



RYP

Rising Young Professionals

FINANCE & COMMERCE

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From the publisher

The future of our region is in good hands, judging from the stellar people selected for Finance & Commerce's Rising Young Professionals program.

This is the first year of what I expect to be a long tradition of recognizing the young professionals who are excelling in their careers and contributing to their communities. These individuals are going above and beyond expectations and stand out among their peers. Each of them has a unique story which you will read on the following pages.

I will say this was one of the more inspiring selection panel meetings we've had all year. The nominators did a great job in bringing to light the hard work and commitment of each nominee. It was a difficult decision to narrow the choice down to these 27 individuals.

Congratulations to each of our honorees, to their parents, mentors, co-workers and anyone who has had a hand in helping them become the people they are today.

— Bill Gaier



Rising Young Professionals honoree profiles

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On the cover: This submitted photo looks across CHS Field and into St. Paul's Lowertown. Photos of the honorees were taken by staff photographer Bill Klotz at CHS Field.



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June 2018



Becky Alexander

Becky Alexander didn't know about LHB's reputation for sustainable design when she applied for an internship there five years ago, but now she and the company seem like a match that was meant to be.

Alexander participates in several statewide initiatives to reduce energy consumption and greenhouse gas emissions in Minnesota. Using her architecture license and her master's degree in sustainable design, she has assumed an unusual dual job role as architect and researcher.

As part of LHB's Research Studio, she works to grow evidence-based design and sustainability knowledge within the architecture and engineering professions and beyond. She has also helped create an internal design team focused on regenerative communities, the design of holistic systems and the building of a supportive and diverse studio-based culture.

What achievement are you most proud of?

I recently led the development of a wedge diagram tool to help local governments with energy planning. It's available at RegionalIndicatorsMN.com. I'm proud of this tool both because of the technical challenges it presented and its ability to inspire climate action. The city of St. Louis Park used this tool to commit to strategies that will help them achieve their ambitious goal of community-wide carbon neutrality by 2040.

What's something that most people don't know about you?

I grew up listening to oldies, and one of my biggest sources of irrational teenage angst was the certainty that by the time I was an adult, '90s music would become oldies, and the oldies I loved would disappear into oblivion.

What do you like to do in your spare time?

Play water polo, canoe through the Boundary Waters, read in my hammock under the trees and make jewelry from found objects.

—Dan Heilman

Tyler Allen

Tyler Allen remembers how he first became fixated on real estate. While attending high school in Eden Prairie, he began noticing the built environment of urban life and learned that a whole industry revolved around supporting it.

"I thought office buildings were cool," Allen said. "They were tangible assets. I learned back then about a whole industry dedicated to building and leasing offices."

Allen graduated from a degree program at Ohio State University designed for future real estate professionals. He worked in commercial real estate in Ohio for three years before applying for a market research opening in the Twin Cities region.

"I wanted to jump-start my career," Allen said. After working as a market research analyst for Cushman & Wakefield/NorthMarq, he joined Colliers as a senior research analyst in June 2017. He writes reports on several market sectors to support Colliers' brokerage department.

What's the best advice you've ever received?

Every job is a sales job. Even if you're not dealing with customers, you're selling yourself and your ideas and your ability. Treating your co-workers like customers is the same thing because it helps build your reputation in the company. You always have to sell yourself and your ideas.

What's something that most people don't know about you?

I enjoy doing puzzles – and in a professional way, too. In real estate there are plenty of puzzles. You wonder why things happen and try to find the answer to those questions.

What do you like to do in your spare time?

I love to be outside. Biking, golf and skating. I also follow sports closely, like NBA basketball and a little football. I'm a Timberwolves season ticket-holder. I also volunteer for several real estate-related organizations.

— Frank Jossi





Hudson Brothen

Hudson Brothen works as the director of brokerage services in the industrial leasing and sales team at Cushman & Wakefield, one of the busiest such teams in Minnesota. Brothen's team closes more than 100 transactions per year, typically averaging around 2 million square feet of completed deals.

His biggest transaction was representing both tenants — Federal Package and Federal Plastics — in two leases totaling 140,000 square feet at the Powers Pointe building in Chanhassen.

Brothen's work often takes him outside of Minnesota, such as when he helped broker a 187,000-square-foot warehouse lease in California on behalf of Wiseway Transportation Services. He is also part of a team representing a global firm on two dispositions in China that are valued at more than \$40 million.

How and when did you know this is what you wanted to do?

I read the book "Rich Dad Poor Dad" by Robert Kiyosaki

in high school. It helped me realize that I wanted to be a real estate entrepreneur and not just an employee.

What's the best advice you've ever received?

Brent Masica, a partner of mine, said, "If you think hiring a professional is expensive, wait until you hire an amateur."



What achievement are you most proud of?

I received the 2014 MNCAR "Rising Star Award." It's not so much about the award, but more about the fact it is voted on by all brokers and peers across all real estate companies in Minnesota.

What's something that most people don't know about you?

Even though I am in sales and enjoy public speaking, I recharge and get my energy back from being on my own for a few hours. Most people think introverts are shy or fearful of social interaction, but it's more about where do you get your energy from.


—Dan Heilman



[Adapt. Act. Evolve.]


Congratulations Don Raleigh


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
On being awarded "Rising Young Professional" for 2018.

Thank you, Don, for always representing Evolve with professionalism and serving our clients.

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Maria Bumgarner

As an assistant project manager at Mortenson, Maria Bumgarner spends her busy days meeting with customers, craftspeople, city officials and colleagues.

"It's been the right fit for me," she said. "I like the team environment and the variety of people you get to work with every day."

Bumgarner first wanted to become an architect but found that profession was too "art focused." Strong in math and blessed with a logical mind, she instead decided to earn a degree in construction engineering from Iowa State University.

After interning at Mortenson in college, she was offered a full-time job upon graduation. For the past five years she's focused on managing the engineering aspect of building projects related to mechanical, electrical and plumbing systems.

She's worked on the Hennepin Healthcare Clinic and Specialty Center, the Washburn Center for Children, the Orchestra Hall renovation,

the Mayo Clinic Square revitalization and the Minnesota Senate Building.

Bumgarner is currently assigned to the Allianz Field project. The Minnesota United FC soccer stadium in St. Paul will open in 2019, and she noted that it has had a fast production schedule.

Outside of Mortenson, Bumgarner serves as a mentor with the ACE (Architecture, Construction, Engineering) Mentor Program. She received the national Outstanding Mentor Award from the organization in 2016.

What achievement are you most proud of?

The Washburn Center for Children was eye-opening. They really do impactful work with children and families who have experienced trauma. Getting a peek inside its business was truly amazing.

What do you like to do in your spare time?

My husband, Mark, and I have a 1-year-old daughter, Lena. I spend my spare time with my family.

— Frank Jossi



Colin Burkholder

Colin Burkholder has brought financial stability, full occupancy and heightened safety to Renaissance Box just a year after his promotion to site manager of the 70-unit affordable apartment complex in St. Paul.

Before Burkholder assumed control of the Aeon property in March 2017, Renaissance Box had problems meeting budget and some residents were violating leases and causing disruptions.

Burkholder attributes the turnaround to his administrative consistency, both in decision-making and in paying attention to residents' concerns. He presented safety techniques to residents after completing a crime-free multi-housing training program offered through the St. Paul Police Department.

His interest in nonprofit work and affordable housing was sparked by the five weeks he spent in Cambodia in 2015, working with

a nonprofit organization team to raise money for local contractors to carry out projects to improve villagers' access to clean water.

"My time in Cambodia helped me realize that people are the same wherever you go," Burkholder said. "I want to connect with people and I want to understand people and I want to succeed with people and I want to see them succeed."

What's the best advice you've ever received?

That positivity can be a choice no matter what situation you're in. Whether you like your job or not, if you have a good day or a bad day, you control more than you think you do.

What do you like to do in your spare time?

I like to play music; I play the guitar. I like to go rock climbing, work out and go camping. I like to go to different breweries and hang out with friends. I like to go biking in the summer.

—Todd Nelson



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Bethany Burkman

After graduating from North Central University with a bachelor's in psychology, Bethany Burkman wanted to challenge herself. So, she moved to China for a year to teach English without knowing anyone there or speaking the language.

That experience proved valuable in Burkman's job today as a research associate in the executive search division at Baker Tilly Virchow Krause. She learned to navigate imperfect situations and relate to a new culture and people. "Now when I'm working with executives, I might not have the same experience they have, but I'm still able to relate to them and build that relationship," she explained.

Burkman joined the team two years ago when it was a startup within the accounting firm. In three years, the division has tripled its revenue. Burkman says her role in that success is about helping people through what can be a long, stressful and life-changing process. Building those relationships leads to repeat

business.

How and when did you know this is what you wanted to do?

Probably a month or two into my role. I contacted a person I thought would be a perfect fit for a role we were working on. She didn't know if she would be interested in the job. I was able to work that through with her. The client absolutely loved her, and she was hired. It was the first time I took ownership over talking through obstacles with someone.

What achievement are you most proud of?

My year in China. Being able to thrive in an environment that was so foreign to me has had long-lasting effects. That year I won best foreign teacher at my school. I kind of lived my year there saying "yes" to a lot of things. That made me do things that I typically wouldn't feel comfortable doing, like leading seminars and being an emcee for school-wide activities. I wanted to get the most out of the year that I could.

— Julie Swiler

Jordyn DiOrio

Who needs an MBA when entrepreneurship is in your blood?

By age 16, Jordyn DiOrio was making her own canvas tote bags. At the University of Minnesota, she co-founded CLAgency, a student-run public relations agency housed in the College of Liberal Arts. After graduation, she took a project manager job at GoKart Labs — "a super entrepreneurial environment, where all ideas are good until proven otherwise," she said.

And, in her spare time, DiOrio launched MEND Jewelry, a one-woman enterprise that produces and sells jewelry made from "healing, empowering gemstones."

DiOrio deferred long-held MBA dreams to nurse MEND into a full-time job. It's now a venture capital-funded operation courting a production partner. "I make everything myself right now, but I want to be more than a local brand."

DiOrio also finds time to give back. She sits on CLAgency's board and mentors its student employees; she hired her current mentee, a sophomore, to a MEND internship this summer. She's a fixture on the local speaking circuit, with recent engagements at the

U of M's journalism school and at MPLS MadWomen. And, as MEND grows, she has plans for more intentional philanthropy, possibly centered on heart health or stroke recovery.

What's the best advice you've received?

At a recent conference, a panelist named Lisa Lavin said something that stuck with me: "The next thing is the best thing." This really captures the essence of optimism: pushing through hardships and looking to the future.

What's something that most people don't know about you?

I grew up in a large Italian family, just one kid out of seven. I feel like I've been a project manager my whole life.

Also — I love macaroons. I actually did an Ignite talk [a 5-minute free-form presentation] about this. Can't bake 'em, but love taking pictures.

What do you like to do in your spare time?

I bike a lot, but I'm not one of those bikers. I also try to visit at least one new city every year. Last year, I made it to Nashville and San Diego.

—Brian Martucci



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Megan Dsida

Innovation might not be the first word that comes to mind when you think about a company with nearly 300,000 employees, but for UnitedHealth Group's Megan Dsida, it is everything.

Dsida — whose official title is senior program manager 2, enterprise innovation — has been integral in bringing the spirit of entrepreneurship and innovation to the mega-size corporation.

Dsida organized the company's first Innovation Challenge, open to all employees, to develop ideas on how to improve the health care system. The ideas ranged from big, industrywide changes to simple ways to improve employee productivity.

"We are changing to bring us an innovation culture," she said. "To help employees feel like they are innovators."

The change was directly due to Dsida's efforts, according to her Rising Young Professionals nomination.

"Megan and her team make innovation real for the enterprise and consum-

ers," nominator Abbie Lund wrote. "The direct result of her works drives change in complex and unique environments."

Dsida's aim in bringing innovation to health care is personal: Her younger brother has battled Type 1 diabetes for years.

"I've seen what a chronic disease can do to a kid," she said. "That's my motivation in helping to change health care."

What's the best advice you've received?

Listen. You don't always have to be the first to speak — you can be the one helping.

What's something people don't know about you?

I enjoy sports and athletics — watching and participating. I run in marathons and love basketball, which I played in college.

What do you like to do in your spare time?

I like to run, travel, read and head to our family cabin in Wisconsin.

—Kate Leibsle

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ESTIMATOR, KNUTSON CONSTRUCTION

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Kyle has played an integral role in Knutson's success since joining 'Team Blue.'"

—Vital Brouillard
Vice President of Preconstruction
Knutson Construction

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Louis Engler

Louis Engler became a full-time financial adviser at Northwestern Mutual's Minneapolis office five years ago. Since then, he has built a successful financial planning practice while earning many internal sales awards.

Engler also works as Northwestern's college unit director, helping to recruit, train and develop talent in the firm's internship program. He travels to campuses and leads discussions about finances and financial planning.

Last year, Engler took on an additional leadership role in which he helps attract new full-time advisers. He also helps to mentor and develop new advisers to help them get off to a fast start.

Engler, 27, has done all this while keeping a keen eye on his own productivity. He received Northwestern's Pacesetter award, which is based on sales goals in the first six months on the job — an honor given to only 13 percent of advisers.

How and when did you know this is what you wanted to do?

I started in Northwestern Mutual's internship program while I was in college at the University of Kansas. Around that time I had some family members who went through medical crises, and it really brought into focus the importance of having the right kind of financial advice.

What achievement are you most proud of?

In our business, there's a big emphasis on making it past your fifth year. If you make it that far, you have a 96 percent chance of retiring with the company. That just happened for me, so that was kind of big.

What's something that most people don't know about you?

I used to be an intern on the "Dave Ryan in the Morning" show on KDWB. I got to be on the air a few times. Even now, every so often, people will see my LinkedIn profile and ask, "Were you Intern Louis?"

—Dan Heilman

Robin Fries

After graduating from Cornell College in Iowa, Robin Fries fell into a comfortable career in retail. Then she heard about an opening at HomeTown Credit Union in Owatonna, Minnesota, and she decided to take a chance and apply.

She got the job and found a new calling. In 2016, she joined Rochester's First Alliance Credit Union, becoming a top performer by generating \$5.1 million in loans.

Having proved her mettle, Fries took a new role as an organizational development specialist in 2017, helping to train, mentor and coach new and existing employees. She said she likes sharing her knowledge with employees and embracing the bank's "All for One" mission.

She's also working on a master's degree in organizational psychology at the University of Minnesota.

What's the best advice you've ever received?

One of my psychology professors imparted on me the idea of continuous learning. He said there will always be someone smarter, younger and more ambitious on your heels. Everyone is always superior to you in some way. But if you're always learning and honestly passing on knowledge to others, you'll have plenty of opportunities.

What's something that most people don't know about you?

I'm an avid reader, and I like to share what I've read with people. I am great at trivia because I have lots of useless knowledge.

What do you like to do in your spare time?

My husband, Todd, and I have been hitting some lakes around Minnesota in our new boat. I'm not athletic, but I coach kids in a Dodge County youth hockey program.

—Frank Jossi





Gregg Fuerstenberg

Gregg Fuerstenberg's official title is vice president of business and economic incentives at the Minneapolis office of JLL, a global real estate and investment management company. In conversation, he refers to himself as a site selector. The role combines Fuerstenberg's legal, accounting and finance expertise with his love of construction. His goal, he said, is to "to help marry a project with a community," something he has helped dozens of companies do across the country. It's exactly what he wanted to do after first encountering site selectors as general counsel and auditor for the Minnesota Department of Transportation. An attorney and accountant, Fuerstenberg has degrees from Mitchell Hamline School of Law and Gustavus Adolphus College. He has also worked as an auditor for a regional public accounting firm. For a recent JLL project, Fuerstenberg worked with a team to secure state and local

support for Digi-Key, the Thief River Falls-based electronic component distribution company that's building a 1 million-square-foot distribution facility. The project represents an investment of more than \$200 million and is expected to bring 1,000 new jobs over a decade. "To be able to partner with all units of government and [bring] such a tremendous asset to our state and that community was a fantastic experience," Fuerstenberg said. **What's the best advice you've ever received?** This came from one of my first bosses, Dan Kahnke, audit director at MnDOT: Listen more and talk less. **What's something that most people don't know about you?** Most people professionally see me as buttoned up. But if they could see me in my home life, I'm one of the biggest goofballs ever. They would say, "I had no idea Gregg was such a goofy dad." —Todd Nelson

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Congratulations Jocelyn for being recognized as a 2018 Rising Young Professional!

Bethany Burkman

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We are proud to recognize Bethany's ongoing dedication and commitment to providing Exceptional Client Service.

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Sara Grasmon

Sara Grasmon has a passion for baseball and sharing stories. Her dream to work for a baseball team came true when she took her bachelor’s degree in communication studies from Concordia College in Moorhead, Minnesota, and went to work first for a minor league team, then the Washington Nationals and finally the Kansas City Royals.

That experience led the Olivia, Minnesota, native to the Minneapolis public relations firm Bellmont Partners, where she is a senior account executive. In less than a year, she has helped the agency expand its sports marketing practice.

One of her first projects was for client Midwest Dairy at the Super Bowl Experience. “It was a team effort,” Grasmon said. “It was a brand-new experience in terms of working with the NFL and the parameters that go along with that, figuring out the best way to maximize this investment for the client and then problem-solving every step of the way.”

How and when did you know this is what you wanted to do?

Choosing a career where I could work closely with other people and create something positive for them through my work was important to me. That led me to communications in college when I realized this would be a great opportunity to write, to work with people, to share stories and see where that takes me.

What’s something that most people don’t know about you?

When I was a senior in high school, the Twins Caravan came through my little town. They picked me out of the crowd, and I sang “Take Me Out to the Ballgame” with Joe Mauer.

What do you like to do in your spare time?

I do like being involved in the community. That’s something I’m excited about in my role with Bellmont. In Kansas City, I got involved with Girls on the Run, a program that uses running to teach girls life lessons. I was a coach last year, and here I’ve volunteered at some of their events.

—Julie Swiler

Congrats, Gregg!

With strategic, creative solutions, Gregg not only helps his client achieve their real estate goals, but also ensures the best possible outcome for each of the communities he proudly serves.





Kyle Holmes

Since the fall of 2015, Kyle Holmes has poured hundreds of work hours into launching Knutson Construction's real-time 3D estimating platform. The system generates accurate construction cost estimates early in the design process, even before visual schematics have been completed. That's added significant value to Knutson's preconstruction services — and no doubt contributed to successful bids.

"What we're doing differently is bringing it on really early on for estimating," said Holmes. "It's rare for every pursuit [bid] to involve 3D models — that's the value-add."

All told, Holmes and his digital innovations have aided preconstruction work on projects worth more than \$300 million, including the 165,000-square-foot resort hotel at Treasure Island Resort & Casino and the 19,260-square-foot Shepherd Laboratories renovation at the University of Minnesota's College of Science and Engineering.

As a member of his church's audio-visual team, he helps set up and disassemble the entire professional AV system in under 30 minutes.

He's long shown promise as a project manager, too. At high school,

in central Illinois, he co-founded a student-led safe driving committee after a spate of texting-related road deaths. The committee launched an annual "safe driving day" — still a fixture of the school calendar, eight years later.

How and when did you know this is what you wanted to do?

Some view the construction industry as behind the curve or, at least, not tech-savvy. I'm very passionate about using technology to make work processes more efficient. I'm fortunate to have found a niche doing what I love in an industry I love.

What achievement are you most proud of?

I married my high school sweetheart last summer. Adjusting and building our lives around one another has been new — and big — for both of us.

What's something that most people don't know about you?

I have seven of the 10 most common food allergies: milk, soy, peanuts, walnuts, corn, tomatoes and wheat. They're all very mild but still problematic and limiting for my diet.

—Brian Martucci

2018 Rising Young Professional Honoree



Congratulations Payton Maiers

Payton embraces her role as an Ag Lending professional with leadership and grace. She truly embodies MidCountry Bank's corporate values of Compassion, Honesty, Integrity, Excellence and Fairness.

MidCountry Bank applauds all Finance & Commerce Rising Young Professionals, for setting the pace for others in their field.



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Johanna Holub

Johanna Holub readily admits that she hasn't always been dedicated to living a green life. It was a College of St. Benedict roommate who gave her a push and an education that is coming back to help her now as she leads the sustainability committee at the public relations firm Belmont Partners.

As a senior account executive, Holub works with a variety of companies. She is integral to the firm's health practice group, representing clients at trade shows, developing and implementing intensive media programs and helping companies market their work to a wide audience. She's working now on the firm's efforts to engage with technology companies.

But in 2017, Holub saw the need for Belmont Partners to take its internal green initiatives a step beyond simple recycling.

"I just saw some easy ways we could increase what we were doing," she said.

She started a rooftop herb garden and a composting program in the staff kitchen, and led the sustainability committee's first effort. The committee introduced a two-prong "Lean and Green" challenge that had employees tracking their behaviors relating to their health and green efforts.

Q: What's the best advice you've received?

Ask for what you want, otherwise you might not get it. People want to be helpful; never hesitate to reach out and ask for help.

Q: What's the biggest achievement you have had?

I think it's taking my own advice and asking for what I want. It was scary, but I'm glad I did it.

Q: What do people not know about you?

I like to learn new skills. I've taken on rock climbing, swing dancing, knitting, crocheting ... I'm always on a hobby search.

— Kate Leibsle

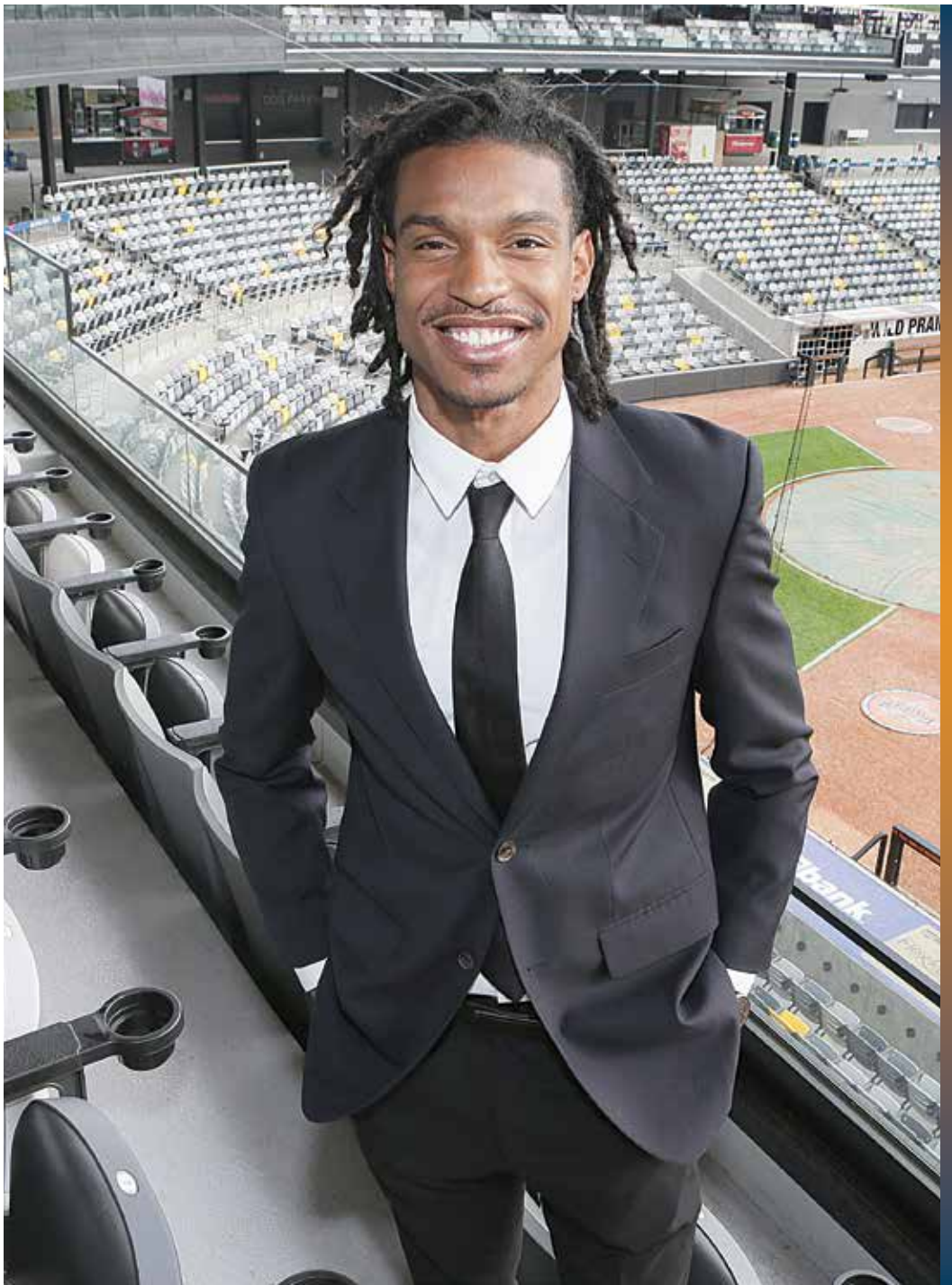


ALLIANZ FIELD

HATS OFF TO YOU!

Congratulations Maria Bumgarner and the inaugural class of Rising Young Professionals. These rising stars are leaders in both their industry and community.

Mortenson



Vachel Hudson

Vachel Hudson has made it his mission to build communities while he builds his own resume.

Hudson was recruited by Aeon during an industry conference in Seattle, based partly on his evident drive and passion. Now he helps bring stability to the lives of Minneapolis residents who are facing eviction, and he is pursuing his MBA from St. Mary's University.

As he sees it, his role as a resident connections coordinator is to make residents feel like they've truly come home. Among other efforts, he gives welcome baskets to new, formerly homeless or displaced Aeon residents that contain personal hygiene items and cleaning supplies for their home. He acquires the items via donations. The baskets are meant to help the families start their new lives with a few essentials that many take for granted.

How and when did you know this is what you wanted to do?

It was back in Louisville, Kentucky, where I'm from. I was working in community

outreach for a housing organization as well as teaching and coaching youth football. I would go door-to-door to let people know about renovations that the organization was planning and to invite them to community discussions. I found it gratifying to find ways of letting people know that their voices mattered.

What's something that most people don't know about you?

I used to be afraid to speak in front of and talk to people due to my hearing loss as a child. But I recently have blossomed into a social butterfly through the process of my education and career and using my voice for others.

What do you like to do in your spare time?

I've only been in Minnesota about 11 months, so I try to look for events where I can network. I also like to read leadership-oriented books. I want to develop the leadership side of my career.

—Dan Heilman

CONGRATULATIONS

Ashley Lair & Hudson Brothen

for being named **Rising Young Professionals** and delivering exceptional results for our clients.



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Amanda Janzen

While pursuing a graduate degree in urban planning at the University of Minnesota, Amanda Janzen made a discovery.

“I learned that developers, not planners, are the key players in shaping cities,” Janzen said. “They have the vision, the risk tolerance and the work ethic to execute an idea.”

That led her to a job after graduation as an analyst with Maxfield Research, where Janzen worked for three years before becoming a project manager at Schafer Richardson.

Among her favorite projects is an event center in a historic building, the Machine Shop at 300 Second St. SE in Minneapolis, and the 71 France apartment complex at 7161 France Ave. S. in Edina. Currently she’s overseeing several projects, among them construction of the 175-unit Irvine Exchange at 217 Chestnut St. in St. Paul.

Janzen stays involved in

the industry by serving on several boards and committees. She visited Toronto in May as part of the Young Leaders Exchange Program of the Urban Land Institute.

What she loves about being in development is seeing people use and react to projects. “I love seeing the end user in a building I had a part in creating,” Janzen said.

What’s something that most people don’t know about you?

I don’t own a TV. I am clueless about pop culture or sports. If it’s on TV, I don’t know anything about it. I occasionally watch Netflix on my computer, but I’m years behind in watching shows.

What do you like to do in your spare time?

I do a lot of running, biking, cooking and traveling. My goal is to go to a new country every year, so I’m going to Norway in July. I’m super excited; there’s going to be 20 hours of daylight when I’m there.

—Frank Jossi

Chris Knutson

Chris Knutson serves on project-management teams for large, complex projects, including Kraus-Anderson’s HQ Apartments, a 17-story residential tower on the company’s comprehensive block development in downtown Minneapolis.

To arrive at this job, Knutson first had to build a pathway leading to what would become his career in construction management.

The first step toward Knutson’s career in construction management came when he was a student at Park High School in Cottage Grove. Uncertain about his future, he took a counselor’s suggestion to enroll in a construction occupations course.

The course sealed Knutson’s interest in construction, especially the hands-on work of building a house.

Knutson received Kraus-Anderson’s Future Builder’s Scholarship and took his next step, enrolling at the University of Wisconsin-Stout and earning a construction management degree.

After two summers as a Kraus-Anderson intern, Knutson was hired as an assistant project

manager in 2013. His promotion to project manager came in 2016.

Knutson completed his MBA with a specialization in project management at St. Mary’s University of Minnesota.

He also volunteers with Hearts & Hammers, a nonprofit that offers free exterior home improvements to senior citizens, disabled adults and veterans. As a “house captain,” he plans projects’ scopes and budgets and seeks donations of labor and materials.

What achievement are you most proud of?

Generally working at Kraus-Anderson — just the constant collaboration and team effort every project brings and the challenges that reside within each specific project and being able to accomplish that feat in a very specific time frame and within budget.

What do you like to do in your spare time?

I love to hunt and fish. I’ve been an outdoorsman forever. My father got me into the outdoors as a young man and I certainly do that today.

—Todd Nelson





Jocelyn Kortan

Christensen Group vice president Jocelyn Kortan doesn't mince words about anything or anyone — even her fellow insurance agents.

"This industry is populated by a lot of white dudes with gray hair," she said.

As president of the young agents council of the Minnesota Independent Insurance Agents & Brokers Association, it's Kortan's job to make her field more attractive to other young, ambitious professionals.

She's a fixture at the Carlson School of Management, where she dispels unflattering myths about the insurance industry, judges student sales competitions and mentors local high school students. She also leads insurance and risk-management courses for all-ages women's entrepreneur groups.

When she's not putting a bright face on the insurance industry, Kortan is a fierce housing advocate.

"So much of [Minnesota's] affordable housing is in shambles," she said.

Kortan is an active member of Minnesota Coalition for the

Homeless. This year, she was a district captain for the group's "Homeless on the Hill" advocacy day.

She also serves on Stepping Stone Emergency Housing's programming committee, volunteers monthly at Simpson Shelter in Minneapolis and helps raise funds to build dressers for families emerging from homelessness.

What's the best advice you've ever received?

Never bash anybody, no matter what they say about you. Years ago, when a prospect asked my mentor and me what we thought of their current agent, my mentor's response was, "I'm not here to talk about your agent; I'm here to talk about what we can do for you." Later, the prospect told us the other agent had torn us apart and that it reflected badly on him.

What do you like to do in your spare time?

I'm very outdoorsy — hiking, boating, fishing. I also love all things fitness — cycling, Pilates, weightlifting. I was my YMCA's member of the month recently, and I trained with [fitness guru] Jillian Michaels once.

—Brian Martucci

Ashley Lair

This isn't where Ashley Lair thought she would be at this point in her career. The plan when she graduated from college and the Aveda Institute was to open a spa.

But the spa life wasn't fast-paced enough for Lair, so she started looking for an administrative role. Her sister worked at Cushman & Wakefield and sent her a posting about an operations position — and the rest is history, with Lair eventually becoming a senior property manager.

She oversees two suburban office properties of more than 500,000 square feet. She is responsible for engineers, administrative assistants, accounting teams and more. She also works on branding the buildings and helping with leasing.

"I really enjoy that each day is different," she said. "I get things thrown at me, and I have to adapt and problem-solve."

Lair also believes in giving back. In 2017 she volunteered to head Cushman

& Wakefield's CommUNITY Day project. She'd learned about the challenges at Hope Healing House from a friend, and thanks to her work, employees and vendors converged on the facility and fixed a variety of problems for the recovery program in north Minneapolis.

What's the best advice you've received?

Networking is so important. You have to build a good network so you have people you can call on when you have a question or need something.

What accomplishment are you most proud of?

I received my RPA (Real Property Administrator) certification. It was 2.5 years of classes. I loved it; I met wonderful people and learned a lot.

What do you like to do in your spare time?

I love to play hockey. I enjoy watching sports in general. I love going up north and traveling.

—Kate Leibsle





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Teresa Lingg

Teresa Lingg is a born entrepreneur. That talent has served her well in the world of commercial real estate, where she's part of two brokerage teams at Newmark Knight Frank: one that focuses on suburban and one on downtown.

While Lingg specializes in Minneapolis' commercial business district downtown market, she has also completed transactions in the southwest and western markets. Last year she was involved in 86 lease transactions, ranging from 300 square feet up to 105,000 square feet, for a total consideration of more than \$106 million.

Also in 2017, Lingg handled her largest sole transaction, representing Madel PA with a 15,000-square-foot office project.

What's the best advice you've ever received?

Just be patient. The first few years in this business can be really tough. Also, do as much networking as you can, because in this in-

dustry, you'll probably deal with everyone you meet. Those relationships are invaluable.

What achievement are you most proud of?

Earlier this year, I was named the MNCAR Rising Star of the Year. It's probably the biggest honor I've ever received.

What's something that most people don't know about you?

When I was in high school, I started an auto-detailing company called Detail-Lingg. I learned what work ethic is all about, and that's where my entrepreneurial spirit really came around. There were a lot of lessons that I still apply to my career today.

What do you like to do in your spare time?

I'm updating a condo I just bought. I'm a big DIYer. Right now I'm on the kitchen and bathroom.

—Dan Heilman

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Payton Maiers

The daughter of a farmer, Payton Maiers today works closely with farmers and ranchers as an agricultural banking officer at MidCountry Bank.

When Maiers joined the bank, she learned about MidCountry's operations through a training rotation associated with agricultural lending. Maiers quickly moved up the ranks to become an agricultural banking officer with more than 50 clients in the Hutchinson office of the Bloomington-based bank.

Offering banking services to farmers can be "challenging" in a male-dominated field, but Maiers remains passionate about improving the fortunes of her customers. Although a self-described introvert, she has been promoting the bank at community expos and lending her expertise to several local organizations.

She's involved in Habitat for Humanity and the local Chamber of Commerce and serves as a health and well-

ness coach for women.

How and when did you know this is what you wanted to do?

I started my college career at the University of Minnesota-Morris with a desire to become a doctor. But after I didn't do well on a chemistry exam, I had a talk with my mother and she suggested I take some personality exams. All the results pointed to a career in finance. I switched to Bethel University and never looked back, graduating summa cum laude.

What's the best advice you've ever received?

I received some awesome advice about personal development and how you should work on yourself and become the person you want to be.

What do you like to do in your spare time?

I love being outside and hiking, biking and doing other activities. I'm trying to become a gardener.

—Frank Jossi

Kailee Ogden

Kailee Ogden is not your typical financial adviser. She's a social entrepreneur on a mission to financially empower domestic abuse survivors — and give them the confidence to master a domain that abusers routinely use to cow and control their partners.

"The overwhelming majority of domestic abuse includes some form of financial abuse," said Ogden.

At the Northwestern Mutual practice she founded in January 2017, Ogden sets aside enough revenue to pay herself and two employees. The rest goes into a capital account that disburses three types of grants to survivors: debt payoff, scholarship, and hardship grants for women temporarily unable to work.

The grants enable recipients to move past difficult circumstances, often imposed by their abusers. One of Ogden's clients used her grant to pay off municipal fines her abuser racked up in her name; another cleared a four-figure utility bill preventing her from securing new housing.

"Financially speaking, people assume women in shelters are starting from ground zero, but old debt can prevent them from finding work or purchasing a car," said Ogden.

Ogden's mission is growing. She recently launched a nonprofit that trains case managers and shelter workers on financial literacy, and she's spoken about her work before a collective audience of 15,000.

How and when did you know this is what you wanted to do?

At [the College of] St. Scholastica, I started a financial literacy program for students. I'd have such a high after talking with students — seeing them walk out with a smile on their face, feeling hopeful. I realized that I had the ability to make complex concepts approachable, to help people make sound financial decisions.

What achievement are you most proud of?

I worked with a domestic abuse survivor [at the shelter] who had a young child. Recently, she was accepted into a local college program, and I was able to pay her tuition. It was so rewarding to help her after all she'd gone through, and humbling to be at a point in my career where that was possible.

What's something most people don't know about you?

I used to be a fishing guide on Lake of the Woods.

—Brian Martucci





Catherine Quinlan

It's not that Catherine Quinlan wasn't happy as an analyst working behind the scenes at BMO Harris Bank. But she found that she enjoyed client meetings, being in front of people, more.

Now, she has transitioned to more of a 50 percent portfolio management/50 percent sales, relationship-management and business-development role as a commercial banking relationship manager.

"I really like going to see clients," she said.

Quinlan has also been more out-front in her community, working with non-profits such as the United Way, the Pinky Swear Foundation for the families of children with cancer, and the LAUNCH Committee of Women Winning.

"I am convinced that we can all use our skills and talents to leave the world a better place," she said. "And I'm committed to

making an impact both personally and professionally."

What's the best advice you've received?

My mom, as a partner in her law firm, always says, "We have to show up. The world belongs to those who show up to make positive change."

What's your biggest achievement?

Public recognition like this award. It validates my work and the time I spend investing in my community.

What's something people don't know about you?

I've played ice hockey in four European countries. I started playing when they needed someone for the neighborhood association. After watching me on the ice my first day, my father was convinced I'd never want to go back. Instead, he says, I came off the ice with the biggest grin on my face.

—Kate Leibsle

Congratulations to Christopher Knutson selected as one of Finance & Commerce Rising Young Professionals!



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Don Raleigh III

Don Raleigh works as business manager in the family business — St. Paul-based web development and digital marketing company Evolve Systems — but that doesn't mean he's had it easy. In fact, he's seen to it that he gets to know the family business from the bottom up.

At 23, he was the youngest graduate to go through the Leadership Saint Paul 2017 program, and he is a certified Social Media Expert for Businesses. He also is enrolled at the University of St. Thomas, studying entrepreneurship with a focus on family business.

In addition to his work at Evolve, Raleigh is a first lieutenant in Minnesota's Civil Air Patrol. There he uses his marketing experience to improve the public awareness of the program and share events with current members.

How and when did you know this is what you wanted to do?

When I was around 10, I realized what it meant to work in a family business. I did janitorial work in middle school, quality assurance work in college and I've been in sales for three years.

What achievement are you most proud of?

I received the Anoka County Public Health Award in 2012 for creating my non-profit, Project Purple. It educates high school students on what domestic violence is and how to recognize it.

What's something that most people don't know about you?

I was a cheerleader in college. I was the one who would throw girls in the air and catch them.

What do you like to do in your spare time?

I enjoy volunteering and being in the community. I live in St. Paul, and I love walking my dog on Summit Avenue.

—Dan Heilman

Cassie Roman

Cassie Roman graduated several years ago from the University of Minnesota in a time when jobs were still sparse, and she struggled to find a full-time one.

After spending three years working internships and a part-time job, she landed at Pineapple RM in 2014. Today, Roman has a flourishing career with a host of achievements ranging from helping rebrand a northern Minnesota bank to promoting the work of the family-owned Meritex in 12 communities where it works. In 2017 she set up more than 100 interviews for Meritex, which leases light industrial properties.

As a volunteer, Roman works with the addiction service provider Minnesota Adult & Teen Challenge on its "Statistics and Solution" conference and stays active in the local Chapter of Public Relations Society of America.

Roman initially want-

ed to work in advertising as an illustrator, but her classes in strategic communications at the University of Minnesota introduced her to public relations and she found she "really liked it."

What's the best advice you've ever received?

I am quite the perfectionist. My boss once told me if it's close to perfect, it's done. If it's 90 percent there, it's good. Stop stressing over it.

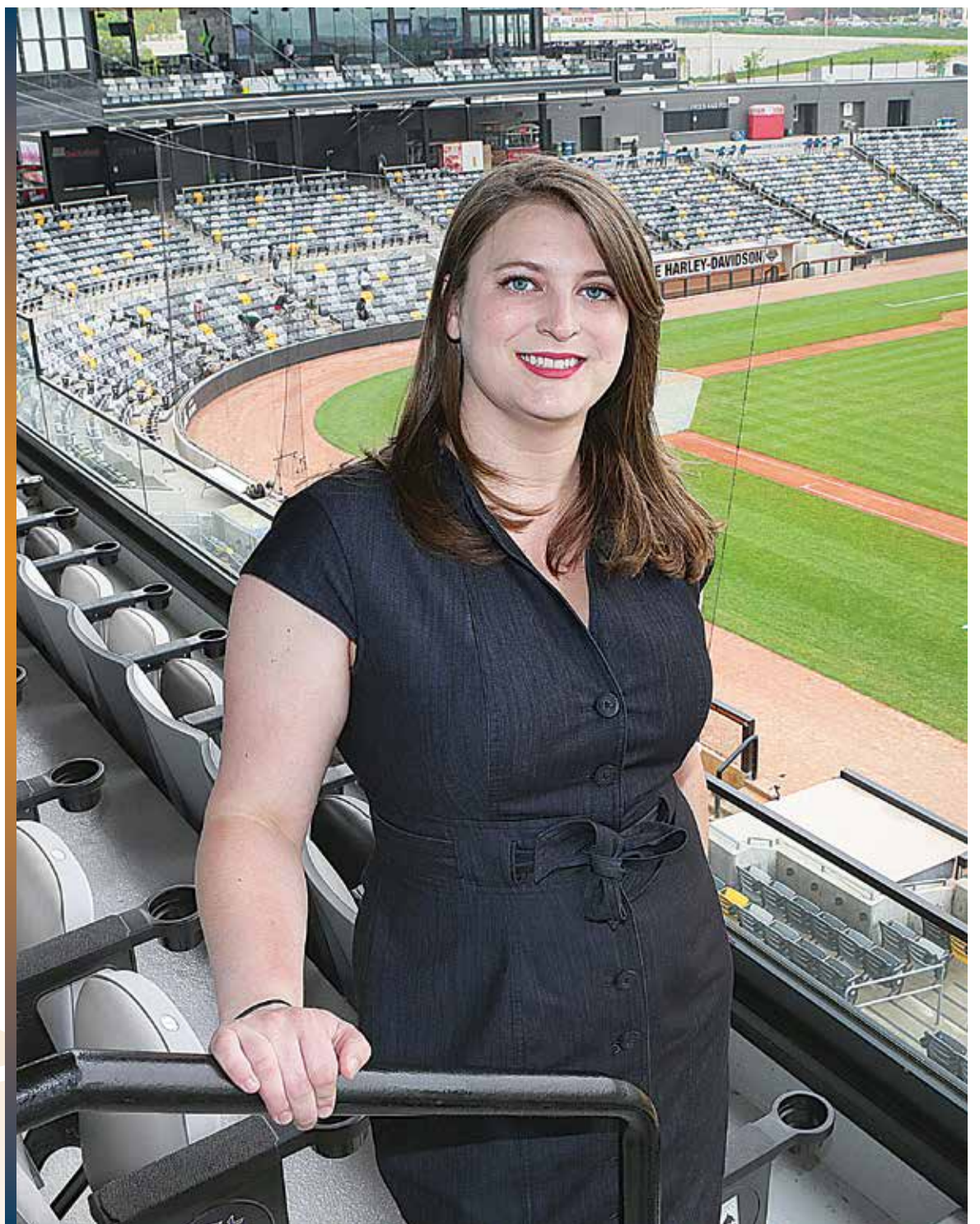
What achievement are you most proud of?

Small Business Week this year was one of the biggest pieces I've ever done. We worked with Calhoun Cos., the Better Business Bureau and the James J. Hill Center with the #SmallHelpsAll campaign.

What do you like to do in your spare time?

I rock climb, hike, ski and visit the craft breweries in town. I want to explore all of them.

—Frank Jossi





Emily Smith

Emily Smith knows she is part of a small sisterhood of women in the construction industry, so she works hard not only at her job, but also at making time to mentor and encourage the next generation.

As a project manager at Metropolitan Mechanical Contractors, she is charged with following multifaceted projects from conception to completion. She is the primary customer contact with MMC, working with customers on planning, scheduling — anything having to do with the mechanical aspects of a project.

Smith has had several mentors in her career, including the president of her company, Kristin Schultes. Smith has used Schultes as a role model in and out of the office, she said.

"It's been interesting to watch how she does it all," Smith said.

Smith graduated from an all-girls high school, Convent of the Visitation in Mendota Heights, before attending Villanova University, where she earned a degree in mechanical engineering. Her high school experience in

science was formative and she returns often to encourage the next generation.

"I enjoy going back there and making sure the young girls know the appeal of STEM," she said.

Additionally, Smith mentors an intern in the office each summer and volunteers with the Constructium Mentorship program, which introduces college students to careers in building design and construction.

What's the best advice you've received?

Be prepared; be confident; be honest.

What's something people don't know about you?

Within the past six years, I have lived in five states and moved 10 times. I'm very mobile. In my previous job I was on rotations. When I got this job, I moved back to Minnesota.

What do you like to do in your spare time?

Running, reading, enjoying time with family and friends, being outside.

—Kate Leibsle

Max Smith

In only three years with Burnsville-based Innovative Office Solutions, account executive Max Smith learned the business of selling furniture and office supplies to multi-location, high-traffic customers. More than that, he has taken leadership roles whenever possible. He often leads his peers in business-development activities, customer satisfaction and sales performance.

In addition, Smith is founder and managing director of the InSports Foundation, which encourages and helps find competitive athletic opportunities for kids who otherwise might not have the means to gain access to them. So far InSports has helped more than 27,000 kids gain exposure to athletic opportunities that they would otherwise not have had.

How and when did you know this is what you wanted to do?

I grew up working at Innovative. My mom started the company when I was 10, and

I have always been fascinated with how she ran her business. She inspired me to also start our nonprofit, the InSports Foundation, when I was in college. Business has always been about giving back in our family. The more people we can help, the more enjoyable work is.

What's the best advice you've ever received?

My father has been one of my mentors ever since I was little. He is a funny guy, but also has a lot of great advice. He told me about the 6 P's: Proper Prior Planning Prevents Poor Performance.

What achievement are you most proud of?

I was in sports my entire life and had lots of successes growing up. But what I have been most proud of is starting a family with my wife, Bridget, and having our first son, Braxton, five months ago.

What's something that most people don't know about you?

I have a black belt in karate.

—Dan Heilman



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JULY

SUN	MON	TUE	WED	THU	FRI	SAT
1 WPG 1:00	2 FAR 6:05	3 FAR 7:02	4 FAR 7:02	5	6 LIN 7:05	7 LIN 7:05
8 LIN 5:05	9 CLE 7:05	10 CLE 7:05	11 CLE 1:05	12 KC 7:05	13 KC 7:05	14 KC 7:05
15 KC 1:05	16	17 SC 7:05	18 SC 7:05	19 SC 7:05	20 GAR 7:10	21 GAR 6:10
22 GAR 2:10	23	24	25 WT 7:05	26 WT 7:05	27 TX 7:05	28 TX 7:05
29 TX 5:05	30 FAR 7:02	31 FAR 7:02				

AUGUST/SEPTEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
			1 FAR 7:02	2 FAR 12:30	3 KC 7:05	4 KC 7:05
5 KC 5:05	6 SF 7:05	7 SF 7:05	8 SF 12:05	9 GAR 7:05	10 GAR 7:05	11 GAR 7:05
12 GAR 5:05	13 SF 7:05	14 SF 7:05	15 SF 1:05	16 SF 7:05	17 FAR 7:05	18 FAR 7:05
19	20 SF 7:05	21 SF 7:05	22 SF 7:05	23 CHI 7:05	24 CHI 7:05	25 CHI 7:05
26	27 WPG 7:00	28 WPG 7:00	29 CHI 7:05	30 CHI 7:05	31 CHI 7:05	1 WPG 7:05
2 WPG 5:05	3 WPG 11:05	4	DIVISION SERIES			8
9	10	11	12	13	14	15
		CHAMPIONSHIP SERIES				
16	17	18	19	20	21	22

- Home Game
- Away Game
- Independence Day Celebration with Post-Game Fireworks Super Show
- Fan Appreciation Day with Post-Game Fireworks Super Show
- Post-Game Fireworks Show