



**Annual Report
2011 - 2012**

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“FROM ONE DESTINATION TO THE **NEXT**”

In 2007, the leaders of our area joined together to make the Greater Dubuque area a *Destination for Opportunity*. We invested our money, developed our plan, and worked together to achieve our goals - that is what we do at Greater Dubuque Development. Today, we are a *Destination for Opportunity*.

For the past year, I have had the privilege of serving as the Chair for both the Greater Dubuque Development Corporation and the **NEXT** campaign. And what a year it has been.

- We successfully completed the *Destination for Opportunity* campaign by creating what many say is one of the strongest metro economies in the U.S. (details on pages 4 & 5);
- We launched the **NEXT** campaign, an aggressive five-year strategy to raise \$8,500,000 to create what is **NEXT** for the Greater Dubuque region. We have eclipsed that number (details on page 6 & 7);
- We have maintained our focus on our competencies of business retention and expansion, workforce solutions, and national marketing (details on pages 8 through 13).

You will notice that each of our accomplishments begin with the word “we”. Economic development is a team sport and our investors, Board of Directors, and dedicated staff make up that unique team. Together, we have made our region a *Destination for Opportunity* and together we will bring what is **NEXT** for our future growth.

Chad Chandlee,
NEXT Campaign Chairperson &
Greater Dubuque Development
2011-2012 Chairperson

DUBUQUE IS A “RECESSION-BUSTING CITY”

We began a journey in 2007 and our destination was opportunity. Greater Dubuque's *Destination for Opportunity* campaign was a bold five-year plan to create thousands of new jobs, raise the county's average wage, stimulate hundreds of millions of dollars in new construction and grow our population.

Within a year of launching our campaign, the global economy turned upside down and our country went into an economic tail spin. Yet despite that, Dubuque prevailed. In fact, on June 25, 2012, Area Development Magazine, a leading executive publication covering site selection across the nation, ranked Dubuque 16th of all U.S. metros for economic growth. The magazine went on to label Dubuque a Recession-Busting City. The following results speak for themselves.

Jobs

Despite challenging times, the Dubuque Metropolitan Statistical Area (MSA) is one of only 26 regions in the country to fully recover from the recession. Since 2009, over 2,200 net new jobs have been created in the Dubuque MSA.

Wages

When the *Destination for Opportunity* campaign began, Dubuque's average wage was just over \$15 per hour. Our five-year goal was to reach \$16. As of July 2011, our average wage is \$17.57 per hour.

Construction

Commercial construction is seen as a valid economic indicator. Our five-year goal for *Destination for Opportunity* was \$300,000,000. As of May 2012, we have already reached our goal with \$407,246,501 in construction since 2007.

Population

Population growth is the lifeblood of any vibrant economy. Our goal of achieving 6% growth from 2000 to 2012 is on track. The census data for 2010 was 93,563 with two years to go in order to reach 94,500.

Area Development Magazine ranked Dubuque in five categories in the 2012 Leading Locations report. Rankings include: 16th in the Top 100 Overall Cities, 3rd in the Top 20 Midwest Cities, 7th in the Top 50 Small Cities, 6th in the Top 25 Small Cities – Economic Strength factors, and 8th in Top 25 Small Cities – “Recession Busting” factors. (June 2012)



Dubuque Works was awarded first place in the workforce solutions category for the collaborative efforts of its seven local partners in successfully addressing workforce challenges and developing strategies to overcome the barriers to employment. (December 2011)



Greater Dubuque Development was recognized by Blane, Canada, Ltd. for its business retention and expansion efforts and was cited as one of the best in the industry, being awarded the Critical Business Partner award. This top honor was awarded to Greater Dubuque Development for the key role it plays with the region's existing business base. (June 2011)

Blane • Canada • Ltd.

AccessDubuqueJobs.com received second place honors in the workforce solutions category, second only to Dubuque Works. (December 2011)



Greater Dubuque Development received first place honors in the category for “Best Overall Business Retention and Expansion Program” from the Professional Developers of Iowa (PDI). (May 2012)



The National League of Cities' National Black Caucus of Local Elected Officials has awarded the City of Dubuque second-place honors in its 2012 City Cultural Diversity Awards. (March 2012)



The Milken Institute's 2011 Best-Performing Cities Index placed the Dubuque metropolitan area 15th out of 179 small U.S. metropolitan areas. Dubuque moved up 40 spots from 2010's 55th place ranking. (December 2011)



Dubuque was named as one of the 100 best communities in the United States for youth because of its commitment to provide healthy, safe and caring environments for young people. (September 2011)



WHAT'S **NEXT**

FOR GREATER DUBUQUE

Thanks to the leadership of our investors, Greater Dubuque Development is pleased to announce that we have exceeded our five-year fundraising goal of \$8.5 Million. Because of this commitment, we will continue to serve as your advocate and help bring What's **NEXT** to Dubuque.

Our goals over the next five years include:

New Jobs - 2,800

Promote the creation of 2,800 net new jobs to bring our employment level to 60,000 by December of 2017. Job growth will be tracked monthly by utilizing the Iowa Department of Workforce Development's Labor Force Summary.

Current Workforce:

57,200 as of May 2012 (Job numbers are periodically bench-marked by the Iowa Department of Workforce Development and may change the current number).

Increased Wages - \$18.00+

Increase the Dubuque Metropolitan Statistical Area's average wage to \$18.00+ per hour, or an average annual income of \$37,440. Dubuque County wage levels will be monitored on a quarterly basis using the Iowa Department of Workforce Development data.

Current Average Wage Rate:

\$17.57 (July 2011 - Iowa Economic Development Authority)

Construction - \$700 Million

Achieve \$700 million in new construction in Dubuque County. We will track construction data through information provided by the City of Dubuque's Building and Permits Department and the Dubuque County Assessor's office.

Current Commercial Construction: \$407,246,501 (2007 - May 2012)

Current Residential Construction: \$279,420,740 (2007 - May 2012)

Growing Population - 96,500

Grow the Dubuque County population to 96,500 by December 2017. Population estimates are provided annually by the U.S. Census Bureau.

Current Dubuque County Population:

93,653 (2010 Census)

WE ARE POISED FOR LEADERSHIP IN THE GLOBAL MARKETPLACE

Five years ago, Greater Dubuque Development Corporation launched a campaign called *Destination for Opportunity*. And five years before that, the *River Valley Initiative* campaign. In both cases, the premise was simple: Work together, act together, and move forward together...to make things happen! Success is not an accident, the vision and leadership provided by Greater Dubuque Development Corporation has helped our region to become a *Destination for Opportunity*.

Dubuque has established itself as a regional and national leader in its ability to collaboratively partner to achieve community goals. Over the last five years, we have increased the average hourly wage to \$17.57; spurring more than \$407 million in commercial construction; increasing the county population by 4,420 (since 2000); and we lead the state in new job creation! As we look to the future, we ask ourselves, "What's **NEXT**?"

As mayor, I am frequently asked to speak to visiting groups, present at conferences, and serve as an advocate in a variety of venues for our community. In recent years, these opportunities to tell the Dubuque story have taken me across the country and around the world. These opportunities have convinced me that Dubuque is not only on the right track, we are poised for leadership in the global marketplace and the goals of the **NEXT** campaign are designed to do just that.

Communities that make things happen don't stop for a victory lap. Communities that make things happen consistently look to the future. We take great pride in rolling up our sleeves and joining together to accomplish the **NEXT** phase of growth and prosperity for Dubuque!

Sincerely,



Roy D. Buol
Mayor



DRIVING RECORD RESULTS

The most important driver for growth in Dubuque's economy is our existing business base. To gain a street-level view and full perspective of the local economy, Greater Dubuque Development conducted 271 on-site visits this year with business owners, CEOs, and top managers through our award-winning InfoAction program. This disciplined process provides Greater Dubuque's team with a clear understanding of what is going on in our client's world. As a result, the Greater Dubuque team is able to assist businesses with both opportunities and challenges.



In addition to the InfoAction program, Greater Dubuque staff took action as they initiated and coordinated more than 110 standing meetings (weekly and monthly) with key partners to find solutions and provide valuable service to the existing business base.

Through the InfoAction program, as well as our strong ties to businesses throughout the region, Greater Dubuque Development and its partners delivered a record year.

Business Projects for Fiscal Year 2011-2012

Capital Investment

\$76,300,000

New Square Feet of Construction

326,200

New Jobs

355

New Annual Payroll

\$11,814,400

Delivered direct service, advocacy, information, and solutions - on issues ranging from A-Z

568

Area businesses represented by Greater Dubuque at Iowa Economic Development Authority meetings

15



Sedgwick CMS



THEISEN'S
HOME • FARM • AUTO



JOHN DEERE





Mary Sue Green, President - Green Industrial
Pat Green, Vice President of Sales - Green Industrial

The Opportunity

First we listen, then we act. That best describes Greater Dubuque Development's approach to business retention and expansion. The recent announcement by Green Industrial Supply Inc. to expand their operations in Dubuque is a classic example of how that works.

Green Industrial Supply Inc. is a Dubuque-based company that was established in 1998 with seven employees. Today, fifty plus employees at Green manage approximately nine hundred suppliers worldwide for some of the world's most recognizable OEM's. In doing so, Green's expert staff oversees more than 18,000 different parts and components.

On June 16, 2011, Dan McDonald, Vice-President of Existing Business at Greater Dubuque Development, met with Mary Sue and Pat Green, owners of Green Industrial Supply

Inc., for an InfoAction meeting. Greater Dubuque's InfoAction meetings are designed to help existing businesses. We conduct over 250 of these meetings every year but at this meeting, an opportunity was heard. It was clear that Green Industrial had outgrown their existing facility and was looking for a solution.

The Outcome

With the company's permission, Greater Dubuque Development's team quickly and quietly went into action. Key contacts and a list of existing buildings were provided. Introductions and meetings were coordinated with the company and staff members from the Iowa Economic Development Authority, the City of Dubuque, Northeast Iowa Community College, East Central Intergovernmental Association, and others.

After top management from Green Industrial had conducted their

due diligence and secured financing, they decided to move forward with the construction of a new, 140,000 square foot facility in the Dubuque Industrial Center West with plans to create 17 new jobs. By August 15th, 2011, just 60 days after the initial meeting, Green Industrial's plan for expansion was approved by the Dubuque City Council and then received a nod from Iowa Economic Development Authority (IEDA) on August 18th.

Once announced, Greater Dubuque Development requested that the teams from Alliant Energy and Black Hills Energy work side-by-side with the City of Dubuque and the company's contractor during the site-review process and construction phase. Today, the company is within 30 days of transitioning to their new, state-of-the-art facility in the Dubuque Industrial Center West.

First we listen, then we act. That's how it works at Greater Dubuque Development.



CREATING WORKFORCE SOLUTIONS

The Telegraph Herald and Greater Dubuque Development have partnered in the development and promotion of our region's premiere recruiting tool, www.AccessDubuqueJobs.com. The new sales strategy focuses on face-to-face meetings with local CEO's and human resource professionals. No email, no internet, no fancy gimmicks. Ironically, the sale has very little to do with the job postings themselves, but rather educating business leaders on the need to pool community resources to address our employers workforce needs. It is simple economics — workforce supply needs to meet employer demand. Not only is this critical to the continued success of local businesses, it was key to our region's ability to recruit future prospects and jump-start additional job creation. Employers "get it". In five short years, our investors have grown by over 300%.



Many cities across the country have tried to replicate what is being done in Dubuque, but no one has had a partner like the Telegraph Herald. The TH has donated significant investment dollars back to Greater Dubuque Development to promote www.AccessDubuqueJobs.com and fund activities that promote workforce recruitment and retention. The sustainability of the recruitment website and overall workforce initiative has lived on only through the strong partnerships that have been built between Greater Dubuque Development, the Telegraph Herald and 119 participating employers. All realize that by investing in www.AccessDubuqueJobs.com, they become part of a cutting-edge regional partnership that distinguishes the Greater Dubuque area from other regions of the country that are competing aggressively to recruit our talent and future graduates.

Total Investors:

119

Average Page
Visits per month:

100,000+

Resumes Posted:

2,500+

Career Fairs:

10

RECRUITING OUTSIDE OF THE BOX

The Opportunity

Despite Dubuque's prime location at the intersection of three states and a high concentration of higher education, there was no mechanism to capitalize on national, or more importantly, regional talent. In the late 90's, Dubuque had faced 25 years of out-migration. Having the oldest average age in Iowa and close to zero population growth, local businesses expressed concern about their ability to recruit talent. It was time to think outside-of-the-box or more importantly - recruit outside-of-the box.

The Outcome

Greater Dubuque Development and the Telegraph Herald joined forces to create a local recruiting tool that today, serves as a critical economic incentive for existing businesses looking to expand as well as prospective clients weighing Dubuque against other site locations around the globe. If not for www.AccessDubuqueJobs.com to find qualified applicants, Dubuque would not be experiencing the economic development success that it has today.

www.AccessDubuqueJobs.com has become a staple for human resource leaders in the region, many of whom would tell you that AccessDubuqueJobs.com is one of their most effective recruitment tools.

www.AccessDubuqueJobs.com

"AccessDubuque.com provides a comprehensive, one-stop center for our business to attract talent to our community. John Deere Dubuque Works actively recruits prospective employees through the website. Not only can prospective employees find job openings, but they can access information about living in the Dubuque community, such as information about schools, recreation and finding a home. All of this helps prospective employees make informed decisions about moving to Dubuque."

Mark Gerein

Labor Relations Manager, John Deere Dubuque Works



JOHN DEERE

A WARM WELCOME AIDS IN RETENTION

The Opportunity

Ranking in the top 20 nationally and number one in the State of Iowa for job growth, the Greater Dubuque region set the pace for growth regionally and nationally in 2011-2012. Boasting rankings from Forbes.com as the #1 Best Smaller Metro for Projected Job Growth and a #3 job growth ranking from Careerbuilder.com, hiring within the community gained momentum. Job Seekers from around the world knocked on our door – all they needed was a warm welcome.

The Outcome

In an effort to assist employers in the successful recruitment, relocation and retention of potential employees, the Greater Dubuque Development team created a one-stop concierge service for employer recruits. As a result, candidates find everything they need in order to call Dubuque their new home.

Concierge Services

"Greater Dubuque Development's services continues to be an asset to the John Deere Dubuque Works recruiting strategy. Providing a personalized tour of the Dubuque community during their onsite interview process is a great way of providing candidates a view of the community. Candidates leave their visit to Dubuque with a much better understanding of what the community can provide them if they would ultimately relocate to the area."

Sally Dickey

Human Resources Division Manager, John Deere Dubuque Works

Distinctively Dubuque

"Coming from out of town, I was facing a new place far from home in which to settle my family. Taking the Distinctively Dubuque class on my second week of arrival was one of the greatest decisions I made. It just took me the first session to realize I was about to learn and experience what the Dubuque community had to offer. It was also the best way to get to know great people. Now, my family and I can proudly say we have done more things, visited many more places, and made more friends than we ever thought."

Everaldo Ferreyra

Engineer, John Deere Dubuque Works

LIFE CHANGING SUCCESS STORIES

Dubuque Works' mission is to unify and streamline existing workforce solutions to ensure the availability of a talented workforce for current and future employer needs. Workforce development players in the Greater Dubuque area collaborate under one umbrella to approach workforce issues from multiple angles. The *Dubuque Works* partners include: Greater Dubuque Development, the Telegraph Herald, Community Foundation of Greater Dubuque, IowaWorks, Dubuque Area Chamber of Commerce, Dubuque Area Labor Management, and Northeast Iowa Community College. Funding for Dubuque Works is provided by the City of Dubuque, Mystique Casino, and Dubuque County.

In three years, this all-encompassing approach to workforce development has battled the local brain drain, promoted skilled trade & technology careers in grades 6-12, developed existing talent, helped un/underemployed build bridges to employment, connected job seekers to opportunities through the web, and welcomed newcomers into the community. *Dubuque Works* continues to proactively retain, recruit, and train the workforce that will shape our community for decades to come.



dubuque *works*
a workforce initiative

REAL RESULTS

Aided in the recruitment of individuals across the country through **www.AccessDubuqueJobs.com**

Provided personal attention to more than **464 individuals** through Newcomer Services

Educated **1000+ middle and high school students** regarding career opportunities, providing a future pipeline for local employers

Recruited over **75 businesses** to participate and post internship opportunities on www.AccessDubuqueJobs.com

Launched Opportunity Dubuque, training 20 individuals in the CNC field

Provided the unemployed and underemployed **an opportunity** to find meaningful employment with local businesses and pursue an education through Project H.O.P.E

Enrolled **103 participants** from 32 businesses in the Distinctively Dubuque program

The Opportunity

We knew there was a major disconnect between what we needed and what we had. Greater Dubuque Development's InfoAction interviews revealed that 53% of Dubuque employers were facing workforce recruitment challenges. These findings along with employer roundtable meetings reported one common need in the Greater Dubuque area - the demand for a skilled, qualified workforce. Local businesses faced challenges when looking for qualified employees to fill open positions because there was a lack of interest in or awareness of advanced manufacturing as a career opportunity. The need for a qualified workforce coupled with significant numbers of unemployed and underemployed people in Dubuque County led the community to take action.

The Outcome:

To address this issue, local businesses and organizations partnered to create a unique program called *Opportunity Dubuque*.

The non-credit certificate training program, offered by Northeast Iowa Community College, began with twenty individuals receiving full-tuition scholarships and other support to complete the training. Enrolled students were required to complete 108 hours of coursework over a 14 week span. Upon completion, participants were able to choose one of two paths: take advantage of pre-arranged interviews with employer partners seeking skilled entry-level employees or to continue their education by enrolling in credit classes to earn a diploma.

The results of the program speak for themselves:

- 19 of 20 completed training (95%)
- 10 have been hired (50%)
- 5 currently interviewing (25%)
- 4 are continuing their education at NICC towards a CNC diploma (20%)

Due to the pilot's success, this program will be replicated over the next 18-24 months and will train over 200 individuals in the advanced manufacturing field. In the summer orientation for *Opportunity Dubuque*, 64 attended and 20 were selected for the orientation.

Opportunity Dubuque partners included: Northeast Iowa Community College, Project HOPE, *DubuqueWorks*, Dubuque Community Schools, East Central Intergovernmental Association, Iowa Works, A.Y. McDonald, Bodine Electric Company, Decker Precision Machining, Inc., EIMCo, Mi-T-M., Premier Tooling & Manufacturing, Uelner Precision Tools & Dies, Giese Manufacturing, and Dubuque Stamp & Manufacturing.

Mike Billmeyer

Opportunity Dubuque Graduate

"I enjoyed the program. Northeast Iowa Community College and their professors did a great job providing me with an introduction to the field. The coursework combined with my part-time job with Bodine Electric allowed me to gain knowledge and experience within the CNC field. Today, I am employed full-time at Bodine Electric."



SEPARATING US FROM THE PACK

While serving existing employers is at the heart of Greater Dubuque Development's mission, new business recruitment and national marketing separates us from the pack. Job creation, capital investments, new construction, and support to the existing business base are just a few of the reasons new business recruitment is critical. The foundation of our national marketing strategy is building face-to-face relationships. Because of this, we have conducted headquarter visits of local companies throughout the year. It is crucial for Dubuque to be top-of-mind when companies consider expansion opportunities rather than other "greenfield" locations. Beyond expansion opportunities, visiting with company headquarters has allowed our team to see where there are gaps in our product through the eyes of corporate leaders. This has lead us to focus on an industry clustering approach to national marketing as it provides a richer, more meaningful representation of the local industry drivers and regional dynamics. The idea of industry clusters also allows Greater Dubuque Development to develop a stronger, larger labor pool as we attract companies that require a similar skill set, making our community a destination for employee talent.

Business attraction also contributes to the local economy through diversification, making us less vulnerable to economic downturns. It also promotes sales to area suppliers as new businesses buy from local vendors, suppliers, and service providers.

Beyond these activities, most of the national marketing efforts are done behind the scenes. Whether it is attending tradeshow, hosting regional developers, or prospecting a client, we do these things to sing Dubuque's praises and grow our regional economy.

Headquarter/Recruitment Visits

7

Trade & Professional Conferences

4

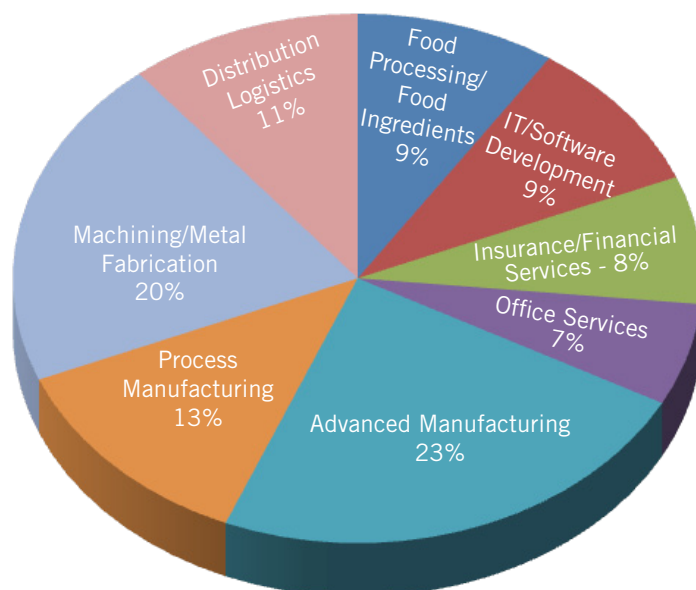
Trade Shows

6

Commercial Developers Hosted

3

Dubuque Area Industry Sectors



*Based on number of area companies

The Opportunity

Headquartered in Australia, Digga is a global leader in the manufacturing of planetary gearboxes and construction equipment attachments for the earthmoving industry. Digga produces 79 different construction equipment attachments, wearparts and spareparts to suit most manufacturers' heavy equipment. Today, Digga employs over 200 people in Australia.

In 1997, the company began exporting to Europe and North America. Today, Digga exports their products to over 52 countries globally. Their primary international markets include the United States, Canada, the United Kingdom, Germany, France, Poland and Russia.

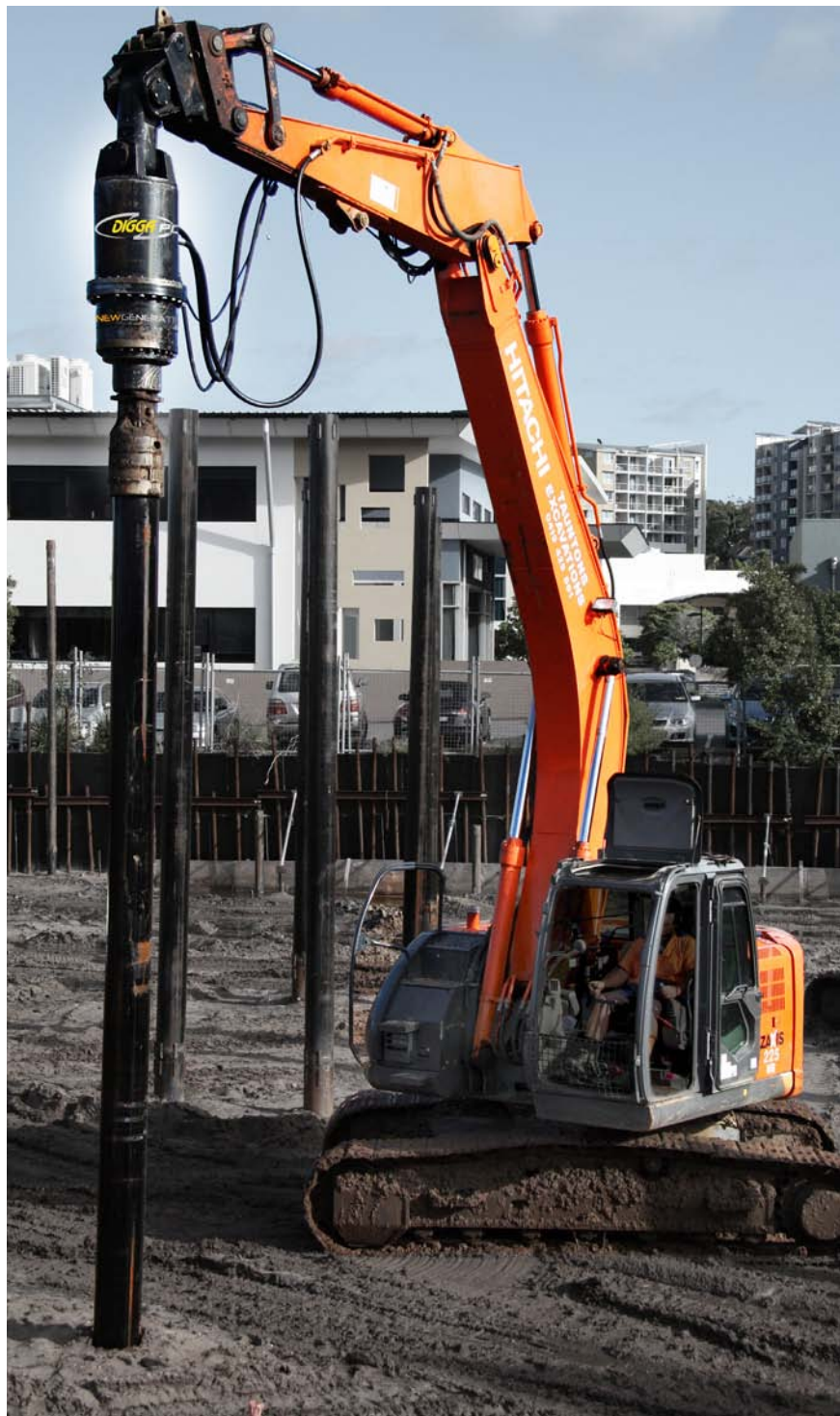
As Digga's market grew, the company established a relationship with the Paladin Group supplying the company with approximately 3,000 planetary gearboxes annually. The gearboxes are distributed throughout the United States under the McMillen Brand.

The Outcome

Due to increased market share and the need for a location in North America, Digga began to investigate locations to build a new facility. In January 2012, an executive group from Digga led by Suzie Wright, President & CEO and Alan Wade, Vice President International Sales, evaluated communities in Texas and Iowa for a location to construct their first North American manufacturing facility. The company looked for a community that provided access to a skilled workforce of metal fabricators and welders, an engaged city staff and elected officials, and a strong quality of life.

During the recruitment process, Greater Dubuque Development partnered with the Dyersville Economic Development Corporation to promote the attributes of building a new facility in Dyersville. Greater Dubuque Development Corporation conveyed the characteristics of the region's machining/metal fabrication industry cluster and provided key insights into supply-chain management opportunities within our area. Additionally, our staff furnished regional LaborShed data and presented Digga with nearly 180 resumes of potential local employees, obtained from www.AccessDubuqueJobs.com and IowaWorks.com. Representatives of Northeast Iowa Community College also showcased their welding and CNC machining programs offered at the Peosta campus.

The team effort paid off. On March 26, 2012, Digga announced plans to build a new 36,380 square foot facility in the 20 West Industrial Center in Dyersville. The project includes a capital investment of \$2.2 million and creation of 30 new jobs. Digga North America, LLC will produce gearboxes, screw anchors and auger drives.



Abeln Abstract & Title Company	Gronen Restoration	Riley's Olds-Mazda-Subaru
Addoco, Inc.	Hartig Drug	River City Paving, Inc.
Alliance for Construction Excellence	Hawkeye Shared Services, LLC	Ron Smith & Sons Construction
Alliant Energy	Hodge Company	Rousselot
AMBRACO, Inc.	Honkamp Krueger & Company	RSM McGladrey, Inc.
American Realty of Dubuque	IBEW Local #704	Runde Auto Group
American Trust & Savings Bank	IIW P.C.	Sedgwick CMS
Anderson Weber	Jim Giese Commercial Roofing, Inc.	Sedona Staffing Services
A.Y. McDonald Industries, Inc.	John Deere Dubuque Works	Selco, Inc.
BARD Materials	Julien's Journal	Spahn & Rose Lumber Company
Barton Wealth Management, LLC	Kane, Norby & Reddick, P.C.	SpecCast
Behnke Enterprises Inc.	Kendall Hunt Publishing	State Central Bank
Bird Chevrolet Co.	Kintzinger Law Firms, PLC	Steele Capital Management, Inc.
Black Hills Energy	Kirchhoff Distributing Company	Teamsters Local 120
Bodine Electric	Klauer Construction Company	Terracon
Brannon Monument Company	Klauer Manufacturing	The Adams Company
Buesing and Associates, Inc.	Kruse/Warthan Dubuque Auto Plaza	The Finley Hospital
Cartégraph	Kunkel & Associates, Inc.	The Floor Show Companies
Clarke University	Lamar Advertising Company	The Fischer Companies
Clemens, Walters, Conlon & Meyer L.L.P.	Liberty Bank	The Friedman Group, Inc.
Conlon Construction Co.	Loras College	The McGraw-Hill Companies
Cottingham & Butler Insurance, Inc.	Maquoketa Valley Electric Cooperative	The Norman Law Firm, P.C.
Crescent Electric Supply Company	Maryville Construction Company	Theisen Supply, Inc.
DDI, Inc.	McCoy Group, Inc.	TRICOR Insurance & Financial Services
Diamond Jo Casino	McNamer Construction Systems, Inc.	Turpin Dodge of Dubuque LLC.
Dubuque Advertiser, Inc.	Medical Associates Clinic, P.C.	Union-Hoermann Press
Dubuque Area Chamber of Commerce	Mercy Medical Center	United Clinical Laboratories
Dubuque Bank & Trust	Mike Finnin Ford	University of Dubuque
Dubuque Board of Realtors, Inc.	Mi-T-M Corporation	US Bank - Dubuque
Dubuque Building & Construction	Morrison Brothers	Vanguard, Inc.
Trades Council	Mulgrew Oil Company	Wells Fargo
Dubuque Homebuilders & Associates	Myers-Cox Company	Welu Printing Company
Dubuque Internal Medicine	Mystique Casino	Westmark Enterprises, Inc.
Dubuque New Car & Truck Dealers Assoc.	Kloeckner Metals	Westphal & Company Electrical Construction
Dubuque Stamping & Mfg., Inc.	Net-Smart, Inc.	Woodward Communications
Dupaco Community Credit Union	O'Connor & Associates Insurance	
DuTrac Community Credit Union	O'Connor & Thomas, P.C.	
Dyersville Industrial Development	Parco, Ltd	PUBLIC SECTOR
Eagle Window & Door, Inc.	Patricia Friedman	City of Dubuque
East Dubuque Savings Bank	Paulson Electric	City of Dyersville
Edwards Cast Stone	Peavey Company	City of Peosta
Eide Bailly, LLP	Platinum Development Group, LLC.	Dubuque County
EIMCO (East Iowa Machine Company)	Plumbers & Steamfitters Local 125	Iowa Workforce Development
Entegee Engineering Technical Group	Portzen Construction	Northeast Iowa Community College
Epic Construction	Prairie Farms	
Fidelity Bank & Trust	Premier Bank	
First Community Trust, N.A.	Premier Tooling, Inc.	
Flexsteel Industries, Inc.	Prudential Retirement	
Flynn Ready Mix	CenturyLink	
Fuerste, Carew, Jurgens & Sudmeier, P.C.	Radio Dubuque, Inc.	
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A.Y. McDonald Industries, Inc.
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 City of Dubuque
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 East Dubuque Savings Bank
 Eide Bailly, LLP
 EIMCO
 Engineering Services & Products Company
 Entegee Engineering Technical Group
 Express Employment Professionals
 Flexsteel Industries, Inc.
 Georgia-Pacific Corporation
 Giese Companies
 Grand Harbor Resort and Waterpark
 Grand View United Methodist
 Hartig Drug
 Hawkeye Truck & Trailer
 Hillcrest Family Services
 Hills and Dales
 Hirschbach Transportation Services, Inc.

Hodge Company
 Holiday Inn Express and Suites
 Holy Family Catholic Schools
 Honkamp Krueger & Company
 Hormel Foods/Progressive Processing
 Horsfield Construction Inc.
 Hotel Julien Dubuque
 IBM
 IIW, P.C.
 J.J. Scheckel Corporation
 John Deere Dubuque Works
 Klauer Construction Co.
 Kloeckner Metals
 Kruse/Warthan Dubuque Auto Plaza
 Kurtz Communications, Inc.
 Loras College
 Luther Manor
 McCoy Group, Inc.
 McKesson Corporation
 Medical Associates Clinic, P.C.
 Medline Industries, Inc.
 Mercy Medical Center - Dubuque
 Mi-T-M Corporation
 Midwest Business Products
 Mike Finnin Ford
 Molo Companies
 Mystique Casino
 National Mississippi River Museum & Aquarium
 Northeast Iowa Community College
 Ohnward Bancshares, Inc.
 Platinum Supplemental Insurance
 Portzen Construction
 Premier Bank
 Prudential Retirement
 Rentech Energy Midwest Corporation
 River Valley Capital Corporation
 Roeder Outdoor Power
 Rousselot, Inc.
 RT&T Enterprises Inc.
 Ruhl & Ruhl Realtors
 S4 Carlisle Communications LTD
 Schieffer Co. International L.C.
 Sedgwick CMS
 Sedona Staffing Services
 Sinsinawa Dominicans
 Southwest Health Center
 Spahn & Rose Lumber Company
 State Central Bank
 Steele Capital Management, Inc.
 TFM Company
 The Finley Hospital

The Friedman Group, Inc.
 The Insurance Center, Inc.
 The McGraw-Hill Companies
 Theisen Supply, Inc.
 Top Block and Brick, Inc.
 TRICOR Insurance & Financial Services
 Unified Therapy Services
 United Clinical Laboratories
 Universal Tank & Fabrication
 University of Dubuque
 University of Wisconsin-Platteville
 US Bank - Dubuque
 Wartburg Theological Seminary
 Weber Paper Company
 Westmark Enterprises, Inc.
 Woodward Communications
 WS, Live LLC

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Leo A. McCarthy cared deeply about his community and his fellow citizens. He was a person of strong character who actively participated in many facets of our community through his leadership and generosity. He gave tirelessly of his skills and knowledge without any desire for personal recognition. Over the past decades, McCarthy often shared his time and talents with Greater Dubuque Development. The significant amount of pro bono legal expertise he provided to this organization has had a substantial impact on the positive economic growth of our region. McCarthy succumbed to complications of Lou Gehrig's Disease (ALS) in 2006 at the age of 70 — but his enthusiasm, generosity and vision live on. Funds from the leadership fund are dedicated to workforce development initiatives.

Leo A. McCarthy Citizen Leadership Circle

These community leaders have chosen to honor the memory of this great citizen by personally contributing through the Community Foundation of Greater Dubuque to the Leo A. McCarthy Citizen Leadership Circle.



Leo A. McCarthy

Vicki Bechen
David Becker
Joe Broderick
John Burgart
Jim Collins
Joyce Connors
Virgil J. & Norma M. Denlinger Family Foundation
Kelley Deutmeyer
Rick & Rae Ann Dickinson
Michael J. Donohue
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Rick Dickinson
President & CEO



Daniel McDonald
Vice President
Existing Business



Bill Baum
Existing Business
Specialist



Sarah Harris
Vice President
Workforce Solutions



Shannon Gaherty
Newcomer Relations
Coordinator



Mark Seckman
Vice President
National Marketing



Beth Mescher
Director of
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Karen Kluesner
Vice President
Operations



Mary Konrardy
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