Development Corporation

YOU CAN BE GREAT HERE GOALS & RESULTS

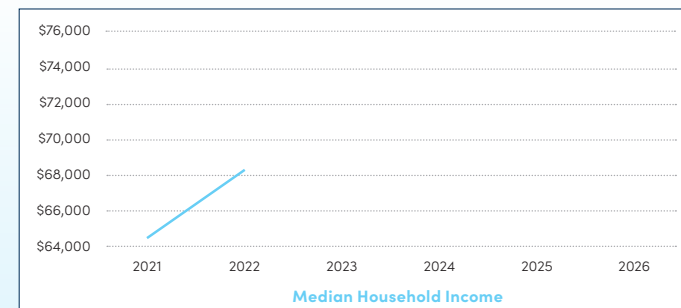


Dubuque Metropolitan Statistical Area's Labor Force

64,000 Jobs

GOAL: Grow our regional workforce to over 64,000 jobs by 2027.

RESULT: RECOVERING—Recovery continues with near pre-pandemic employment levels with a high of 61,300 in May of 2023.

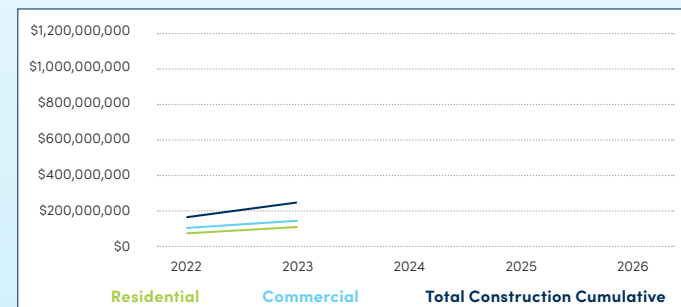


Dubuque Median Household Income

\$76,000

GOAL: Increase the Dubuque Metropolitan Statistical Area's median household income to \$76,000 by 2027.

RESULT: ON TRACK—In the first year of the **YOU can be great here** campaign, median household income increased from \$64,493 to \$68,198.

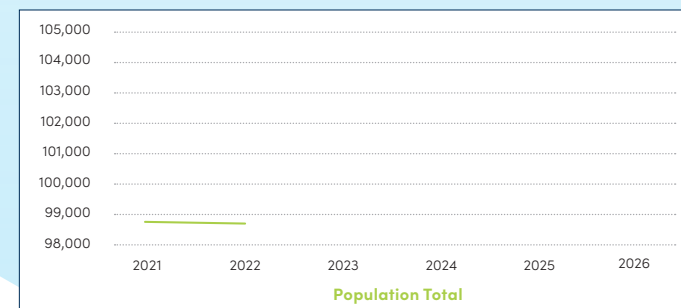


Construction Investment

\$1 billion

GOAL: Encourage and facilitate \$1 billion of cumulative new residential and commercial construction by 2027.

RESULT: ON TRACK—In 2022-2023, total cumulative residential and commercial construction investment rose to \$256,918,514 in the Greater Dubuque region.



Dubuque County Population Growth

105,000

GOAL: Make 2027 the year that the Dubuque County population reaches 105,000.

RESULT: MAINTAINING—According to the 2022 census, Dubuque County's population is holding steady at 98,677.

Poverty Reduction

-5%

GOAL: By 2027, reduce the number of households below the Dubuque County Supplemental Poverty Measurement by five percent.

RESULT: The 2021 poverty rate for the Dubuque Metropolitan Statistical Area sits at 9.3% according to the American Community Survey. Data for 2022 is not yet available.

YOU can be great here.

WORKFORCE SOLUTIONS

Recruiting, retaining, and creating qualified talent is a universal goal at Greater Dubuque Development. Our Workforce Solutions team focuses their time and expertise on the opportunities and challenges our employers face as we find solutions to the national workforce shortage. We invest financial resources and rely on the power of public and private partnerships, that are unique to our region, to develop innovative solutions that empower our employers in the competition for talent.

FY22-23 Stats for
AccessDubuqueJobs.com

9,519

Average Monthly Job Seekers

2,358

New Resumes Posted

28,524

New Jobs Posted

1,943

Online Applications
Submitted

57

Wage Review Sessions

40

HR Actions

665

Business Follow-ups &
Employer Assistance

AccessDubuqueJobs.com

AccessDubuqueJobs.com is the #1 regional job board for connecting employers to qualified talent. We partner with TH Media to maintain and continually improve this invaluable career-posting and job-seeking asset for our area. The site is continually enhanced in response to feedback and suggestions we glean from our HR Action interviews. New tools and enhanced features unveiled in May 2023 to over 190 AccessDubuqueJobs.com investors include:

- **Resume folder tool** improves tracking of potential applicants with the option to curate collections of resumes in customizable folders from the over 2,000 searchable resumes currently housed on our online resume bank.
- **Preview job function** adds efficiency and improves accuracy in the job posting process for HR professionals.
- **Expanded automatic job import** options thanks to added integrations with 44 platforms used by many of our AccessDubuqueJobs.com investors' internal HR processes and purposes.
- **Upgrade to the Cloudflare Content Delivery Network** to improve the website speed, increase protection of the site from online attacks, and boost SEO rankings.

Greater Dubuque Development aggressively promotes the site and investor job postings through bi-monthly email newsletters, investments in print, digital, and billboard advertising, and management of three social media channels dedicated to AccessDubuqueJobs.com. Investors receive additional representation at on-campus presentations and career fairs attended by our Workforce Solutions team throughout the year. While AccessDubuqueJobs.com began as a website, it has evolved into a robust suite of resources for attracting and retaining regional workforce.

Community Tours

Our community tours showcase how **YOU can be great here** in the Greater Dubuque region. These 90-minute driving tours, facilitated by our community tour guides, highlight unique community assets and explore Greater Dubuque history and culture while answering questions along the way.

A resource launched in 2009, our community tour program reached the 2,000+ tours milestone this past year. AccessDubuqueJobs.com investors look to this program as a go-to for their HR processes, especially when recruiting top candidates from outside the area.

"As an HR professional and long-time community member, selling what makes our area special comes easy but can also be skewed towards focusing on what I love and what I'm interested in," states Kirsten Williams, Director of Human Resources for A.Y. McDonald. "In tapping Greater Dubuque Development's community tours, I know our prospects will be in good hands. I can trust they'll receive an unbiased perspective that connects across demographics while being tailored to our candidate's interests and relocation needs."

A life-long resident of Los Angeles, Joshua Flores recently found himself looking for new career opportunities absent the long commutes, stressful pace, and noise levels of a major metro. While interviewing in Dubuque with A.Y. McDonald, community tour guide Nelson Klavitter provided Joshua a tour, understanding that increased access to nature and diverse recreational opportunities were on Joshua's relocation wishlist. Being driven along the Mississippi River to see unique natural landmarks and through the Mines of Spain to identify trailheads helped solidify Joshua's decision to join A.Y. McDonald's IT team and relocate to the Greater Dubuque area.

Distinctively Dubuque

Continuing to be popular amongst our newcomer services, Distinctively Dubuque is an immersive, five-night course where newcomers experience the Greater Dubuque area in a fun and relaxing group atmosphere. Regional and local community leaders speak on a variety of topics ranging from area history to the arts to area recreation and more. Venues throughout the community are visited and local fare is featured each night. In 2022-2023, 102 newcomers participated in the program's four sessions with our next class set to kickoff in August 2023.

John Deere Dubuque Works' Summer interns look out on the Mississippi River from Eagle Point Park with community tour guide Nelson Klavitter.



"The community tour experience confirmed things I'd learned about the area online before visiting. Now that I live in Dubuque, I feel like I'm camping, like I'm on vacation, every day."

Joshua Flores
Software Engineer II
A.Y. McDonald Mfg. Co.
Dubuque, IA



YOUR CAREER can be great here.

Carissa Brown, Marie Maguiña Heller, and Ellen Carr with the University of Dubuque's Office of Vocation, Career Services & Community Engagement attend inaugural Community of Colleges event.



WORKFORCE SOLUTIONS

Year-round outreach and collaboration with our regional community of colleges aim to recruit and retain graduates by engaging them in all that the Greater Dubuque area has to offer. From connecting students with rewarding career opportunities to introducing them to the social and cultural vibrancy that percolates throughout our region, our Workforce Solutions teams is dedicated to our next generation of talent.

Community of Colleges Night

2022-2023 brought us the inaugural **YOU can be great here** Community of Colleges series event with over 320 area college students and 40 AccessDubuqueJobs.com investors gathering for a Dubuque Fighting Saints Hockey game at the Dubuque Ice Arena. Organized by our Workforce Solutions team and sponsored by Greater

Dubuque Development and the DRA, the evening was free for students and AccessDubuqueJobs.com investors to attend.

Designed to engage and connect our area college students to all that the Greater Dubuque region has to offer, Greater Dubuque Development is planning Community of Colleges events for the upcoming academic year. The series is now another tool in our Workforce Solutions toolbox to help employers recruit, retain, and develop talent now and into the future.



Ellen Carr
Director of Vocation, Career Services & Community Engagement
University of Dubuque, Dubuque, IA

"As a university, we work to develop the whole person, recognizing that a student is more than just the rewarding career that lies ahead of them. Events like the Community of Colleges Night, put on by Greater Dubuque Development in coordination with area employers and colleges, help us in our efforts to grow and develop students by connecting them with all the broader community has to offer in hopes of deepen their interest to stay and make a difference in the Greater Dubuque region."



Jayne Uelner
HR Director
Uelner Tool, Dubuque, IA

"The College Career & Internship Fair was a very successful event for Uelner Tool. We were able to talk with a number of students about the rewarding careers we offer and appreciated that the event was opened to the public as that lead to us meeting George who we interviewed and hired that same day! He was on the job the following Monday in a short-term, specialty role that can be difficult to hire for. George has quickly become invaluable to our team and is now being trained internally to learn new press processes and advance into a full-time position."

College Career & Internship Fair

Our annual AccessDubuqueJobs.com College Career & Internship Fair was a particular highlight of our college engagement efforts in 2022-2023. Held on March 29 at the Hotel Julien in downtown Dubuque, 200+ college students connected with more than 70 AccessDubuqueJobs.com investors -- representing everything from manufacturing to hospitality to health care, IT, public safety, and so much more.

This yearly event goes beyond the typical job fair by providing opportunities to counsel with college career services staff, complimentary professional headshots, and professional development breakout sessions. Greater Dubuque Development also removed transportation barriers for students with pickups and drop-offs at each of the local colleges throughout the event.

The College Career & Internship Fair is open to all AccessDubuqueJobs.com investors at no additional cost. Students attend for free. Our 2022-2023 event was also open for the public and was broadly promoted to attract all job seekers, creating results for both participating employers and potential candidates.



College students and area employers connect during the 2023 College Career & Internship Fair.



YOUR FUTURE can be great here.

WORKFORCE SOLUTIONS

Solving our region's workforce needs goes beyond recruiting new talent or retaining the next generation to build a life and career here. Creating a stronger workforce, through training and upskilling opportunities, together with our higher education and funding partners, is an important piece of the puzzle.

242

FY22-23 Total Enrollment

\$171K+

FY 22-23 Greater Dubuque Development Tuition Grants

"I recently finished Northeast Iowa Community College's Commercial Driver's License (CDL) program. Opportunity Dubuque gave me a chance to move from a job to a career. Support for tuition and from the College & Career Coach were critical in opening new doors for me. It shows that the community is invested in my success."

Darien Rhodes

Dubuque Moving & Storage
Opportunity Dubuque Graduate
Dubuque, IA



Opportunity Dubuque

Opportunity Dubuque is a nationally recognized, collaborative job training effort developed and continually enhanced in response to local employers' needs for a skilled workforce.

Offered through Northeast Iowa Community College and partially funded through Greater Dubuque Development with support from the City of Dubuque, Dubuque County, and the DRA, the program currently offers training in 18 disciplines to fill high-demand and high-wage careers while providing coaches to help graduating students navigate the job market. Through this ongoing, time-tested initiative, individuals complete industry-driven certifications to upgrade their skills or launch their careers. A win-win for students and employers, Opportunity Dubuque builds career pathways for students to enter the workforce and continue their education and training, while filling employers' demand for talent.

A cornerstone of the Opportunity Dubuque program is a commitment to removing barriers such as costs associated with advancing one's education and the need for child care access when the student is also a parent. As traditional financial aid is not available for Opportunity Dubuque certificates, tuition is regularly subsidized and often free for qualifying students thanks to Greater Dubuque Development's investment. In addition, child care support is also available while students participate in select programs and upon graduation and full-time employment, graduates from select programs may qualify for an additional 12 months of child care support.

This award-winning workforce training initiative continues to adapt to the demands of our employers for skilled talent and, with our partners, we are constantly assessing community needs and programs offered. Since its inception in 2012, we're proud to have worked with Northeast Iowa Community College to support 2,998 certificate completions as of June 2023.

BUSINESS SERVICES

InfoAction

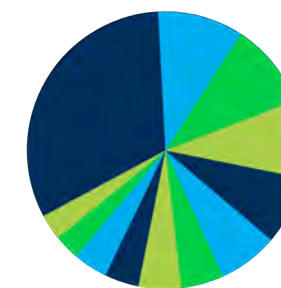
InfoAction is Greater Dubuque Development's award-winning program for business retention and expansion rooted in old school basics, you give us the information, we act on it. In the last 12 months, our team has met one-on-one with over 300 employers in the Tri-State area in order to better understand what is going on at their place of business.

Based on these personal visits, our team, in collaboration with community partners, worked together to find real solutions to employer challenges. In 2022-2023, followup service was provided on issues from A to Z, large and small, on more than 247 occasions.

Aside from specific requests for assistance and expansion projects, Greater Dubuque Development relies on our InfoAction program to help shape the bigger picture. Training programs have been established, public policy has been developed or adjusted, infrastructure has been upgraded, transportation concerns have been addressed, and more.

In 2022-2023, based on the direct input from companies during InfoAction meetings, Greater Dubuque Development worked closely with our partners at Northeast Iowa Community College to develop the Professional Sales Certificate Program through Opportunity Dubuque.

The short-term Professional Sales Certificate Program was designed to support current sales professionals seeking to improve their sales skills or for others looking to enter this high demand field for the first time. The program and curriculum were created with the participation and direction of some of the same private-sector businesses that expressed the need for local access to this type of training during InfoAction meetings with our team. The inaugural Professional Sales Certificate class was completed in June 2023 with a new class launching in the Fall semester.



305 Total InfoAction Interviews in FY22-23

FY22-23 Interviews by Sector (Jobs Represented)

Manufacturing	32%	(11,295)
Construction	10%	(1,268)
Finance, Insurance & Customer Service	10%	(5,281)
Professional Services & Products	9%	(648)
Wholesale & Supplier	8%	(689)
Transportation, Logistics & Distribution	7%	(2,574)
Retail Services & Other	5%	(1,582)
Health Care	5%	(6,141)
Education	4%	(6,165)
Information Network, Technology & Software	4%	(489)
Service, Hospitality & Tourism	3%	(1,450)
Utility	3%	(264)

FY22-23 InfoAction Requests for Assistance & Follow Up

- 65** Municipal Government Issue
- 44** Workforce & Training
- 38** Information & Research
- 31** Referral & Contacts
- 20** Land, Building & Real Estate
- 17** State Government
- 17** Utility Services
- 15** Transportation

"Greater Dubuque Development has been a "go to" resource on numerous occasions over the past 25 years. Whether ProPulse is undertaking a major building project or just in need of a referral that cuts through red tape, Greater Dubuque helps with shortcuts like no one else."

Jeff Theis

President & CEO
Propulse, a Schieffer Company
Peosta, IA



YOUR GOALS can be great here.



May 2023 groundbreaking for Seippel Warehouse, LLC expansion project.



Mary Sue Green, Pat Green, and Katie White of Green Industrial Supply, Inc. in the company's 2022-2023 expansion.



BUSINESS SERVICES

As area employers exceed their goals and strategize for growth, our team is there to help them navigate the challenges and maximize the opportunities that go hand in hand with the need for expansion. Whether building new or repurposing existing spaces, Greater Dubuque Development is there to identify resources at the local, state, and federal level while leveraging the strength of our partnerships with government, higher education, and the private sector to connect the dots so that expansion projects bring maximize benefit to the employee and our communities.

Expansions

- This fiscal year, **Seippel Warehouse, LLC** announced a build-to-suit 200,000 square foot warehouse expansion for Simmons Pet Food. Gronen, a partner in Seippel Warehouse, LLC, is leading the development and construction of the facility, breaking ground in May 2023.
- Originally established as a sheet metal shop in combination with a hardware store, **Geisler Brothers Company** has served regional heating, air conditioning, ventilation, roofing, and architectural sheet metal needs since 1892. Announced in October 2022, Geisler will expand their production space by an additional 7,200 square feet.
- For the second time in a decade **Green Industrial Supply, Inc.** is adding more space to its Dubuque Industrial Center West location. Our team had the privilege of assisting the company with its 2012 expansion, building a 142,000-square-foot corporate headquarters and production facility. With its latest expansion, Green Industrial Supply, Inc. is adding an additional 97,000 square feet to their facility.

Expansion Spotlight: McCoy Group

The McCoy Group is one of four existing businesses, with assistance from Greater Dubuque Development Corporation, to plan or break ground on an expansion in the last fiscal year.

As one of North America's leading transportation companies, the McCoy Group is the parent company of five subsidiaries: Truck Country, Stoops Freightliner-Wester Star/Stoops Trailers, Foodliner, Quest Liner, and McCoy Construction & Forestry.

The McCoy Group was founded in 1958 by Robert McCoy in Shullsburg, Wisconsin. Since its humble beginnings, the McCoy team has worked diligently and strategically to grow the business to one with international reach while remaining a family-owned and locally managed business. Headquartered in Dubuque since 1994, the McCoy Group now operates locations from coast to coast and in Mexico, employing nearly 4,000 team members.

With the planned expansion, the McCoy Group will continue with building upgrades to the office building at 501 Bell St and adjacent parking in the Port of Dubuque. "We are excited for the opportunity to offer this space to serve as our corporate office and the continued home of our tenants for years to come," says Greg McCoy, President & CEO of the McCoy Group. The project will also add the equivalent of 50 full-time jobs over the course of the next 36 months to the McCoy Group's Dubuque-based workforce, bringing the total number of local employees to 298 full-time positions.

Greater Dubuque Development salutes the vision, tenacity, and dedication of the McCoy family and team members. We are grateful for this company's confidence and dedication to the Greater Dubuque region, including Greg McCoy's past service as a Greater Dubuque Development Board member. The McCoy Group proves that **YOU can be great here!**



"The McCoy Group thanks Rick Dickinson and the Greater Dubuque Development team for their assistance in navigating numerous meetings and general guidance throughout this expansion project. Job well done and much appreciated by our entire team."

Greg McCoy
President & CEO
The McCoy Group
Dubuque, IA

FY22-23 Expansion Impacts

4	290,320	\$54,600,000	90
New Expansions	Total Square Feet Added	Total Investment	Jobs Created

YOUR BUSINESS can be great here.

STRATEGIC INITIATIVES

At Greater Dubuque Development, our Strategic Initiatives team understands that our work is not only about responding to the challenges of today, but also preparing for those of tomorrow. From addressing child care needs to expanding broadband access and working with partners across the region, we are taking important steps that will ensure the Greater Dubuque area is a community of choice for years to come.

Child Care

Tremendous progress was made this year as we addressed one of the most significant challenges facing our regional employers and their employees, the ability to access affordable, flexible, and quality child care. Through our Strategic Initiatives work, Greater Dubuque Development relied on data, maximized resources, and facilitated collaboration to find solutions to child care needs confirmed by the 2021 Greater Dubuque Child Care Analysis commissioned by our Board of Directors.

Working throughout 2022-2023 with Dubuque Initiatives, a non-governmental, nonprofit consortium of public and private partners, Greater Dubuque Development assisted in identifying a location and funding in order to launch the creation of a multi-employer child care center at Dubuque Industrial Center West in the former Medline building at 7900 Chavenelle Road.

The center was one of just twenty-three projects in Iowa to be awarded funds from the state's Child Care Business Incentive Grant program in September 2022, receiving \$2.158 million. This state investment was paired with the mission-oriented sale of the property by Medline to Dubuque Initiatives in December 2022 for \$2.5 million.

Following these announcements, Strake Johnson Architects was retained for design of a world-class child care center and Conlon Construction Co. is working to complete construction by December 2023. Once completed, the child care facility will be operated by the Dubuque Y in collaboration with the Dubuque Community School District to offer programs that blend child care and early learning, creating wrap around care that meets the needs of our growing workforce.

Child Care Professional Attraction Grant

Addressing the child care needs of our current and growing workforce requires a multi-pronged approach. In addition to creating additional child care slots with a focus on infant care, we also identified the need for additional qualified child care workers.

To address this need, Greater Dubuque Development leaned into our partnership with Northeast Iowa Community College to incentivize participation in Opportunity Dubuque's Child Care Level 1 career pathway certificate course.

In May 2023, the Greater Dubuque Child Care Professional Attraction grant was launched, offering \$1,000 grants to eligible child care workers entering the field and receiving training through Northeast Iowa Community College. To ensure success, these new child care professionals work with one of two Northeast Iowa Community College College and Career Coaches while receiving child care for their own children during and following certificate completion for up to one year.

Rendering of proposed exterior of 7900 Chavenelle Road new child care center.



Rendering of proposed motor skills activity space at new child care center.



YOUR FAMILY can be great here.



STRATEGIC INITIATIVES

Housing

We know housing is critical to our continued growth as a community. Greater Dubuque Development continues to collaborate with city government, developers, and builders to create new, affordable middle-market housing for the region's growing workforce.

Building on the 2022 Workforce Housing Study conducted by the East Central Intergovernmental Association and funded by Greater Dubuque Development, our Strategic Initiatives team works to address the insufficient supply of affordable housing in order to meet the needs and budgets of our expanding workforce.

Our efforts involve working with cities to advise in the development of additional incentives and flexible support to encourage increased activity by builders and developers. We also create and maintain maps of available properties and connect with the Iowa Finance Authority to identify additional tools that can be leveraged to expand opportunities.

We're proud to continue support of projects such as Switch Homes, the Stacks, and Fox Hills as they've finalized agreements or broken ground on new housing stock in the past fiscal year. These projects and others are putting our region on track to address the need for 1,200 new housing units becoming available by 2030 in order to meet our workforce housing needs.



Broadband

Broadband expansion saw continued success through our public and private sector partnerships. By streamlining and simplifying processes, the initiative has doubled conduit, quadrupled fiber, and increased the number of providers in the Greater Dubuque region from two to ten. We are on track to achieve universal access throughout Dubuque by the end of 2024.

Greater Dubuque thanks ImOn Communications for its continued collaboration in these efforts and applauds them for their June 2023 announcement of a new \$100,000 corporate giving program to support area non-profits in the coming year.

Transportation

Removing barriers to ensure our current and future workforce can travel from home to work and back again is critical to supporting our employers and their employees. We work closely with partners and transportation providers to develop, pilot and fund solutions that fill gaps through innovative transportation solutions.

In 2022-2023, Greater Dubuque Development collaborated with the City of Dubuque, The Jule, and area employers to develop and fund a pilot program offering commuter specific rides at no cost to employers or the employees. Routes were designed to align with various shift schedules, support major employers, and account for employment related transportation needs and challenges faced by many current and potential employees.



AWARDS & ACCOLADES



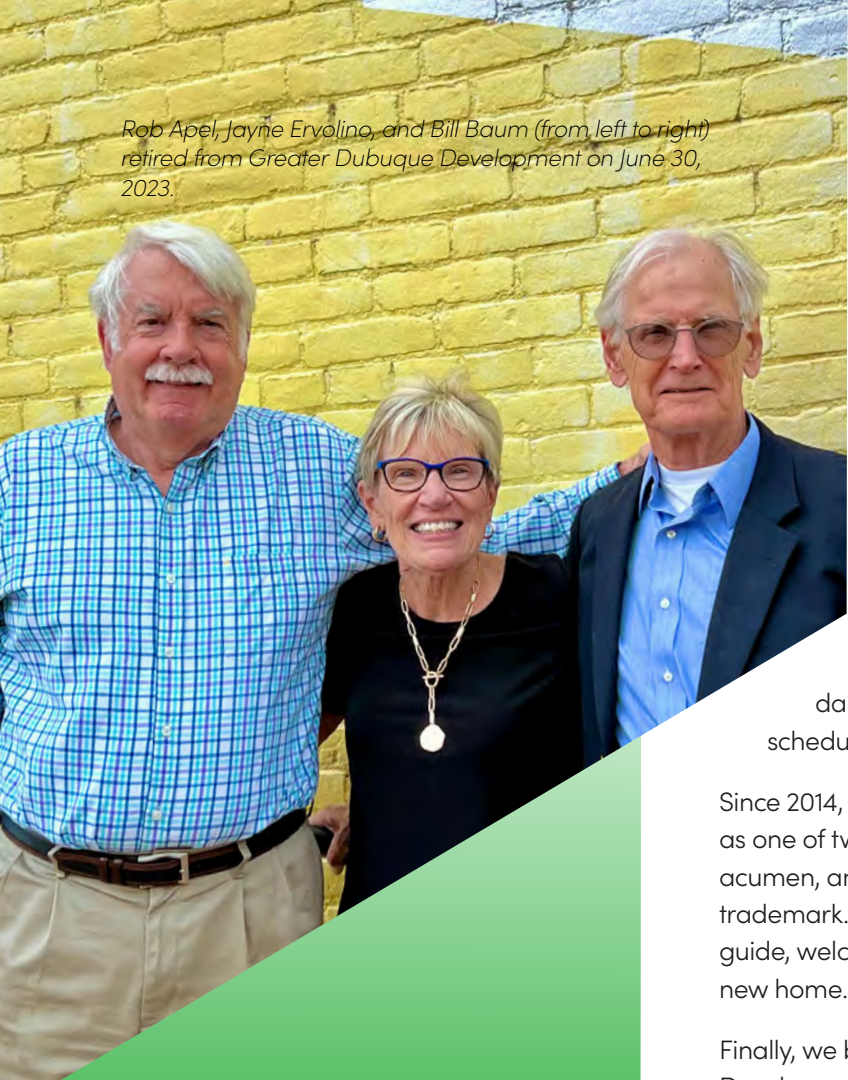
Greater Dubuque Development was awarded the top recognition from for a Marketing Program (Large Division) for the **YOU can be great here campaign** by the Mid-America Economic Development Council.



Dubuque was ranked in the top 100 best places to live in the U.S. in a report done by Livability. The annual study calculated a 'LivScore' for over 2,300 cities using data points based on each city's amenities, economy, demographics, housing, social and civic capital, education, health care, transportation, infrastructure, and remote readiness. The final 100 cities are considered welcoming, affordable and offer the space and opportunity to grow, both professionally and personally.

YOU can be great here.

Rob Apel, Jayne Ervolino, and Bill Baum (from left to right) retired from Greater Dubuque Development on June 30, 2023.



WITH GRATITUDE

As our 2022-2023 fiscal year draws to a close, we announce the retirement of three of our Greater Dubuque Development team members.

For the past 10 years, Jayne Ervolino has been the welcoming voice you heard and the friendly smile that greeted you when visiting the offices of Greater Dubuque Development Corporation. In her time with us, Jayne worked closely with our Vice President of Operations to ensure daily office activities (including general correspondence and scheduling) always ran smoothly.

Since 2014, Rob Apel has worked closely with our Business Services team as one of two Existing Business Specialists. His jovial demeanor, business acumen, and love for the Greater Dubuque region has always been his trademark. Rob could always be relied upon to fill-in as a community tour guide, welcoming newcomers as they made the Greater Dubuque area their new home.

Finally, we bid farewell to Bill Baum who has been with Greater Dubuque Development Corporation for 17 years. Bill has served as a compliment to the Business Services team, alongside Rob, as our second Existing Business Specialist. Both Bill and Rob have been go-to contacts for existing business in our area for a combined 26 years, supporting the needs of various industries and individual companies throughout the Greater Dubuque market. The time and expertise that they have dedicated to meeting and talking with business leaders was invaluable. It is important to note that Bill and Rob helped to build our award-winning InfoAction program, the foundation of all that we do at Greater Dubuque.

Jayne, Rob, and Bill have been essential to elevating Greater Dubuque Development Corporation and our region. They embody the **YOU can be great here** spirit in both their personal and professional lives, putting forth their best each day to help our organization and the communities we serve, to thrive. We thank them for their dedication and wish them all the best as they embrace retirement and enjoy more time with family, friends, and pursuing all the things that bring them joy. Although we won't see their smiling faces daily, they will always be part of the Greater Dubuque Development family and are always welcome back, especially at Monday morning staff meetings.

GREATER DUBUQUE DEVELOPMENT STAFF



Rick Dickinson
President & CEO



Karen Kluesner
Vice President of Operations



Jason White
Vice President of Business Services



Daniel McDonald
Director of Existing Business



Mandi Dolson
Director of Workforce
Recruitment & Retention



Nic Hockenberry
Director of Workforce Programming



Jenni Petersen-Brant
Director of Communications



Dave Lyons
Strategic Initiatives Consultant



Anna Roling
Executive Assistant



Chris Apel
Community Tour Guide



Kristin Dietzel
Community Tour Guide



Nicole Gantz
Community Tour Guide



Nelson Klavitter
Community Tour Guide

YOUR TEAM can be great here.

EXECUTIVE COMMITTEE

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Dupaco Community Credit Union

Alex Dixon, Vice Chair
DRA/Q Casino

Dan Walsh, Treasurer
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Tim Hodge, Past Chair
HODGE

David Becker
Cottingham & Butler

Wayne Breckon
MidWestOne Bank

Lynn Breithaupt
McGraw-Hill | Higher Education

Brad Cavanagh
City of Dubuque | Mayor

Mark Dickson
John Deere Dubuque Works

Karen Jones
Empower

Zach Keeling
Medical Associates Clinic, P.C.

Wayne Kenniker
Dubuque County Board of Supervisors

Mike Portzen
Portzen Construction

Kay Takes
MercyOne Dubuque Medical Center |
Chair of Dubuque Area Chamber of
Commerce

Drew Townsend
Dubuque Bank & Trust

Tom Townsend
IBEW Local 704

Mike Van Milligen
City of Dubuque | City Manager

Dean Wilgenbusch
U.S. Bank

Tom Woodward
Woodward Communications

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Derek Duehr
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Terry Kouba
Alliant Energy

Fletcher Lamkin
Clarke University

Dawn Lueken
John Deere Dubuque Works |
Future Leadership Team

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A.Y. McDonald Mfg. Co

Gwen Moser
Eide Bailly, LLP

Andy Mozena
Premier Bank

Jacque Rahe
Dyersville Economic
Development Corporation

Pat Ready
Origin Design

Dr. Herbert Riedel
Northeast Iowa Community
College

Laura Roussell
City of Dubuque | City Council

Wendy Runde
Diamond Jo Casino

Jeff Staudenmaier
Black Hills Energy

Jason Weston
Empower | Dubuque County
Representative

Chad Wolbers
UnityPoint Health–Finley Hospital

FUTURE LEADERSHIP TEAM

Chad Behnke
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