

**This 2016
Annual Report
isn't as important
as the person
reading it.**





Because together we're greater. We're Greater Dubuque.

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STAFF

Pictured above (left to right):

Kristin Dietzel, Vice President of Workforce Solutions
Dan McDonald, Vice President of Existing Business
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MD

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Monica W. Hubbs

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Boi Houlahan

Shirley Lee

Lucy

Jules C. M.

Anderson Davis

Eric J. Mantz

John J. Lam

We're all Greater Dubuque.

Greater Dubuque Development is dedicated to the generation of continuous growth, prosperity, and inclusion. Our area's drive, imagination, and collaborative spirit make us GREAT. Together we are reinventing economic development.

THIS ANNUAL REPORT IS DEDICATED TO YOU.

Tim Conlon
57-year resident of Dubuque

- ▶ **President**, Conlon Construction Co.
- ▶ **Chairman of the Board**,
Greater Dubuque
Development Corporation



X *Tim Conlon*

“Business diversity and growth are widely shared mindsets among Dubuque-area businesses, citizens, and leaders. Working together, we’re creating an incredibly positive and innovative dynamic that’s the envy of cities nationwide.” — Tim Conlon

Opportunity, enduring growth, and shared prosperity—that’s what Tim Conlon values most about his involvement with Greater Dubuque Development. As Chairman of the organization’s Board of Directors, Conlon sees firsthand that hard work, blending programs, working across systems, and forging new partnerships for success are the secret ingredients to raising the standard of living for all.

The forward momentum created by Greater Dubuque’s efforts and influence can be felt in the Dubuque-area business community, among its citizens, and across the region. This momentum keeps Conlon inspired by and involved with Greater Dubuque Development on a very personal level.

When he reflects on the area’s success, Conlon likes what he sees. “Business diversity and growth are widely shared mindsets among Dubuque-area businesses, citizens, and leaders,” says Conlon. “Working together, we’re creating an incredibly positive and innovative dynamic that’s the envy of cities nationwide.”

“In 2015–2016, we experienced some really notable success in the development of Dubuque County’s labor force,” says Conlon. “By attracting new talent and helping existing employees find opportunities to expand their skill sets, we achieved Iowa’s highest year-over-year employment growth rate.”

Like many employers in the Greater Dubuque area, Tim Conlon knows the true potential of economic development is to do what markets alone can’t do: influence growth through action and investment. That’s what Greater Dubuque Development does.

+1,100

*Dubuque County’s 1,100-person year-over-year labor force increase is the largest percentage increase in the State of Iowa and puts the county’s working population at 60,100—surpassing the NEXT Campaign goal of 60,000 one year ahead of schedule.**

2015–2016

Michael Gantz (left)
33-year resident of Dubuque

▶ *Co-owner*, Verena Street Coffee

Eric Gantz (right)
34-year resident of Dubuque

▶ *Co-owner*, Verena Street Coffee



“Greater Dubuque Development works hard to create a vibrant local business environment. Its Existing Business team has partnered with us since day one, offering resources and helping us identify opportunities.” — Michael Gantz

The street itself is long gone. But its legacy lives on in the cups of coffee lovers everywhere. In 2011, cousins Eric and Michael Gantz, along with their fathers Jim and C.J., founded *Roasting Solutions, LLC d/b/a Verena Street Coffee Co.* Since then, its craft roasted coffees have gained local and national notoriety, prompting the company to expand its operating space twice within a five-year period.

“We doubled the size of our existing production area in 2014,” says Eric. “But due to steady growth in our grocery and club channels, we outgrew the space within about two months.”

In late 2015, *Verena Street* broke ground on a new 34,000-square-foot facility in the Dubuque Industrial Center South. Once completed, it will house the company’s roasting, packaging and shipping operations, and a small tasting room. In the future, the Gantzes hope to add a larger retail space. “It will probably be one of the most up-to-date, state-of-the-art coffee facilities here in the Midwest,” says Michael, who, along with Eric, represents the fourth

generation of Gantzes to have strong stakes in the Dubuque business community. “We see it as an opportunity to sustain our family’s Dubuque-based business tradition while creating a unique local destination.”

The Gantzes credit Greater Dubuque Development’s Existing Business team with helping make their expansion such a smooth experience. “Greater Dubuque Development works hard to create a vibrant local business environment,” says Michael. “Its Existing Business team has partnered with us since day one, offering resources and helping us identify opportunities.”

Greater Dubuque Development’s nationally-recognized Existing Business team works closely with area businesses of all sizes and sectors, connecting them to the resources they need, including tax incentives, available sites and buildings, qualified talent, and much more.

\$700M
NEXT Campaign
Commercial and Residential Construction Goal

Actual: \$701M

*Since 2012, the Greater Dubuque area has tallied more than \$701 million in new commercial and residential construction projects, exceeding our NEXT Campaign goal.**



Titus Fair
8-year resident of Dubuque

- ▶ Full-time father, husband, college student
- ▶ Lead Inspector, Tyco Fire Products



X Titus L. Fair Jr.

“Once I got started, I wanted more because I wanted to provide more for my family. That’s why I work so hard at trying to finish these degrees and climb the ladder.” — Titus Fair

Husband, father, Iraq veteran, full-time employee, college student... Titus Fair knows all about overcoming the challenges of balancing life and work. And he credits much of his success to the opportunities he’s found in Dubuque.

Fair served in the United States Marine Corps for nearly eight years. But a deployment to Iraq—his third—left him injured and searching for a new career. Fair was optimistic about the career opportunities available to him in his native Chicago. But the uncertainties of urban living caused him to reconsider.

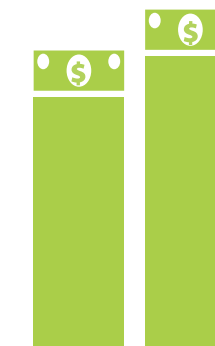
“I realized pretty quickly that I needed to move my family somewhere safer,” says Fair. “That somewhere turned out to be Dubuque.”

Fair makes the most of the Greater Dubuque area’s employment and educational opportunities. He’s completed multiple diploma and certificate programs at Northeast Iowa Community College (NICC),

including the Computer Numerical Control (CNC) Technician program offered through Opportunity Dubuque, which is administered by NICC.

“Once I got started, I wanted more because I wanted to provide more for my family,” says Fair. “That’s why I work so hard at trying to finish these degrees and climb the ladder.”

Fair will graduate from the University of Dubuque’s accelerated undergraduate Business Administration program in August 2016 and will begin work on his Master of Business Administration degree soon after. Once completed, he hopes to put his talents to work in Dubuque’s manufacturing sector. “My ideal job is to be a plant manager at a manufacturing plant or some type of production manager. That’s my goal. That’s what I’m reaching for.”



\$22.29

Average Hourly Wage

*In addition to having more job opportunities, local employees are earning more. As of April 2016, Dubuque County’s average hourly wage was \$22.29. Our NEXT Campaign goal was to reach an average wage of \$18 per hour.**

Opportunity Dubuque is a nationally-recognized, collaborative job training effort developed in response to local employers’ needs for a skilled workforce. Through this initiative, individuals complete industry-driven certifications to upgrade their skills or launch their careers.

93%

Thanks to support from Dubuque Works and state and federal dollars, the Opportunity Dubuque program boasts a 93-percent placement rate into local, high-demand fields or continued education.

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

Mark Rigby
New member of the Dubuque
business community

► CEO, RIE Coatings



His accent is British, his background is global, and his vision for the future is Dubuque. Mark Rigby is the CEO of Minnesota-based *RIE Coatings*, a longtime leader in the protective-coatings industry—and the latest company to make the Greater Dubuque area part of its strategy for success.

In 2015, with its business footprint steadily growing, *RIE Coatings* began exploring options for expansion beyond its two existing facilities.

Thanks to Greater Dubuque Development’s National Marketing initiatives, the City of Dubuque quickly distinguished itself from other areas under consideration.

“Greater Dubuque Development’s National Marketing team is an incredibly approachable, responsive, and accommodating group,” says Rigby. “They personify Dubuque’s commitment to developing and cultivating relationships with its local business community.”

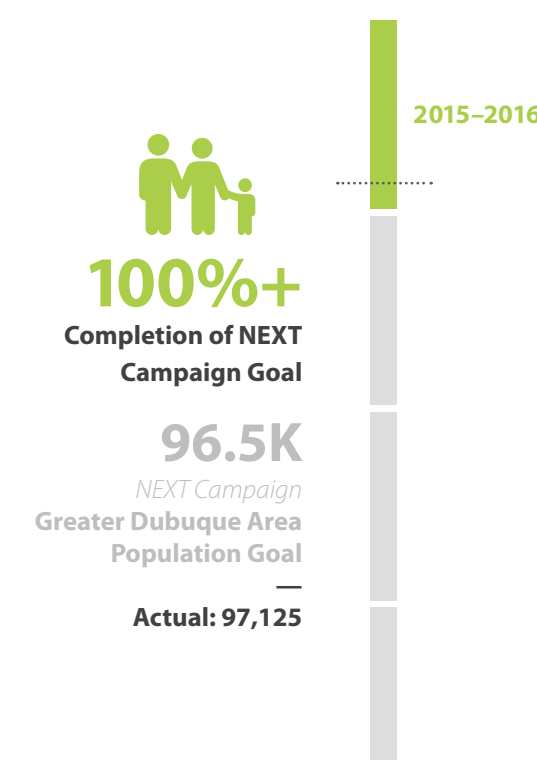
Production at *RIE Coatings*’ new 25,000-square-foot Dubuque facility is scheduled to begin on July 1, 2016. Initially, *RIE Coatings* will hire 12–15 employees, and the company is already working with Greater Dubuque Development and Northeast Iowa Community College to arrange training for its new local workforce.

“We’re very excited to have Dubuque as the site of our new production facility,” says Rigby. “The city fully supports our overall growth strategy in many different ways.”

“Greater Dubuque Development’s National Marketing team is an incredibly approachable, responsive, and accommodating group. They personify Dubuque’s commitment to developing and cultivating relationships with its local business community.” — Mark Rigby

\$10.4 MILLION
in Retail Construction

Thanks in part to the efforts of Greater Dubuque Development’s National Marketing team, more than \$10.4 million worth of building permits have been issued for retail development in the Greater Dubuque area since July 2015.



Julio Medina

2-year resident of Dubuque

► **President**, MeDevelopment Mobile Inc.

X

Julio Medina

Julio Medina is a quintessential self-starter. A former military police officer turned entrepreneur, Medina has the imagination, persistence, and courage to pursue opportunity where he sees it. His startup marketing company, *MeDevelopment Mobile Inc.*, generated approximately \$1 million in revenue during its first year. And with the help of Greater Dubuque Development's StartUp Dubuque program, Medina aims to duplicate that success with his newest venture, *Around Iowa*.

"*Around Iowa* is an alternative media website," says Medina. "I grew it from a single social media page to a marketable business."

StartUp Dubuque provides Medina the resources he needs to keep his businesses

growing, including co-working and meeting spaces, entrepreneurial counseling, and easy access to other startup business service providers. "From basic questions to business plans, everything a person needs to know about launching a business is right here," says Medina.

Medina has friends who've launched startups in larger metro areas. They sometimes marvel at the success he achieves in modest-sized Dubuque. But Medina isn't surprised at all.

"In a big city, startup businesses get easily lost among the noise. In Dubuque, startups are given ample opportunities to stand out, grow, and become staples of the community."

GREATER DUBUQUE DEVELOPMENT: "IOWA PARTNER OF THE YEAR"

In February 2016, America's SBDC Iowa recognized Greater Dubuque Development for its extraordinary efforts to help Iowa's entrepreneurs and small business owners succeed.

"In a big city, startup businesses get easily lost among the noise. In Dubuque, startups are given ample opportunities to stand out, grow, and become staples of the community." — Julio Medina

StartUp Dubuque, located in the Schmid Innovation Center, is a cooperative partnership between Greater Dubuque Development, Northeast Iowa Community College, America's SBDC Iowa, East Central Intergovernmental Association, and numerous other small and startup business service providers. Made possible through the generosity of Dick and Carrie Schmid, StartUp Dubuque is committed to creating and fostering an entrepreneurial environment within the Greater Dubuque area. [Learn more at StartUpDubuque.org](http://StartUpDubuque.org).

John Larsen (left)
Chairman of the Board '03–'04,
Greater Dubuque Development

▶ *Senior Vice President*, Alliant Energy

Rob McDonald (right)
22-year resident of Dubuque

▶ *Chairman of the Board,
President & CEO*,
A.Y. McDonald Mfg. Co.

X *Rob McDonald*



“One of our mutual goals is to put an unused and highly visible piece of Dubuque’s history back into productive use. Another is to help develop renewable-energy choices in a way that’s good for both the economy and the environment.” — Rob McDonald



RENEWABLE SOLAR ENERGY

Sustainable Innovations is designed to bring “new energy” to the Greater Dubuque area—literally and figuratively. Its efforts toward solar energy, bio-gas, broadband technology, and other innovation projects exemplify Greater Dubuque’s commitment to creating, fostering, and prioritizing local sustainability and economic growth.

The Greater Dubuque area knows that the production of local, clean energy to fuel our continued growth is a winning strategy for both the economy and the environment. And thanks to a broad and unique collaboration on renewable energy, including a major solar-energy initiative, that strategy is becoming a reality.

Greater Dubuque’s Sustainable Innovations team has been collaborating with *Alliant Energy, A.Y. McDonald Mfg. Co., the City of Dubuque*, and other sustainability-minded organizations to prioritize solar-energy development. Their collective efforts include steps for reducing the time and cost of residential solar installations and a proposed two-site solar-utility development that would revive the vacant downtown site formerly occupied by the A.Y. McDonald Foundry.

“My family has been part of the Dubuque business community for 160 years, and it is important to me and all of my co-workers that we are constantly doing things to improve Dubuque and our surrounding

communities. This project helps us accomplish that objective in a very visible and tangible way,” says Rob McDonald, Chairman of the Board, President & CEO, *A.Y. McDonald Mfg. Co.* and member of Greater Dubuque Development’s Board of Directors. “One of our mutual goals is to put an unused and highly visible piece of Dubuque back into productive use. Another is to help develop renewable-energy choices in a way that’s good for both the economy and the environment.”

To Dubuque’s Mayor Roy Buol, this collaborative approach to energy is symbolic of Greater Dubuque’s strong reputation as a regional and national leader in its ability to achieve community goals. “Dubuque is a viable, livable, and equitable community,” he says. “We’re embracing economic prosperity, environmental integrity, and cultural vibrancy to create a sustainable legacy for generations to come.”



Greater Dubuque Development is powered by the generosity, dedication, and vision of these Dubuque-area investors:

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EIMCo, Inc.

Epic Construction
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Kintzinger Law Firm, PLC
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Lamar Advertising of Dubuque
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Maquoketa Valley Rural Electric
Maryville Construction Co., Inc.
McCullough Creative
McGraw-Hill Education
Medical Associates Clinic & Health Plans
Mercy Medical Center
Mi-T-M Corporation
Morrison Brothers
Mulgrew Oil Company
Myers-Cox Co.
Mystique Casino
O'Connor & Thomas, P.C.
Paulson Electric Company
Plumbers & Steamfitters Local 125
Portzen Construction, Inc.
Premier Bank
Premier Tooling & Manufacturing, Inc.
ProPulse, A Schieffer Co.
Prudential Retirement
Radio Dubuque, Inc.
ReMax Advantage Realty
Richardson Motors
River City Paving
Rousselot, Inc.
RSM US LLP
Runde Auto Group, Inc.

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Spahn & Rose Lumber Company
Steele Capital Management, Inc.
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United Clinical Laboratories
UnityPoint Health – Finley Hospital
Universal Tank & Fabrication
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University of Wisconsin – Platteville
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Woodward Communications, Inc.

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



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Dubuque Community School District
Dubuque Convention & Visitors Bureau
Dubuque County
Dupaco Community Credit Union
DuTrac Community Credit Union
Dyersville Die Cast
E91, formerly ENTEGEE
Eagle Point Software
Eagle Point Solar
Eagle Ridge Resort & Spa
Eagle Window and Door/Andersen
East Central Intergovernmental Assoc.
East Dubuque Nitrogen Fertilizers, LLC
Eide Bailly LLP
EIMCo, Inc.
Engineering Services & Products Company
Ennoble Skilled Nursing and Rehabilitation Center
Envision Sports Design
Express Employment Professionals
Flexsteel Industries, Inc.
Georgia-Pacific Corporation
Grand Harbor Resort and Waterpark
Grand View United Methodist
Green Industrial Supply, Inc.
Gronen Restoration, Inc.
Hartig Drug

Hawkeye Care Center of Dubuque
Hawkeye Truck & Trailer
HCR ManorCare Health Service
Hillcrest Family Services
Hills & Dales
Hirschbach Transportation Services, Inc.
Hodge Company
Holy Family Catholic Schools
Honkamp Krueger & Co., P.C.
Hormel Foods/Progressive Processing
Horsfield Construction, Inc.
Hotel Julien Dubuque
Humach
IIW, P.C.
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Kurtz Communications, Inc.
LabStrong Corp.
Loras College
Luther Manor
Managed Solutions Group
Maryville Construction Co, Inc.
McCullough Creative
McGrath Family of Dealerships
Medical Associates Clinic & Health Plans
Medline Industries, Inc.
Mercy Medical Center
Mi-T-M Corporation
Midwest Business Products
Midwest Janitorial Services
Midwest Medical Center
Mike Finnin Motors
Mill Valley Care Center
Molo Companies
Morrison Brothers
Mr. Appliance of Dubuque
Mystique Casino
Mystique Community Ice Center
National Mississippi River Museum & Aquarium
Northeast Iowa Community College
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Platinum Supplemental Insurance
Portzen Construction, Inc.
ProBuild
ProPulse, A Schieffer Co.

Queen B Radio
RIE Coatings
Rite-Hite
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River Valley Capital Corporation
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Sisters of the Presentation of the BVM
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Southwest Wisconsin Technical College
Spahn & Rose Lumber Company
Stonehill Franciscan Services
St. Dominic Villa
Substance Abuse Services Center
Taylor and Taylor Insurance & Financial Services, Inc.
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The Buzz Companies
The Friedman Group, Inc.
The McCoy Group, Inc.
The McGraw-Hill Companies
The Rose of Dubuque
Theisen Supply, Inc.
TRICOR Insurance
Tschiggfrie Excavating Company
Unified Therapy Services
United Clinical Laboratories
UnityPoint Health – Finley Hospital
Universal Tank & Fabrication
University of Dubuque
University of Wisconsin – Platteville
U.S. Bank
Vanguard, Inc.
Wartburg Theological Seminary
Weber Paper Company
Woodward Communications, Inc.
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