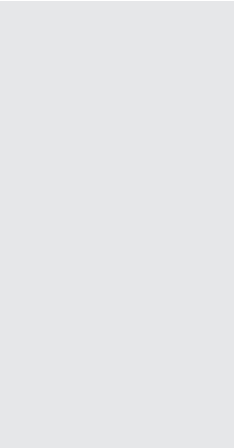


Business Record

DECEMBER 28, 2018

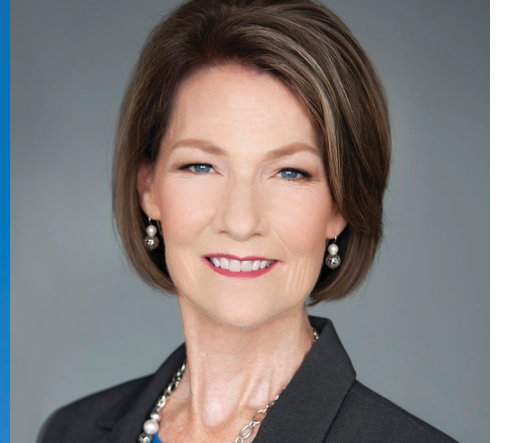
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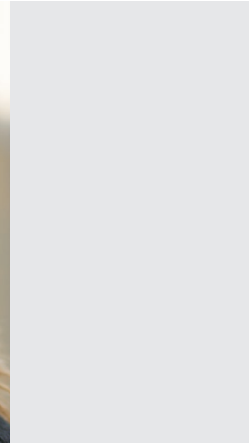
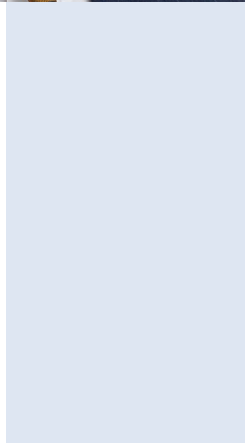


YEAR IN REVIEW:

INSIGHTS FROM
2018



***42 leaders share
what they learned in
the last year***



Business Record
PRESENTS

FORTY
UNDER 40

NOW ACCEPTING NOMINATIONS

NOMINATIONS DUE: JANUARY 11, 2019

The Business Record is seeking nominations for our 20th annual Forty Under 40 Awards. Candidates will be judged on both professional accomplishments and involvement with civic organizations. Nominees must be less than 40 years old as of March 28, 2019, to be considered for recognition. Nominations must be received by Friday, Jan. 11 at noon.

INFORMATION NEEDED FOR NOMINATION:

- | | | |
|------------------------|--|---|
| • Nominee name | • College(s) attended and degree(s) earned | • Achievements, awards and special recognitions |
| • Current position | • Family (spouse, children) | • Nominated by |
| • Company/organization | • Business accomplishments (job responsibilities, special projects, business-related affiliations) | • Company |
| • Company phone number | • Civic leadership (board involvement in community, state or national organizations) | • Title |
| • Company address | | • Phone Number |
| • E-mail address | | |
| • Age (as of 3/28/19) | | |
| • Birthdate (required) | | |

ABOUT THE NOMINATION PROCESS:

- Applications may be submitted online at businessrecord.com/40. Name, contact information and date of birth of the nominee are required.
- Additional information, while not required, such as a resume, letters of recommendation, etc. are strongly encouraged.
- Judging is conducted by past Forty Under 40 recipients and shall remain anonymous.

NOMINATION SUBMISSIONS:

ONLINE: businessrecord.com/40

EMAIL: jasonswanson@bpcdm.com

MAIL: 100 Fourth Street
Des Moines, IA 50309

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TABLE OF CONTENTS

VOLUME 36 | NUMBER 51 | DECEMBER 28, 2018



4 CHARITABLE FROM THE FEET UP

5 ALICE COOPER: NO MORE MR. NICE GUY

5 DMACC PROFESSOR IS EVANGELIST FOR SURG-TECH CERTIFICATION PUSH

5 EASTER SEALS TO EASTERSEALS



6 JIM REGISTER

Take a closer look at the new President and CEO of Iowa Innovation Corp.

8 COVER STORY: YEAR IN REVIEW: INSIGHTS FROM 2018

42 business leaders share what they learned in the last year

22 THE SPIRITS STILL MOVE SCOTT BUSH

He's working on Foundry Distilling



25 A FORMULA FOR SUCCESS

The Elbert Files: By Dave Elbert

25 PICKING YOU OUT OF THE CROWD

Marketing: By Drew McLellan

WHO'S IN THIS ISSUE?

A list of local people and the page number of the article in which they are mentioned.

Mohamed Abusharkh, 8
Stephanie Atkin, 8
Joseph Benesh, 8
Michelle Book, 8
Curtis Brown, 8
Jessica Brown, 4
Scott Bush, 22
Jay Byers, 8
Kavi Chawla, 8
Daniel Connolly, 8
Rowena Crosbie, 8
Fred Darbonne, 8
Michelle DeClerck, 8
Diana Deibler, 8
Greg Edwards, 8
Denise Farley, 8

Curt Gause, 8
Matt Glynn, 8
Jim Green, 8
Mick Grossman, 4
John Hadley, 4
Eric Heining, 8
Michael Helak, 8
Wade Hiner, 8
Eric Idehen, 8
Gurwinder Kapur, 8
Ardis Kelley, 8
Jim Langin, 8
Dawn Martinez Oropeza, 8
Mike McCoy, 8
Ed McGill, 8
Gunnar Olson, 8

Anthony Paustian, 8
Kevin Pokorny, 8
Elizabeth Presutti, 8
Jim Register, 6
Kathleen Riessen, 8
Jeff Russell, 8
Kris Saddoris, 8
Dave Schwartz, 8
Gina Skinner-Thebo, 8
Rob Smith, 8
Jack Taddeo, 4
Teri Wahlig, 8
Ryan Waller, 8
Amanda Wanke, 8
Robert Warren, 8
Paul Weeks, 8

THE INSIDER notebook

Bits and bites of the finer side of Iowa business



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Charitable from the feet up

BY KENT DARR

Earlier this year, the funky socks craze grabbed the attention of Business Record Editor Suzanne Behnke. She took notice when a group of commercial real estate professionals arrived at our office, each and every one wearing funky socks as a fashion statement of sorts.

Keller Williams commercial real estate director **Mick Grossman** was not part of that group, but he shares a fascination with funky socks. Whereas we at the Business Record just write stories about them, Grossman decided to follow his feet to folks who really need socks, any socks.

Grossman started donating one pair of socks to homeless charities for every compliment he received for the zany socks he was wearing. To pick up the pace, he would set aside a portion of real estate sales commissions, go sock shopping and provide \$100 worth of socks to the charities.

Socks and personal items are the most needed items at homeless shelters, he said.

Still, he wasn't convinced that \$100 worth of socks was getting the job done.

"I just thought there had to be a better way," Grossman said. There was. For that same \$100, he could have 400 pairs of socks manufactured in North Carolina. He was getting somewhere. To this point, he has donated 11,000 pairs of socks.

His efforts have led him in other charitable directions. After Houston was struck by a hurricane, he teamed up with a pet store and donated 2,000 pounds of pet food to AHeinz57 Pet Rescue and Transport.

Everybody needs a coat in the wintertime. So far, Grossman has donated about 30.

The name of his charity is Socks of Love, and you can learn a little more about it at [socksoflove1](#) on Instagram. He is quick to point out that Socks of Love is not organized as a charitable organization, although he is considering seeking the designation.

"Every day we go to work, and work is satisfying, but it's work," Grossman said. "My background is small business, so I wondered how could I use all this energy to make a difference."



PHOTO BY JOHN RETZLAFF

In case you missed it...

A brief look back at news from the past week on BusinessRecord.com

Jazz in July returns

A trimmed-down version of Jazz in July will be held on Hoyt Sherman Place's lawn in 2019 and 2020, thanks to two grants from the Principal Foundation.

<https://bit.ly/2EEMrma>

Fidelity & Guaranty shakeup

Des Moines-based Fidelity & Guaranty Life has replaced President and CEO Christopher Littlefield, who had led the company since 2014.

<https://bit.ly/2UZpf7w>

New TAI board chairman

The Technology Association of Iowa announced it has appointed Ryan Schaap as its new chairman of the board, effective Jan. 1.

<https://bit.ly/2GwU9Rd>

Deere startup program

Intelligent Solutions Group is launching a new startup collaboration program to build relationships with tech companies seeking to reach John Deere customers.

<https://bit.ly/2GwCXvn>

Our 35th anniversary

To celebrate, the Business Record published a magazine that looks back on the lessons and key events of the past 35 years and looks ahead at the next 35.

<https://bit.ly/2R3NhPD>

Read more notebook items anytime at businessrecord.com/notebook

Alice Cooper: No More Mr. Nice Guy

BY PERRY BEEMAN

Jack Taddeo, one of Des Moines' newer radio station group managers, has a soft spot in his heart for the hard-rocking Alice Cooper. One of Taddeo's stations, rock stalwart KGGO, a few months ago added Cooper's syndicated radio show two nights a week.

Well, it turns out that the hard-edged rocker who once was a cabdriver named Vince Furnier likes to play golf.



"He has a great following. He works really, really well with the radio stations," Taddeo said. "He was in town recently, and he'll give us anything we want. I think he played a couple rounds of golf — I don't think he told us ahead of time. He's an avid golfer, he's like a scratch golfer. When he comes into a market to do a show, if the weather's right he'll try to play a couple of rounds of golf. I can only imagine what that looked like, people on the golf course saying, 'That guy looks like Alice Cooper.'"

"He's been a really good guy. He'll do interviews with us. He'll call the station if we need him to do something."

"We started a show called 'Saturday Night Vinyl' on KGGO," Taddeo recalled. "In the old days you would play the whole album on a show, and that's like 45 minutes of music, and it was a big deal."

"Well a couple of weeks ago we used an Alice Cooper album. My operations director reached out to the [Alice Cooper] operations people and said, 'Hey, we're going to feature an Alice Cooper album on 'Saturday Night Vinyl.' Do you think he could do a couple of promos for us or give us a few lines we could work in?' And the response from [Cooper] was, 'Oh, you're going to track one of the albums? Well, what do you need me to do?'"

"One thing led to another, and he ended up just hosting the show [via recordings]. Another time we asked him to do a couple of promos, he said, 'Look we're on the phone. When I get back to the studio, I'll record them and send them to you. They'll sound better.'"

Alice Cooper, golfer and sound engineer.

DMACC professor is evangelist for surg-tech certification push

BY JOE GARDYASZ

If you or a family member are going to have surgery in Iowa, the odds aren't favorable that the surgical technologist in the operating room will be nationally certified. Currently, about 450 of the approximately 2,000 surgical technologists working in the state — or fewer than one in four — are nationally certified. **John Hadley**, a surgical technology professor and chair of Des Moines Area Community College's Surgical Technology Program, is passionate about improving that statistic, which he believes is a key factor for improving patient safety.

In Hadley's five years with DMACC, all but one of his students who completed the program have passed the certified surgical technologist exam. Administered by the National Board of Surgical Technology and Surgical Assisting, the national board exam also enables surgical techs to go anywhere in the country to work. DMACC typically has 16 students who begin the program each year, but often one or two will drop out before finishing.

Hadley — who before coming to DMACC worked for 30 years as a certified surgical technologist in cardiac surgery and as a registered nurse in thoracic and vascular surgery at the Mayo Clinic — says he has been lobbying Iowa legislators for several years to require the national certification and plans to continue his efforts this coming session. About 27 states so far have required national certification, and Hadley is certain that all states will require it within the next five years.

Employment of surgical technologists is projected to grow 12 percent from 2016 to 2026, faster than the average for all occupations, according to the Bureau of Labor Statistics. Hadley said the 450 existing surgical technology programs nationwide are struggling to turn out enough graduates to meet demand. DMACC anticipates expanding its program in 2020, he said.

Meanwhile, out-of-state hospitals are recruiting some of Hadley's best students, some offering as much as \$10,000 in signing bonuses and pay topping \$36 an hour. Some Iowa employers are on board already with requiring national certification, UnityPoint Health being one of them, he said. Others are hesitant about a new certification requirement.

"If employers will buy in and require certification, there's evidence that patient safety increases," he said.



Easter Seals to Easterseals

BY SUZANNE BEHNKE



Business Publications had the pleasure this month of hosting holiday carolers from Easterseals, as do many businesses and groups. We, being wordy people, noticed that the organization's name had changed from two words to one.

We reached out to the director of marketing and communications, **Jessica Brown**, who handles such questions from curious journalists. She wrote: "This was a part of the national Easterseals rebranding. We adopted the new logo and brand standards this year. The new logo was inspired with the idea that Easterseals brings support — and hope and joy — into people's lives — including a diverse community of volunteers, families and caregivers and that our work is infused with optimism — striving towards our full potential. The new logo projects a burst of sunshine, rays of hope, and the support of an entire community."

Hope and joy certainly sound appropriate for this time of year, so we'll share their logo and their name change.



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A CLOSER LOOK: A local leader you should know

JIM REGISTER

Take a closer look at the new president and CEO of Iowa Innovation Corp.

BY KATE HAYDEN

For all those who are curious about the new president and CEO of Iowa Innovation Corp., Jim Register is trying to make connections as quickly as he can among the organization's longtime and developing partner entities.

Register's first day in October marked the corporation's new focus as the newly designated home of the Iowa Bioscience Center. The corporation in the past has led local efforts related to the federal Small Business Innovation Research (SBIR)/Small Business Technology Transfer (STTR) program, which it will continue efforts in.

Through the Iowa Bioscience Center, IICorp is laying groundwork for future business development in four focus industries: biobased chemicals, precision and digital agriculture, vaccines and immunotherapeutics, and medical devices.

Register's professional background began in a cancer research center on genetic recombination in bacteria, where he developed a procedural method explaining his job to family and friends.

"I could go through what I often will refer to as the nine-step process to go from what I was doing to something that they would recognize. And I began to realize that I'd like to be closer than nine steps from something that could be applied," Register said.

Register shifted his graduate work to focus on genetically modified, virus-resistant plants.

"It got me familiar with what was going on," Register said. "I began to see what research in industry was like in addition to academia, and so after that, my career has been in research with industry."

Register joined Pioneer Hi-Bred International (now Corteva Agriscience) in the 1990s developing a career marked by agribusiness leadership roles in the company. Register left in early 2016, spending some time as an independent consultant before joining the Iowa Innovation Corp. as CEO and president.

What attracted you to this role?

For the amount of [research and development] going on, and the amount of innovation taking place at the major research universities in the state ... Outside of those large companies, there's not a lot of economic value coming out of the biosciences — whether you look at it on a per capita basis, or whether you look at it in comparison with surrounding states. So the Iowa Economic Development Authority, though their Iowa Innovation Council, commissioned a study, which was really an update of some previous work that a consultant had done for them assessing the situation and proposing how this could be addressed.

A lot of the elements that one would want to have in place to have a healthy bioscience ecosystem in the state were there, but they were extremely distributed and not working together. A key output from that report was, somebody has to own this area.

I have a good appreciation and understanding of what it takes to take concepts, take discoveries and actually turn

them into products. And so, given that background, as I looked at the gaps that have been identified, I thought not only was this a decent fit, but it also had the potential to really capitalize on a number of things that I've done.

Iowa's a small enough state [that] the amount of resources that are going into this are going to be proportionally sized. You can't try and do everything — if you try and do everything, you'll succeed at nothing.

What are the immediate changes Iowa Innovation Corp. is going through?

Right now, we are retaining the name Iowa Innovation Corp. ... We're referring to ourselves as the home of the Iowa Bioscience Development Center. There will be some proposed code going before the legislature that will make it easier for us to change our name in the future if we choose to do that, but we don't have any plans to do that right now.

The [Iowa] Innovation Corp. basically has two missions going forward. One would be to fulfill the objectives ... that are laid out for the Iowa Bioscience Development Center [the industries: bio-based chemicals, precision and digital agriculture, vaccines and immunotherapeutics, and medical devices]. The one element of the Innovation Corp. that has been held on to from the previous direction is the SBIR/STTR, our support that Anne [Price] heads up. That will continue to be part of our mission. The support that we give in that area will not focus only on the four platform areas, so that will continue to broader innovation/entrepreneurial support.

We're spending a lot of time right now working with folks at Iowa State University as well as the University of Iowa, because ... they're one of our closest partners in terms of stimulating creation and innovation. We have some plans to grow the Innovation Corp. a bit, but there are no plans to make it a large organization. Instead, we will look to leverage organizations like the Cultivation Corridor or various accelerators that exist, rather than trying to duplicate those sorts of skills, capacity and resources that already exist. Same thing with the universities — we are collaborating very closely with them, and they are putting in, in the next legislative cycle, a request for significant funding at the universities to be aligned and address these bioscience platforms [\$1 million per platform, or \$4 million total, per year].

The governance of how that money is spent will not reside solely within the universities. We'll have an equal say of how that works, and that's a pretty different way of working. But those sorts of partnerships have to be put in place if we're going to be successful.

One of the areas that medium- to long-term will be very central for us will be partnering with industry and existing companies as well as with the investor community. We need to have a better plan developed and laid out with the universities, and I need to have a better understanding of what innovations are in the pipeline before I feel like I'm really



PHOTO BY DUANE TINKEY

AGE: 59

EDUCATION: B.S. in biology, Texas Christian University; doctorate in microbiology, University of North Carolina at Chapel Hill

HOME: Ames

FAMILY: Married with two grown children

CONTACT: communications@iicorp.com

Closer Look suggestion?

Do you know a leader who's new or of growing interest in Des Moines' business community? Send an email to the editor with the name, position and reason you think your nominee should be interviewed by our reporters. Send suggestions to suzannebehnke@bpcdm.com

well-positioned to get into these other conversations. A lot of the time so far has been spent getting my arms around who all is doing what, you know, across the existing partners — whether that be groups with more of a marketing-education focus, lobbying, people who are running different accelerators, incubators.

What advice or feedback have you found helpful since beginning at IICorp?

The biggest thing, and I wouldn't say I've really had an opportunity to exercise this yet, but it's very easy to see how I will — don't be worried about whatever's been done before. A part of this redirection of the Iowa Innovation Corp., as well as this focus on economic development in these four bioscience areas — both of those are kind of a fresh start, you know, it's a clean slate. Trying to look at what might have been done before may have its role, but it's not a very big part of what we'll be doing moving forward.

What would you like to see IICorp look like in a year?

I think in a year, we should have increased our staff to where we want to be. I've mentioned the university request that's going for funding — one of the things that we will look to do is hire one position to be associated with each of these platform areas. That role will be to serve as a technology scout back into the universities, as well as other places in the state, and to help bring technologies to us for joint discussion.

I will hire people who will be partnered with those folks, but who will bring in more of a business development expertise so that ... the folks in my group can focus more on the business development aspect, working with the investor community, working with people that can help make sure they've got good business plans in place, addressing the needs that they might have in terms of putting together leadership teams. ... Also, working with them to define situations where licensing technologies as opposed to trying to form a company around it might be the best path forward.

So a year from now that staff should be in place, and although we will never be done scouting and vetting opportunities, I hope that [we'll be] through the first round of doing that, and [will have] identified at least a few opportunities that look worth putting some ongoing effort and focus into. ... We'll learn by doing exactly what's needed. It's one thing to talk about it in theory ahead of time, it's another to actually get into it.

This is not going to be something where we're going to have success overnight. When you look at timelines for development of products in these areas, we're not looking at two to four years. In a lot of cases you're looking at a decade or more. The ultimate fruits of this effort in terms of jobs created, revenue in the state, a lot of that will take quite a while to develop. That's another reason ... we maybe haven't had as much success in this area historically as one might think when you look at all the relevant [research and development] going on in these areas. Timelines for development are very long, many of the areas that we're talking about also are in regulated industries, whether that's in animal health, human health. Depending on what's done, some of the plant/agricultural fields as well can involve regulations, and all that increases costs. So you've got long timelines, it can be fairly expensive. Those aren't characteristics of investment in a state that you see a lot of.

What have you been reading/watching/listening to?

A field that I wish had existed when I was an undergrad and then in grad school [was] behavioral economics. I think it's really, really fascinating to look at all of the ways in which the classic theory of how people make decisions is fundamentally wrong. Trying to improve upon the understanding of how people make decisions by actually factoring in how people make decisions, as opposed to just assuming, you know, it will all be completely logical.

So whether it's reading about it in books by folks like Daniel Kahneman or Richard Thaler, or some of the more popular stuff like [podcast and newsletter] "Freakonomics," I find that very, very interesting. The other author I've found recently that I enjoyed, is Walter Isaacson, who's done a lot of biographies on innovators and the challenges they faced, you know — how innovation takes place, what sort of innovation can be ascribed to individuals versus, you know, people who actually take ideas and do something with them. ■

“In a lot of cases you’re looking at a decade or more. The ultimate fruits of this effort in terms of jobs created, revenue in the state, a lot of that will take quite a while to develop.”

Jim Register, *president and CEO, Iowa Innovation Corp*

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YEAR IN REVIEW: INSIGHTS FROM 2018

42 leaders share
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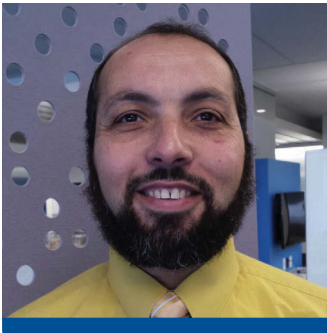
As 2018 comes to a close, the Business Record asked you, our readers, to share insights or lessons from the past 12 months that could be helpful to business community members.

This Year in Review issue contains the contributions of 42 men and women in Greater Des Moines organizations, from CEOs and directors to managers and small-business owners.

The following pages feature the wisdom they gained.

I'll add one more to consider: Make each day matter. Details of life will get in the way of that pursuit — car troubles, waiting for the cable technician, computer restarts and such. Don't let those pesky (and, yes, truly annoying) things get in the way of doing something significant, big or small, that could matter to someone in your slice of the universe.

SUZANNE BEHNKE
editor of the Business Record



MOHAMED ABUSHARKH
IT leader, Principal Financial Group

It's a small world after all!

Under Trump's presidency, regardless of your political views, there were/are certainly new lessons on global relationships. In 2018, this exposure highlighted even further needs for business to consider both internal and external impacts on their diversity and inclusion efforts, especially as it ties into real/immediate bottom-line impact.



JOSEPH BENESH
president and CEO, Ingenuity Co.

The importance of strategic flexibility

The way businesses incorporate emerging strategic planning components, such as design thinking, will continue to evolve and allow businesses to think differently about what they do. This is important as those of us who act as consultants continue to develop what we do.

STEPHANIE ATKIN
vice president of marketing, Dwolla

Inclusion fuels innovation

The best teams are built by the inclusion of diverse ideas, experiences and people. Diverse teams simply outperform non-diverse teams. As you grow your team, build inclusion and diversity into your hiring practices from the beginning.

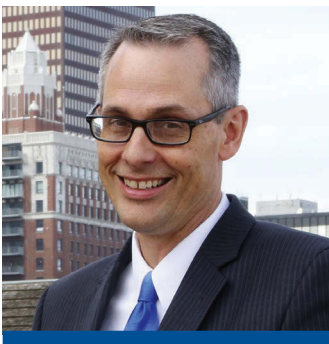




MICHELLE BOOK
CEO, Food Bank of Iowa

Achieving the impossible

Collaboration is the name of the game. Although we believe it's the right thing to do, it's not the easy thing to do. Even with numerous meetings and lots of discussion, it is rare to see truly effective collaboration in action. Over the course of the last year, I've learned that in order to solve monstrous societal issues together, we must all be willing to check our egos and fundraising needs at the door.



JAY BYERS
CEO, Greater Des Moines Partnership

New power will require many voices

In 2018, the Greater Des Moines Partnership invited author Henry Timms to Des Moines to speak about his book on how "New Power" is reshaping politics, business and society. It is critically important for Des Moines' public, private and nonprofit leaders to better understand and leverage new power strategies to enhance public engagement and collaboration to help drive major community development projects forward.



KAVI CHAWLA
partner, Baton Global

Be vulnerable. Be transparent. Be human.

We experienced rapid growth (300 percent) in 2018, as did some of the startups we work with. Growth creates opportunity but can also strain capacity, resources and leaders. I learned that being transparent and vulnerable by inviting staff and partners to help us leverage growth and scale successfully was key. It allowed for more productive professional relationships and deeper human relationship.



CURTIS BROWN

assistant city manager/director of economic development, city of Urbandale

What's in a name? Everything.

Available real estate, transportation access, low operating costs and incentives are only prerequisites for competitive communities. Today, place matters more than ever. A strong identity, trails, public art and natural features are essential for talent and investment attraction. The successful Urban Loop rebranding of an economic development area formerly referred to as Rider Corner affirmed the importance of defining a unique place and highlighting assets and attributes that matter for stakeholders.

COVER STORY

DANIEL CONNOLLY

dean of the College of Business and Public Administration, Drake University

Getting involved and giving back to the community

Someone once told me that to be good in business, you must do good by getting involved through service; that is, serving on a committee or board, working with a nonprofit, or volunteering in a school. Being a relatively new member of the community, I have found getting involved to be a great way to meet interesting people, learn more about the community and make a difference.



ROWENA CROSBIE

president, Tero International

Test before you invest

We're all challenged to innovate. Headlines pointing to the next big thing are everywhere, enticing us to follow or risk missing out. Our experience in video production in 2018 was a salient reminder that things are never as easy as they appear in the blog written about them. Test before you invest. Experiment. Start small. See how it's going to work in your business before you take a big risk or make a big investment.



FRED DARBONNE

principal and founder, Strategy by Design

Our resource-rich community

I've learned how resource-rich and supportive our Des Moines community is for entrepreneurs. From our Greater Des Moines Partnership and my own Downtown Chamber to the services of Business Publications Corp. and its publications such as the Business Record and dsm Magazine, and the abundant learning opportunities and networking events available, I've been able to enter the business community, make connections and meet people who share and support my vision for serving our community.

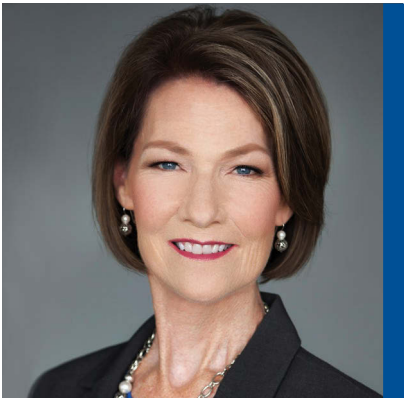


MICHELLE DECLERCK

president, Conference Event Management

Diversification among services provided

The largest hotel chains made changes that decrease profitability, and that impacts client and attendee data. We're being proactive in taking steps to ensure vendor GDPR (General Data Protection Regulations) compliance while diversifying our product line to help keep our clients' prices low and create extreme value.



DIANA DEIBLER

president, Deibler & Co.

Counterintuitive

Despite the many crises and uncertainties faced in 2018, a lesson I've found reassuring is that sometimes things have to fall apart so better things can come together.



**Thank you to the
Des Moines City
Council for passing
MoveDSM, the first
citywide comprehensive
transportation planning
effort, establishing a
multi-modal vision for
transportation in
Des Moines over the
next 25 years.**

We look forward to working
together in 2019 and beyond to
implement MoveDSM to support the
City's goals for safety, quality of life,
health, and economic development.

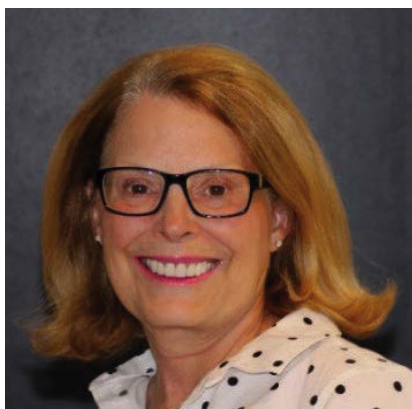


Paid for by AARP

COVER STORY

“MORE VIEWPOINTS
ARE BETTER THAN
FEWER, AND WHAT WE
THINK WE KNOW
ISN'T ALWAYS THE
BEST WAY FORWARD.”

JIM GREEN
principal, Mercer



DENISE FARLEY
senior director, Mediacom

Don't cram it all in!

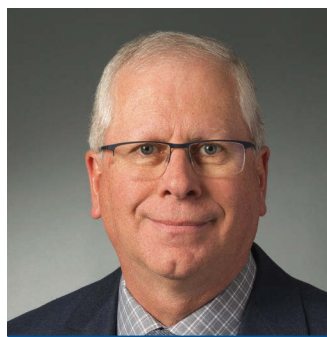
When implementing a new initiative, don't change more than one metric at a time, so when it comes time to analyze the data, you know which metric is driving the outcome.



GREG EDWARDS
CEO, Catch Des Moines

Excellent visitor experiences start locally

Local relevancy is the key to an excellent visitor experience. Recognizing this, our team launched a beta Front-line Training Program — called Catch Destination Memories — focusing on destination education, customer service training and insight on the services Catch Des Moines offers for the hospitality community in Greater Des Moines. A full roll-out of the Catch Destination Memories training program is planned for 2019.



CURT GAUSE
business account manager,
MidAmerican Energy Co.

Relationship-building remains a business staple

Face-to-face connections continue to be the best way to build a business “bond.” In fact, I will not offer or request a social media connection with anyone I haven't personally met. It takes more effort, but it ensures a better ongoing relationship. In addition, don't expect immediate results. Relationship-building requires a marathon mentality, not a sprint.



MATT GLYNN
COO, Performance Marketing

Follow your moral compass

In our business, it's common to be presented with new opportunities that can create a conflict with existing clients. Our biggest takeaway from 2018 is a company should always lean on its fundamental values. While some opportunities may offer financial gain, we remind ourselves how and who helped us get to where we are today. While often difficult, the right decision will be beneficial in the long term.



JIM GREEN
principal, Mercer

Numbers don't tell the full story

Much of our business community operates with the idea that the numbers mean everything, but in fact, I have learned this year that there are many more qualitative aspects that must be considered. The picture is almost always bigger, and you must step back and away and obtain a fresh perspective at times. More viewpoints are better than fewer, and what we think we know isn't always the best way forward. Analyze and contemplate before acting.

**ERIC HEININGER**

managing director, Eden+ Fundraising

Invest in the next generation today

In 2018, I was reminded that the best time to invest and groom the next generation is today. We have a shared responsibility to pass on skills and and cultivate the professionals who are around us. The next generation of nonprofit professionals needs our help, and for that reason I was passionate about founding the Des Moines Fundraising Institute as an investment in our community. I hope to see its impact for decades to come.

**MICHAEL HELAK**

market president, U.S. Bank

Embrace and support our younger workforce

First, all companies are looking for critical thinkers to run their businesses. Soft skills are every bit as important as hard skills. Those that master both will be in high demand. Yes, leadership and how you carry yourself, your communication style, ability to collaborate, time management skills matter and get noticed. Our younger workforce is our future and we should mentor and engage them more fully. We have great talent.

**ERIC IDEHEN**

advisory board member, Genesis Inc.

The joy of giving back

The African immigrant community experienced more success in children development in 2018. The Genesis Inc. youth soccer program and VIP program provide opportunity for our children to play competitive soccer at little or no cost. Our youths are engaged, thus keeping them out of trouble. I have learned that by serving the kids we are preparing future leaders. There is joy in giving back.

**GURWINDER KAPUR**IT training analyst,
Principal Financial Group

Cities that embrace diversity do better economically

The number of Des Moines businesses owned by immigrants is growing. Credit goes to organizations like the Greater Des Moines Partnership and the business community to develop Global DSM. This strategic partnership has helped promote inclusion by hosting multiple multicultural receptions throughout the year, in addition to discussion forums and career fairs.

**WADE HINER**

president, sales and marketing, Destiny Homes

The recipe for economic development includes housing

Economic development starts with attracting employers, then a talented workforce. An often overlooked piece of that puzzle is providing housing options that the workforce can afford. We began our efforts in 2018 to provide this essential housing to help attract and retain the talent that employers need to keep the economy rolling. We plan to increase our efforts working with municipalities, landowners and developers to ensure successful progress in economic development for Central Iowa.

IN **2018**, I WAS
REMINDED THAT THE
BEST TIME TO INVEST
AND GROOM THE
NEXT GENERATION
IS **TODAY**.

ERIC HEININGER

managing director, Eden+ Fundraising

COVER STORY

*It is time to
capitalize on
the tremendous
potential Latinx
youth offer.*


**DAWN MARTINEZ
OROPEZA**

executive director, Al Éxito

Al Éxito's youth-led business |drēm|sēd| changing the future

Al Éxito's youth-led business |drēm|sēd| is changing the future for Iowa. The youth have partnered with businesses and sold their merchandise across the state. Al Éxito understands that |drēm|sēd| youth are the future for this state as business leaders and the fastest-growing consumer group in the U.S. It is time to capitalize on the tremendous potential Latinx youth offer.


MIKE MCCOY

CEO, NCMIC

From common sense to science, gratitude matters

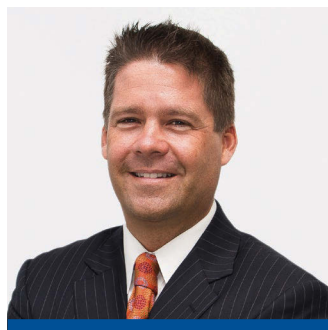
It's hard to be "against" gratitude, but it's damn easy to be too busy to pay attention and focus on gratitude. Now, with mounting evidence (including in these pages) about the power and impact of gratitude, it may be easier to keep top of mind. Scientific American reported that the single best predictor of good relationships and emotional well-being is ... gratitude! And couldn't we all use more of that in our business and personal lives? Offering sincere gratitude has an infinite ROI. Investing a little time to learn more about how to offer AND accept gratitude has the potential to make a significant positive impact on your team, family and business.


ARDIS KELLEY

*chief strategy officer,
FHLB Des Moines*

Importance of diversity of thought

The greatest lesson I learned during 2018, both in theory and through application, is the importance of diversity of thought. Anytime you add a new voice/perspective to the conversation or problem-solving exercise, the outcome will always be more comprehensive and impactful than if you relied solely on that one voice.


JIM LANGIN

*market president,
Liberty National Bank*

We are all farmer-gatherers

It is easy to count your chickens before they hatch. I've done that this past year, and maybe so have you. It's better to get your ducks in a row and be honest about the potential upsides and real downsides to what you are working on. As our economy changes, are you prepared? Enjoy the immediate victories, but continue to think long-term in business and in life.


ED MCGILL

*co-founder and partner,
McGill Junge Wealth Management*

Investing in your team's development is critical

For a growing small business, attracting, retaining and developing team members are very important. We have quarterly one-on-one meetings, which allow us to support our team's personal and professional development. By outlining their goals and growth objectives, whether it's working toward an important designation, like CFP, attending an industry conference, or hiring a business coach, investing in them leads to greater job satisfaction and overall team strength.


GUNNAR OLSON

*communication manager, Des Moines Area
Metropolitan Planning Organization*

A will and a way for water trails

In 2017, we confirmed the technical feasibility of creating a nationally recognized whitewater venue in downtown Des Moines out of existing low-head dams, the centerpiece of a regional network of water trails. In 2018, we have seen that there is the will — from the public and private sectors — to make it happen. More progress to come in 2019!

**ANTHONY PAUSTIAN**

provost and chief administrative officer,
DMACC West Des Moines Campus

Business should be fun and funny

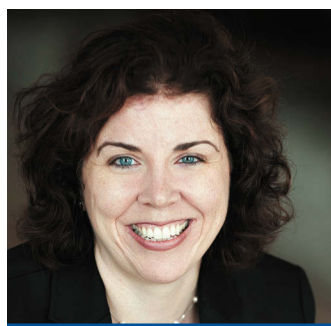
At the end of the day, there's nothing a business can sell that you can't get from someone else, maybe even for less money. However, in today's very negative climate, people tend to buy from a business they "like." What drives likability? It's the positive emotion and the experiences that come with it. Never underestimate the importance of humor and the fun attached to it. Positive is innovative.

**KEVIN POKORNY**

owner and consultant,
Pokorny Consulting

Respect and collaboration create spirited energy

In spite of the political polarization, Greater Des Moines business leaders were able to set that aside, respectfully acknowledge differences and work together to create energy for growth, community enhancement and vision for sustainability. The Greater Des Moines Partnership led the way in this effort. As a result, I'm hopeful for the future that our metro area will continue to be a vibrant community where all people can live and grow. That is good for my business future.

**ELIZABETH PRESUTTI**

CEO, Des Moines Area Regional Transit

In one word: Partnerships

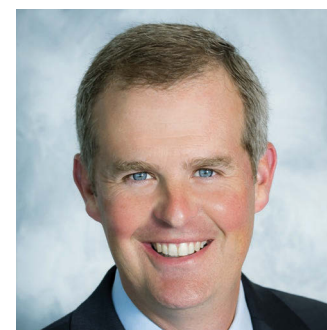
2018 was the year of partnerships. Twenty employers partnered with DART to provide transportation options for employees. Public-private partnerships were forged with Dee Zee Manufacturing to extend a route for their employees, with Hy-Vee to provide shuttle services after the flooding of a store, and with MidAmerican Energy to bring electric buses to Greater Des Moines in 2019. DMARC Mobile Pantry began using DART Central Station as another downtown location, and the Greater Des Moines Partnership included transit funding as a key legislative initiative as we partner to ensure the region's competitiveness.

**KATHLEEN RIESSEN**

CEO, Kathleen Riessen & Co.

When you slow down is when you gain the most momentum

Entering 2018, I made a decision to pivot in my career and business ownership. Instead of speeding up, I slowed way down and took the time to figure out what I was really meant to do. That restful period allowed me to get out of the "busy" cycle I had put myself in and focus on the greater impact I could make. Going into 2019, I have more momentum and can serve at a much greater level. My tip: SLOW down and figure out what it is you really want — then go after it!

**JEFF RUSSELL**

president and CEO, Delta Dental of Iowa

Plan A rarely works. Have a Plan B.

As it has been said, no battle plan survives first contact with the enemy. Even in a great economy, things don't always work out the way you think they will. The level of uncertainty in today's world continues to grow. Being adaptable and having a strong Plan B is important for success. And if being adaptable is important, learning how to manage change becomes critical for every organization.



Being the "right market" is critical for years to come.

KRIS SADORIS

vice president, development, Hubbell Realty Co.

In it to win it

In a shrinking labor force market, the competition is fierce and being the "right market" is critical for years to come. Des Moines must lean on its strengths of an urban walkable core, low cost of living/doing business and quality of life, coupled with our strong partnership legacy to focus limited resources. Cities will quickly become separated in this race, and Hubbell will continue to emphasize innovative housing/neighborhood options to support the community effort.

COVER STORY



DAVE SCHWARTZ
CEO, Joppa

Gratitude for Greater Des Moines

Des Moines is an incredible community that is extremely supportive of individuals, causes and Greater Central Iowa. Most leaders are on a pathway to leave Greater Des Moines in a better place than where they found it, and the results of that collective community effort show in the ongoing accolades we continue to receive.



GINA SKINNER-THEBO
human resources manager, B&G Foods/Tone's Spices

Great leaders do the work

When I reflect on which local leaders have had an impact on me, I'm consistently drawn to those who are working alongside their people. They're doing the work, not just delegating. A perfect example is Beth Shelton at the Girl Scouts. She's a troop leader. She's doing the very thing she asks of others. And she does it well.



ROB SMITH
principal, CMBA Architects

When quick has a downside

Our customers want to remodel, add on or build a new building at a quicker and quicker pace. Digital technology certainly assists us in that expectation. Going forward I am raising the question, "Do you want to spend millions of dollars on the facility housing your business and staff for decades, and do the planning and construction as fast as possible?" At some point quick has a long-term downside.



Join us for the unveiling of the BUSINESS RECORD'S 2019 BOOK OF LISTS



January 3rd, 2019 | 5:00-7:00pm

The Atrium at Capital Square
Downtown Des Moines

RSVP requested

For more information visit
BusinessRecord.com/events

Iowa State University Ivy College of Business
Raisbeck Endowed Dean David Spalding with
a group of MBA business students.

PRESENTED BY
IOWA STATE UNIVERSITY
Ivy College of Business

SPONSORED BY



**RYAN WALLER**

city manager, city of Indianola

The donkey

While my team and I strive daily to deliver high-quality services, inevitably some are not pleased. No one likes this feeling. During coffee over the summer, a "Previously (Still) Important Person" shared a story about a father, son and their donkey. This trio met different groups with differing opinions. The father and son tried to please everybody and unfortunately lost their ass when it fell off a bridge. The lesson is to stay focused.

**AMANDA WANKE**

chief external affairs officer, DART

Necessity, not luxury

The paradoxical truth is that being our very sharpest and productive selves involves resting, playing and being away from work. Like many of you, I have always been mindful of living up to the lore of our Midwest work ethic. After reading countless scientific studies on the correlation between creativity, productivity and happiness, I'm working to embrace rest and recreation not as luxuries, but as necessities to being the best leader and employee possible.

**ROBERT WARREN**

executive director, Hoyt Sherman Place

Collaborations are the key to success

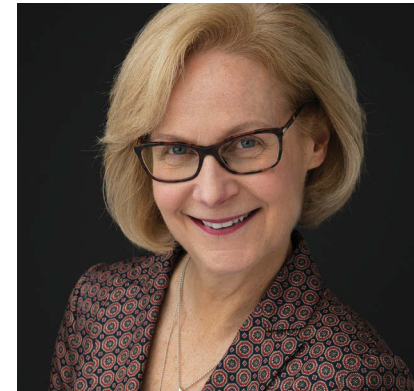
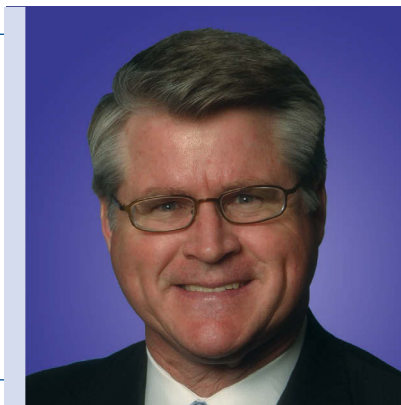
By nature I have always been interested in collaborations, and I truly believe that a key piece of Hoyt Sherman Place's recent success is having our team and board embrace the idea of being opened-mind to all potential collaborations and the willingness to open our doors to new events and activities. Working inside of an organizational silo limits your vision, and the lack of fresh outside air stifles your creativity.

PAUL WEEKS

vice president, CBRE|Hubbell Commercial

Practice patience

Provide stellar service to your clients like you really care. Many of them are accustomed to mediocrity. Surprise them with the best and they will be your client for life.

**TERI WAHLIG**

CEO, ChildServe

Play well together in the sandbox

2018 brought major disruption to Iowa health care providers impacted by changes to Medicaid. This sparked a spirit of collaboration and innovation to identify and address issues affecting children's health care in Iowa. As Iowa's leaders in providing high-quality health care services to children with complex and special needs, ChildServe, Blank Children's Hospital, Mercy Children's Hospital & Clinics and University of Iowa Stead Family Children's Hospital established the Pediatric Healthcare Collaborative. The lesson? Forward together.



PARTNERSHIP TO UNVEIL STRATEGIC PRIORITIES AT 2019 ANNUAL DINNER

Celebrate 2018's accomplishments and learn about The Partnership's 2019 Strategic Priorities at The Partnership's Annual Dinner on Thursday, Jan. 17. J.D. Vance, venture capitalist and author of "Hillbilly Elegy," will be the headlining speaker.

Learn more and register at DSMpartnership.com/annualdinner.



BEST OF THE MIDWEST LEADS TO \$470,000 IN INVESTMENTS FOR STARTUPS

A total of \$470,000 was invested in nine early stage companies as a result of the Angel Capital Association's Best of the Midwest regional meeting held in DSM in September of this year. The 2018 Best of the Midwest event is the third in an ongoing series for Midwest angel investors. The 2018 event was hosted by Plains Angels, an initiative of the Greater Des Moines Partnership, and the BrownWinick Law Firm.

DSM USA EVENTS

To view a complete list of upcoming events, visit DSMpartnership.com/events.

See more small business events on Page 3.

MONDAY, JAN. 14
2019 Opening Night
Legislative Reception

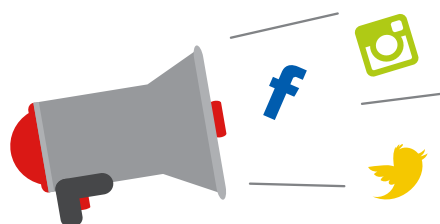
THURSDAY, JAN. 17
2019 Partnership Annual
Dinner Featuring J.D. Vance

TUESDAY, FEB. 5
Meet the Buyers:
Small to Big Business



TRANSLOAD FACILITY OBTAINS \$11.2 MILLION GRANT

The U.S. Department of Transportation announced an \$11.2 million BUILD Transportation Grant for the Des Moines Transload Facility. A transload facility serves to transfer raw goods from trucks to trains, which can ship goods at a lower cost. The Des Moines Transload Facility is uniquely situated at a site in southeast Des Moines with access to three Class 1 railroads that span the country, as well as the regional Iowa Interstate Railroad. This location also allows for connections to the Interstate road system. The Des Moines Transload Facility is projected to lower shipping costs for businesses within a 150-mile radius of Des Moines. The Partnership has worked closely with the Des Moines Area Metropolitan Planning Organization and the City of Des Moines on this project.



SIGN UP FOR NEWSLETTERS, SHARE REGIONAL MESSAGES

Learn about the latest news from The Partnership. Sign up for OneVoice Weekly and other Partnership e-newsletters at DSMpartnership.com/newsletters. Sign up to share the latest regional news with the world by becoming a DSM USA Ambassador at DSMpartnership.com/DSMUSAambassadors. Learn how to help share the DSM USA message at DSMpartnership.com/about. Read The Partnership's blog at DSMpartnership.com/blog. Want to contribute a guest-written blog? Email ambassadors@DSMpartnership.com to learn more.

CHAIR’S COLUMN

DAN HOUSTON, 2018 CHAIR



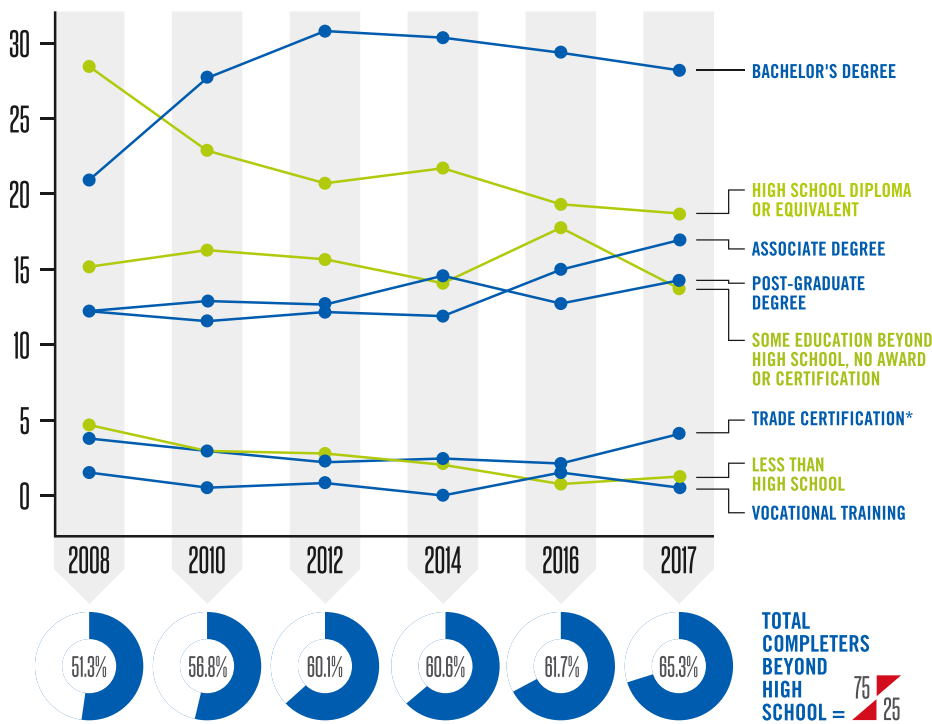
Looking back on 2018, it was another momentous year for the Greater Des Moines Partnership and for the region. Together, we have achieved our strategic priorities and celebrated many other successes as the economic development organization serving Greater Des Moines (DSM).

- The Partnership’s economic development work with regional partners resulted in 26 existing business expansions, 11 new companies locating here, more than 1,300 jobs created or retained and \$1.29 billion in capital investment.
- The Partnership launched a national digital marketing campaign targeting economic development and prospective talent audiences. This campaign raised awareness of DSM among thousands of economic development professionals, putting the region on the radar for potential projects. It also helped to address the region’s talent needs by raising the region’s visibility among thousands of potential residents.
- We took steps forward on activating the regional water trails plan, setting the table for continued progress in 2019. This project will provide a national and international draw for Downtown DSM. The Lauridsen Skatepark also broke ground and is scheduled to open along the Principal Riverwalk next year.
- The Partnership launched the DSM Fellowship Program to help attract and retain top tier, young, diverse talent for companies in the region. The Program welcomed 24 Fellows from 14 companies for its pilot cohort that began in 2018.
- The Partnership worked with Des Moines Area Community College to develop Code DSM, a course for working adults to help them learn coding skills to meet workforce needs.
- The Partnership worked with community partners to create a strategic plan to advance the retail scene Downtown with the Downtown DSM Retail 2030 plan.

To all of The Partnership’s Investors and Members: Thank you. Your efforts make this region successful. Together, we will continue to grow DSM and advance major projects in 2019. We press on.

DSM BUZZ

- The Iowa AgriTech Accelerator won the Entrepreneurial Award from the Mid-America Economic Development Council's Economic Development awards. The award recognizes unique approaches to enhancing entrepreneurial culture and assisting young companies through the startup stage.
- The Partnership has named Courtney Shaw Vice President of Communications. In the role, Shaw will lead communications messaging and deployment and serve as the main contact for media and content-creators.
- Stacie LoVan, Project Director of Economic Development at The Partnership, received an Industry Impact honor from the Iowa Commercial Real Estate Association at the Iowa Commercial Real Estate Expo.



LATEST DATA SHOWS PROGRESS TOWARDS EDGE 75X25 GOALS

A total of 65.3 percent of working-age (25-64-years-old) DSM residents in The Partnership’s eight-county service area have completed education beyond high school. This is a 14 percentage point increase since 2008 and a 3.6 percentage point increase since 2016, according to Iowa Workforce Development’s 2017 Laborshed Study. This new data shows significant progress toward the Education Drives our Greater Economy (EDGE) shared regional goal of ensuring 75 percent of DSM working-age adults have degrees, certificates and other credentials by 2025 that align with workforce needs. The goals of EDGE align with the goals of the statewide Future Ready Iowa initiative.

Learn more at DSMpartnership.com/EDGE.

• Includes Dallas, Jasper, Madison, Marion, Marshall, Polk, Poweshiek and Warren counties
• * Note: Statistics are currently unavailable for number of individual attainment in an industry-recognized credential.
• Source: Iowa Workforce Development – Laborshed Survey



LEARN ABOUT 2019 LEGISLATIVE PRIORITIES

The Greater Des Moines Partnership has unveiled its 2019 State Legislative Agenda. The Partnership's Legislative Agenda was developed by its Government Policy Council. Featured Priorities include: talent development, water trails, Des Moines International Airport's terminal project, transit funding and housing. The Partnership is a nonpartisan organization.

Learn more at DSMpartnership.com/publicpolicy.



CELEBRATE THE OPENING OF THE LEGISLATIVE SESSION ON JAN. 14

The Partnership and its Affiliate Chambers of Commerce will host the annual Opening Night Legislative Reception on Monday, Jan. 14. The event will welcome the 88th Iowa General Assembly to the 2019 Legislative Session. Meet Iowa Legislators, sample hors d'oeuvres from restaurants and vendors from the Regional Affiliate communities and enjoy the Iowa Historical Building. The event is hosted in partnership with Young Professionals Connection, Greater Des Moines Leadership Institute and Capital Crossroads.

Learn more and register at DSMpartnership.com/events.

SMALL BUSINESS EVENTS

FIRST FRIDAY SERIES

Friday, Jan. 11 | 11:30 a.m.

The Iowa Center

8345 University Blvd., Ste. 1F, Clive, Iowa

DSM businesswoman Rita Perea, an international speaker, author, executive coach and talent development trainer, will be the presenter.

TOP FIVE FOR SMALL BUSINESS SERIES

Wednesday, Jan. 23 | 11:30 a.m.

Greater Des Moines Partnership

700 Locust St. Ste. 100, Des Moines, Iowa

The Top Five for Small Business Series will return with its first event of 2019. Stay tuned for more details on the presenter and topic.



MEET THE BUYERS EVENT TO CONNECT SMALL, LARGE BUSINESSES

Small businesses: Meet with buyers from banking, insurance, colleges, grocery, casino, agriculture, publishing and construction at the Meet the Buyers: Small to Big Business Forum on Tuesday, Feb. 5. The half-day program is designed to help small businesses begin or expand their business with larger companies. Meet buyers, understand buying requirements, learn how to get into the buying system and take advantage of a great opportunity to meet the buyer.

Learn more and register at DSMpartnership.com/events.



REGISTRATION OPENS FOR DES MOINES CORPORATE GAMES

Company registration is now open for the Des Moines Corporate Games set to take place in June and July. The Des Moines Corporate Games is a company-based competition that enables and supports teamwork, company pride and corporate wellness through healthy competition. There are 25 events and competitions offered that include both competitive and non-competitive events.

Learn more and register your company at dmcorporategames.org.

BRAGGING RIGHTS

- The **Weitz Company** received a regional best project award from *Engineering News* for its work on the Hilton Des Moines Downtown hotel.
- The **City of West Des Moines** will build a two-story boat ramp at Raccoon River Park in spring of 2019, which will include rental opportunities, boating education and water access.
- **Wells Fargo** donated \$200,000 for neighborhood revitalization in the Sixth Avenue Corridor through its NeighborhoodLIFT® program. The Des Moines - Polk County NeighborhoodLIFT program local initiative grant is part of a \$4.7 million commitment by Wells Fargo to boost local homeownership and revitalize neighborhoods.
- Passenger traffic at **Des Moines International Airport** grew by 12.4 percent in November over the previous November, leading to 7.1 percent growth so far in 2018.
- **Bravo Greater Des Moines** announced Grant Cycle 2019 Cultural Enrichment Grants totaling more than \$3.8 million. Awards were made to support general operating expenses of 68 organizations across the region. This is the most Bravo has ever invested in a single cycle.
- **Ruan Transportation Management Systems** announced it will build a \$9 million operations and training center in Ankeny. The project will create at least 40 new jobs.

SBA SMALL BUSINESS SUCCESSES

DISASTER LOAN ASSISTANCE AVAILABLE

Low-interest federal disaster loans are available to Iowa businesses and residents affected by the severe storms, tornadoes, straight-line winds and flooding that occurred June 6 – July 2, 2018, announced Administrator Linda McMahon of the U.S. Small Business Administration (SBA). Within The Partnership's service area, the disaster declaration makes SBA assistance available in Dallas, Jasper, Madison, Marion, Polk and Warren counties.

Businesses of all sizes and private nonprofit organizations may borrow up to \$2 million to repair or replace damaged or destroyed real estate, machinery and equipment, inventory and other business assets. SBA can also lend additional funds to businesses and homeowners to help with the cost of improvements to protect, prevent or minimize the same type of disaster damage from occurring in the future.

For small businesses, small agricultural cooperatives, small businesses engaged in aquaculture and most private nonprofit organizations of any size, SBA offers Economic Injury Disaster Loans to help meet working capital needs caused by the disaster. Economic injury assistance is available regardless of whether the business suffered any property damage.

Interest rates can be as low as 3.61 percent for businesses or 2.5 percent for private nonprofit organizations with terms up to 30 years. Loan amounts and terms are set by SBA and are based on each applicant's financial condition.

The deadline to apply for property damage is Feb. 11, 2019. The deadline to apply for economic injury is Sept. 11, 2019.

Applicants may apply online, receive additional disaster assistance information and download applications at disasterloan.sba.gov/ela.

Looking for more?

Read more SBA blog posts at DSMpartnership.com/blog and learn more about SBA resources at sba.gov.

ABOUT THE PARTNERSHIP

The Greater Des Moines Partnership is the economic and community development organization that serves Greater Des Moines (DSM), Iowa. Together with 24 Affiliate Chambers of Commerce, more than 6,400 Regional Business Members and more than 340 Investors, The Partnership drives economic growth with one voice, one mission and as one region. Through innovation, strategic planning and global collaboration, The Partnership grows opportunity, helps create jobs and promotes DSM as the best place to build a business, a career and a future.

Send us your news! To be featured in "Bragging Rights," send us news items such as business expansions, awards, industry recognition, etc. You must be a Greater Des Moines Partnership Investor or an Affiliate Member to be featured. Contact Kyle Oppenhuizen at (515) 286-4972 or at koppenhuizen@DSMpartnership.com.

PUBLICATION INFORMATION

OneVoice is the monthly Affiliate Member and Investor newsletter of the Greater Des Moines Partnership. For editorial comments or questions, contact Tiffany Tauscheck, Chief Strategy Officer, at (515) 286-4954. For circulation changes, contact (515) 286-4950 or email info@DSMpartnership.com.



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CREupdate

real estate & development news



Kent Darr, senior staff writer
kentdarr@bpcdm.com



PHOTO BY DUANE TINKEY

The spirits still move Scott Bush

Templeton Rye co-founder brings Foundry Distilling to West Des Moines

Scott Bush sold a major stake in Templeton Rye two years ago, but as proof that the spirits never really left him, he has returned as the proprietor of Foundry Distilling Co. in West Des Moines.

The move lets him flex some entrepreneurial muscle; he plans to offer at least one top-selling national vodka brand some stiff competition in Iowa.

Bush brought his concept for a craft distillery to a cavernous structure in a former Rock Island Railroad Co. repair shop and foundry in West Des Moines. The building offers a blend of food and beverage businesses, including a beer hall and, opening in 2019, a unique commissary kitchen that will train at-risk youth to become chefs.

Foundry Distilling opened in late summer, with the Alchemy Lounge providing the first blush of the better than a decade that Bush has worked in the spirits industry and his concepts of unique offerings. The lounge provides cocktails made from recipes supplied by bartenders from across the country, many including local ingredients and all featuring Foundry Distilling gin, vodka and rum.

It is a place to swing by for a drink after work — the lounge opens at 4 p.m. — en route to a special dinner or for a night cap. The atmosphere is subdued, the seating comfortable and the spacing adequate for private conversation.

Your nose tells you that more is at play inside the old brick walls and beneath the structure's cavernous ceiling. The rich smell of distilling spirits wafts through Foundry Distilling.

Beyond the lounge, and open for tours at 11 a.m. and 3 p.m., is the distillery, home to a 30-foot-tall, 21-plate still — Bush says it could be the tallest still in the craft distillery industry — and nearby a 500-gallon copper pot still and a 500-gallon open-topped cypress wood fermenter. Both of the stills were designed and built in Iowa.

"We're really designed for people to come around and experience the place," Bush said. "It's really something I have wanted to do for many, many years. Templeton was just such a rocket ship that it took all my attention."

Bush still owns a piece of Templeton Rye, the company he founded 12 years ago with Keith Kerkhoff. In 2016, California-based Young Holdings became the majority owner in a transaction that provided needed capital to build a distillery in Templeton, where both men had grandfathers who were part of the town's famous bootlegging operation during Prohibition. Young's acquisition also resulted in construction of a distillery in town.

Templeton Rye hit at a time when interest in craft distilleries boomed. Bush notes that the part of the business where he excelled as an entrepreneur faded as Templeton Rye's

popularity grew across the country.

Bush has a master's degree in new product and venture development from the MIT Sloan School of Management. He began working on Templeton Rye in his Boston apartment in 2002, while a student at MIT. His career includes stints in banking and venture capital.

At the moment, Bush is particularly pleased with Foundry Vodka, which is for sale at local retailers, such as Hy-Vee Inc. The product is selling extremely well, he said. He hopes to overcome national brand Tito's Handmade Vodka as a top seller, at least in Iowa.

Bush said he will produce another rye whiskey at some point, but what he finds "really exciting" is the development of a five-grain whiskey.

"I really want to be experimental and build a world-class distillery for Iowa," he said.

Foundry Distilling is creating special blends that are aged in the casks of some of his favorite craft breweries. The Business Record took a sip of "history in the making," as Bush described it, when the first dribble of a whiskey blended from Minnesota-based Surly beer came out of the still. The brewery-distillery alliance has been tried on a small scale at other distillers, but Bush plans a large-scale operation.

"A few people have done it, but no one has really done it on any scale," Bush said. "We're so into collaboration, and there are so many won-

derful brewers in the country and the state of Iowa that we want to work with that. We thought it would be neat to let them do what they're really great at, which is step one, and then we would step in and ferment and distill and barrel-age."

Foundry Distilling also offers individuals and companies the opportunity to create their own special batch of spirits. Under the Private Barrel program, Foundry Distilling works with clients, some bringing their own recipes, others relying on Foundry Distilling's expertise, to make whiskey.

From the category of it takes one to know one, Bush is working with real estate entrepreneur Steve Bruere on a whiskey made from corn harvested from a farm near Booneville.

"This is a fun thing," Bruere said. "I toured the new facility, and I can't help myself. My wheels started turning and I just started asking questions about if we took corn off of a

field we manage, could you do something special for us."

Both teams are working on a name and a label for whiskey that eventually will be served at company events for Bruere's Peoples Co. and related firms and for clients.

A special sampling could be held at Foundry Distilling's tasting room. Built into a space that once served as the furnace room for the building, the small bar can cater dinners, corporate events and the unveiling of private brand spirits.

"If someone is a whiskey connoisseur or just wants to start a great whiskey collection, these will be some of the most unique whiskeys in the world," Bush said.

Bush envisions a day when Foundry Distilling will entice whiskey collectors from around the globe to West Des Moines to sample the company's products. ■



PHOTO BY DUANE TINKEY

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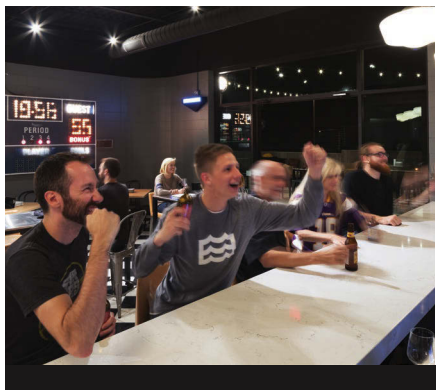
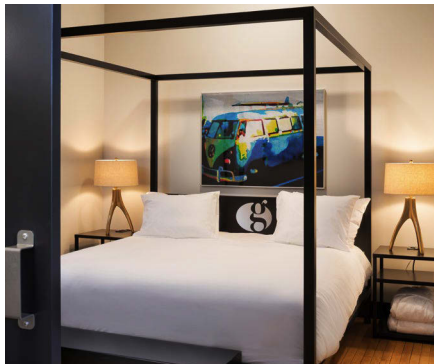
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A formula for success

The good news for Iowa lawmakers when they return to Des Moines in a couple of weeks is that state tax receipts are in better shape than they have been at any time in recent years.

That's largely due to tax law changes legislators made last year that allowed the state to skim profits off the federal tax cut that took effect on Jan. 1, 2018.

As I explained last month, when Iowa lawmakers chose not to synchronize state tax laws with the federal tax cuts until Jan. 1, 2019, they effectively taxed the extra income Iowans received from lower federal tax rates for one full year.

If they hadn't, there would still be red ink in the state budget.

The imbalance was caused in part by a slowdown in the farm economy. Another factor was poor budget forecasting. Part of the problem was also that lawmakers failed to rein in tax credits that were intended to spur economic development, but which never achieved the desired result.

As lawmakers come back to town, they can breathe a little easier, but the challenges they face are still considerable and will only get worse the longer they wait to address them. Right now:

- Iowa's drinking water is in serious trouble and isn't getting any cleaner.

- The amount of money available for public safety and judicial operations hasn't kept pace with problems.

- The same is true for education and health care needs.

- Trade policies have left Iowa's farm economy in its worst shape since the 1980s farm depression.

- And the lack of decent broadband in rural Iowa is creating a new poverty wedge that's pushing deeper and deeper into our small towns.

My point is that Iowa has a lot of problems that are not going to be solved by one legislative session.

But there are things this session can do that will open the door for future progress.

It starts with recognizing the problems and the fact that none of us — not the governor, not the Legislature, not the Republican Party and not the Democratic Party — has all the solutions.

We're all going to make mistakes, but it works out better when we give each other the benefit of the doubt and focus on being as open and transparent as possible.

If we all keep our minds open, you might be surprised at how much we can accomplish.

We won't solve all of Iowa's problems. But maybe, just maybe, we can agree on a frame-

DAVE ELBERT

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work where we can all work together.

Iowa Grand Slam

For more than a decade I've been trying to accomplish what I call Dave's Grand Slam of Golf in Iowa by playing at least one day in Iowa every month of the year.

I've come close several times, only to be foiled by a snowstorm that shuts out March or below-zero temperatures that sideline local courses in January or February.

But going into November of this year, I was hopeful. Last winter, I'd played in Iowa at least one day each month from December through March. For me, that was the functional equivalent of Tiger Woods' career Grand Slam in 2000 and 2001 when he won all four major golf tournaments, but not in the same calendar year.

I finally achieved my goal this year.

After playing each month from January through October, I was able to play twice in Des Moines during November. Then a couple of weeks ago I played nine holes at Blank and 18 holes at Legacy Golf in Norwalk.

On that final day, Dec. 15, I had the low score in our foursome, which for me is almost as rare as playing year-round in Iowa. ■

“Things work out better when we give each other the benefit of the doubt and focus on being as open and transparent as possible.”

MARKETING

Picking you out of the crowd

My daughter and I spent some time in South Africa this summer on a safari. When we first got there, all of the zebras pretty much looked the same, other than their relative size. But as we looked more closely (and our guides patiently pointed it out), we began to recognize that every zebra's stripes are unique, like fingerprints.

I commented that it would have been a lot easier to pick out a specific zebra if they each had a single stripe of a unique color. Then, Moeder (mother in Afrikaans) would have been easy to identify, even from a distance.

To your consumers, when they look at you and your competitors in the early stages of their buying process, you're like that zebra herd, with all of the animals looking pretty much the same. One of the most crucial elements of your marketing plan is being very specific about how you are different from everyone else. We need to paint one of your stripes a unique color.

As we continue to work through the core elements of your marketing plan for 2019, this week's column is going to focus on how to make sure your prospects can pick you out.

This is not a stay-on-the-surface activity. If all of your competitors can claim the same point of difference (i.e., it's our people, we

partner with our clients, we truly care, etc.), then it actually is not a point of difference.

To identify what genuinely makes you unique, you have to drill deeper than those surface statements that, in fairness, are true about most good businesses, including our competitors.

You have to ask some tougher questions if you want to get to a truth that only you can own. If all of your competitors can say “we do that, too,” then it is not unique enough.

The way to get started is to ask yourself these questions:

Is there something unique about our business model and how we deliver our product/services? (Do you embed an employee into your client's office or do you get compensated based on their sales success?)

Do we have knowledge or expertise that most people do not have? (Are your employees all nurses so they have incredible medical knowledge or have all of your travel agents been to Africa?)

Do you take a common element in your industry and do it to an extreme? (Do you give away free soda and sunscreen at your theme park or do you donate a pair of socks to the homeless for every pair of socks you sell?)

DREW McLELLAN

- Top Dog at McLellan Marketing Group
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Is your business taking a delivery element and reinventing it? (Are your bank branches open until 8 p.m. or does your team stay on-site for a day to make sure everyone is trained on your equipment?)

Is your product or service genuinely different from what your competitors sell? (Is your seed a new hybrid that you just created or are you using artificial intelligence in a way that no one has imagined before?)

Don't let features and benefits fool you. They are rarely what make your business, product or service unique. This is not an easy exercise, which is why most companies can't articulate what really makes them different. If you are willing to go to the effort to uncover your distinct position or create one if there isn't one in place, your marketing is about to get much simpler.

In next week's column, we're going to talk about how to build off your unique elements to craft messages that resonate with each of your personas. That way, every communication you create will get right to the heart of what they care about. ■



This week's QR code will take you to a video that talks about defining what makes you truly unique.

CITY ORDINANCES

SUMMARY OF ORDINANCE NO. 15,723
AN ORDINANCE to amend the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, by amending Chapter 114 Traffic & Vehicle Regulations, by amending Sections 114-2598, 114-2622, 114-2769, 114-3406, and 114-3461, as summarized below. The complete text of the ordinance is available between 8:00 a.m. and 5:00 p.m. in the City of Des Moines City Clerk's Office, 400 Robert D Ray Drive, Des Moines, Iowa, or on the City of Des Moines' website at www.dmgov.org. The ordinance shall be in full force and effect from and after its passage and publication as provided by law.
DES MOINES TRAFFIC REGULATION CHANGES
Amending Chapter 114 of the Municipal Code regarding traffic regulation changes as follows:
A. Add an on-street handicap parking space--E 16th Street adjacent to 1601 E Court Avenue.
B. Restrict on-street parking--south side of Leyden Avenue, east of E 43rd Street.
C. Removal of parking restrictions in new parking insets on Maple Street, E 2nd Street, and E 4th Street.
FORM APPROVED:
Lawrence F. Dempsey, Assistant City Attorney
T.M. Franklin Cownie, Mayor
Attest:
I, Diane Rauh, City Clerk of the City of Des Moines, Iowa, hereby certify that the above and foregoing is a summary of Ordinance No. 15,723, passed by the City Council of said City on November 5, 2018, signed by the Mayor on November 5, 2018, and published as provided by law in the Business Record on December 28, 2018. Authorized by Publication Order No. 10551.
Laura Baumgartner, Chief Deputy City Clerk

ORDINANCE NO. 15,724
AN ORDINANCE vacating the east-west alley right-of-way and the north-south alley right-of-way located north of Grand Avenue and south of Ingersoll Avenue between 15th Street and 16th Street, and adjoining 1501, 1511 and 1519 Grand Avenue, and 515 16th Street, Des Moines, Iowa.
WHEREAS, all prior requirements of law pertaining to the vacation of public right-of-way have been fully observed; and
WHEREAS, it is desirable that the public right-of-way herein described be vacated;
NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Des Moines, Iowa:
Sec. 1. That the east-west alley right-of-way and the north-south alley right-of-way located north of Grand Avenue and south of Ingersoll Avenue between 15th Street and 16th Street, and adjoining 1501, 1511 and 1519 Grand Avenue, and 515 16th Street, Des Moines, Iowa, more specifically described as follows, be and is hereby vacated:

PART OF THE EAST/WEST ALLEY RIGHT OF WAY AND PART OF THE NORTH/SOUTH ALLEY RIGHT OF WAY, IN BLOCK 45 OF LYON'S ADDITION TO FORT DES MOINES, POLK COUNTY, IOWA, AN OFFICIAL PLAT, ALL NOW INCLUDED IN AND FORMING A PART OF THE CITY OF DES MOINES, POLK COUNTY, IOWA, AND MORE PARTICULARLY DESCRIBED AS FOLLOWS:
BEGINNING AT THE SOUTHWEST CORNER OF LOT 3 IN SAID BLOCK 45; THENCE NORTHEASTERLY ALONG THE NORTH RIGHT OF WAY LINE OF SAID EAST/WEST ALLEY TO THE NORTHERLY EXTENSION OF THE WEST LINE OF LOT 7 IN SAID BLOCK 45; THENCE SOUTHEASTERLY ALONG SAID NORTHERLY EXTENSION TO THE SOUTH RIGHT OF WAY LINE OF SAID EAST/WEST ALLEY; THENCE SOUTHWESTERLY ALONG SAID SOUTH RIGHT OF WAY LINE TO THE NORTHWEST CORNER OF LOT 4 OF THE OFFICIAL PLAT OF LOT 6 BLOCK 45 J. LYON'S ADDITION; THENCE CONTINUING SOUTHWESTERLY ALONG THE EXTENSION OF SAID SOUTH RIGHT OF WAY LINE, A DISTANCE OF 2 FEET; THENCE SOUTHEASTERLY ALONG A LINE THAT IS 2 FEET WEST AND PARALLEL TO THE WEST LINE OF SAID LOT 4 TO THE SOUTHWESTERLY EXTENSION OF THE NORTH LINE OF THE SOUTH 7 FEET OF SAID LOT 4; THENCE SOUTHWESTERLY ALONG SAID SOUTHWESTERLY EXTENSION OF SAID NORTH LINE OF THE SOUTH 7 FEET OF SAID LOT 4 TO THE EAST LINE OF LOT 5 OF THE OFFICIAL PLAT OF LOTS 4-5 BLOCK 45 J. LYON'S ADDITION; THENCE NORTHWESTERLY ALONG SAID EAST LINE TO THE NORTHEAST CORNER OF SAID LOT 5; THENCE CONTINUING ALONG THE NORTHWESTERLY EXTENSION OF SAID EAST LINE, A DISTANCE OF 3 FEET; THENCE SOUTHWESTERLY ALONG A LINE THAT IS 3 FEET NORTH OF AND PARALLEL TO THE NORTH LINE OF LOTS 5 THROUGH 11 OF SAID OFFICIAL PLAT OF LOTS 4-5 BLOCK 45 J. LYON'S ADDITION TO THE WEST LINE OF SAID BLOCK 45; THENCE NORTHWESTERLY ALONG SAID WEST LINE TO POINT OF BEGINNING; AND CONTAINING APPROXIMATELY 4956 SQUARE FEET.
SUBJECT TO EASEMENTS, COVENANTS AND RESTRICTIONS OF RECORD.
Sec. 2. The City of Des Moines hereby reserves an easement upon the property described above for the continued use and maintenance of any utilities now in place, with the right of entry for servicing same.
Sec. 3. That the City Clerk is hereby authorized and directed to cause certified copies of this ordinance and proof of publication thereof together with proof of publication of the notice of the public hearing on this matter to be properly filed in the office of the Recorder of Polk County, Iowa.
Sec. 4. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.
FORM APPROVED:
Lisa A. Wieland Assistant City Attorney
Ordinance No. 15,724 cont'd
T. M. Franklin Cownie, Mayor

Attest: I, Laura Baumgartner, Chief Deputy City Clerk of the City of Des Moines, Iowa, hereby certify that the above and foregoing is a true copy of an ordinance (Roll Call No. 18-1862), passed by the City Council of said City at a meeting held November 5, 2018 signed by the Mayor on November 5, 2018 and published and provided by law in the Business Record on December 28, 2018 . Authorized by Publication Order No. 10552.
Laura Baumgartner, Chief Deputy City Clerk

ORDINANCE NO. 15,725
AN ORDINANCE amending Ordinance No. 15,698 to correct a portion of the legal description therein to permanently vacate a portion of Van Buren Street right-of-way between Southeast 4th Street and Southeast 5th Street.
WHEREAS, all prior requirements of law pertaining to the vacation of public right-of-way have been fully observed; and
WHEREAS, due to a scrivener's error in Ordinance No. 15,698, it is desirable that a portion of Ordinance No. 15,698 be amended and the public right-of-way herein described be vacated;
NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Des Moines, Iowa:
Sec. 1. That amending Ordinance No. 15,698 to repeal the legal description and replace said legal description by permanently vacating a portion of Van Buren Street right-of-way between Southeast 4th Street and Southeast 5th Street, more specifically described as follows, be and is hereby approved:
THAT PART OF EXISTING VAN BUREN STREET RIGHT-OF-WAY IN THE OFFICIAL PLAT OF THAT PART OF LOT 2 OF THE OFFICIAL PLAT OF THE WEST 1/2 OF SECTION 10-78-24, MORE PARTICULARLY AS FOLLOWS:
COMMENCING AT THE SOUTHWEST CORNER OF LOT 1 OF BLOCK 11 OF THE SECOND PLAT OF CLIFTON HEIGHTS, AN OFFICIAL PLAT; THENCE 206.89' (M) N14° 21' 19.35"E TO THE POINT OF BEGINNING; THENCE 37.91' (M) N24° 47' 47.31"E, THENCE 34.28' (M) N65° 10' 15.58"W, THENCE 91.06' (M) N63° 54' 33.65"W, THENCE 28.85' (M) N26° 05' 26.35"E, THENCE 223.28 (M) S63° 54' 33.65"E, THENCE 66.02' (M) S24° 47' 47.31"W, THENCE 98.59 (M) N63° 54' 33.65"W TO POINT OF BEGINNING.
Sec. 2. The City of Des Moines hereby reserves an easement upon the property described above for the continued use and maintenance of any utilities now in place, with the right of entry for servicing same.
Sec. 3. That the City Clerk is hereby authorized and directed to cause certified copies of this ordinance and proof of publication thereof together with proof of publication of the notice of the public hearing on this matter to be properly filed in the office of the Recorder of Polk County, Iowa.
Sec. 4. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.

Sec. 5. A corrected copy of Ordinance No. 15,698 reflecting this amendment, is attached hereto for reference.
FORM APPROVED:
Lisa A. Wieland Assistant City Attorney
CORRECTED ORDINANCE NO. 15,698
AN ORDINANCE vacating a portion of Van Buren Street right-of-way between Southeast 4th Street and Southeast 5th Street.
WHEREAS, all prior requirements of law pertaining to the vacation of public right-of-way have been fully observed; and
WHEREAS, it is desirable that the public right-of-way herein described be vacated;
NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Des Moines, Iowa:
Sec. 1. That a portion of Van Buren Street right-of-way between Southeast 4th Street and Southeast 5th Street, more specifically described as follows, be and is hereby vacated:
THAT PART OF EXISTING VAN BUREN STREET RIGHT-OF-WAY IN THE OFFICIAL PLAT OF THAT PART OF LOT 2 OF THE OFFICIAL PLAT OF THE WEST 1/2 OF SECTION 10-78-24, MORE PARTICULARLY AS FOLLOWS:
COMMENCING AT THE SOUTHWEST CORNER OF LOT 1 OF BLOCK 11 OF THE SECOND PLAT OF CLIFTON HEIGHTS, AN OFFICIAL PLAT; THENCE 206.89' (M) N14° 21' 19.35"E TO THE POINT OF BEGINNING; THENCE 37.91' (M) N24° 47' 47.31"E, THENCE 34.28' (M) N65° 10' 15.58"W, THENCE 91.06' (M) N63° 54' 33.65"W, THENCE 28.85' (M) N26° 05' 26.35"E, THENCE 223.28 (M) S63° 54' 33.65"E, THENCE 66.02' (M) S24° 47' 47.31"W, THENCE 98.59 (M) N63° 54' 33.65"W TO POINT OF BEGINNING.
Sec. 2. The City of Des Moines hereby reserves an easement upon the property described above for the continued use and maintenance of any utilities now in place, with the right of entry for servicing same.
Sec. 3. That the City Clerk is hereby authorized and directed to cause certified copies of this ordinance and proof of publication thereof together with proof of publication of the notice of the public hearing on this matter to be properly filed in the office of the Recorder of Polk County, Iowa.
Sec. 4. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.
FORM APPROVED:
Lisa A. Wieland Assistant City Attorney
Ordinance No. 15,725 cont'd
T. M. Franklin Cownie, Mayor
Attest: I, Laura Baumgartner, Chief Deputy City Clerk of the City of Des Moines, Iowa, hereby certify that the above and foregoing is a true copy of an ordinance (Roll Call No. 18-1865), passed by the City Council of said City at a meeting held November 5, 2018 signed by the Mayor on November 5, 2018 and published and provided by law in the Business Record on December 28, 2018 . Authorized by Publication Order No. 10553.
Laura Baumgartner, Chief Deputy City Clerk

POLK COUNTY NOTICES

POLK COUNTY PUBLICATION BILL LIST TO BE PAID 12-18-2018		
VENDOR	AMOUNT	
REASON: AIR POLLUTION CONTROL PERMIT		
HALLETT CONSTRUCTION COMPANY	\$330.00	1
REASON: CAPITAL OUTLAYS		
BEAL DERKENNE CONSTRUCTION, LLC	\$772,665.76	1
BOULDER CONTRACTING LLC	\$20,934.43	1
COUNTRY LANDSCAPES INC	\$2,515.84	1
ELDER CORPORATION	\$52,916.29	1
EXCEL/PAY-LESS		
OFFICE PRODUCTS (PO)	\$6,951.00	3
GALL'S INC.	\$2,705.00	3
GRAINGER	\$678.20	1
IOWA PRISON INDUSTRIES	\$1,288.80	1
J & K CONTRACTING LLC	\$161,346.89	1
THERMO ENVIRONMENTAL INSTRUMENTS LLC	\$12,475.18	1
REASON: CHGS FOR SVCS: NON-STAT.FEES		
UNITEDHEALTHCARE	\$117.52	1
REASON: CHGS FOR SVCS: STAT. FEES		
HOUSMAN, MATTHEW	\$455.00	1
REASON: HUMAN SRVS PROV CHGS		
1260 - 34TH STREET LLC	\$451.00	1
144 PROPERTIES LC	\$430.00	1
15TH & GRAND PROPERTIES LLC	\$662.00	2
86TH STREET PARTNERSHIP	\$430.00	1
A TEAM HOME IMPROVEMENTS LLC	\$13,870.60	2

AB HOME IMPROVEMENT LLC	\$10,973.24	2
ABDI, DHAHA	\$436.38	1
ABDIISAA, HANCALTUU	\$1,209.45	1
ADAIR, MONICA R.	\$1,124.18	1
ADAMS, BARBARA	\$20.51	1
ADVANCED INSULATION AND RADON LLC	\$737.00	1
AHC INGERSOLL LLC	\$533.00	1
AHC WOODLAND	\$430.00	1
ALAS, MARIA	\$333.81	1
ALBERIGO, KIMBERLY	\$665.73	1
ALEGIANT LLC	\$628.00	1
ALL CITY SERVICES	\$1,190.00	2
AMAN, MELINDA	\$155.32	1
AMERICAN HOME FINDING ASSOC.	\$1,399.50	1
AMMANN, LAURA	\$591.16	1
AMODEO, SHELLEY L.	\$701.58	1
ANAWIM HOUSING	\$451.00	1
ANAYA, JESSICA	\$937.82	1
ANDERSON, BETH	\$459.65	1
ANDERSON, C TERRY	\$628.00	1
ANDREINI, RYAN	\$701.00	2
ANKENY HOUSING ASSOC. PARTNER.	\$451.00	1
APEX INSULATION AND CONSTRUCTION	\$7,762.80	3
ARBOR WOODS APARTMENTS LLC	\$860.00	2
ARPY'S CONSTRUCTION	\$7,466.30	2
ATERRA 106 714 E EDISON DSM LLC	\$685.00	1
AUGSPURGER, SCOTT	\$451.00	1

AYRES, VIOLET	\$365.53	1
BACA-CANALES, CONNIE	\$61.53	1
BAILEY, MICHELE R.	\$228.32	1
BAKER, CARL ESTATE OF	\$430.00	1
BAKER, LYNSE	\$716.36	1
BALLENTINE, BRENDA	\$581.28	1
BARNES, MICHAEL	\$533.00	1
BARTLETT, TAMMY	\$533.00	1
BARTON, TAMMY J.	\$833.82	1
BBT RENTALS LLC	\$1,637.00	4
BEAVERS, SARAH	\$227.08	1
BELLO, ROSA	\$467.62	1
BENEDICT HOME	\$430.00	1
BENKUFISKY, ROBIN	\$304.88	1
BENSHOOF, JACK	\$430.00	1
BERRY, VALERIE	\$1,168.92	1
BEST HEATING COOLING ELECTRIC INC	\$13,680.00	9
BLAKEMAN, DENISE	\$1,509.89	1
BLAYLOCK, TERESA A.	\$333.36	1
BLEPO, CYNTHIA	\$526.14	1
BOAGARD, TYONDRA	\$822.09	1
BOLIO, MENDY	\$594.92	1
BOLLES, KERI	\$274.52	1
BRAGG, SHANTEL	\$482.40	1
BRISBEN JOHNSTON COMMONS LP	\$628.00	2
BROOKS, PAIGE	\$579.36	1
BROOKS, PENNY	\$1,552.68	1
BRUCE, MELISSA	\$441.00	1
BURNS, JERRY	\$646.69	1
BUSCH, RHONDA	\$384.91	1

BUSHBAUM, MODUSTI	\$155.41	1
CALHOUN, WANDA	\$717.38	1
CALIBER HOLDINGS LLC	\$685.00	1
CALLAHAN, MARY	\$459.49	1
CANADA, WILLIAM	\$100.00	1
CANTERBURY EQUITIES LLC	\$881.00	2
CANTERBURY PARK APTS II	\$860.00	2
CANTERBURY PARK III LLC	\$533.00	1
CANTERBURY PARK IV LLC	\$451.00	1
CARDER, BENTURA	\$657.98	1
CARRIERE, KATHRYN	\$410.34	1
CARRINGTON MORTGAGE SERVICES	\$900.00	1
CARTER, DEBRA A	\$380.96	1
CASTRO, ITXIA	\$358.21	1
CENICEROS, MARIA	\$760.77	1
CENTRAL IOWA SUPPORTIVE HOUSING LLLP	\$353.00	1
CHAPEL RIDGE TOWNHOMES	\$628.00	1
CHAPEL RIDGE WEST I LTD PARTNERSHIP	\$200.00	1
CHILDREN & FAMILIES OF IOWA	\$124.47	1
CHRISPROM II, L.L.P.	\$100.00	1
CISNEROS, GENESIS	\$223.44	1
CISNEROS, LORENA	\$1,121.52	1
CITY OF CLIVE	\$53.27	1
CITY OF DSM MUNICIPAL HOUSING AGENCY	\$458.00	3
CLIME, MICHELLE J (FOOD SUBSIDY)	\$660.63	1
CLINE, KEITH	\$225.50	1
CLOYED, JESSICA	\$238.85	1
COBB, JESSICA	\$531.85	1

POLK COUNTY NOTICES

COLLIER, REBECCA	\$157.60	1	HODGES, RUBY A.	\$628.13	1	NEGRON-BENCON, YOLANDA	\$1,372.25	1	TALTON, STEPHANIE	\$298.64	1
COMMUNITY HOUSING INITIATIVES			HODGSON, EILEEN M.	\$151.16	1	NEWTON-WEBER, VASHARA	\$829.39	1	TAPCO LC	\$984.00	2
INC	\$381.00	1	HOGAN, KIMBERLY	\$158.92	1	NFM BUILDER SALES	\$699.00	1	TAYLOR, TYNEKA	\$1,812.11	1
CONNETT SERVICES	\$19,557.50	6	HOLMES, KAREN A.	\$383.01	1	NOBLE, DEBRA L	\$306.44	1	TERHARK, JEREMIAH	\$451.00	1
CONSTABLE, KIMBERLY	\$592.68	1	HOME, INC.	\$451.00	1	NOTCH, HERBERT	\$430.00	1	THOMPSON, LYNISIE	\$516.78	1
CONTRACT EXCHANGE CORP	\$722.38	1	HOWARD, NICOLE	\$1,031.38	1	OAKLAND 1600 LLC	\$451.00	1	THOMPSON, TAMEKA	\$820.04	1
CONTRERAS, ROSA	\$871.35	1	HUDSON, ALICE	\$425.61	1	OAKRIDGE NEIGHBOORHOOD			TIBBLES, KATIE	\$197.86	1
COOK, MICHELLE	\$505.91	1	HUFFEY, VICTORIA E.	\$675.00	1	ASSOCIATES, LP	\$369.00	1	TIMBERLAND AT MEREDITH	\$430.00	1
CORIGLIANO, HEATHER	\$578.68	1	HUISMAN, REBECCA	\$600.14	1	OAKRIDGE NEIGHBORHOOD			TIMBERLAND PARTNERS XVI, LLP	\$902.00	2
CORTEZ DE RAUDA, FLORA	\$543.34	1	HUNTER, STEPHANIE	\$267.25	1	ASSOCIATES LP	\$814.00	2	TLP XIII ADAM RIDGE LLC	\$628.00	1
COUNTRY CLUB CROSSING	\$430.00	1	HY-VEE FOOD STORE #01138	\$2,144.58	2	OAKVIEW TERRACE LP	\$1,058.00	2	TORGERSON EXCAVATING	\$12,300.00	1
COWDEN, TERESA M	\$342.00	1	HY-VEE FOOD STORE #01151	\$395.82	5	OLD MAIN APARTMENTS	\$451.00	2	TOWN SQUARE RESIDENTIAL		
CREATIVE CRONOS LLC	\$100.00	1	HYGIENIC LABORATORY, ACCTS REC	\$53.50	1	ORTIZ, YORE	\$815.46	1	COOPERATIVE	\$557.00	1
CROUCH, DON E.	\$430.00	1	IRONWOOD 2 APTS LLC	\$451.00	1	PARK FOREST COOP			TPAF VI ASHLEY SQUARE LLC	\$430.00	1
CRUSAN, TRACEE	\$212.64	1	J MEYERS PROPERTIES LLC	\$685.00	1	HOUSING ASSOC.	\$682.54	2	TRANS IOWA, L.C.	\$30.40	1
CW CONSTRUCTION	\$11,559.40	2	JAMES, CHERYL	\$319.77	1	PATINO, MARIA	\$569.73	1	TREZAC CONSTRUCTION	\$6,170.00	3
CYPRESS PROPERTIES, LLC	\$575.00	1	JEFFREY, IRENE	\$1,173.57	1	PATRICK, CHERYL A	\$284.52	1	TRIMBLE, KIMBERLY	\$677.10	1
D & D INTERESTS LLC	\$350.00	1	JIMENEZ, MARITZA	\$319.99	1	PATTERSON, MARY	\$606.77	1	TULLER, JESSICA	\$688.37	1
DANIELS, THERESA	\$1,057.67	1	JOHNSON, BRANDI	\$424.60	1	PENICK, AMY	\$257.04	1	TUVELA LLC	\$1,285.00	2
DANYIWO, JOLIE	\$911.51	1	JOHNSON, LATASHA	\$674.76	1	PEREZ, MARIA	\$328.60	1	TWOMBLEY, JESSICA	\$340.10	1
DARE RENTALS LLC	\$800.00	1	JORDAN CREEK LLC	\$451.00	1	PERRY, LEESA	\$1,128.54	1	UNIVERSITY TERRACE COOP	\$430.00	1
DARNELLVILLE LLC	\$451.00	1	JRTT PROPERTIES LLC	\$628.00	1	PINE GROVE MOBILE HOME PARK	\$365.00	1	URBAN GREEN HOUSING COOP	\$628.00	1
DEAVILA, EVA	\$178.91	1	K-H PARTNERS	\$430.00	1	PLATT, RJ	\$533.00	1	URBAN PROPERTY LC	\$430.00	1
DEER RIDGE 6 APARTMENTS	\$762.00	1	KADING PROPERTIES LLC	\$628.00	1	PLYMOUTH PLACE ASSOCIATES LP	\$430.00	1	VALDEZ, VANESA	\$247.97	1
DEJOODE, DENNIS	\$650.00	1	KALVIK, LORI L	\$469.70	1	POGYO, ANGELES	\$255.56	1	VALLEY ACRES COOPERATIVE	\$430.00	1
DELPIERRE, SHAWNA	\$192.29	1	KCRB PROPERTIES LLC	\$800.00	1	POHLMAN, LISA	\$192.97	1	VALVISTA/HILLOCK LLC	\$225.50	1
DES MOINES			KENDRICK, JASEY	\$657.34	1	POLK COUNTY TREASURER (PV'S)	\$9,092.00	1	VAN BUI, CHAP	\$600.00	1
HEATING COOLING LLC	\$8,732.00	3	KENKEL, KAY M.	\$249.52	1	PONCHA PROPERTIES	\$292.00	1	VAN VEN GLOBAL LLC	\$8,238.40	4
DES MOINES WATER WORKS	\$3,746.97	20	KENNEDY, MEGAN	\$1,477.85	1	PONDER, ALANA	\$190.49	1	VANTASSEL, SHANNON	\$400.00	1
DGS-ACQUISITIONS LLC	\$50.00	1	KENWOOD 2 APTS LLC	\$450.00	1	POPENHAGEN, SAMANTHA	\$443.88	1	VANZEE, TINA	\$715.63	1
DIEW, DUKAN	\$1,157.54	1	KERN, MARGARET	\$83.21	1	PRATHER, LATOSHA	\$2,178.91	1	VENBURY TRAIL APARTMENTS LP	\$908.00	2
DILKS, JACQUE	\$739.32	1	KEYT, MEGAN	\$174.58	1	PREFERRED PROPERTY ENT	\$533.00	1	VERIZON WIRELESS	\$209.16	1
DIXON, FELICIA A.	\$46.31	1	KIERLAND COMMONS LLC	\$225.50	1	PUTZ, WILLIAM	\$430.00	1	VILLAGE AT WESTCHESTER	\$900.00	1
DLR HOLDINGS LLC	\$685.00	1	KINCAID, CHRISTY	\$197.96	1	QUINN, KARAN	\$1,341.50	1	VILLAGE GREEN COOP	\$566.00	2
DOUGLAS WOODS L.P.	\$501.00	1	KINDA, AZZA	\$182.44	1	RAHIC-SKOPLJAKO, ELVIDA	\$336.00	1	WAGNER, RHONDA	\$1,240.13	1
DROTTZ, RENEE	\$144.52	1	KINNEY, KENIELLE	\$695.41	1	RALEIGH, JON	\$533.00	1	WAKONDA VILLAGE & MANOR LP	\$749.86	2
DSM AREA REGIONAL			KISSELL-ERICKSON, TINA	\$133.36	1	RAMAEKER, YVONNE	\$202.88	1	WALLS, JANICE	\$1,321.34	1
TRANSIT AUTH	\$10,094.25	1	KLAPPROTH, AMY	\$415.76	1	RAMIREZ, JESSICA	\$587.33	1	WANDA MANOR COOP	\$533.00	1
DUBBERKE, SHARON	\$144.48	1	KOEPLIN, ELIZABETH	\$272.75	1	RAYL, DAWN	\$286.68	1	WARREN, DEANNA L.	\$549.59	1
DUKE PROPERTIES INC	\$628.00	1	LAMOREE, SARA	\$548.42	1	REAMES, MIKE	\$430.00	1	WARREN, RYAN	\$430.00	1
DUNCAN, DAVID	\$400.00	1	LANDERS, BRIDGET E	\$858.77	1	REED, DUSTIN	\$1,000.00	1	WASHINGTON HEIGHTS L.L.C.	\$1,000.00	1
DUNCAN-BURRELL, SATIRA	\$924.83	1	LAPPE, ESKALEINA	\$223.64	1	REYNOLDS, PAULA M.	\$203.44	1	WASHINGTON, TAMMIE	\$531.42	1
DUNFEE, DAVID & NANCY	\$628.00	1	LARICK, AMY	\$273.12	1	RICHEY, JENNIFER	\$426.56	1	WEBB, STEVE	\$430.00	1
DUNKERSON, CINDY	\$447.55	1	LATTING, STEPHANIE	\$423.00	1	RIVAS DE PENA, GLORIA	\$612.34	1	WEIFENBACH, JEANNE N.	\$640.68	1
DURLING, DONNA	\$450.00	1	LEANOS, MARCELA	\$225.16	1	RIVERPOINT LOFTS LLP	\$1,332.00	3	WEST COAST LAND		
EAST VILLAGE PARK			LEANOS, MARQUEZ, CINTIA	\$680.25	1	ROBBINS PROPERTIES	\$963.00	2	INVESTMENTS LLC	\$160.00	1
APARTMENTS LLC	\$860.00	2	LEANOS, NORMA	\$549.51	1	ROBERGE, ALLISON	\$430.00	1	WESTBROOKE APARTMENTS	\$226.00	1
EDVENSION, LINDA K.	\$715.02	1	LEANOS, YAZMIN	\$680.71	1	ROBERTS, JUDY	\$234.28	1	WESTON PARK APARTMENTS	\$430.00	1
EDWARD OCHYLSKI			LEGACY PARK LLLP	\$685.00	1	ROBERTS, STEPHANY	\$515.35	1	WESTON, SCOTT	\$160.00	1
REVOCABLE TRUST	\$1,000.00	2	LEHS, KENT	\$1,152.00	4	ROBINSON, HEDDY D.	\$713.17	1	WHITE-YOUNG, GAYLENA	\$1,214.86	1
ELITE RESIDENTIAL 2 LLC	\$533.00	1	LEIBOW, LAVONNE	\$643.92	1	ROBINSON, PEGGY	\$104.21	1	WIEDMEIER, DOUG OR SUSAN	\$628.00	1
ENDERTON, DINA	\$584.60	1	LEMON, JENNIFER	\$853.42	1	RODRIGUEZ, DORIS	\$816.51	1	WIESE-UGLUM, SHANNON	\$374.94	1
EPC LLC	\$451.00	1	LENOX PROPERTIES	\$430.00	1	RODRIGUEZ, ISABEL	\$528.29	1	WILLIAMS, STACY R.	\$241.28	1
EXCEL/PAY-LESS			LEWIS, GINA	\$858.23	1	ROSE OF EAST DES MOINES			WILLIAMSON, PENNY	\$435.11	1
OFFICE PRODUCTS (PO)	\$34.48	1	LEXISNEXIS	\$448.05	1	LTD PARTNERSHIP	\$430.00	1	WILLOW PARK PARTNERS, LLC	\$2,101.94	5
FAMILY DISCOUNT	\$4,280.00	18	LINCOLN SAVINGS BANK	\$628.00	1	ROYAL OAKS APTS, L.L.P.	\$655.50	2	WISECUP, MICHELLE L	\$239.20	1
FERGUSON, DEANNA L.	\$413.88	1	LINN COUNTY			ROYER ENTERPRISES INC	\$225.50	1	WOODS, KIMBERLY	\$151.08	1
FEXSTEVE LIMITED COMPANY	\$5,512.00	2	COMMUNITY SERVICES	\$6,000.00	1	RUGE, JACKIE	\$386.74	1	WRIGHT, SHEENA	\$948.08	1
FLATS AT VALLEY LLC	\$430.00	1	LLH PROPERTIES LLC	\$451.00	2	SALDANA, MARIA	\$413.14	1	WRIGHT, VANESSA	\$520.54	1
FLATTERY, RUSS	\$250.00	1	LOPEZ, GUSTAVO	\$625.00	1	SANDOVAL, NANCY	\$1,653.53	1	YAUK-FINKEN, KATIE	\$403.34	1
FOLSOM, SIERRA	\$270.00	1	LOPEZ, MARIA	\$621.74	1	SAPP, AMANDA	\$932.71	1	YOUNG, MARIA	\$521.51	1
FOREST & FIELDS LLLP	\$762.00	1	LUCKETT, TANYA	\$424.14	1	SCHAEFER, ROMA	\$451.00	1	YOUNG, VERA	\$465.51	1
FORGET PROPERTIES LLC	\$1,161.00	2	LYNCH, CHRISTA	\$127.68	1	SCHWARZ, CHRISTINE	\$427.50	1	YOUTH & SHELTER SERVICES INC.	\$13,528.50	2
FOSTER, NICOLE	\$521.12	1	M&B SCOTT PROPERTIES	\$533.00	1	SCOTT, KIM	\$639.01	1	ZENTENO, VIRGINIA	\$616.77	1
FOURAKER, DEANNE	\$181.48	1	MACLIN, CYNTHIA A	\$99.00	1	SCOTT, STACY J.	\$571.50	1	REASON: LICENSES AND PERMITS		
FRAZIER, TANYA V	\$1,178.61	1	MADERO, JENNIFER	\$241.94	1	SDH PROPERTIES LLC	\$430.00	1	K & V CONSTRUCTION SERVICES, LLC	\$10.00	1
FREEDOM HOUSES INC	\$3,825.00	9	MARQUEZ, ALBA	\$693.39	1	SENECAUT, MELISSA A	\$411.86	1	RHINER'S PLUMBING CO	\$55.00	1
FREEMAN, JALAYNE	\$591.88	1	MARTINEZ, MARIA	\$676.61	1	SEREG, CHARLES	\$1,100.00	2	SELVAGE PLUMBING	\$55.00	1
FREESTORE	\$360.00	4	MARTONE, BETH	\$1,161.00	1	SETERUS INC	\$680.54	1	REASON: MENTAL HEALTH SVCS		
FUENTES, KAREN	\$218.24	1	MAUK, KRISTINA	\$761.97	1	SEWELL, GENE E	\$400.00	1	15TH & GRAND PROPERTIES LLC	\$430.00	1
FULLER, STEVEN	\$342.50	1	MAY, TERRY	\$430.00	1	SHERIDAN, DANIELLE	\$363.85	1	AMERICAN BAPTIST HOMES		
GARCIA-RIVAS, MARTHA	\$1,168.54	1	MC BROOM, MARY KAY	\$221.38	1	SHIPLEY, SANDY L.	\$194.14	1	OF THE MIDWEST	\$456.56	1
GARDNER, ANGELA	\$472.30	1	MC NICHOLS, LEANNE	\$605.40	1	SHOOTMAN, JUANITA	\$230.43	1	ANCHOR HOMES INC	\$903.30	1
GATHERCOLE, JESSICA	\$527.49	1	MCCUDDIN, MICHELLE L.	\$2,282.05	1	SILA, MWAJUMA	\$475.05	1	BALANCE AUTISM	\$6,118.03	2
GLACIER PROPERTIES L.C.	\$650.00	1	MCKILLIP, JAMES OR LINDA	\$430.00	1	SILVER D MEADOW CT LLC	\$430.00	1	BROADLAWNS		
GOMEZ, ADELA	\$906.06	1	MEADOW VISTA ESTATES LLC	\$540.00	1	SIMMONS, JENNIFER	\$193.72	1	MEDICAL CENTER	\$116,786.73	1
GORDON, J LYNNE	\$346.78	1	MEADOWLARK PLACE APT LLC	\$628.00	1	SIMON, SAM (GA'S ONLY)	\$430.00	1	CENTRAL IOWA RECOVERY	\$868.59	1
GRAND COLONY APTS	\$420.00	1	MEEKS, JOANN	\$356.23	1	SINCLAIR-HALEY, ANGELA	\$320.36	1	CHATHAM OAKS INC	\$2,329.50	1
GRAND VENTURES	\$310.00	1	MELBOURNE APARTMENTS I LLP	\$457.00	1	SMITH, CRYSTAL	\$1,171.23	1	CLAYTON COUNTY SHERIFF'S OFFICE	\$173.62	2
GRAYS LAKE APARTMENTS	\$438.00	1	MERICAL, KAREN			SMITH, TANYA R.	\$283.50	1	COMFORT KEEPERS	\$8,708.71	2
GREENE-JEWETT, STEPHANIE	\$318.96	1	FOOD SUBSIDY ONLY)	\$455.30	1	SOBER FOX LLC	\$2,555.00	6	COMMUNITY		
GREENWAY OF ALTOONA II	\$564.00	2	MIDAMERICAN ENERGY			SOMERSET RESIDENTIAL			SUPPORT ADVOCATES	\$198,315.58	9
GRIMES, ASHLEY	\$1,508.28	1	(GA'S ONLY)	\$3,219.29	19	COOPERATIVE	\$533.00	1	CREATIVE COMMUNITY		
GWYIN, JENNIFER L.	\$1,517.16	1	MIDWEST FUTURES INC	\$430.00	1	SON, RA	\$762.00	1	OPTIONS	\$209,895.08	8
HAIRSTON, KIMBERLY A.	\$96.62	1	MILEWSKI, PAMELA	\$399.96	1	SOUTHBROOK GREEN APTS II LP	\$430.00	1	DES MOINES		
HALL, CORENE	\$300.00	1	MILLER, BRITTNEY	\$322.37	1	SOUTHBROOK GREEN APTS LP	\$430.00	1	CHILD & ADOLESCENT	\$15,997.33	3
HAMILTON, JANNETTE	\$645.63	1	MILLER, JENNIFER	\$668.47	1	SOUTHERN HORIZON LLC	\$225.50	1	DES MOINES WATER WORKS	\$161.70	1
HARBOR OF HOPE MISSION	\$430.00	1	MIRON-CORTEZ, ASHLEY	\$535.78	1	SOUTHERN KNOLLS LLC	\$515.00	1	EASTER SEAL SOCIETY OF IOWA	\$85,551.90	3
HARRIS, JAMIE A	\$1,602.14	1	MKD PROPERTIES LLC	\$624.00	1	SOUTHRIDGE ESTATES	\$2,222.31	3	EMPLOYEE & FAMILY RESOURCES	\$10,007.38	1
HARRIS, STACEY	\$1,749.39	1	MLK BRICKSTONE II LP	\$533.00	1	SOVDWER, NELA I.	\$517.33	1	EVERLY-BALL COMMUNITY		
HARVEY, MARANDA	\$584.22	1	MOECKLEY, STEVEN	\$485.00	1	SPARBOE, GARTH	\$600.00	1	MENTAL	\$209,329.90	12
HAVLIK, DANA	\$191.56	1	MOHAMED, FATIMA	\$248.77	1	SPIKE PROPERTIES LLC	\$533.00	1	FAMILY DISCOUNT	\$600.00	3
HAYES, MATTIELOU	\$1,171.47	1	MONROE, SUELLEN	\$630.12	1	ST. VINCENT DE PAUL	\$1,175.00	6	GREENWAY OF ALTOONA II	\$261.00	1
HEADRICK, FELICIA	\$355.40	1	MONTUFAR, GONZALO	\$838.00	1	STOKES, SARAH	\$782.90	1	HILLCREST GROUP LLC	\$54.83	1
HEDGECOCK, ALICIA	\$498.16	1	MOORE, LISA	\$1,326.43	1	STONER, TABATHA	\$996.68	1	HY-VEE DRUGSTORE #7031	\$40.00	2
HENDERSON, ANGELA	\$272.14	1	MORRISON, MARK	\$860.00	2	SUBDON, MALISA L.	\$671.64	1	HY-VEE FOOD STORE #1530	\$18.55	1
HERNANDEZ, SHELIA	\$557.20	1	MR FREEZE HTG & A/C	\$4,520.00	3	SUMMER WOODS APARTMENTS LLC	\$284.00	1	HY-VEE FOOD STORE #1759	\$18.88	1
HERNANDEZ-RUIZ, MARIA	\$402.36	1	MUMINOVIC, VESNA	\$165.64	1	SUMMERPLACE APTS	\$2,033.00	5	HY-VEE FOOD STORE #01136	\$447.64	23
HH&L LLC	\$881.00	2	MURRAY, LARRAINE	\$568.14	1	SUNBURST APARTMENT LTD	\$640.00	3	HY-VEE FOOD STORE #01138	\$591.62	31
HILL, DINESHA	\$525.42	1	MURUETA, ANNA	\$278.82	1	SUTTON HILL RESIDENTIAL COOP	\$650.00	1	HY-VEE FOOD STORE #01148	\$92.79	5
HILLCREST GROUP LLC	\$430.00	1	NASH, DORTHA	\$225.50	1	TAHER, INC.	\$31,456.96	2	HY-VEE FOOD STORE #1022	\$16.48	1
HITCHCOCK, VICKIE	\$225.50	1	NATIONSTAR MORTGAGE	\$862.88	1	TALBERT, DEBORAH S	\$830.04	1	HY-VEE FOOD STORE #01142	\$20.00	1

POLK COUNTY NOTICES

HY-VEE FOOD STORE #01151	\$137.63 7	SOUTHWESTERN HILLS		CAR-X AUTO SERVICE	\$348.30 1	DES MOINES AREA	
HY-VEE FOOD STORE #1023	\$39.07 2	NEIGHBORHOOD ASSOC	\$2,000.00 1	CARR LAW FIRM, PLC	\$1,123.32 2	RELIGIOUS COUNCIL	\$250.00 2
INSIGHT PARTNERSHIP GROUP	\$4,095.00 1	REASON: OTH SVCS & CHGS		CARROLL COUNTY AUDITOR	\$3,077.74 1	DES MOINES REGISTER	\$40.10 2
INTREDIUM	\$14,625.00 1	ABENDROTH, RUSSELL,		CENTER FOR DISEASE DETECTION		DES MOINES STEEL FENCE CO INC	\$77,762.00 3
JACDS LLC	\$430.00 1	AND BARNETT LAW FIRM	\$486.00 1	LLC	\$201.00 1	DES MOINES WATER WORKS	\$26,195.94 17
JL MASON LAW PLLC	\$276.00 1	ABENS, JANA C	\$25.41 1	CENTURY LINK	\$25,144.50 4	DES MOINES WEST SIDE	
KATHLEEN'S CARE, INC.	\$1,762.80 1	ADAIR COUNTY HOME CARE	\$648.54 1	CHILDREN & FAMILIES OF IOWA	\$910.92 1	CHAMBER OF COMMERCE	\$225.00 1
KEHRWALD, ADAM	\$300.00 2	ADVENTURE LIGHTING	\$437.52 1	CINTAS CORPORATION #22M	\$51.00 1	DEUTMEYER, TAYLOR	\$112.00 1
KEVER, DEBRA KAY	\$765.00 1	AERIALINK	\$317.56 1	CITY OF CLIVE	\$127.93 1	DIVERSIFIED NATIONAL ARTISTS	\$5,000.00 1
LAW OFFICES OF JOEL E. FENTON,		ALANIZ, ERIC	\$76.85 3	CITY OF DES MOINES	\$89,827.60 3	DOUGHMAN, SUSAN	\$1,693.35 1
PLC	\$4,170.00 4	ALLIANT ENERGY	\$61.44 1	CKHANSON LLC	\$3,000.00 1	DROPN STORE	\$250.00 1
LINK ASSOCIATES	\$9,377.26 11	AMERICAN AWARDS, INC	\$808.80 1	CLARKE COUNTY PUBLIC HEALTH	\$3,663.77 1	EAN SERVICES, LLC	\$193.24 1
LUTHERAN SERVICES IN IOWA	\$12,162.00 2	AMERICAN FENCE CO. OF IOWA		CLARKE COUNTY SHERIFF	\$5,840.00 1	EDMONDSON, AMY L	\$233.77 2
MIDAMERICAN ENERGY		INC	\$5,990.00 1	CLIVE CHAMBER OF COMMERCE	\$135.00 1	ELECTRICAL ENGINEERING & EQUIP	\$202.50 1
(GA'S ONLY)	\$715.00 3	ANKENY AREA		COMMUNICATION DATA LINK	\$127.50 1	ELITE GLASS & METAL LLC	\$240,600.00 1
OPTIMAE LIFE SERVICES	\$43,379.50 4	CHAMBER OF COMMERCE	\$175.00 1	COMPASS EXPEDITING INC	\$388.50 1	EVANS, CHRISTY (FEC)	\$261.06 2
PENN CENTER	\$4,341.00 2	ARAGON, RENEE	\$6.00 1	CONSERVATION CORPS		EVANS, RYAN D.	\$231.80 1
PLAZA VIEW APTS	\$430.00 1	ASCHEMAN, PHILIP L PH.D.	\$2,150.00 1	MINNESOTA & IOWA	\$41,587.92 1	EXCEL/PAY-LESS	
PROGRESS INDUSTRIES	\$16,749.40 1	AT CONFERENCE INC	\$38.81 2	CONSOLIDATED MANAGEMENT		OFFICE PRODUCTS (PO)	\$106.40 2
PURFOODS LLC	\$243.00 1	BABICH, GOLDMAN P.C.	\$1,338.00 4	CO	\$5,156.87 5	FAB REHAB LLC	\$550.00 1
STEPPING STONE FAMILY SERVICES	\$4,464.84 1	BARRETT FARMS	\$2,795.00 7	CONSUMERS ENERGY	\$594.00 1	FAREWAY GROCERY STORE #137	\$81.78 2
STRAWHACKER & ASSOCIATES		BELL BROTHERS HEATING & AIR	\$7,745.48 1	CONTROL INSTALLATIONS IA INC.	\$18,608.50 4	FBINAA	\$800.00 2
LLC	\$345,917.62 6	BLACK HILLS ENERGY	\$847.17 3	COOPER, GOEDICKE, REIMER, &		FEDERAL ADVOCATES INC	\$56,500.00 1
TRANS IOWA, L.C.	\$287.60 1	BOESEN THE FLORIST	\$6,509.00 3	REESE P.C.	\$546.00 1	FERRELLGAS, INC.	\$28.39 1
VALVISTA/HILLOCK LLC	\$49.61 1	BOLTON & HAY, INC.	\$84.27 1	COOPER, JENNIFER	\$56.00 1	FETTERS, MICHELLE	\$72.00 1
WAPELLO COUNTY SHERIFF	\$65.40 1	BORSETH LAW OFFICE PLLC	\$630.00 1	COPY SYSTEMS, INC	\$3,187.00 1	FIRST BANK CARD	\$2,436.203 7
WESLEY COMMUNITY SERVICES	\$19,915.00 3	BRAUN, TERRI	\$72.00 1	CORRECT CARE SOLUTIONS LLC	\$59,469.12 1	FLYNN WRIGHT INC	\$3,883.60 1
WOODWARD YOUTH		BRAVO OF GREATER DES MOINES		CROW'S AUTO SERVICE INC	\$102.30 2	FORD & GARLAND RADIO	\$125.00 1
CORPORATION	\$15,678.79 1	INC	\$300.00 2	CSB RETAIL	\$249.28 1	FORENSIC CONSULTING LLC	\$422.00 1
REASON: MISCELLANEOUS		BREMER COUNTY AUDITOR	\$939.00 2	CULLIGAN WATER CONDITIONING	\$272.00 1	FRANTSVOG, CHRIS	\$18.90 1
ISISERETTES DRILL & DRUM CORPS	\$53,367.00 1	BURESH, NIKKI	\$64.00 1	CUNNINGHAM & KELSO PLLC	\$780.00 2	FUSED SM	\$235.00 1
ITALIAN-AMERICAN CULTURAL		BUSINESS PUBLICATIONS	\$616.57 2	DALLAS COUNTY		FUSON, CYNTHIA J.	\$3.82 1
CENTER OF IOWA	\$25,000.00 1	CALIBRE PRESS INC	\$447.00 1	PUBLIC HEALTH NURSING	\$11,906.90 1	G & S SERVICE INC	\$49.50 1
ORCHARD PLACE	\$17,000.00 1	CANINE TACTICAL	\$1,500.00 1	DENT ELIMINATORS, INC.	\$675.00 3	GENERAL FIRE & SAFETY EQUIP.	\$1,073.00 1

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POLK COUNTY NOTICES

GETTLER, MELANIE	\$18.00 1	RDG PLANNING & DESIGN	\$26,600.00 1	AMERICAN MARKING, INC.	\$144.58 3	SPRAYER SPECIALTIES	\$235.35 1
GREEN COUNTY MEDICAL CENTER	\$5,509.78 1	REINHARDT, JOHN (FEC)	\$317.74 1	ARNOLD MOTOR SUPPLY	\$391.82 2	STREICHER'S POLICE EQUIPMENT	\$4,449.74 3
GREENWOOD'S SEWER SERVICE	\$675.00 1	REW MATERIALS	\$570.24 1	BATES-CROWE, SHELLY (SUPP FOODS)	\$4.24 1	STROHMAN ENTERPRISE	\$5,549.85 1
GUTHRIE COUNTY	\$2,800.22 1	RIORDAN, DENNIS DR	\$370.14 1	BECTON DICKINSON	\$4,781.96 1	SUNSET LAW ENFORCEMENT LLC	\$224.00 1
HALVORSON TRANE SERVICE	\$76,862.00 1	RMC CONSULTING &		BITUMINOUS MATERIALS &		SUPPLYWORKS	\$5,197.73 2
HELDENBRAND, LISA	\$134.07 2	ADVISORY GROUP	\$562.00 1	SUPPLY LP	\$2,560.08 2	UNDERGROUND CO., LTD (THE)	\$32,179.80 1
HINES, CHAD A	\$232.43 1	ROOKER, JESSICA	\$42.00 1	BOB BARKER COMPANY INC	\$4,851.96 2	UNIFIED CONTRACTING SERVICES	
HOBBY LOBBY CREATIVE CENTERS	\$55.35 1	RULLMAN, JEFF (SHERIFF'S OFFICE)	\$11.00 1	BOB BROWN CHEVROLET	\$93.23 1	INC	\$185.39 1
HOFFMAN, KAYLA	\$50.00 1	RW EXCAVATING SOLUTIONS LC	\$39,546.67 1	BOMGAARS SUPPLY INC	\$176.78 2	US FOODS	\$2,106.08 3
HOLLIDAY, JEFFREY A.		S & C AUTOMOTIVE	\$1,000.00 4	BREWER WHOLESALE MEATS INC.	\$3,353.90 1	UTILITY EQUIPMENT CO.	\$77.10 1
(SHERIFF'S OFFICE)	\$11.01 1	SARCONE, JAMES V	\$46.65 1	BROWNELL'S INC	\$629.98 1	VAN WALL EQUIPMENT, INC.	\$555.55 3
HUBBARTT, JASON L	\$141.16 1	SAUSER, DAN	\$62.68 1	C. H. MCGUINNESS CO., INC.	\$225.50 1	VERIZON WIRELESS	\$40.01 1
HULEN, SARA E.	\$8.47 1	SCAGLIONE, MARY L.	\$13.63 1	CAPITAL CITY EQUIPMENT CO., INC.	\$10.22 1	VETTER EQUIPMENT COMPANY INC	\$839.53 1
HY-VEE FOOD STORE #1887	\$127.99 1	SCHAEFER, MAUREEN	\$40.33 1	CAPITAL SANITARY		WALSH DOOR & HARDWARE CO	\$111.45 1
IMAGE SOLUTIONS	\$1,089.95 1	SCHNEIDER GRAPHICS, INC	\$5,080.25 1	SUPPLY CO.INC	\$1,795.84 3	WASHBURN LAUNDRY	\$623.48 3
INFOMAX OFFICE SYSTEMS INC.	\$403.25 1	SCIONE, MICHAEL	\$17.44 1	CARQUEST AUTO PARTS	\$1,672.64 22	WASHER SYSTEMS OF IOWA	\$33.80 1
IOWA ASSOCIATION OF MUNICIPAL	\$717.00 1	SECRETARY OF STATE	\$120.00 4	CASEY'S GENERAL STORES	\$351.92 1	ZIEGLER INC	\$1,618.00 1
IOWA COMMUNICATIONS		SELGRADE CONSTRUCTION INC	\$2,560.00 2	CHARLES GABUS FORD	\$1,106.19 10		
NETWORK	\$5,213.27 1	SKOLD DOOR COMPANY	\$2,101.80 5	CINTAS CORPORATION	\$3,484.65 7	IOWA EVENTS CENTER	
IOWA COUNTY ATTORNEYS ASSN.	\$1,625.00 1	SNYDER & ASSOCIATES INC.	\$22,105.90 2	CITY SUPPLY CORP	\$60.92 1	REASON: MISCELLANEOUS	
IOWA EQUINE LLC	\$289.56 1	SPARTA WASTE SERVICES	\$3,076.76 1	COMMERCIAL BAG &		OVATIONS-CORPORATE OFFICE	\$12,000.00
IOWA ONE CALL	\$72.10 2	STECH, BILL	\$19.62 1	SUPPLY CO. INC.	\$146.80 1	OVATIONS	\$769,074.85
J.F. AHERN CO INC	\$1,696.00 1	STEVENS, AMY	\$46.00 1	CONTROL INSTALLATIONS IA INC.	\$365.44 1	REASON: OTHER SERVICES & CHARGES	
JACOB, KATHRYN	\$79.03 1	STEVENSON, GAIL D	\$9.81 1	COOK'S CORRECTIONAL		IOWA BEVERAGE SYSTEMS	\$211.15
JASPER COUNTY SHERIFF OFFICE	\$5,445.00 1	STONE, JEREMY (SHERIFF'S OFFICE)	\$80.98 1	KITCHEN EQUIPMENT	\$68.55 1	DOLL DISTRIBUTING	\$447.60
JENSEN BUILDERS LTD	\$32,546.26 2	STONER, CHRISTIE	\$594.00 1	CUSTOM AWARDS & EMBROIDERY		ASCENDANCY FIGHTING	\$4,093.22
JEO CONSULTING GROUP INC	\$1,428.00 1	STORY COUNTY SHERIFF'S OFFICE	\$15,125.00 1	INC	\$85.00 1	IATSE NATIONAL BENEFIT FUNDS	\$7,265.70
JOHNSON CONTROLS	\$4,010.00 1	SULLIVAN, LAUREN	\$58.00 1	DISCRAFT INC	\$728.03 1	IATSE TRAINING TRUST FUND	\$279.45
JOHNSON COUNTY		SWANK MOTION PICTURES INC	\$4,990.00 1	EASTERN IOWA TIRE	\$2,613.12 4	KECK, BRIAN	\$1,259.11
MEDICAL EXAMINER	\$2,137.11 2	T. MORRIS TRENCHING	\$400.00 1	ECOLAB	\$1,102.57 2	ADVANCE SERVICES, INC.	\$13,674.74
JOHNSON REPORTING SERVICES LTD	\$103.25 1	TAMA COUNTY AUDITOR	\$1,953.00 1	EXCEL/PAY-LESS		AMERIPRIDE SERVICES, INC.	\$1,662.61
JOHNSON, DEBORAH L	\$39.24 1	THOMSON REUTERS-WEST	\$1,033.99 1	OFFICE PRODUCTS (PO)	\$37,124.20 124	CARBONHOUSE	\$500.00
JOHNSON, JOSIE	\$140.00 1	THOMSON, JERI	\$114.00 1	EXTRA PACKAGING LLC	\$1,281.06 1	CARRIE JACKSON	\$168.08
JOHNSTON		THORNTON, ELIZABETH	\$26.00 1	FAREWAY GROCERY STORE #983	\$9.67 1	COMPETITIVE EDGE	\$14,824.37
CHAMBER OF COMMERCE	\$250.00 1	UNDERGROUND CO., LTD (THE)	\$38,850.00 1	FASTENAL COMPANY	\$82.92 1	CONTEMPORARY SERVICES CORP	\$4,538.12
KELTEK INC	\$298.50 1	UNITYPOINT HEALTH	\$27.00 1	FIRST BANK CARD	\$3,837.33 29	CSS INC.	\$881.45
KING COUNTY SHERIFF'S OFFICE	\$124.50 2	URBANDALE		FIRST CHOICE DISTRIBUTING	\$2,095.50 1	EVOLVING EDGE GRAPHICS	\$87.50
KLUITER, JENNIFER	\$46.00 1	CHAMBER OF COMMERCE	\$100.00 1	FRITO LAY, INC	\$127.29 1	FEDEX	\$10.97
KOCH OFFICE GROUP	\$896.35 2	VANDERPOOL CONSTRUCTION,		GALL'S INC.	\$18,613.36 3	FREEMAN	\$12,641.92
KRAMER, KELSEY	\$262.00 1	INC.	\$46,489.20 1	GARLAND'S INC	\$5.65 1	HEUSS PRINTING INC.	\$795.00
KRUM, TIMOTHY (SHERIFF)	\$15.26 1	VERIZON WIRELESS	\$17,984.07 3	GOODWIN TUCKER GROUP	\$315.34 1	HY-VEE INC.	\$30.80
LABENZ, STEPHANIE	\$36.00 1	WAGNER, LINDA R.	\$20.71 1	GRAINGER	\$1,081.63 7	IOWA EVENTS CENTER	\$3,203.20
LABERTEW, HOLLY	\$34.00 1	WAL-MART COMMUNITY BRC	\$30.57 1	GRAYBAR ELECTRIC COMPANY,		IA EMERGENCY MEDICAL SERVICES	\$450.00
LAPPE, KRISTY	\$200.00 1	WAL-MART STORE #1723	\$2,500.00 1	INC.	\$1,119.98 5	IHEARTMEDIA	\$5,926.60
LAVORATO, JANIS	\$278.50 1	WALK, LINDA	\$196.00 1	GUARANTEE OIL CO, INC	\$550.00 1	JOHNSON CONTROLS	\$659.14
LEOPOLD, RICHARD A	\$224.40 1	WARDEN, ANTHONY J.	\$134.29 1	HAWKEYE TRUCK EQUIPMENT	\$1,095.81 2	MARKEY'S AUDIO VISUAL, INC.	\$109,790.03
LIVE 2 B HEALTHY	\$2,100.00 1	WARREN COUNTY		HILLTOP TIRE SERVICE	\$88.99 1	MEDIACOM	\$4,138.61
LOPEZ, GUSTAVO	\$400.00 1	HEALTH SERVICES	\$4,686.41 1	HOBBY LOBBY CREATIVE CENTERS	\$702.45 1	MENARDS-DES MOINES	\$27.47
MADISON COUNTY PUBLIC HEALTH	\$968.60 1	WASHINGTON COUNTY		HRUBES, DANIEL R.	\$200.00 1	NATIONWIDE OFFICE CARE LLC	\$13,590.28
MANNING LAW OFFICE P.L.L.C	\$677.90 2	PUBLIC SAFETY	\$29,150.00 1	HY-VEE FOOD STORE #01138	\$212.38 2	OCCUPATIONAL HEALTH CENTERS	\$61.50
MCDONALD, SUSAN D	\$3.82 1	WASTE MANAGEMENT OF IOWA	\$710.28 5	HYDRO-KLEAN	\$3,568.63 4	ROCHESTER ARMORED CAR CO, INC.	\$604.39
MCMLAN, SARA E.	\$97.82 2	WASTE SOLUTIONS OF IOWA	\$96.00 2	INTERSTATE BATTERY SYSTEM	\$119.95 1	ZACHARY SVOBODA	\$189.00
MDS RECORDS MANAGEMENT	\$3,568.55 1	WIMACTEL INC	\$220.00 2	IOWA DES MOINES SUPPLY INC.	\$308.59 2	VARIETY THE CHILDREN'S CHARITY	\$6,604.63
MEDIACOM	\$176.16 1	WOOD, HOPE	\$234.00 1	IOWA FIRE EQUIPMENT	\$42.95 1	WASTE MANAGEMENT OF IOWA	\$2,302.78
MEDICAP PHARMACY	\$2,658.29 1	XEROX CORP	\$7,725.13 10	IOWA LAW ENFORCEMENT		BORDENAROS PIZZA	\$3,902.97
MENARDS-DES MOINES	\$126.93 2	YOUNG WOMEN'S		ACADEMY	\$32.00 1	BREWERS MEATS	\$5,887.44
METRO HEATING & COOLING, INC.	\$4,286.00 1	RESOURCE CENTER	\$2,000.00 2	IOWA PRISON INDUSTRIES	\$274.54 2	GRAZIANOS	\$37.00
MICKLE ELECTRIC & HEATING INC	\$4,080.00 3	ZIMMERMAN, JOANN	\$525.00 1	IRON WORKS LTD	\$1,200.00 4	IEC WATER ICE DBA	
MIDAMERICAN ENERGY	\$338.88 4	ZIXCORP SYSTEMS, INC	\$9,900.00 1	JACOBUS ENERGY INC	\$8,162.50 1	RITAS ITALIAN ICE	\$4,952.85
MIDWEST MOM & WIFE, LLC	\$75.00 1	ZOOM VIDEO		JEBRO INC	\$63.00 1	LOFFREDO	\$18,879.75
MIDWEST OFFICE TECHNOLOGY, INC	\$921.76 2	COMMUNICATIONS, INC	\$199.90 1	KECK OIL, INC.	\$18,031.78 3	PALMER GROUP	\$2,888.89
MIRANDA, DALILA (FEC)	\$201.66 2	REASON: PERSONAL SERVICES		KEMPKER'S TRUE VALUE	\$14.94 1	ROTELLA'S	\$779.93
MMIT BUSINESS SOLUTIONS GROUP	\$87.85 1	ARC PHYSICAL THERAPY PLUS, LLC	\$2,688.07 9	LASER LABS	\$517.50 1	STU'S BBQ	\$3,441.79
MOON, JULIE A	\$127.50 1	BACH, BRANDON W	\$1,320.52 2	LEACHMAN LUMBER COMPANY	\$35.06 1	VALLEY WEST UNIFORMS	\$27.46
MORANO, LORNA	\$156.42 1	BROADLAWNS MEDICAL CENTER	\$223.19 2	LISTER INDUSTRIES	\$95.00 1	BORDENAROS PIZZA	\$132.00
MORRIS, MARIDITH	\$76.00 1	CASKEY, MICHAEL E.	\$1,679.78 2	LOFFREDO FRESH PRODUCE		ATLANTIC BOTTLING	\$230.70
MORTON, MERCEDES	\$110.00 1	CENTRAL IOWA HOSPITAL CORP.	\$89.99 1	CO INC	\$1,324.06 3	IEC WATER ICE DBA	
MOSAIC FAMILY		CIOX HEALTH	\$21.63 1	LOWE'S	\$93.84 2	RITAS ITALIAN ICE	\$369.81
COUNSELING CENTER INC.	\$2,000.00 1	COLVIN, JARED	\$1,248.34 2	LUTZ, GENE	\$150.00 1	PALMER GROUP	\$997.19
MURPHY, COURTNEY S.	\$585.88 1	COLYN, MICHEAL W	\$1,253.58 2	MARTIN BROTHERS DIST. CO., INC	\$20,419.76 3	AIA CORP	\$96.33
MUSGRAVE, SHANNON M.	\$12.35 1	CSC	\$381.20 2	MARTIN MARIETTA	\$1,871.06 3	AMERIPRIDE	\$5,912.26
NADING LAW FIRM	\$138.00 1	EASTER, RYAN D.	\$1,397.42 2	MCKESSON GENERAL MEDICAL		BILL GORDISH	\$300.00
NASCO	\$2,500.00 1	FUCALORO, STEVEN A.	\$1,347.72 2	CORP.	\$6,713.20 7	BORDENAROS	\$3,717.36
NELSON, CAROLYN (HEALTH DEPT)	\$82.85 2	INTEGRATED PHYSICAL		MENARDS-ALTOONA	\$131.87 4	BREWER MEATS	\$11,391.73
NELSON, SONJA	\$600.00 1	THERAPY & SPORTS MED	\$985.45 3	MENARDS-ANKENY	\$482.34 6	CINTAS	\$207.20
NEWMAN, SIGNE	\$82.00 1	IOWA ORTHOPEDIC CENTER,PC	\$1,307.14 10	MENARDS-CLIVE	\$128.89 2	ATLANTIC BOTTLINGS	\$2,121.98
NGUYEN, DONG	\$27.25 1	KINNEY, PHIL	\$1,896.32 2	MENARDS-DES MOINES	\$676.08 4	COMPETTIVE EDGE	\$1,598.40
OCHICHE, ANTHONY U.	\$394.36 1	KRUM, TIMOTHY (SHERIFF)	\$50.00 1	MERCK & CO	\$20,307.74 3	GENERAL PARTS	\$243.00
OCHS, TAMARA	\$8.50 1	LAPPE, ALYSSA N	\$193.63 1	MIDWEST WHEEL COMPANIES	\$147.52 1	GLOBAL SPECTRUM	\$648.00
OLNEY, CARLY	\$32.00 1	LAZELLA, ABBIE L	\$1,457.96 2	MILLER HARDWARE, INC.	\$41.20 4	GRAZIANO BROTHERS	\$33.00
OLSON, NATALIE K	\$26.71 1	MALONE, TAYLOR W. J.	\$1,737.64 2	NAPA AUTO PARTS	\$264.56 4	HOBBY LOBBY	\$258.79
OPEN HEARTS THERAPY PLLC	\$225.00 1	MERCY CLINICS OCCUPATIONAL		NATIONAL VISION INC	\$51.00 1	HOODZ	\$925.00
PAGE, JACK D.	\$74.31 1	MEDICINE CLIN	\$2,035.85 10	O'HALLORAN INTERNATIONAL, INC.	\$869.67 4	HYVEE	\$1,123.90
PALMER, VIKKI	\$28.34 1	NEMMERS, PATSY	\$1,237.06 2	O'REILLY AUTOMOTIVE, INC.	\$25.98 1	LABOR READY	\$3,688.85
PEREZ, HIVONE	\$27.80 1	O'BRIEN, ELIZABETH A.	\$1,719.76 2	P & P SMALL ENGINES INC.	\$94.30 3	LARUE	\$2,592.24
PERING, JANIE	\$296.00 1	PALMER, VIKKI	\$100.00 1	PAN-O-GOLD BAKING CO		LGC ASSOCIATES	\$2,403.07
PERMITIUM LLC	\$424.00 1	R&B AUTO GLASS LLC	\$37.50 1	ST CLOUD	\$7,829.42 2	LOFFREDO	\$10,246.12
PETERSEN-KEYS, PATRICE M.	\$13.37 1	SCIONE, MICHAEL	\$100.00 1	PHILLIPS 66 CREDIT CARD CENTER	\$38.00 1	MADAME MARY	\$1,056.00
PHILLIPS, RYAN J.	\$231.80 1	SELBY, DARRIN L	\$1,942.68 2	PLUMB SUPPLY	\$1,008.84 7	NCR CORP	\$3,461.50
PION, CURTIS (SHERIFF)	\$64.31 1	SMITH, PATRICIA E.	\$1,170.22 2	POLK COUNTY		OLD DUTCH	\$185.52
POE ENTERPRISES OF IOWA INC	\$187.49 1	SPLASHLIGHT RX	\$229.09 2	CONSERVATION BOARD	\$33.59 3	PALMER GROUP	\$2,405.21
POLK COUNTY		SWEARNGIN, CORY A.	\$2,056.24 2	POLK COUNTY SHERIFF'S OFFICE	\$105.01 1	ROTELLAS	\$1,266.31
CONSERVATION BOARD	\$13.78 1	WAGNER, ELIJAH L	\$387.86 2	PORTER HARDWARE INC.	\$13.95 1	STARBUCKS	\$2,670.66
POLK COUNTY SHERIFF'S OFFICE	\$117.64 1	REASON: SUPPLIES		PRAXAIR DISTRIBUTION INC	\$28.43 1	US FOODS	\$106,986.42
POTTHOFF APPRAISALS	\$8,200.00 4	4IMPRINT	\$3,417.23 1	PRECISION DYNAMICS CORP	\$3,134.25 1	VALLEY WEST UNIFORMS	\$24.28
PRACTISYNERGY	\$7,102.65 1	ADVENTURE LIGHTING	\$78.98 2	RAYNER & RINN SCOTT INC	\$176.00 1	REASON: SUPPLIES	
PTS OF AMERICA, LLC	\$1,782.00 2	AIA CORP	\$54.98 1	SANOFI PASTEUR INC	\$29,270.75 2	BAKER ELECTRIC, INC.	\$482.14
RADISH (THE)	\$1,241.00 2	AIRGAS USA LLC	\$995.17 3	SECURITY LOCKSMITHS	\$6.15 1	BULBGUY LIGHTING, LLC	\$490.92
RAIL, CLARENCE	\$685.48 1	ALLIED 100	\$29.85 1	SINK PAPER COMPANY	\$2,530.13 5	CED, INC.	\$274.80
RAY COUNTY SHERIFF'S OFFICE	\$6,450.00 1	AMAZON CAPITAL SERVICES	\$25.98 1	SNAP-ON INDUSTRIAL (PO)	\$8.31 1	CRYSTAL CLEAR WATER CO.	\$809.00
						ELECTRICAL ENGINEERING & EQUIP	\$711.80

POLK COUNTY NOTICES

GRAINGER	\$39.80
GRAYBAR	\$327.20
HD SUPPLY FACILITIES MAIN. LTD	\$897.00
JOHNSTONE SUPPLY	\$20.20
POLK COUNTY EMPLOYEE INSURANCE	
TO BE PAID 12-18-2018	
REASON: OTHER SERVICES & CHARGES	
WELLMARK	\$229,684.65
DELTA DENTAL	\$23,035.45

**OFFICAL PUBLICATION
PROCEEDINGS OF THE POLK COUNTY
BOARD OF SUPERVISORS**
The Polk County Board of Supervisors met in regular session Tuesday, December 11, 2018, 9:30 a.m.

MEMBERS PRESENT: Steve Van Oort, Robert Brownell, John F. Mauro, Tom Hockensmith, Angela Connolly.

Moved by Hockensmith, Seconded by Mauro to dispense with the reading of the December 4, 2018 minutes and they stand approved as printed. The December 5, 2018 discussion meeting minutes were also approved.

VOTE YEA: Van Oort, Brownell, Mauro, Hockensmith, Connolly.

The Bills as certified by the County Auditor were allowed or disallowed on each according to the certified list, claim numbers 201812110001 – 201812110978.

VOTE YEA: Van Oort, Brownell, Mauro, Connolly, Hockensmith.

PERMITS: Renewal application for Class “C” Liquor License and Sunday Sales for Caporales, 4500 NW 6th Drive.

VOTE YEA: Van Oort, Brownell, Hockensmith, Connolly. PASS: Mauro.

RESOLUTIONS: Resolution approving agreement with Dr. Kaaren Olesen, for Medical Director Services for Mid-Iowa SART (Sexual Assault Response Team).

Resolution approving agreement with Children and Families of Iowa for protective payee services.

Resolution approving agreement with HOME, Inc. (Home Opportunities Made Easy) to disburse Emergency Solutions Grant (ESG) funds.

Resolution authorizing the Auditor's Office to publish Notice of Public Hearing for January 8, 2019 regarding text amendments to the Polk

County Zoning Ordinance.
Resolution approving sanitary sewer extension agreement with CountryLandscapes Real Estate for property in Saylor Township and approve permanent sanitary sewer easement on the owner's property.

Resolution approving final plat of DZ Industrial Plat 1.

Resolution awarding quote for “Polk County Treasurer's Office Furniture” to Storey Kenworthy, Des Moines.

Resolution authorizing the Auditor's Office to publish Notice of Public Hearing that the Board of Supervisors intends to fill the vacancy of Polk County Sheriff by appointment on December 18, 2018.

VOTE YEA: Van Oort, Mauro, Hockensmith, Connolly.

VOTE NAY: Brownell.

Resolution authorizing the Auditor's Office to publish Notice of Public Hearing for December 18, 2018 conveying permanent easement across the Great Western Trail from Veterans Parkway.

Resolution authorizing the Auditor's Office to publish Notice of Public Hearing for December 18, 2018 conveying construction easement across the Great Western Trail from Veterans Parkway.

Resolution approving contract with Trilix Group for marketing campaign.

VOTE YEA: Van Oort, Mauro, Hockensmith, Connolly.

VOTE NAY: Brownell.

Resolution approving agreement with Gary Sherzan for professional services in 2019.

Resolution appointing individuals to various boards and commissions.

Resolution awarding Community Development Grant to Isserettes Drill & Drum Corps, Inc.

VOTE YEA: Brownell, Mauro, Hockensmith, Connolly.

VOTE NAY: Van Oort.

Resolution approving Community Betterment Grant awards.

REFERRED TO CO ATTORNEY & AUDITOR: Requests from The Altoona Herald, The Business Record and The Des Moines Register (west edition) to be designated official publications for

Polk County in 2019.

REFERRED TO PUBLIC WKS & CO ATTORNEY: City of Johnston copy of communication concerning voluntary annexation of PUBLIC WKS & property.

APPOINTMENTS: Moved by Hockensmith, Seconded by Brownell that the following Resolution be adopted: BE IT FURTHER RESOLVED that the individuals named on this

Memorandum be approved for personnel action:

Carlos Avila, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Paul Baker, Deten Officer part-time, Sheriff, \$21.10 beginning Dec 17, 2018

Douglas Bird, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Kelsey Boattenhamer, Legal Sec, Co Atty, \$55,423 beginning Dec 13, 2018

Shawn Carter, Fac Attend on-call, Gen Svcs, \$15.81 beginning Dec 3, 2018

Emmanuel Cuadrado, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Sheldon Ealy, Deten Officer, Sheriff, \$44, 041 beginning Dec 17, 2018

Rex Evison, Shop Supr, Pub Wks, \$77,976 beginning Dec 27, 2018

Erin Freeman, Emp Mgr, H.R., \$98,046 beginning January 14, 2019

Derrick Fuller, Yth Svcs Wkr part-time, CFYS, \$23.66 beginning Dec 12, 2018

Jessica Halbur, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Geneva Hansen, Fac Attend part-time, Gen Svcs, \$15.81 beginning Dec 11, 2018

Jewel Head, Yth Svcs Wkr, CFYS, \$49,385 beginning Dec 12, 2018

Leslie Nesbit, Asst Co Attorney, \$79,498 beginning Dec 17, 2018

Nicholas McDonald, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Shawn McVey, Parts Supply Clk (temp), Pub Wks, \$45,102 beginning Dec 10, 2018

Katherine Phillips, Fac Attend on-call, Gen Svcs, \$15.81 beginning Dec 11, 2018

Aaron Rohlf, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Katin Romero, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Jeffrey Rullman, Sergeant, Sheriff, \$92,696

beginning Nov 8, 2018

Lucas Sterbick, Asst Co Attorney, \$79,498 beginning Dec 12, 2018

Caleb Swehla, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Tyler Thompson, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Thomas Tolbert, Asst Co Attorney, \$79,496 beginning Dec 17, 2018

Daniel Wallace, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Jazmeni Wedum, Deten Officer, Sheriff, \$44,041 beginning Dec 17, 2018

Angela Wong, Detective, Sheriff, \$53,964 beginning Dec 8, 2018

VOTE YEA: Van Oort, Brownell, Mauro, Hockensmith, Connolly.

LET THE RECORD SHOW all resolutions, including Public Hearings, were approved unanimously, unless otherwise noted.

Moved by Brownell, Seconded by Van Oort to adjourn until December 18, 2018 at 9:30 a.m.

The above resolutions are a summary. For the full text of resolutions, visit our website at: <https://www.polkcountyiowa.gov/auditor/administration/> or visit our office at The Polk County Auditor's Office, 111 Court Avenue, Room 230, Des Moines, Iowa, Monday-Friday 8:00 a.m. – 5:00 p.m., 286-3080

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 2nd of January, 2019 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue,

Des Moines, Iowa, to consider a proposal to convey real estate with the local address of a vacant property located at 1215 15th Place, Des Moines, Iowa and described as:

N 1F LOT 14 & S 6F LOT 12 & ALL LOT 13 WOODSIDE

To Darwin and Cheryl Wagner for a total of \$800.00. For additional information, contact Polk County Public Works, Real Estate Division at (515)286-3705.

Published in the Business Record on December 28, 2018.

PUBLIC NOTICES

PUBLIC NOTICE
DEADLINES AND REQUIREMENTS

The deadline for public notices is 3 p.m. Wednesday, 7 business days prior to publication date. TO ENSURE ACCURACY, NO PUBLIC NOTICES WILL BE ACCEPTED BY FAX OR TELEPHONE.

We must be notified of any changes to or cancellations of previously submitted notices no later than noon Thursday prior to publication.

Notices should be typed (including all signatures, preferably double-spaced) and accompanied by a cover letter stating any publication requirements (such as the number of times the notice is to be published and whether it must be published by a certain date), whom to bill, and a phone number at which you can be reached should any question arise.

When submitting by mail, send all public notices to:

Business Record
Attn: Riley Ginn
The Depot at Fourth
100 Fourth St.
Des Moines, Iowa 50309
(515) 244-9491 ext. 217

By e-mail, send public notices to:

publicnotices@bpcdm.com.
E-mails should be sent either in a Microsoft Word or Excel document, Text, or PDF.
Please direct all inquiries concerning billing and affidavits of publication to Becky Hotchkiss at (515) 288-3338 ext. 436.

NOTICE OF PROBATE OF WILL,
OF APPOINTMENT OF EXECUTOR,
AND NOTICE TO CREDITORS

The Iowa District Court
Polk County

Probate No. (ESPRO74187)

In the matter of the Estate of
Milla Verkhov-Karno, Deceased.

To All Persons Interested in the Estate of Milla Verkhov-Karno, Deceased, who died on or about November 11, 2018:

You are hereby notified that on the December 10, 2018, the last will and testament of Milla Verkhov-Karno, deceased, bearing date of the May 17, 2011, was admitted to probate in the above named court and that Marina Staroselsky was appointed executor of the estate. Any action to set aside the will must be brought in the district court of said county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.

Notice is further given that all persons indebted to the estate are requested to make immediate payment to the undersigned, and creditors having claims against the estate shall file them with the clerk of the above named district court, as provided by law, duly authenticated, for allowance, and unless so filed by the later to occur of four months from the second publication of this notice or one month from the date of mailing of this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.

Dated this December 10, 2018.

Marina Staroselsky
Executor of estate
3112 Onondaga Point
Des Moines, IA 50321

Paul Thielking, #AT 0007847
Attorney for executor
8230 Hickman Rd.,
Des Moines, IA 30325
Date of second publication December 28, 2018

CLAIMS REPORT 12/10/18
The City of Polk City

AHLERS & COONEY DEER HAVEN URP \$79.50
AMAZON BUSINESS DUTY GEAR-KENDIG

\$214.95	
AMAZON BUSINESS OFFICE SUPPLIES	\$73.70
AMAZON BUSINESS WORK CLOTHING	\$79.90
ARNOLD MOTOR SUPPLY	
VEHICLE PARTS & SUPPLIES	\$362.28
AUREON TECHNOLOGY	
INTERNET/CIRCUIT CHARGES	\$690.29
AUREON TECHNOLOGY	
MONTHLY VOIP/PBX	\$290.38
AUREON TECHNOLOGY	
VMWARE VSHPERE LICENSE	\$65.00
BAKER & TAYLOR BOOKS	\$292.93
BANKERS TRUST	
GO CAPITAL LOAN NOTES 2018	\$33,424.07
BOUND TREE MEDICAL	
MEDICAL SUPPLIES	\$530.04
BRICK LAW FIRM LEGAL SERVICES	\$3,752.26
BRICK LAW FIRM PROSECUTIONS	\$930.00
BUSINESS PUBLICATIONS CORP	
PUBLIC NOTICES	\$252.20
CAPITAL SANITARY SUPPLY	
CLEANING SUPPLIES	\$95.45
CENTRAL PUMP & MOTOR	
LIFT STATION-BRIDGE RD	\$530.00
CENTRAL PUMP & MOTOR	
MOTORS WATER PLANT	\$265.00
CENTRAL PUMP & MOTOR	
PUMP STATION-SPORTS COMPLEX	\$265.00
CENTURY LINK	
PHONE SERVICE	\$21.39
CHR TIRE AND AUTO	
REPAIR 2015 F350	\$1,029.02
CITY OF DES MOINES WRA	\$25,484.40
CLEANING CONNECTION INC	
DEC JANITORIAL SERVICES	\$370.20
CORE AND MAIN	
REPAIR HYDRANT-HUGG	\$480.00
CRYSTAL CLEAR WATER CO	
PURCHASED WATER	\$8.00
CUSTOM AWARDS & EMBROIDERY INC	
NAMEPLATE	\$25.50
DES MOINES WATER WORKS	
LAB ANALYSIS FEE	\$15.00
DES MOINES WATER WORKS	

PURCHASED WATER	\$21,484.19
ELECTRICAL ENG & EQUIPMENT CO	
BANDSTAND LIGHTING REPAIRS	\$88.32
FIRST BANKCARD	
CITY CREDIT CARD	\$2,200.67
GALL'S INC. HAT BADGES	\$56.00
GALL'S INC. UNIFORM	\$76.99
GNA TRUCKING LLC	
HAUL ROCK-BATTING CAGES	\$143.40
GRINNELL STATE BANK	
BANK CHARGES	\$66.44
GURNSEY ELECTRIC CO	
REPLACE OUTDOOR OUTLET	\$152.90
HOMETREE HOLIDAY LIGHTS	TOWNSQUARE
LIGHTS-NEW/INSTALL	\$3,023.57
I.A.M.U. CLASSO-DEC 2018-FEB 2019	\$886.57
I.M.W.C.A. INSTALLMENT 6	\$6,140.00
IA DEPT OF REVENUE EXCISE TAX	\$3,131.00
IA DEPT OF REVENUE SALES TAX	\$393.00
INTERSTATE BATTERIES	
NEW BATTERIES-WARNING SIRENS	\$1,879.60
INTERSTATE POWERSYSTEMS	WATER PLANT
GENERATOR MAINT	\$1,567.40
IPCA ANNUAL DUES	\$125.00
JIM'S JOHNS	
PORTABLE TOILET RENTAL	\$120.00
KIMBALL MIDWEST SUPPLIES	\$749.48
MARTIN MARIETTA AGGREGATES	
ROCK FOR BATTING CAGE	\$118.93
MEDIACOM INTERNET SERVICE	\$117.45
METRO WASTE AUTHORITY	
CURB IT RECYCLING	\$4,430.04
MICROMARKETING, LLC	
BOOKS ON CD	\$187.46
MIDAMERICAN ENERGY	
ELECTRIC CHARGES	\$17.91
MIDWEST OFFICE TECHNOLOGY	
COPIER RENTAL	\$77.00
NELSON AUTOMOTIVE	
UNIT 23-NEW HEADLIGHT	\$19.44
NELSON AUTOMOTIVE	
UNIT 24-OIL CHANGE	\$46.87
P & M APPAREL PATCH APPLICATION	\$20.00
POLICEONE.COM	

PUBLIC NOTICES

TASER INST RECERTIFICATION	\$325.00	
POLK COUNTY RECORDER		
RECORDING FEE	\$141.00	
RACOM EDACS ACCESS	\$671.16	
SAFE BUILDING COMP. & TECH		
BUILDING INSPECTIONS	\$9,573.62	
SAFETY KLEEN SYSTEMS INC		
ABSORB ROLL	\$189.00	
SANDRY FIRE SUPPLY L.L.C.		
FLASHLIGHTS	\$104.00	
SPECK ENTERPRISES		
STREET SWEEPING	\$5,985.00	
STAPLES SUPPLIES	\$364.54	
VERIZON WIRELESS		
PHONE AND DATA PLAN	\$17.08	
TOTAL CLAIMS	\$134,316.49	
Expenses per fund: Debt Service	\$33,424.07;	
General	\$37,602.34; Road Use	\$8,455.48;
Sewer	\$27,635.45; Water	\$27,199.15
November 2018 receipts per fund: General	\$480,706.82;	
Road Use	\$38,321.33; TIF	\$18,544.64; Debt
Service	\$17,521.52; Water	\$70,456.74; Sewer
\$104,552.23; Total	\$730,103.28	
Published in the Business Record on December 28, 2018.		

MEETING MINUTES
The City of Polk City
City Council Meeting

6:00 p.m., Monday, December 10, 2018
City Hall

Polk City, City Council held a meeting at 6:00 p.m., on December 10, 2018. The Agenda was posted at the City Hall office as required by law. These tentative minutes reflect all action taken at the meeting.

Mayor and City Council Members Present:
Jason Morse | Mayor
Robert Sarchet | Pro Tem
Dave Dvorak | City Council Member
Mandy Vogel | City Council Member
Ron Anderson | City Council Member
Jeff Walters | City Council Member

Staff Members Present:
Gary Mahannah | City Administrator
Lindsey Huber | Assistant City Administrator/ Finance Director
Jenny Gibbons | City Clerk
Amy Beattie | City Attorney
Kathleen Connor | City Engineering Representative
Jim Mitchell | Fire Chief
Trace Kendig | Police Chief
Mike Schulte | Public Works Director
Mark Paeper | IT Director
Jamie Noack | Library Director

1. Call to Order | Mayor Morse called the meeting to order at 6:00 p.m.
2. Roll Call | Dvorak, Vogel, Sarchet, Anderson, Walters | In attendance
3. Approval of Agenda
MOTION: A motion was made by Sarchet and seconded by Vogel to approve the meeting agenda.
MOTION CARRIED UNANIMOUSLY

4. Public Comments | Ken Thornton, 215 Grimes Street, expressed his gratitude to the Fire Department and Police Department for the services provided to he and his wife over the past two years. He had written a letter to Mayor Morse to personally thank the staff that had provided rescue services that enabled his wife to stay with him longer. He also thanked Don Gubbins for visiting him after his wife’s passing. Thornton shook the hands of all Police and Fire personnel in attendance. He closed by saying that not enough people tell these guys thanks for all they do.
5. Consent Agenda Items
MOTION: A motion was made by Anderson and seconded by Walters to approve the consent agenda items
1. Consider motion to approve the City Council Meeting Minutes for November 26, 2018
2. Consider motion to approve the City Council Work Session Meeting Minutes for November 26, 2018
3. Consider motion to receive and file the Parks Commission Meeting Minutes for December 3, 2018
4. Consider motion to approve the December 10, 2018 Claims
5. Consider motion to approve Resolution 2018-143 appointing WRA Representatives for 2019
6. Consider motion to approve Resolution 2018-144 appointing the Metro Waste Representatives for 2019
7. Consider motion to receive and file the

October and November 2018 Fire Department Report
8. Consider motion to approve pay increases for paramedic certification for Craig Sosby to \$19.30 per hour part time effective October 25, 2018
9. Consider motion to receive and file the November 2018 Water Report
MOTION CARRIED UNANIMOUSLY

6. New Business
1. Budget Amendment FY 18/19
a. Mayor Morse opened the Public Hearing at 6:02 pm on the proposed Budget Amendment for FY 18/19. Jenny Gibbons, City Clerk, said the notice was published November 30, 2018 and no comments had been received for or against the amendment. Lindsey Huber, Assistant City Administrator/Finance Director, provided a report. No one was present to be heard for or against the project or bids.
MOTION: A motion was made by Sarchet and seconded by Dvorak to close the public hearing at 6:04 pm and reopen the regular meeting
MOTION CARRIED UNANIMOUSLY
b. MOTION: A motion was made by Vogel and seconded by Dvorak to approve Resolution 2018-140 amending the FY 18/19 Budget
MOTION CARRIED UNANIMOUSLY
2. Development Agreement with Luana Savings Bank
a. Mayor Morse opened the Public Hearing at 6:04 pm on the proposal to enter into a Development Agreement with Luana Savings Bank. Jenny Gibbons, City Clerk, said the notice was published November 30, 2018 and no comments had been received for or against the agreement. Gary Mahannah, City Administrator, provided a report. No one was present to be heard for or against the agreement.
MOTION: A motion was made by Anderson and seconded by Walters to close the public hearing at 6:07 pm and reopen the regular meeting
MOTION CARRIED UNANIMOUSLY
b. MOTION: A motion was made by Dvorak and seconded by Walters to approve Resolution 2018-145 approving the Development Agreement with Luana Savings Bank
YES: Walters, Dvorak, Sarchet, Anderson
ABSTAIN: Vogel
MOTION CARRIED

3. Amendment to a Development Agreement with Polk County, Iowa and MJR Development
a. Mayor Morse opened the Public Hearing at 6:07 pm on the proposal to amend a Development Agreement with Polk County, Iowa and MJR Development. Jenny Gibbons, City Clerk, said the notice was published November 30, 2018 and no comments had been received for or against the amendment. Gary Mahannah, City Administrator, provided a report. No one was present to be heard for or against the amendment to the agreement.
MOTION: A motion was made by Sarchet and seconded by Vogel to close the public hearing at 6:09 pm and reopen the regular meeting
MOTION CARRIED UNANIMOUSLY
b. MOTION: A motion was made by Vogel and seconded by Sarchet to approve Resolution 2018-146 approving the amended Development Agreement with Polk County, Iowa and MJR Development
MOTION CARRIED UNANIMOUSLY

4. PCCEDC
a. John Calhoun, Interim Director, provided a report to Council and introduced the Board Members in attendance, Jon Johnson, Board President, along with Joe Butler, Brandon Converse, Lewis Todtz, Jake Lundgren, Josh MacLean, Ashley Herman and Bob Miller. Jon Johnson reviewed 2018 and discussed the funding request for 2019. Mayor and Council discussed their future expectations of economical development and on-going communication and thanked the various volunteers, board members and John Calhoun for their efforts.
b. MOTION: A motion was made by Walters and seconded by Sarchet to approve PCCEDC funding request in the amount of \$75,000
MOTION CARRIED UNANIMOUSLY

5. MOTION: A motion was made by Anderson and seconded by Sarchet to approve Resolution 2018-147 accepting the public improvements associated with Woodhaven Plat 3
MOTION CARRIED UNANIMOUSLY

6. MOTION: A motion was made by Anderson and seconded by Dvorak to approve Resolution 2018-152 approving Snyder Invoices for October 2018 in the amount of \$22,033.50

YES: Dvorak, Vogel, Sarchet, Anderson
ABSTAIN: Walters
MOTION CARRIED

7. MOTION: A motion was made by Anderson and seconded by Sarchet to approve Resolution 218-149 amending building permit fees
MOTION CARRIED UNANIMOUSLY

8. Des Moines Area Metropolitan Planning Organization (MPO)
a. MOTION: A motion was made by Walters and seconded by Vogel to approve Resolution 2018-150 approving the Des Moines Area MPO 28E Agreement, seventh Amended and Substituted
MOTION CARRIED UNANIMOUSLY
b. MOTION: A motion was made by Dvorak and seconded by Anderson to approve Resolution 2018-151 appointing Des Moines Area MPO representatives and Transportation Technical Committee (TTC) representatives for 2019
MOTION CARRIED UNANIMOUSLY

9. Ordinance 2019-100 amending Chapter 101 Regulation of Industrial Wastewater, Commercial Wastewater, and Hauled Waste
a. MOTION: A motion was made by Vogel and seconded by Walters to approve the second reading of Ordinance 2019-100 amending Chapter 101
MOTION CARRIED UNANIMOUSLY
b. MOTION: A motion was made by Sarchet and seconded by Vogel to waive the third and final reading
MOTION CARRIED UNANIMOUSLY

10. MOTION: A motion was made by Walters and seconded by Vogel to approve the third and final reading of Ordinance 2018-1100 to adopt changes in Chapter 162; Floodplain Management
MOTION CARRIED UNANIMOUSLY

11. MOTION: A motion was made by Walters and seconded by Dvorak to approve Resolution 2018-148 approving Pay app No. 2 for 3rd and Bridge Signalization project in the amount of \$35,105.35
MOTION CARRIED UNANIMOUSLY

12. MOTION: A motion was made by Sarchet and seconded by Anderson to approve Resolution 2018-153 approving Pay app No. 7 for the Davis Street Reconstruction Project in the amount of \$10,396.09
MOTION CARRIED UNANIMOUSLY

7. Reports & Particulars | Mayor, Council, City Administrator, Staff, Boards, and/or Commissions
▪ Chief Mitchell said there was a great turn out in the fire station to see Santa, the station was full for at least 3 hours.
▪ Mayor Morse thanked Public Works and all City Staff for their efforts on the Square Lighting. He also thanked Bridget with PCCEDC for her hard work on the event.
Mayor attended the ribbon cutting for Luana’s new location and encouraged others to visit the new facility, including the 250-capacity community room.
Mayor recognized the Weebelos from Boy Scouts Pack 89 that met with him earlier in the evening and congratulated them on finalizing their requirement to move up to Boy Scouts.
Mayor appointed Council Member Sarchet and Dvorak and City Staff including Lindsey Huber, Jenny Gibbons and Teri Keasey to a committee to discuss a possible future Parks Director position.
Mayor reminded everyone that this is the last meeting for the year and he thanked everyone for a successful 2018 and he is looking forward to 2019.
▪ Council Member Dvorak thanked Ken Thornton for coming to the meeting and shared his sympathies for Ken’s loss. He said he appreciated Ken’s warm thank you to the fire department and police department personnel.
Dvorak told Staff they did a great job on the Square Lighting
▪ Council Member Vogel thanked all involved with the Square Lighting. She said each year she attends it is a magically event for our amazing community and really has a small-town feel.
▪ Council Member Sarchet congratulated Craig Sosby for obtaining paramedic certification. Sarchet stated he has a conflict January 14, 2019 and will be unable to attend the meeting.
▪ Council Member Anderson thanked Ken for coming and said it’s good to hear nice reports. He is very proud of the Fire Department in Polk City, in his opinion there is none better.
▪ Council Member Walters thanked Staff and Council for being part of 2018. He appreciates

the hard work and everything done to make the Square Lighting event bigger and better every year.
8. MOTION: A motion was made by Anderson and seconded by Sarchet to enter into closed session at 6:45 p.m. under Closed Session under Code of Iowa; Chapter 21 Official Meetings open to Public; section 5 Closed session; sub paragraph 1. j. To discuss the purchase or sale of particular real estate only where premature disclosure could be reasonably expected to increase the price the governmental body would have to pay for that property or reduce the price the governmental body would receive for that property. The minutes and the audio recording of a session closed under this paragraph shall be available for public examination when the transaction discussed is completed.
MOTION CARRIED UNANIMOUSLY

9. (AFTER CLOSED SESSION ENDED AT 7:01 p.m.)
MOTION: A motion was made by Walters and seconded by Dvorak to approve Resolution 2018-154 authorizing the purchase of property located at 302 West Van Dorn in the amount of \$129,900.00
MOTION CARRIED UNANIMOUSLY

10. Adjournment
MOTION: A motion was made by Anderson and seconded by Dvorak to adjourn 7:01 p.m.
MOTION CARRIED UNANIMOUSLY
Next Meeting Date – Monday, January 14, 2019 at 6:00 p.m.
Jason Morse, Mayor
Attest
Jenny Gibbons, City Clerk

Business Record
PRESENTS

economic

F O R E C A S T

For almost two decades, the Business Record's annual Economic Forecast has helped CEOs and business owners gain insightful perspective on what the economy holds for the coming year. Our 2019 event will be no different. Expect top-notch networking, congratulate the 2019 Deloitte CFO of the Year award winner and learn what experts are predicting for our biggest economic challenges and opportunities for growth.

PANELISTS:



Debi Durham
Director, Iowa Economic
Development Authority



Eric Lohmeier
President, NCP Inc.



Dave Swenson
Economist, Iowa State
University



Georgia Van Gundy
Executive Director, Iowa
Business Council

Thursday, January 31, 2019

11 am Networking

11:30 am Luncheon and presentation of the
Deloitte CFO of the Year award

11:45 – 1 pm Panel discussion

Sheraton Hotel West Des Moines
1800 University Avenue

Register at businessrecord.com/events
\$45 per person; includes lunch

MODERATOR: Chris Conetzkey, Publisher, Business Record

Presenting Sponsor:

RAYMOND JAMES

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Deloitte CFO of the Year Award:

Deloitte.