

# Business Record

MARCH 29, 2019

The business journal serving Central Iowa's Cultivation Corridor

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## *Women* in **BUSINESS** 2019 LIFT IOWA SURVEY



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*Executive Director,  
Iowa Credit Union Foundation*

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# THE INSIDER notebook

Bits and bites of the finer side of Iowa business



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GARDYASZ  
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KATE HAYDEN  
staff writer

## Gerdin Business Building expansion to include innovative 'sales suite'

BY JOE GARDYASZ

As the weather begins warming up for real this spring, construction crews are beginning to move dirt for the expansion of the Gerdin Business Building on the Iowa State University campus.

One of the most innovative aspects of the expanded space is a sales simulation suite that the Ivy College of Business will use to provide realistic, real-time observation and feedback for students in a new sales program that's under development.

"We'll be able to have a camera giving a live feed of them trying to work their way past the receptionist, the first thing a salesperson must do," said David Spalding, dean of the college. "And then they'll go into either a smaller room for a one-on-one sales pitch or a larger room to make a sales presentation. And there'll be video capture of all those places."

An adjoining space will be provided for faculty members or other students to watch the sales pitches. "So this really will be at the cutting edge of what's being done," Spalding said.

The 45,000-square-foot expansion of the original building, which was built in 2003, will include more classrooms, computer labs, a multipurpose space and study areas, as well as space for more faculty offices.

Spalding sat down with me last week to discuss the tremendous growth the Ivy College of Business has experienced during his first five years as dean, and what's ahead for the college. Look for that article in an upcoming issue of the Business Record.

Spalding will join ISU President Wendy Wintersteen and other officials on April 11 for a groundbreaking ceremony at the Bergstrom Commons of the Gerdin Business Building to celebrate the start of the expansion project. The ceremony is scheduled for 4 p.m.

## A 'very Harry Potter-esque' transcription app

BY JOE GARDYASZ

When I met recently for an interview with Heather Jones, the new executive director of Iowa Sister States, I couldn't resist showing off the cool app that I've begun using lately on my smartphone — Otter. The app instantaneously records and transcribes interviews with a pretty remarkable accuracy rate. My colleague, innovation writer Kate Hayden, introduced it to me, and it's been catching on with our writing staff here at the Business Record as a great labor-saver over transcribing recorded audio notes.

"It's very Harry Potter-esque, isn't it?" Jones remarked as she followed our conversation appearing on my phone's screen. Having grown up a Harry Potter fan, it reminded her of the "quick quotes quill," which as she recalled "didn't take everybody's real words, but instead kind of mashed them up into advantageous things for their newspaper."

I can assure our readers that Otter doesn't feature a quick quotes quill mode, and I would recommend it to anyone who might want to take some quick meeting notes with a handful of people or fewer in a small setting. The app, which I downloaded on my iPhone's App Store, gives you 600 free minutes each month.

## QUOTEABLE: "Architecture is the clothes that a city wears to a job interview."

That little memorable quote comes from a recent presentation at a Greater Des Moines Committee meeting by Claudia Cackler, executive director of the Iowa Architectural Foundation. It's not her own quote; it was borrowed from Michael Smith, an architect near Melbourne, Australia. For someone like myself, curious about architecture but far from an expert, I just thought it provided an interesting lens through which to view the importance of the look and feel of our city ... especially as our city interviews daily for attracting and retaining top talent.

— Chris Conetzkey

### In case you missed it...

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

#### Opioid use

Three-quarters of U.S. employers say their workplaces have been affected by opioid use, a survey found.

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

#### Merle Hay gains entertainment

Merle Hay Mall will gain a 13,904-square-foot sports bar and family entertainment center called Gameday later this year.

<https://bit.ly/2UYK07M>

#### Millennial benefits

A survey finds that millennial business owners are most likely to offer health savings accounts.

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

#### Iowa unemployment steady

Iowa's seasonally adjusted unemployment rate remained at 2.4 percent in February.

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

#### Court Avenue security

The Polk County Board of Supervisors, the city of Des Moines and local business groups renew security pact for Court Avenue.

<https://bit.ly/2JEOWs5>

Read more notebook items anytime at [businessrecord.com/notebook](https://businessrecord.com/notebook)





Kent Darr, senior staff writer  
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## People spaces

*Gravitate Coworking provides different steps to the office*

BY KENT DARR

Maybe you've heard about We. It's a Boston-based company, formerly known as WeWork, that in the beginning offered what might best be described as fleeting office space. If you needed a place to plant a laptop for a few hours, WeWork had a space.

Similar, but not identical, services have been offered in Greater Des Moines for several years. Regus has provided longer-term leasing and after opening its first office hub at West Glen Town Center added locations at Hub Tower in downtown Des Moines and in Johnston. Lawmark Capital's Space2Work offers turnkey executive offices at the Financial Center.

When the Business Record hosted a Newsroom 515 event Jan. 24, we wanted to get a better handle on the concept of coworking, or sharing office space. The event, one in a series in which select groups of our subscribers participate in videotaped discussions on various issues, also was part of the preparation for our soon-to-publish Annual Real Estate Magazine.

Geoff Wood, founder of Gravitate Coworking, was among the office experts who participated in Newsroom 515. Gravitate Coworking opened a second location in Valley Junction in West Des Moines and is soon to move from its downtown location into renovated space at 500 Locust St. That new space has the unique amenity of what Wood calls a stairitorium, a structure that gets you from one level to the next but also provides an area for meetings, lectures and lunch-and-learns, and will be available for member-tenants and offered for rent to outside groups.

Also on the panel were Kim Augspurger, president and owner of Saxton Inc., Kate Byus, vice president with JLL, Tim Hickman, principal with Substance Architecture, and Adam Kaduce, senior vice president at R&R Realty Group.

In this excerpt from the roundtable, Wood talks about coworking. An edited transcript of the full conversation will be available in the Annual Real Estate Magazine, which will publish on April 26. At that time, video of the discussion can be watched in its entirety at [www.businessrecord.com/arem](http://www.businessrecord.com/arem).

Here's an excerpt from our conversation about coworking:

### Who uses coworking spaces, and what's the future for that type of product?

Wood: [Gravitate Coworking] has been here for five years. When I came back to Des Moines in 2009 there were coworking spaces here that I think were as old as 2007. So it's actually been here for quite a long time, but maybe not as known. Maybe we didn't know what that meant when people said coworking.

Our typical users are individual workers. So a lot of times that is someone who is an entrepreneur, a solo entrepreneur or small team. It is a freelancer who wants to get out of their house or out of the coffee shop and be in a professional collaborative space, or could be for a remote employee. I don't typically record them as tenants. They're members to me. It's kind of like a gym membership where they join each month rather than have a lease or something. Half of them are remote workers. So their company is in Austin or San Francisco or something, but they've chosen to live in Des Moines and want to get out and be part of an environment.

I think more and more what we're seeing is kind of Fortune 500 enterprise clients use our space. And not just the individuals we've had, but we start to see teams and people locating to Des Moines and saying, "It's important that we have a type of presence there. Maybe Principal is a client of ours. But rather than

knowing that we're going to be around for 60 months or something, let's try this and see if we can build our team in a coworking space. And if we ever get to a point where it's not serving our needs, we'll go out and get a traditional lease. But for now while we're experimenting, let's just do the flexible month to month."

### How does it differ from businesses that offer temporary office space?

Wood: I think what they offer is more individual office space on a 12-month lease. We specifically lead with the flexibility. But it is month to month. So you may start with a floating membership, which would be like the coffee shops style. You sit down at the desk, it's yours while you are here. You take your stuff with you at the end of the day. You might graduate to a dedicated desk, which is a desk where the space is only used by you. And then you might move up into the office environment. We just do that month to month as people change.

I think the other big thing that we do is focus on people more than space. We have top of the line furniture. We do all those things. In our newest space we've actually had architects design it for the first time rather than us just fitting into existing buildings, which is what we've always done in the past.

People come to us looking for office space. They stay with us because they like the community. They want to be around other people. They want to grab coffee together. They want to be able to talk about the game. That type of thing that you were doing at a regular office, but these are people that are used to working from home, either because their company is on the other side of the computer screen or just because they're doing something by themselves. ■

For Sale & Lease | Office Building | Butler Mansion  
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**CLOSER LOOK:** Meet a leader you should know

# CHRIS KRAMER

**Director**  
**Iowa Department of Cultural Affairs**

**BY PERRY BEEMAN**

Chris Kramer in January officially became director of the Iowa Department of Cultural Affairs, which she had served for years as its acting director and deputy director.

She says she's always been into the arts, especially music. She studied business administration and marketing at what is now the University of Nebraska at Kearney, good training to run a department that promotes the arts, and shares Iowa's history by running the State Historical Museum and its mobile programs around the state.

"I've always been very mission-driven in all of the positions I've had," said Kramer, who became deputy director in 2011 and acting director in 2017. She also worked for 12 years as vice president of development at the Science Center of Iowa, where she managed a \$62 million capital campaign for the new facility that opened in 2005. The Department of Cultural Affairs has 50 employees and a \$12 million operating budget.

We talked to Kramer about her new role, which includes working with representatives of the National Endowment for the Arts and the National Park Service.

## AT A GLANCE

**HOMETOWN:** Omaha

**FAMILY:** Husband, Dan; three children

**EDUCATION:** Bachelor's degree, business administration and marketing, Kearney State College (now the University of Nebraska at Kearney)

**CONTACT:** [chris.kramer@iowa.gov](mailto:chris.kramer@iowa.gov)



## WHAT DOES THE IOWA DEPARTMENT OF CULTURAL AFFAIRS DO?

We're dedicated to developing culturally vibrant communities through arts, film and media, history, and historical preservation. We are there to represent and be a catalyst for the creative economy. There are more than 40,000 people who work in Iowa in the creative industries. The U.S. Bureau of Economic Analysis reports that arts and cultural production are a \$3.7 billion financial boost for Iowa, accounting for 2.1 percent of its economy, contributing 41,337 jobs in the creative sector in 5,000 arts-related businesses. Iowa's creative economy is impressive despite its No. 43 ranking in terms of annual per capita state funding for the arts [39 cents].

## WHAT ATTRACTED YOU TO THIS JOB?

One of the most important things to me right now in taking this position is being at the table for important discussions and making sure arts and culture and quality-of-life initiatives are being represented in the development of new initiatives. I think that also helps us as we're trying to reshape our image. We need to attract people to our state and have it be perceived as a cool place to live for young people and for empty nesters who are looking for a place to relocate — we have a lot to offer. Our downtowns are vibrant. Our small towns have a lot of interesting things going on from an arts and culture and historical perspective. Interesting things to do. Live music. Stage performances.

## HOW SIGNIFICANT IS ALL OF THIS IN THE WAR FOR TALENT?

I think it really started for me at the Science Center. We were building a top attraction. We went from being this beloved small museum in the park behind the Art Center to a larger, world-class learning center. Our goals were pretty big. It was basically to launch the STEM [science, technology, engineering, math] network in Iowa and also to have a world-class place where people could learn more about science and how it [affects] their lives every day. We served more than a million people in our first two years through our programs [at the Science Center and elsewhere].

A lot of people have great ideas out there, and there are many nonprofits, but they also have to be financially stable and financially viable. It's easier said than done. A lot of people think there are grants

out there, they can get this done, but there also is a lot of competition out there. You have to have a good business model.

There is absolutely an economic development component to each one of those things. Whether you're an arts and cultural organization, live performing arts or a museum, you're trying to understand what your economic value is to your community. People need to be able to articulate that.

ONE OF THE MOST IMPORTANT THINGS TO ME RIGHT NOW IN TAKING THIS POSITION IS BEING AT THE TABLE FOR IMPORTANT DISCUSSIONS AND **MAKING SURE ARTS AND CULTURE AND QUALITY-OF-LIFE INITIATIVES ARE BEING REPRESENTED IN THE DEVELOPMENT OF NEW INITIATIVES.**

## ARE THESE EFFORTS ONE WAY TO SAVE SMALL IOWA TOWNS?

Regardless of where you live, you want to have something to do in your off hours of work. So in the evenings and the weekends, you want to have something to do. And arts and culture are a big driver to that, whether it's live music or some kind of a production over the weekend. We have hundreds and hundreds of museums, but it's also about public parks and live, engaging performances going on in parks. That's really what contributes to quality of life. Larger cities have lots going on, but actually a selling point for a lot of our small towns is that you

can really engage with activities. It offers a new experience to somebody that they may or may not get in a larger city. Elkader, Iowa, for example, has literally hundreds of businesses in their downtown, and many of them are focused on creative elements. It's a lot more affordable for people to live in a small town and start their business.

## WHAT OTHER INITIATIVES ARE YOU FOCUSED ON NOW?

Creativity through the arts and media, film, historic preservation, historical programs. Education is really important to us also, and learning through the arts, lifelong learning. We have teaching arts in the schools. We also support out-of-classroom experiences that give people a greater awareness of everything from architecture and design, archiving, and working in museums. There are so many positions in media, whether you are writing scripts or behind the scenes in production or directing.

## IS IOWA GAINING IN THE ARTS?

We currently rank 43rd in the United States in state funding per capita at 39 cents invested per Iowan in the arts. That's through the Iowa Arts Council. Investment in the arts can really have a huge impact. If we were able to give additional funding, we could give those dollars to a lot of organizations throughout the state, for arts educations and others.

## HOW ARE YOU WIRED?

Those people who know me know that I like to do things with purpose. At the Science Center, it was very much about having a positive impact on children and youth education and engaging them in experiences outside of the classroom, so kind of helping them reach their potential. I am driven by accomplishment. On the staff, I have the great benefit of working with a tremendous professional team, and I empower them to do their jobs well. My job is to guide them and mentor them and to coach them so they can do their best work.

## WHAT DO YOU DO IN YOUR OFF TIME?

I still like to go and explore. I love to travel. Over the holidays, Dan and I took our family to Panama. We were able to explore another culture together. ■

# REGISTER NOW

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# LIFT IOWA SURVEY

2019

BY CHRIS CONETZKEY

For almost five years, Lift IOWA has worked to be a resource for women and men committed to advancing female leadership and business ownership throughout the state. Lift IOWA also supports efforts to increase the presence of women on boards, on commissions and in political office.

Each year we see progress, but will the momentum continue? Will the events of the past years translate to positive change?

In our fourth annual Lift IOWA survey, we hope to put a finger on the pulse of this momentum and where our readers believe it is headed.

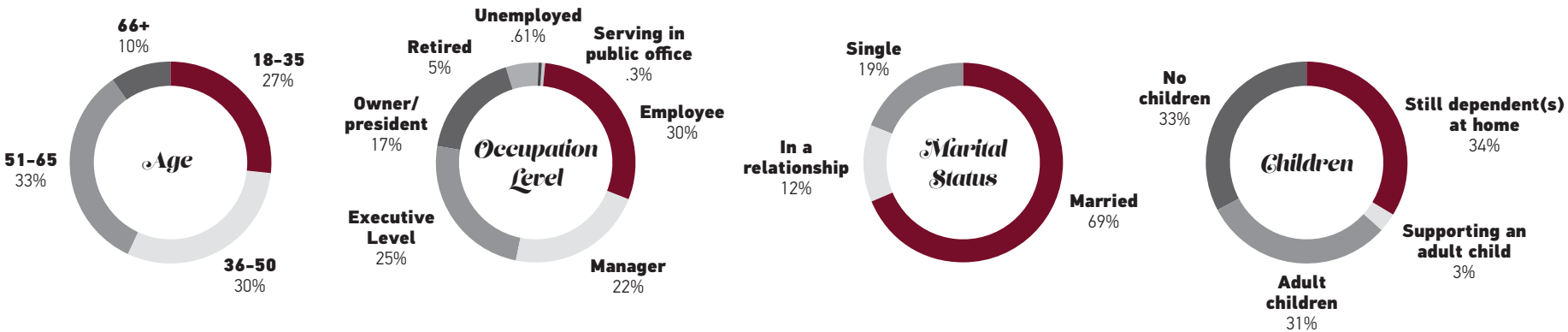
Of note, we had record male participation in the survey this year, as 20 percent of respondents were men.

As always, please remember this is not a scientific survey, and is only intended to provide a window into a variety of sentiments and opinions on the topic.

Thank you to those who participated in this survey, and thank you to everyone for the role you play in helping Iowa companies and residents move the needle on female leadership.

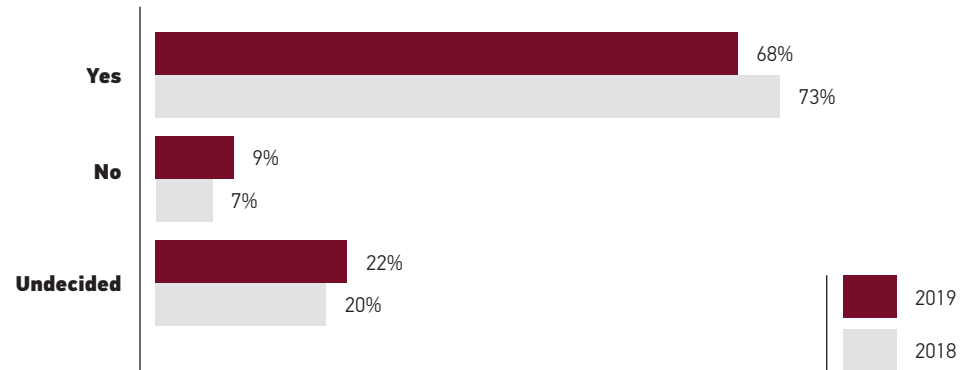
## WHO TOOK THE SURVEY

A total of 329 people — about 20 percent men — took the online survey between March 11 and March 18.





**Some have called the past two years “a turning point for women’s rights.” Do you feel we are witnessing a turning point?**



**Editor’s Note:** We first asked this question last year as the #MeToo movement was really gaining steam. It appears there has been a slight shift away from the belief that we are witnessing a turning point, as the percentage of respondents who thought so was down 5 points from last year. Based on comments in the survey, the primary reason for a ‘no’ or ‘undecided’ vote is that “time will tell” or concern that this will end up being a blip as in other movements in the past. That being said, a large majority, 68 percent, still believe we’re witnessing a turning point.

#### JACKIE NORRIS

President and CEO, Goodwill of Central Iowa

**YES:** I think misconduct in the workplace can no longer be overlooked. Employees (men and women) are aware of their rights and responsibilities in the workplace, and organizations have been put “on notice” regarding sexual misconduct. Organizations who choose to ignore it do so at their own peril.

#### BRENNA FINNERTY

Director of Development, Blank Children’s Hospital

**YES:** Although I’m not sure we’ve moved the needle to the point where we’ve seen change in behaviors, what we have done is start a conversation ... and that’s a start.

#### ERIC HEININGER

Managing Director, EDEN+ Fundraising Consulting

**NO:** Exposing misconduct and the gender pay gap is the bare minimum we need to be talking about in our community. There is still so much more that needs to occur before we can declare it a turning point. A turning point would be going from a backslide of unethical behavior to actual progress.

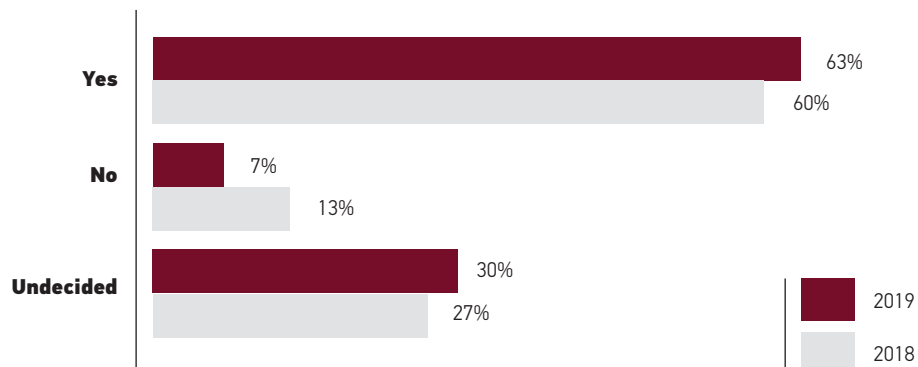
#### MONA BOND

President, Capitol Communications Inc.

**UNDECIDED:** Having lived many years, we have seen these “pop up” efforts ... sustaining this will be the true test. Does this generation have the ability to stick to it?



**Do you believe the #MeToo movement, as well as other publicized events (e.g. Women’s Marches) will result in positive change for gender equality?**



**Editor’s Note:** While a majority — 63 percent, up 4 percentage points from last year — of respondents believe there will be positive change for gender equity, nearly 30 percent are undecided. Those in the undecided camp seem to be there out of a place of caution, and a desire to take time to see if the efforts will result in sustained change.

#### GEORGIA VAN GUNDY

Executive Director, Iowa Business Council

**YES:** I believe the movement has elevated the issue. Now we have to make sure we find a balance in how we position issues and involvement so that men who are our allies continue to feel comfortable in their support of women and gender equity.

#### LOREN BAWN

Operations Manager, Iowa Bureau of Refugee Services

**YES:** Sexism and paternalism are pernicious, and those who formerly excused such behaviors as “locker room talk” or “boys will be boys” have new opportunities to grow up and start behaving like decent adults.

#### SHERRI NIELSEN

President/CEO, Easterseals Iowa

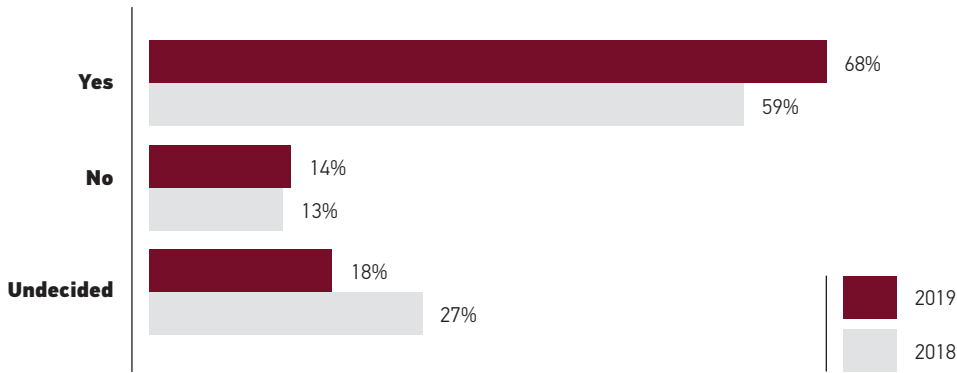
**UNDECIDED:** The movements and events increased conversation. The next step is celebrating men and women who demonstrate integrity and respect in their actions.

#### ANONYMOUS MANAGER

Female, 51–65

**UNDECIDED:** There is a good chance it can as long as the radical fringe of the movement doesn’t get the majority of the attention from it. Hope it can focus on making changes for the mainstream.

COVER STORY



Do you feel the #MeToo movement has been helpful to professional and working women?

**Editor's Note:** This question saw one of the most sizable shifts from last year's results, as "yes" responses increased 8 percentage points. That appears to be due to a shrinking of the "undecided" pool of respondents in comparison with last year. In total, 68 percent of respondents believed the #MeToo movement had been positive for professional women. For those who voted no or undecided (and in some cases from yes respondents), there seemed to be two primary concerns with the movement, based on survey responses. One was a concern that men were withdrawing mentoring support out of fear — we explore that further in the last question. The other was that perhaps the movement had led to an increase in false allegations or more situations where women were using the movement inappropriately or for personal gain.

PEGGY FLEMING

Director of Communication and Engagement, West Bank

**YES:** It's changing the whole face of the workplace for women. In the old environment where women (and sometimes men) were treated as less than human, women learned to succeed by pushing other women down. Now, when our voices are being heard and we can see that there is room to advance our careers, we are more able to lift up other women and help each other to succeed. Our success is not dependent on putting up with abuse and acting like "one of the boys."

MIKE MCCOY

CEO, NCMIC Group

**YES:** The movement called attention to behavior many of us were not familiar with or that we thought ended some time ago. The movement also helps all of us get behind ensuring misconduct is eradicated from the workplace.

JAIMIE MILLER

Executive Director, Iowa Credit Union Foundation

**UNDECIDED:** I am concerned to read reports that men now feel that they can't mentor women. I have many male mentors and need male and female mentors to continue my leadership growth.

MARY KRAMER

Kramer and Associates

**NO:** The discussion has lost two major things — due process and the notion of the competencies required to compete successfully in the workplace. We don't win because we're women — we win because we're competent.

DIANE RAMSEY

CEO, Awakened Woman

**NO:** I believe that men who were uncomfortable with helping/sponsoring women pulled back rather than moved forward as a result of #MeToo. And, companies that were not truly supportive of advancing women would not go out on a limb for women.

ANONYMOUS EMPLOYEE

Female, 18-35

**NO:** I think it is an inappropriate movement that is encouraging other motives and I think personal issues such as sexual harassment are better addressed in other ways. I think general discussions about sexual harassment are appropriate in such settings, but broadcasting specific facts and names is not necessary. I believe more lives have been negatively impacted by false allegations as this movement has provided many people with the idea of "coming forward" with such stories.

ANONYMOUS EXECUTIVE

Female, 51-65

**NO:** Women have become quite scary to have as employees ... because in the court of public opinion, all they have to do is allege something, and they must be believed. Given a choice between a man and a woman, everything else being equal, the man would now be a safer choice.

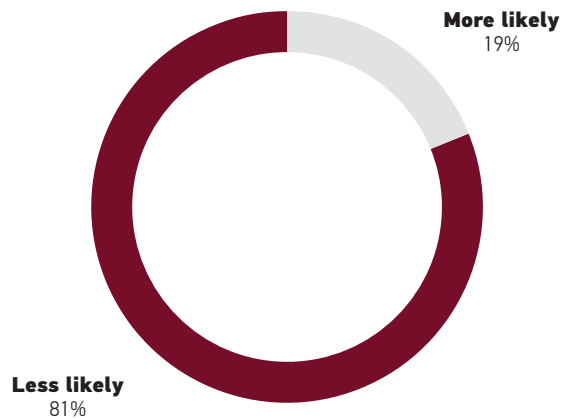
A word cloud based on the most common words in the responses



FILL IN THE BLANK: The biggest challenge facing women in business is \_\_\_\_\_.

CHILDCARE **MANAGE** home TIME HOLD BACK VOICE HEARD PAY GAP  
**EQUALITY** PAY SUPPORTING WOMEN POSITIONS equal **GENDER** OPPORTUNITY  
MEN **STEREOTYPES** WORK family BALANCE HOME WORK JOB  
**WORK LIFE BALANCE** TAKEN SERIOUSLY SUPPORT **EQUAL PAY** perception  
access CULTURE **LIFE** CHILD CARE **LEADERS** RESPECT





***Do you believe men are more or less likely to mentor a woman since #MeToo?***

**Editor's Note:** We can't compare this with last year's survey, as we asked only men to respond to the question last year. We reframed the question this year to allow for all respondents to take the survey. The results were overwhelming. Eighty-one percent of respondents believed men are less likely to mentor a female. However, there are two factors to consider here as well. One, the question doesn't give an option, as some readers pointed out, to vote "Just as likely." And two, in hindsight, the phrasing of the question included leading information about a survey that had found there was the possibility that men were recoiling from mentoring situations. This was a major point of discussion at our #MeToo Power Breakfast last fall, and certainly requires a nuanced conversation. We tried to pick a sampling of viewpoints from both men and women on the topic.

#### **ROWENA CROSBIE**

*President, Tero International Inc.*

**LESS LIKELY:** Acknowledging a problem is an important first step to meaningful change. But it is only one of several steps required. Until men and women alike learn how to communicate and interact effectively, many will choose to retreat from situations where they perceive they may be at risk of making a misstep. As with so many things, education must follow awareness. Simply pointing out problems is never enough.

#### **JANETTE LARKIN**

*Retired*

**LESS LIKELY:** With increased awareness comes increased apprehension. Hopefully this is just a transition period until greater education alleviates the fears that the newness of #MeToo brings.

#### **MEGAN CULVER**

*Senior Account Executive, Palmer Group*

**LESS LIKELY:** I've had these conversations both in the workplace and outside of the workplace with people I feel are fairly open-minded. The fear that something could be taken out of context that's very unintentional is very high.

#### **ANONYMOUS MANAGER**

*Male, 36-50*

**LESS LIKELY:** I think many men will perceive a risk (even if not actually a risk) of being targeted or labeled a predator if a mentoring relationship goes south.

#### **JED GAMMELL**

*VP, Risk Management, Lincoln Savings Bank*

**LESS LIKELY:** Apprehension among males is a real concern (though misplaced), but it's one that should settle down as we continue to move forward together on this issue.

#### **ANONYMOUS EXECUTIVE**

*Female, 51-65*

**LESS LIKELY:** There should have been a third choice: just as likely as ever. Men are part of the process of helping women succeed. We shouldn't be excluding them, and there are many men who champion the success of women. After all, they have wives, daughters, girlfriends, why wouldn't they want them to succeed? Men with high moral principles will see the value in continuing their mentoring women and will carry on as they have in the past.

#### **ANONYMOUS EMPLOYEE**

*Female, 18-35*

**LESS LIKELY:** From what I've heard, even from my own husband, men find themselves uncomfortable with women one-on-one in the work environment. I find this to be incredibly short-sighted and frankly, despicable. If you just treat a woman with respect, you have no reason to worry. Men are too focused on their own concerns rather than what women go through.

#### **ANONYMOUS MANAGER**

*Female, 51-65*

**LESS LIKELY:** I believe there is real fear among men that they will be wrongly accused or taken out of context if they put themselves in that position. I do think it will eventually work itself out and a new normal will get established.

#### **ANONYMOUS EMPLOYEE**

*Female, 36-50*

**LESS LIKELY:** The only thing that will make men change is other men. The men that are willing to stand up and say something isn't right. That are willing to call out other men on their locker room talk and locker room behavior. If they are uncomfortable mentoring women, it's probably because they are concerned about their own actions.

#### **ANONYMOUS MANAGER**

*Female, 51-65*

**LESS LIKELY:** Those that choose a path not to mentor may have a past that is questionable. Those men that don't should not feel threatened and will participate. My view is there are a lot of men "hiding" from their pasts.

#### **REO MENNING**

*Executive Vice President, FUEL Iowa*

**MORE LIKELY:** Confident, forward-thinking men will always be ready to mentor and will step up their game to make the world a better place. I have watched them rise to the occasion repeatedly and have been a benefactor of this mentoring.

#### **ANONYMOUS MANAGER**

*Male, 36-50*

**MORE LIKELY:** You didn't provide an option for "just as likely." I have been in leadership for 15 years and have always been open to mentoring male and female equally. I think that the #metoo movement has empowered more female employees to take a more active role in their development and therefore would create more mentoring opportunities.



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# MICRO-LOANS CHANGE LIVES OF WOMEN IN GHANA, NICARAGUA

Iowa nonprofit Self-Help International runs program that helps women around the globe

BY JERRY PERKINS, GUEST CONTRIBUTOR



Sarah Barnie is a seamstress in Nerebehi, Ghana, who is using micro-credit loans from Self-Help International, an Iowa-based nonprofit organization, to start and expand her sewing business. Today, Barnie owns her own shop and reports that business is good. The products she makes are very high-quality, so it is common for aspiring seamstresses and tailors to apprentice at her shop to learn from her.

Barnie is one of 500 successful female entrepreneurs who have worked with Self-Help to pull themselves out of poverty by becoming successful entrepreneurs who can provide better nutrition, housing and education for their children.

On International Women's Day, March 8, Self-Help saluted the hundreds of women who have been empowered to take control of their financial futures and provide for their families by working with Self-Help's micro-credit staff in Ghana and Nicaragua.

## HOW IT WORKS

Women in Self-Help's micro-credit program start with \$50 loans, which can gradually increase to \$300 if needed to expand their businesses. Repayment rates by Self-Help's micro-credit entrepreneurs average 98 percent, and the repaid loans are reinvested to offer training and financing to extend the opportunities to more women in need.

Before women are granted micro-credit loans from Self-Help, they must successfully complete a six-month training program teaching basic business guidelines, such as how to determine business income, how to make personal savings for future expenses, and the benefits of reinvesting profits into businesses. They also are exposed to healthy day-to-day living strategies for themselves and their families. Even illiterate women who lack formal education or collateral are able to start successful small businesses with Self-Help's assistance, enabling the women to generate a steady source of income for their families.

Barnie has consistently used her loans to purchase machinery and other sewing essentials needed in her sewing business. Her first loan from Self-Help's micro-credit program was for 100 Ghanaian cedis (approximately \$50 then). Based on her strong repayment history, she has been able to increase her loan amounts, most recently borrowing 1,000 cedis, or approximately \$225.

Barnie's story is particularly gratifying, not only because of her business achievements but also because of the feminine hygiene product she learned to make at a sewing training session sponsored by Self-Help. At the training session on Feb. 20, 2017, Sarah learned how to make Days for Girls (DFG) sanitary kits with instruction from Self-Help volunteers Barb Dahlby of Waverly and Gail Stelmacher of West Des Moines.

The Days for Girls kits cost about the same as what a woman would spend on a three-month supply of pads, but they last three years because they can be washed and reused.

With her next loan, Barnie plans to start an additional business selling groceries in her community. This, she believes, will help her maximize her returns to support her family's growing needs.

Self-Help is connecting Barnie with other micro-credit-financed women who can sell the kits on her behalf so she can focus more on producing the kits and less on market development.

In addition, Self-Help's micro-credit staff in Ghana is staying in communication with Barnie to monitor her sales and to see what supplies she needs, for tracking and ordering purposes.

Here are more examples of women who have helped support themselves and improve their family's lives by participating in Self-Help's micro-credit program.

Seamstress Sarah Barnie stands in front of the sewing shop in Nerebehi, Ghana, she operates that was financed by micro-credit loans from Self-Help International.

CONTINUED ON PAGE 14 >>



NONPROFIT



Veronica Asantewa saw a need in her village of Kukobuso, Ghana, for a store and has used a micro-credit loan from Self-Help International to buy a refrigerator for the store.



Mary Azibo shows some of the products she sells in her village of Adankwame, Ghana, with the help of a micro-credit loan from Self-Help International.



Gifty Anapo is a trader and food vendor whose business has been financed by Self-Help International's micro-credit program in Ghana. She has used her earnings to build a house where she lives with her husband. She has been able to financially assist her sister so she can attend secondary school.

<< CONTINUED FROM PAGE 13

WOMEN IN GHANA

Veronica Asantewa is one of the stars of the micro-credit program. She saw a need in her village of Kukobuso for a store and has used her small loan to buy a refrigerator for the store.

In Ama Badu, micro-credit loan recipient Lucy Ataa held a cooking demonstration on how to make pastries for several dozen women in the village. Ataa was trained by Self-Help to make and sell the pastries using a micro-credit loan and has become proficient enough to teach other women how to succeed.

In the nearby village of Nkwamie, Agnes Asante received instruction at Self-Help's Agricultural Entrepreneur Training Center on raising day-old chickens to market weight in a project that has been financed with a micro-credit loan.

Gifty Anapo of Adankwame is a trader and food vendor whose business has been financed by Self-Help's micro-credit program. She has used her earnings to build a house where she lives with her husband and has been able to financially assist her sister so she can attend secondary school.

Mary Azibo, also of Adankwame, sells cleaning products and head scarves, purses and body cream. She also buys rice from local farmers and resells it. She has used her micro-credit loan to increase the products she sells.

CONTINUED ON PAGE 16 >>

ABOUT SELF-HELP INTERNATIONAL

In addition to supplying micro-credit loans to women and empowering women and teen girls, Self-Help also works to provide access to clean water, improve agricultural practices, end malnutrition and train young people in Ghana and Nicaragua.

The organization is celebrating the 60th anniversary of its founding this year. To learn more about Self-Help or to donate, go to [www.selfhelpinternational.org](http://www.selfhelpinternational.org).

# 2019 REGIONAL MENTORING FOR WOMEN

HOSTED BY THE GREATER DES MOINES (DSM) AFFILIATE CHAMBERS OF COMMERCE.



Join your regional Affiliate Chamber for networking, coaching and mentoring sessions from the region's most influential business leaders. All events are open to anyone seeking to further their professional development and network.

**Find a location near you!**

Register today at [DSMpartnership.com/mentoringforwomen](https://DSMpartnership.com/mentoringforwomen).

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Primitiva Pichardo removes baked goods from the oven she built at her house in La Azucena, Nicaragua, using a micro-credit loan from Self-Help International.

### KEY FACTS

- In developing countries in Africa, Asia and the Pacific, women typically work 12 to 13 hours more per week than men.
- Women reinvest up to 90 percent of their earnings back into their households - that's money spent on nutrition, food, health care, school and income-generating activities - helping to break the cycle of intergenerational poverty.

Source: Food and Agricultural Organization, United Nations

**“IF WE ARE SERIOUS ABOUT PUTTING AN END TO POVERTY AND HUNGER ONCE AND FOR ALL, THEN WE ALL NEED TO STEP UP OUR SUPPORT FOR RURAL WOMEN AS AN INVESTMENT IN FAMILIES, IN OUR COMMUNITIES, IN OUR WIDER SOCIETIES, AND IN OUR PLANET’S FUTURE.”**

Neven Mimica,  
European Union commissioner for international cooperation and development

<< CONTINUED FROM PAGE 14

### WOMEN IN NICARAGUA

In the Central American country of Nicaragua, Self-Help’s micro-credit program has empowered women to start and finance their enterprises, mostly preparing and selling baked goods and food.

Heliodora Cardoza uses Self-Help’s small-business loans to help run her bakery. “I wanted to make my own money and not rely on what my husband gave me,” she said. “When I learned there was money to be lent for an oven, I met with Self-Help and borrowed money for a small oven. I learned about making pastries and fillings for my pastries, cake decorating, and better ways to make bread to improve the quality.

“I sold enough bakery goods that, after a while, I was able to get a bigger oven and grow my business. I also do cakes twice a week.” She is selling almost all the bread she bakes to gold miners who work in the nearby mines, and she bakes food for Christmas and other special occasions.

“The micro-credit training is helping me grow my business with marketing and other things so I never miss a training session. Also, they’ve helped me improve the quality of my baked goods, do a business plan, and marketing.”

Cardoza has used her bakery’s earnings to add a room to her house where the other micro-credit women could meet in La Azucena, a rural village in southeastern Nicaragua near the border with Costa Rica.

Primitiva Pichardo, 43, lives with one son, Jose David Pichardo, 22, in La Azucena. Another son, Cruz Leonel Martinez, 20, is studying tourism at a university in Managua.

Primitiva Pichardo has been making bread since she was 15, when she worked in a bakery. She worked there until she married, three months before she turned 20. When her husband left the family, “I went back to baking bread because that was the only way I could get by.”

After she met Self-Help’s micro-credit staff, she joined the program and received a micro-credit loan. “It’s been a very excellent program,” she said. “I feel very gratified.”

Luz del Carmen Condega has worked with Self-Help’s micro-credit program to buy sewing machines and finance the inventory for a small store attached to her house that she opened because there aren’t many stores nearby. She also makes soap.

She wants to help other family members including her sisters start their own businesses by joining Self-Help’s micro-credit program.

Adriana Cardoza started her business making nacatamales and added enchiladas and natural juices, which she sells outside her home. She also bakes bread and makes salad.

At first, she didn’t have an oven and had to pay another woman rent to use hers. Using her micro-credit loan, she was able to build her own oven, which she lets other women use. She doesn’t charge them rent, but asks that they give her some bread as payment for use of the oven.

“I feel contented with the training Self-Help has given me,” she remarked. “Now, I need a freezer to store more meat so I don’t have to buy meat by the pound, which is more expensive than buying in bulk.”

CONTINUED ON PAGE 21 >>





## THE DSM BOOK FESTIVAL IS SATURDAY, MARCH 30

This Saturday, the inaugural DSM Book Festival comes to Downtown Des Moines (DSM) at Capital Square. The free Festival will feature renowned headlining authors including Nnedi Okorafor, Garth Stein, Susan Orlean and Ted Genoways. The Festival will also feature the *Des Moines Register's* Storytellers Project and activities for people of all ages.

See the full schedule and learn how to upgrade to VIP access at [DSMbookfestival.com](http://DSMbookfestival.com).

## DSM USA EVENTS



To view a complete list of upcoming events, visit [DSMpartnership.com/events](http://DSMpartnership.com/events).

**SATURDAY, MARCH 30**  
DSM Book Festival

**TUESDAY, APRIL 2**  
Let's DU Lunch Featuring  
Erin Bell, Drake University's  
Live Mascot Director

**WEDNESDAY, APRIL 10**  
2019 Partnership Day on  
the Hill

**THURSDAY, APRIL 18**  
2019 Regional Mentoring  
for Women

See more small business  
events on Page 3.



## REGIONAL MENTORING FOR WOMEN EVENTS SCHEDULED THROUGHOUT DSM

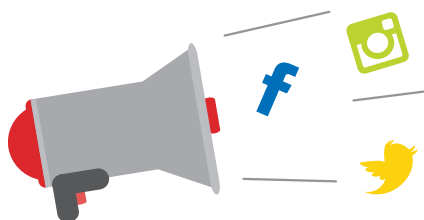
The Partnership and regional Affiliate Chambers of Commerce will host a series of Regional Mentoring for Women events on Thursday, April 18. The events are designed to help women find inspiration and guidance in their careers, and will feature networking, coaching and mentoring sessions from the region's most influential business leaders.

See the full list of participating communities  
[DSMpartnership.com/mentoringforwomen](http://DSMpartnership.com/mentoringforwomen).



## DSM SELECTED TO NATIONAL SKILLED IMMIGRANT INTEGRATION PROGRAM

DSM has been chosen as one of eight U.S. communities to participate in 2019 by the Global Talent Bridge program of World Education Services (WES), a national organization dedicated to helping skilled immigrants fully utilize their talents and education in the United States. The grant will help support the work of The Partnership's Global DSM: International Talent Strategy to attract and retain talent from across the globe.



## 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](http://DSMpartnership.com/newsletters). Sign up to share the latest regional news with the world by becoming a DSM USA Ambassador at [DSMpartnership.com/DSMUSAambassadors](http://DSMpartnership.com/DSMUSAambassadors). Learn how to help share the DSM USA message at [DSMpartnership.com/about](http://DSMpartnership.com/about). Read The Partnership's blog at [DSMpartnership.com/blog](http://DSMpartnership.com/blog). Want to contribute a guest-written blog? Email [ambassadors@DSMpartnership.com](mailto:ambassadors@DSMpartnership.com) to learn more.

## CHAIR'S COLUMN

KATHRYN KUNERT, 2019 CHAIR



### SMALL BUSINESS RESOURCES HUB BUILDS DSM'S MOMENTUM AS A TOP PLACE FOR BUSINESS

Earlier this year, the Greater Des Moines Partnership formally launched its Small Business Resources Hub to aid small business growth in DSM. The Hub provides a one-stop-shop for small businesses to find resources relating to legal, accounting, finance, marketing, networking, staffing and hiring and more. The Hub was created using research gathered from small business owners.

The launch of The Hub aligns with one of The Partnership's 2019 Strategic Priorities of furthering our commitment to DSM's small business and startup ecosystem. Small business growth leads to job growth. The DSM Small Business Jobs Report recently released by The Partnership showed new firms that are less than a year old have been responsible for the creation of more than 8,000 jobs each year from 2013 – 2017. The total number of firms has grown each year from 2013 – 2016. DSM has been named the #8 Best City to Find Small Business Jobs by *ZipRecruiter* and the #7 Best City for Business and Careers by *Forbes*, among many more rankings. We want to continue the momentum.

The Hub's launch is the continuation of a series of small business-focused initiatives. Examples include the monthly Top Five For Small Business and First Friday Series events, the Small Business and Startup Stories Podcast series and the recently launched Small Business Resources e-newsletter.

One way established business professionals can contribute to small business growth is by signing up to become a mentor through The Partnership's Mentor Connection program. Partnership team members will work to match mentors with small business and startup founders who need mentors. Starting up a business can be a labor of love; sometimes founders just need someone to help provide guidance. If you are an experienced professional who can share your expertise with an up-and-coming business owner, or if you are looking to start a business and know you need guidance, sign up.

To become a mentor or mentee, go to [DSMpartnership.com/mentorconnection](https://DSMpartnership.com/mentorconnection). View The Partnership's Small Business Resources Hub at [DSMpartnership.com/smallbusiness](https://DSMpartnership.com/smallbusiness).

## DSM BUZZ

- *The Guardian* featured DSM as one of the "Best Towns and Small Cities in the U.S."
- DSM is the #3 Metro for Number of Economic Development Projects among metros with a population of 200,000 – 1 million, according to *Site Selection* magazine. DSM had 34 total new and expanded corporate facilities in 2018.
- DSM is a Top 10 Best State Capital to Live In, according to *WalletHub*.
- Iowa is the #2 State Where Small Business Owners Create a Business by Choice, according to the Kauffman Foundation.
- *Matador Network* did a story calling Grinnell the "Most Badass Town in the Midwest."
- The Partnership was one of 40 signatories to sign the Iowa Compact on Immigration, a set of principles outlining the need for smart immigration policies at the state and federal levels to drive Iowa's economy forward. This aligns with The Partnership's talent development work.
- Commercial development in DSM eclipsed \$1 billion in 2018 through 1,157 commercial building permits issued throughout the region.
- The Des Moines Arts Festival® has announced its visual artists for this summer's festival scheduled for June 28 – 30. Learn more at [desmoinesartsfestival.org](https://desmoinesartsfestival.org).

## DSM USA BLOG SPOTLIGHT:

Read these and more posts at [DSMpartnership.com/blog](https://DSMpartnership.com/blog).



### MY JOURNEY FROM UKRAINE TO DSM

Ilona Sovalova immigrated from Ukraine in 2017. Read about her journey in learning the language and interpersonal skills to be a successful businessperson in DSM.



### THE DSM FELLOWSHIP PROGRAM WORKS TO ATTRACT, DEVELOP AND RETAIN YOUNG PROFESSIONALS

Marisa Anfinson is participating in the DSM Fellowship Program and talks about the region's thriving community.



### SMALL BUSINESS AND STARTUP STORIES DSM PODCAST: BUILDING YOUR NETWORK

Omar Jordan, Founder and CEO of LenderClose, recently shared his thoughts on startups in DSM in the latest installment of the podcast.



## REGISTRATION OPEN FOR MONETARY

Dwolla will host Monetary, the premier tech summit in the Midwest, on Tuesday, May 21 and Wednesday, May 22 at the Temple for Performing Arts. Attendees will connect with thinkers, share ideas with visionaries and find the people who are committed to creating tech value in the Midwest.

Learn more and register at [monetary.com](http://monetary.com).



## DOWNTOWN FARMERS' MARKET WINS AG LEADER AWARD

The Downtown Farmers' Market presented by UnityPoint Health – Des Moines won an Ag Leader Award from the Iowa Department of Agriculture and Land Stewardship. The award recognizes the Market's community leadership and contributions to the state's agriculture industry. Opening Day of the Downtown Farmers' Market is Saturday, May 4. The Market is produced by the Greater Des Moines Partnership.

## SMALL BUSINESS EVENTS

### FIRST FRIDAY SERIES

Friday, April 5 | 11:30 a.m.  
Iowa Center for Economic Success  
8345 University Blvd., Ste. F, Clive

*Deshara Bohana, owner of Design Fetish by Deshara, will be the presenter.*

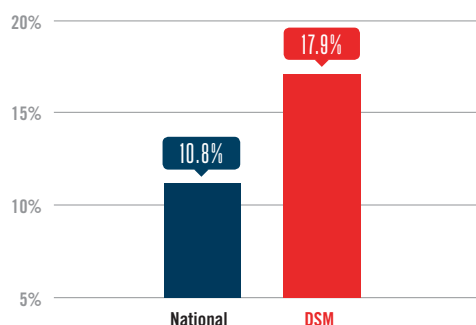
### TOP FIVE FOR SMALL BUSINESS SERIES

Wednesday, April 24 | 11:30 a.m.  
Greater Des Moines Partnership  
700 Locust St., Ste. 100, Des Moines

*Karl Schaphorst, President and owner of Sandler Sales and Management Training, will speak on the Top Five Ways to Build a Culture of High Performance Sales.*

## EMPLOYMENT GROWTH

2000 – 2017



## SMALL BUSINESS JOBS REPORT SHOWS GROWTH IN JOBS

The 2018 Small Business Jobs Report recently released by The Partnership shows there are more than 8,000 jobs created each year in DSM by firms that are in their first year of business. The total number of firms grew each year between 2013 and 2016 to a total of 18,699 in 2016, and the number of self-employed or sole proprietorship firms increased each year in the same timeframe to 51,772 in 2016. Total employment growth in the region from 2000 – 2017 was 17.9 percent, higher than the total U.S. rate of 10.8 percent.

View the full report at [DSMpartnership.com/businessresources](http://DSMpartnership.com/businessresources).

## DAY ON THE HILL IS APRIL 10

The Partnership will host its annual Day on the Hill on Wednesday, April 10 at the State Capitol Building. Partnership Investors and Affiliate Members are invited to meet with legislators and converse about issues important to the region.

Register at [DSMpartnership.com/events](http://DSMpartnership.com/events).

## BRAGGING RIGHTS

- The Harkin Institute at **Drake University** is planning an \$8 million expansion into a new two-story, 16,000-square-foot building. Construction is expected to start this year.
- Kathryn Kunert, Vice President, Economic Connections and Integration with **MidAmerican Energy Co.** and The Partnership's 2019 Board Chair, is the *Business Record's* Forty Under 40 Alumnus of the Year.
- Mike Tousley, Executive Vice President & General Manager with **The Weitz Company**, received a Build Iowa Award from Master Builders of Iowa.
- The Millennium Foundation Kosovo and Millennium Challenge Corp. announced they will fund 25 energy scholarships for Kosovo women at **Des Moines Area Community College**.
- **MercyOne Children's Hospital** has achieved a mortality rate of 1 percent, which is about one-third of the national average.
- **Fidelity & Guaranty Life** has rebranded as F&G, intended to underscore its emphasis on simplicity. The company's new tagline is "Experience the power of collaborative thinking."
- **Wellmark Blue Cross Blue Shield of Iowa** announced the company and its employees gave more than \$1.8 million to 630 Iowa nonprofit organizations in 2018.
- **Mercy College of Health Sciences'** Associate Dean of Nursing, Mary Schemmel, and Associate Professor of Nursing, Judy Monroe, have both received the 100 Great Iowa Nurses Award of 2019. They are the only educators to win the awards.
- **Iowa State University's Ivy College of Business** announced that its MBA program has jumped 32 spots in the latest *U.S. News & World Report* Best Graduate Schools ranking.
- Chris Connolly, General Manager of the **Iowa Events Center**, won the 2019 Spectra Venue General Manager of the Year award. Spectra manages the Iowa Events Center.
- **Des Moines Performing Arts** has announced that "Mean Girls," "Jesus Christ Superstar," "The Band's Visit" and "Anastasia" will headline the Willis Broadway Series that begins Oct. 15 at the Des Moines Civic Center.
- **Meredith Corporation** announced that it more than doubled its revenues in the second quarter.
- **R&R Realty Group** opened a \$39 million office space in West Des Moines called The Westfield Campus.



## SBA SMALL BUSINESS SUCCESSES

### WOMEN'S SMALL BUSINESS OWNERSHIP CONTINUES TO GROW

Over the last 11 years, the number of women who own small businesses has been on the rise in the U.S. According to the 2018 State of Women-Owned Business Report by American Express, the number of women-owned businesses has grown 58 percent compared to the overall national growth rate of 12 percent for all businesses. There are an estimated 12.3 million women-owned businesses (51 percent or more owned, operated and controlled by a woman). These businesses employ nearly 9.2 million people and generate \$1.8 trillion in revenues.

Female business owners have worked hard to achieve these results, and their impact on the economy continues to become more significant each year. But many women small business owners still face challenges when it comes to starting, building and growing their own small businesses. The U.S. Small Business Administration has a number of programs and services to help women small business owners launch new businesses and compete in the market place. Women small business owners can learn more about these programs and services and connect with training and funding opportunities designed specifically for women at [www.sba.gov/business-guide/grow-your-business/women-owned-businesses](http://www.sba.gov/business-guide/grow-your-business/women-owned-businesses).

Among those opportunities is a program called "Dreambuilder" which introduces participants to all areas of business ownership through a carefully crafted and engaging curriculum, featured in English and Spanish. At the conclusion of the program, women leave with a business plan to start their own business or develop an existing one.

Looking for more? Read more SBA blog posts at [DSMpartnership.com/blog](http://DSMpartnership.com/blog). Visit the Iowa Women's Business Center at the Iowa Center for Economic Success at [theiowacenter.org/womensbusinesscenter](http://theiowacenter.org/womensbusinesscenter).

### 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 Des Moines 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](mailto:koppenhuizen@DSMpartnership.com).

### PUBLICATION INFORMATION

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Marianna Mustafa of the Timeabu Teen Girls Club tells Nora Tobin, executive director of Self-Help International, that the Teen Girls Club supported by Self-Help International is helping her stay in school so that one day she can reach her goal of becoming a nurse. Taking notes in the background is Victoria Yamson, program coordinator for Self-Help International in Ghana.

<< CONTINUED FROM PAGE 16

## TEEN GIRLS CLUBS

In addition to its micro-credit loans for women program in Ghana, Self-Help supports several Teen Girls Clubs in rural villages to help teen girls stay in school longer as a way to break the poverty cycle in rural communities. Girls from primary schools to junior highs are educated on girls' and reproductive health issues; provided livelihood skills training; and given extra instruction to improve their English reading and writing skills.

Since its inception in 2016, 31 girls from Self-Help's Teen Girls Clubs have gained admission to various secondary and vocational schools. Many of these girls couldn't have qualified for advanced schooling without the program.

Marianna Mustafa, 12, is from Timeabu. She wants to be a nurse. "Teen Girls Club helps me in school," she said. Her favorite activity is reading the book "The Little Blue Bell" in English. She also likes writing and playing soccer against the other girls' clubs. "Teen Girls Club teaches us to respect our parents, teachers and others," she said. The Teen Girls Club also helps her stay in school so she can attend senior high school, she added.

Marianna wants to become a nurse so she can help people. She said she wants to learn how to give people medicine because she doesn't want people to get sick.

Jacinta Ayamali, 18, of Beposo, wants to be a journalist. She recently returned to her rural village in Ghana after several months working as a domestic worker in Saudi Arabia, where she endured poor working conditions. She said she has re-enrolled in school and wants to become a journalist so she can do investigations and help her country.

## ABOUT THE WRITER

Jerry Perkins is a retired journalist who is a member of Self-Help International's board of directors. He traveled to Ghana and Nicaragua last year to review and report on Self-Help's activities in those two countries. The photos in this story were taken by Perkins and Megan Sehr.



Members of the Teen Girls Club work on a crafts project in Bedabour, Ghana.



Jacinta Ayamali, who belongs to the Beposo, Ghana, Teen Girls Club supported by Self-Help International, shows a Reporter's Notebook that was given to her by Jerry Perkins, a member of the Self-Help International board of directors, when he visited Ghana in September 2018. Jacinta wants to be a journalist.

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1

MONDAY

**DreamBuilder Live****Host:** Iowa Center for Economic Success**About:** Here's what you'll do during this eight-week course: Have the potential for complete business plan development, access online material as well as group and one-on-one, in-person support, build your professional network, and more. The cost to attend is \$350. Scholarships are available.**When:** 5:30-8:30 p.m.**Where:** 8345 University Blvd. Suite F, Clive**More calendar info***For more details on these events and to learn about even more events, please go to [businessrecord.com/calendar](http://businessrecord.com/calendar). You can also find a form to submit your events at this site.*

2

TUESDAY

**BUSINESS ANALYTICS SYMPOSIUM****Host:** Iowa State University College of Business**About:** This is a must-attend event for professionals in the field of analytics who work in finance, insurance, retail, cybersecurity, health care, and manufacturing. The Business Analytics Symposium is the premier analytics event in Iowa, with a great line up of speakers who are on the cutting edge of analytics.**When:** 8 a.m. to 5 p.m.**Where:** Iowa Events Center

3

WEDNESDAY

**How to Be Funny (Even If You're Not): Comedy-Inspired Copywriting Tips for Marketers****Host:** AMA Iowa**About:** Lianna Patch, Head Puncher, Copywriter for Punchline Copy will show you why and how you can get started using humor in your marketing copy — from humor's actual effects on the brain to line-level copy changes that anyone on your team can use to write funnier, higher-converting copy.**When:** 11:30 a.m. to 1 p.m.**Where:** Holiday Inn Des Moines Downtown

6

SATURDAY

**Bubble Ball****Host:** ChildServe**About:** Designers, artists, and other creative professionals debut their bubble wrap creations as part of a themed runway show production and a gallery of stationary designs. Attendees are treated to a delicious meal while enjoying fabulous musical entertainment and other surprises.**When:** 7 p.m.**Where:** Iowa Events Center - Grand Ballroom

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## 13 dangerous words

"What are they smoking?"

It was one day before Iowa State played Ohio State in the first round of the NCAA Tournament, and the question pulled me back from an insane fantasy in which I was figuring out how the Cyclones could win it all.

I figured if ISU's men's basketball team could pull off solid wins over Ohio State and Houston, they might be able to squeak past Kentucky and maybe beat North Carolina in overtime. Then, if Tennessee and Virginia beat up each other, Iowa State might be able to take the winner of that game and get a shot at Gonzaga for the title.

I was jarred back to reality by the sudden appearance of my friend K.C. walking toward Polk Boulevard.

"What is who smoking?" I asked.

"Lawmakers," he replied.

"I'm not sure," I said, "but if they legalized it, Iowa might not have to face another year of tight budgets.

"Did you see the Forbes article about how much money states like Colorado and Washington are pulling in by taxing marijuana?" I added.

"It's a lot," K.C. agreed, "two or three hundred million dollars.

"Iowa lawmakers can't find enough money to give teachers a decent raise or to fix our busted highways," he continued.

"But they're really good at picking judges and keeping students from voting," I inserted.

"Yes. But now they've done something that makes absolutely no sense," he said.

"What?" I asked.

"It's this Second Amendment thing," K.C. said. "The amendment they want to add to Iowa's constitution to expand gun rights.

"At a time when every civilized place in the world is trying to tone down gun violence, Iowa wants to go the other way," he said.

"It's not like we aren't covered by the Second Amendment to the U.S. Constitution," I said.

"What's really bizarre," K.C. continued, "is the total hypocrisy of it all."

"Republicans want to add 13 words that are not part of the U.S. Constitution," he said, pulling a piece of paper from a pocket and reading: "Any and all restrictions of this right shall be subject to strict scrutiny."

"Then they act like that's no big deal. Like it won't change anything.

"This after Democrats agreed to wording that was exactly the same as the U.S. Second Amendment. But Republicans rejected that. They insisted on the 'strict scrutiny' wording.

"I'm no expert," K.C. continued, "but the way I see 'strict scrutiny' is that it means pretty much anything goes.

"People would be able to carry weapons in schools and courthouses and churches. How safe is that?

"'Strict scrutiny' would also presumably make it OK for felons, terrorists and domestic abusers to have guns. And it would pretty much end efforts to outlaw high-capacity weapons, like the AR-15. Nor could you get rid of bump stocks, like that guy used in Las Vegas when he fired more than 1,000 rounds into an outdoor concert, killing 58 people.

"Those 13 words Republicans want to add to the Iowa Constitution may be the biggest mistake they'll ever make.

"They've already approved it in the Legislature, twice," K.C. emphasized.

"If it wasn't for Secretary of State Paul Pate failing to publicize it last year, it would be on the ballot next year," he said, noting that constitutional amendments must pass two separately elected sessions of the General Assembly.

"Well," I said, "we can hope people come to their senses before 2022."

"Don't count on it," K.C. said as he headed east on Grand Avenue. "The Iowa House just passed a law that allows kids to hunt with handguns." ■



DREW McLELLAN

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Write the success story of your book

With all the buzz about establishing yourself as a thought leader and the long-term value of that effort, many marketers and business owners have written or are thinking about writing a book to demonstrate their expertise. There is assumed esteem that comes from being a published author, whether you self-publish or choose to work with a hybrid or traditional publisher.

No matter how your book comes to life (unless you're James Patterson), the promotion of your book is pretty much going to be on you. Odds are you didn't write the book to make millions of dollars, but instead to use the book to build your position as a thought leader, open up opportunities to speak, or be sought out as an expert by the media. Some business leaders write a book merely to be used as a three-dimensional business card.

No matter what your end game is, you have to get your book noticed before you can enjoy the benefits of going through the hard work of writing it. Most of these will work for both new and not-so-new books.

**Build your audience before you need it:** Depending on the subject matter of your book, start creating relationships with potential readers before the book is out. Focus on increasing your social reach on the channels that you typically use and where you think your core audience is hanging out.

You're also going to want to build up an email list of people who are interested in your book's topic. Hopefully, you are already curating, sharing or writing shorter pieces on the same subject. Start releasing an e-newsletter that is packed with value for your audience and promote it on your social channels.

In all cases, the key here is to provide value from the get-go, so your connections are hungry for more.

**Create some buzz:** Before your book launches, send out review copies to 50 or so people who will read it and write an Amazon review within the first few hours (ideally) or days after the launch. You should also create a list of journalists who cover the same topic and send them review copies as well.

Another way to create some buzz is to record a video series (bite-sized tips from the book) and publish a new one every week/month on your social channels. Be sure you transcribe the videos so you can caption them because most videos are watched with the sound turned off. Create a YouTube channel for your company if you don't have one and publish them there as well.

**Plan the launch:** Once you know when the book will be available, plan on doing a formal launch. Your goal is to email your list, ask them to all buy the book on the same day so you can spike to a best-seller ranking on Amazon. Be very prescriptive, sharing the purchase link and the exact date/time you'd like them to buy the book. Many authors offer perks (free webinar, bonus materials, etc.) to people who purchase on the designated day.

Email that same list about three days after the official launch date to check if they bought the book and ask for a review if they did.

**Do a book tour:** You don't have to travel to conduct a book tour. Identify 25 podcasts that share your same audience and send them a galley of the book, offering to be a guest. There are also a ton of business radio stations looking for great guests. You can secure those bookings on your own or hire a PR freelancer to book the appearances for you.

I know how much work goes into writing a book. Unfortunately, that's just the start. Fortunately, the return on investment is worth the effort. ■



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# WOMEN LEAD CHANGE

*“Women Lead Change was thrilled to launch 2019 with a new name and additional programming to expand our mission,” Tiffany O’Donnell, Women Lead Change CEO said. “This allows us to continue to offer world class programming throughout the state, but also to reach beyond the borders as we continue to work to develop, advance and promote women, their organizations and to impact the economy.”*



Emmy award-winning journalist Harris Faulkner with Women Lead Change team

When Iowa Women Lead Change announced a branding refresh to Women Lead Change at the beginning of 2019, it signaled expansion and immense possibility for future growth outside the state and region. The mission of Women Lead Change continues to be to develop, advance and promote women, their organizations and the economy, with a laser-focus on workforce development as viewed through a gender lens.

This year aims to propel that growth and reach with additional programming to expand the Women Lead Change mission. January saw the launch of the first cohort of the Ascent Leadership Program, a 12-month deep dive into tactics to advance mid-level, high potential women leaders at organizations across the country and the UK.

Women Lead Change is honored to lead the charge on the Women of Achievement Awards and will honor historic women at Des Moines’ Iowa Women of Achievement Bridge this summer. We continue to partner with key stakeholders across the region on valuable research projects and encourage participation in the EPIC Corporate Challenge and Women Connect programs in four regions by the end of 2019.

Our roots began with a single women’s leadership conference in 2007, and this year we will offer cutting edge leadership development in five statewide regions and virtually through our annual conferences as we ask thousands of attendees to join us to Own It.

Mark your calendar for the 2019 Central Iowa Conference on Oct. 9-10. For more information, visit [www.WLCglobal.org](http://www.WLCglobal.org).



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*COMMUNITY  
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The women of the CSB senior leadership team are redefining leadership. When President & CEO Kurt Gibson joined the Bank, he discovered a natural progression of talented women serving in leadership roles. Gibson says, "Leadership is undeniably evolving in traditionally, male-dominated industries. As an organization, diversity makes us better -- innovative, respected and profitable. Our team is deeply passionate about the success of the Bank."

CSB employees affirm when these ladies reach goals, they set the bar higher. They don't accept mediocrity and instinctively want to do it better. EVP of Retail Banking Kathy Nichols says, "We strive to empower our employees to trust their instincts and do what's right for our customers." This strategic team values collaboration and they leverage each other's strengths. Their effectiveness is based on that reciprocal relationship.

Jen Canelos, SVP of Marketing says, "In a world that's tipping toward a preference for leaders who are skillful at personal interaction and communication, rather than authoritarian ideals, women are ahead of the game. Our team genuinely enjoys working together. We learn from each other. This team exemplifies the relationship-building mentality we expect from every employee."

In addition to busy personal and professional lives, this cohesive group is also passionate about leadership through service. They model that philosophy by lending their time and talents to local non-profits.

*We strive to empower our  
employees to trust their  
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Jennifer Canelos, SVP, Marketing; Cheryl Miller, Commercial Client Services Officer; Kim Butler Hegedus, EVP, Chief Lending Officer; Kathy Nichols, EVP, Retail Banking/Cashier; Jodi Corcoran, EVP, Treasury Management



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# ANGELA CONNOLLY

*Polk County Supervisor*



Polk County has put itself on the map as a welcoming community for small businesses and to raise a family and I am proud of the work that Polk County government has done to help get us here. But as in any growing metro, there is always more work to be done and one of the issues that we will be focusing on is affordable housing. I am a board member for the Polk County Housing Trust Fund, the regional organization that is responsible for the planning, advocacy and funding of affordable housing in Polk County.

Housing is a human right, and a fundamental human need. Experts from various fields recognize that safe, stable, and affordable housing is essential to our region's health, education, and economic development. Despite the growth in our economy, the area of highest growth of jobs in our community is in low-income industries, such as retail, customer service and food service – all paying wages that cannot support a basic standard of living. Of the nearly 60,000 renters in Polk County, more than half spend more than 30% of their income on housing.

The Polk County Housing Trust Fund is in the middle of their **Stable, Steady, Strong** campaign to help fund programs that assist low-income people in finding and maintaining homes they can afford. It also helps people in our community through case management, job training and placement, financial education and home ownership.

Your support of **Stable, Steady, Strong 2019** can make a difference – in the lives of area residents, in the growth of neighborhoods, in the productivity of your employees and in the continued strength of our local economy. Visit [www.pchtf.org](http://www.pchtf.org) to learn more.

*Housing is a human right, and  
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Of the nearly 60,000 renters  
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## WHAT IT TAKES TO GET TO THE TOP AS A WOMAN IN THE FINANCE BUSINESS



Christi Irelan, Administrative Assistant/Client Service Manager; Bianca Rowland, Client Relationship Manager/Marketing Consultant; Deniz Franke Private Wealth Advisor; Jan Shull, Financial Advisor



2600 WESTOWN PKWY STE 210, WEST DES MOINES, IA 50266 // 515-309-0043 // [WWW.AMERIPRISEADVISORS.COM/TEAM/FRANKE-MILLER-GROUP](http://WWW.AMERIPRISEADVISORS.COM/TEAM/FRANKE-MILLER-GROUP)

Born in Turkey and having moved to the U.S. when I was 18, I knew I'd have challenges awaiting me. I started my career in 1987 in Memphis, Tenn., then moved to Des Moines in 1988 with my husband, where we started our own financial planning firm together known to the community today as Franke Miller Group.\* I believe a tremendous amount of my success is due to my personal drive to be the best at what I do and the enormous support I receive from my team and family. My husband and I are both a part of the Ameriprise Hall of Fame, I was named in 2018 and 2019 Forbes Best-In-State Wealth Advisor, 2018 UNI College of Business Woman Business Owner of the Year, and 2018 Forbes Top Women Wealth Advisor. There were times when I wanted to give up, but every time someone would tell me "no," I tried even harder because that meant "yes" to me. Whereas some would see it as being stubborn, I believe it was my drive and determination that made me the successful business owner I am today. I truly care about how we help our clients by providing a thorough financial planning process that covers Investment, Protection, Tax, and Estate Planning to help them reach their financial goals and objectives.

*\*a private wealth advisory practice of Ameriprise Financial Services Inc.*

### What is it like to work with family and a team that's like family?

I have a daughter, Bianca Rowland, and she is a fully licensed advisor who started in this business at the front desk and worked her way up to take over our legacy. With the support of my daughter; my amazing team, Christi Irelan and Jan Shull; and my advisory and investment team; we strive to help everyone. It doesn't matter where we came from or what gender we are, we should never be afraid to believe in ourselves to succeed in what we enjoy doing.

*We should never be afraid to  
believe in ourselves to succeed  
in what we enjoy doing.*

# AUREON HR

## A CULTURE OF SUCCESS

Aureon HR is an innovative, service-obsessed organization that exists to develop and deliver constantly evolving workforce solutions which contribute to the success of small and medium size businesses. Established in 1989 as Merit Resources by a local entrepreneur, Aureon HR was recently acquired by Paychex. Aureon HR currently employs more than 200 Iowans, more than 70% of which are women including senior executives Melissa Ness, President / Director, PEO Central Region, Anne Barry, Vice President Strategic HR, Charlie Lasher, Vice President, Account Management, Katie Roth, President, Staffing & Recruiting, Krista Turner, Vice President, Operations, and Ida Wood, Regional Vice President, Business Development.

Our culture is our competitive advantage. At Aureon HR we attract, develop and retain the best and those with the potential to become the best for us and our clients. We believe in developing our people and empowering them with the tools and resources to succeed. Our leadership team have been with the company for many years serving in various roles; growing with the company to assume additional responsibilities. Talented people helping clients succeed has been the recipe of our success for the past 30 years of business in Des Moines.

*“I am a life-long learner and spend a lot of time reading, with mentors and mentoring others (I actually learn the most doing this!). My goal is to be the best I can be for others.”*

*– Melissa Ness*



From left to right: Katie Roth, Anne Barry, Charlie Lasher, Melissa Ness, Krista Turner, Ida Wood

**AUREON**<sup>TM</sup>  
HR

7600 OFFICE PLAZA DR. S., SUITE 100, WEST DES MOINES, IA 50266 // 833-558-9869 // AUREONHR.COM



# HOTEL GRINNELL



Angela Harrington, Owner

Angela Harrington was awarded the 2018 Iowa Rural Development Council's Impact on Place honor for her work redeveloping the city of Grinnell's 1921 junior high school into Hotel Grinnell, a 45-room boutique hotel, eatery/bar/patio and event center. The project was transformational not only in the creative, adaptive reuse of the building but in its contribution to downtown vitality and economic impact.

The school's former classrooms now feature upscale hotel rooms with soaring windows, vaulted ceilings and hardwood floors while the locker room houses the bar and outdoor patio rivaling cool boutique hotels with lobby bars and patios in Chicago and Denver. The former school gym and historic theater are now unique wedding, conference/meeting and entertainment venues.

The hotel has won countless awards, including Travel Iowa's Outstanding Lodging Property, Best Brand Execution by the Boutique Lodging Association of America, and Best Hospitality Design by the International Interior Design Associating and was a Gold Key finalist for Best Eco/ Socially Conscious Hotel. Accolades include being named the Most Unique Hotel in Iowa by Orbitz, Iowa's Smart New Hotel by the Minneapolis Star Tribune, and A Boutique Hotel Experience Destination by the Omaha World Herald. Additionally the hotel was featured in Boutique Design Magazine's article "The Why Behind the Wow." The hotel's guest reviews on TripAdvisor, Travelocity, Booking.com and Expedia rank among the highest in the state.

It's the catalytic potential of projects by which Harrington's interest is measured. Those that spark 18-hour vitality, facilitate real economic benefit to cities and neighborhoods. Harrington is working on other hotel projects to bring the same energy and impact cool hotels uniquely provide to their communities.



Hotel Grinnell lobby



925 PARK STREET, GRINNELL, IOWA 5012 // 641-236-9250 // HELLO@HOTELGRINNELL.COM

# IOWA PUBLIC TELEVISION



2019 marks 50 years of Iowa Public Television educating, informing, enriching and inspiring Iowans. For the past six years, IPTV has been led by Executive Director and General Manager **Molly M. Phillips**.

“Since 1969, IPTV’s mission has reached far beyond its broadcast,” said Phillips. “Today we are an Emmy® award winning television network with four unique programming channels. But first and foremost, we are educators. We provide Iowan’s lifelong learners with programming of lasting value, free professional development and educational resources, and so much more.”

Phillips has been with Iowa’s only statewide television network since 1990, working her way up from an accounting clerk through various positions to her seat at the helm of the network that reaches more than two million Iowans each month through broadcast, online and in-person services.

“I’ve had many inspiring women in my life, from PBS colleagues to our female division directors and executive producers, and my mother and sister,” said Phillips. “We push each other to reach our goals, to stand and be heard, and celebrate our achievements together. I get to work with women and men who make every day such a pleasure.”

IPTV marks its golden anniversary throughout 2019 with special programs and events that celebrate IPTV -- Yesterday, Today, Tomorrow... Together. IPTV’s legacy is also Iowa’s legacy and all Iowans are invited to take part in the celebration.

*We provide Iowan’s lifelong learners with programming of lasting value, free professional development and educational resources, and so much more.*



Molly M. Phillips, Executive Director and General Manager



IOWA PUBLIC TELEVISION, P.O. BOX 6450, JOHNSTON, IA 50131. // 800.532.1290 // IPTV.ORG



# BUSINESSOLVER



Jyothi Aerolla



Bridget Bingaman



Terri Boers



Shelley Camacho



Gina Clemen



Amanda Damstetter



Janet DeJager



Brandy Hahn



Mary Hovick



Angel Hower



Nicki Hensley



Laura Koppen



Amanda Ladd



Keri Lehman



Roopa Maddikunta



Madicyn Maines



Bridget Mortland



Leah Moyer



Erica Nauman



Sheetal Rajgure



Sarah Ramus



Molly Rasmussen



Wendi Reeves



Tracee Reitz



Stefani Scheeler



Brittany Sinnwell



Natalie Spracklin



Rebekah Stickfort



Beth Wargo

Meet some of the women who serve in key roles in technology, product development, sales and operations in Businessolver's West Des Moines headquarters.

## Diversity Delivers Technology with Heart

The number of women in the U.S. tech sector is dismal. According to the National Center for Women and Information Technology, they represent only 26 percent of professional computing occupations.

But not at Businessolver.

Established in 1998, the software company employs more women than men in their eight offices across the country. In their West Des Moines headquarters, the company is especially proud of the many women who work in technical roles, product development, sales and operations. For a tech company, the number of women in such positions is extraordinary. And, according to Chief Strategy Officer Rae Shanahan, that kind of diversity has been an important contributor to the company's intentional growth throughout its history.

"At Businessolver, we are guided by our principle of Technology with Heart," said Shanahan, a 2018 Inspiring Women of Iowa finalist. "Our benefits administration technology platform, Benefitsolver, serves nearly 12 million people – wives, husbands, daughters, and sons, each with unique needs and expectations. You can't serve such a diverse population without being diverse yourself."

The company's commitment to Technology with Heart extends beyond their diverse employee population. This month, the company released its fourth annual State of Workplace Empathy Study. "For organizations to set themselves apart in this competitive hiring environment, leaders must meaningfully demonstrate empathetic behaviors, and ensure their business culture embraces this value," Shanahan added. "Women tend to be especially good at discerning and expressing empathy, but everyone – both women and men – can strengthen their 'empathy muscle' by thinking about what it means to understand and share the feelings of another person."

To learn more and explore career opportunities, visit [Businessolver.com/careers](https://Businessolver.com/careers).

*At Businessolver, we are  
guided by our principle of  
Technology with Heart.*



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# R & R REALTY



Kathy Hayes, Vice President of Human Resources



Wendy Ogden, Associate General Counsel



Jenny Livingston, Senior Vice President of Tenant Relations



Sadie Lee, Chief Accounting Officer and Vice President of Finance



Since R&R's founding in 1985, strong and dedicated women have been instrumental in making our company what it is today. Our development, ownership and management of more than 8 million square feet of commercial real estate wouldn't have been possible without women in key leadership roles.

MEET FOUR OF THEM:

**Kathy Hayes, Vice President of Human Resources**

Kathy is responsible for strategic planning which aims to provide our organization with the best people available while also positioning R&R as the employer of choice with her awareness of policies, best practices and trends within the industry. In addition, she also leads projects that focus on our corporate culture as we continue to grow and position our organization for the future.

**Wendy Ogden, Associate General Counsel**

As Associate General Counsel, Wendy does more than review leases, contracts and legal documents. She's the company guru on matters of compliance and our go-to person on a wide range of questions and thoughts. She earned a law degree from the University of Iowa and currently sits on the boards of

InnerVisions Health Care and Saint Thomas Classical Academy. She's previously given back to the community as a juvenile court special advocate and as a board member for West Des Moines Human Services and Dorothy's House.

“  
*Leadership is  
about making  
people believe in  
themselves.*  
– Kathy Hayes  
”

**Sadie Lee, Chief Accounting Officer and Vice President of Finance**

Sadie oversees the daily operations of our finance and accounting department while managing financial reports and controlling investment and tax strategy. As a CPA with a bachelor's and master's degree in accounting from the University of Iowa, the two things Sadie loves are crunching numbers and cheering on the Hawkeyes.

**Jenny Livingston, Senior Vice President of Tenant Relations**

When you step foot in an R&R building, you officially become part of Jenny's job. She's responsible for managing relationships with our customers by ensuring their needs are not only met but exceeded on a daily basis. Jenny holds a Certified Property Manager (CPM) designation from the Institute of Real Estate Management, along with CAM and CAPS designations from the National Apartment Association. She is also a Licensed Real Estate Salesperson in the State of Iowa.



# COLLINS COMMUNITY CREDIT UNION

*EMPOWERING  
WOMEN TO  
ASPIRE, IGNITE  
AND ACHIEVE*

Collins Community Credit Union doesn't just invite women to the table, they empower them to lean in and share their thoughts, opinions, and ideas. With over 65% of their workforce including their CEO, board chairperson and a large portion of their senior leadership team female, the credit union is committed to ensuring that the women in their organization are collaborative, trusted, highly educated leaders that can move their business to the next level.

In 2017, Collins Community Credit Union identified diversity, equity, and inclusion as a priority for the organization. Shortly after, the Diversity, Equity, and Inclusion (DEI) Committee was formed and it has proved to be a valuable asset for the organization. The DEI is a safe place for committee members to share their unique stories and empowers committee members to strengthen relationships within the community and identify opportunities for partnership. The backbone of the credit union movement is people helping people. As a community credit union, it is Collins Community Credit Union's mission to serve the community through volunteerism and education, as well as offer affordable financial products and services.

The women at Collins Community Credit Union collaborate to ensure that they live up to the credit union's tagline to Aspire. Ignite. Achieve. They **aspire** through a variety of strategic planning initiatives to employ a diverse workforce that's reflective of their membership base. Through the offering of robust learning and development opportunities both internally and externally they help their employees **ignite** their career within the organization. By bringing together a diverse workforce and providing continual growth opportunities they are able to **achieve** organizational goals.

*"One of our goals is getting employees exposed to women working in higher positions and in roles that are not traditionally considered 'female' roles."  
– Stefanie Rupert, President & CEO*



Vicki Davis, Des Moines Market Manager & Stefanie Rupert, President and CEO



800-475-1150 // COLLINSCU.ORG



# DES MOINES-WINTERSET MEMORIALS



Des Moines-Winterset Memorials has been Iowa's leading granite monument company since 1878. For over 140 years we have provided families with the quality memorials, service and respect they deserve. Lana Leander along with her husband Ryan Gruhn owns Des Moines-Winterset Memorials with locations in Des Moines, Winterset and Atlantic.

Our caring sales counselors are here to help by learning more about your family and will assist you in designing a lasting and unique tribute to your loved one.

Our company also provides pre-planning services for individuals or a family wishing to purchase a memorial before there is a need. This offers customers a stress-free environment to help them decide on how you would like to be remembered. We will ensure all the details and selecting your memorial has been taken care of far in advance of a need which, in turn, provides your loved ones with peace of mind.

Our company provides its own sandblasting, carving, etching and repair services in our manufacturing facility in Winterset, Iowa. We also offer complete memorial setting and cemetery installation as well.

Des Moines-Winterset Memorials offer monuments, mausoleums, columbarium, cremation memorials and granite markers from granite quarries in North America and throughout the world. We also provide granite signage for companies and real estate developments. We stand behind our memorials with a perpetual warranty that guarantee that your family's memorial will last forever.



Sandy Carlson, Memorial Counselor; Lana Leander, Owner; Sheri Crouse, Office Manager

*Creating your  
story in stone.*

## Des Moines-Winterset Memorials

4819 UNIVERSITY AVE, DES MOINES, IA 50311 // 515-277-4433 // WWW.DMWMEMORIALS.COM



# FLEMING'S PRIME STEAKHOUSE & WINE BAR



Community involvement is a high priority to Michelle Booth, operating partner of the West Des Moines Fleming's Prime Steakhouse & Wine Bar. "Our restaurant has thrived in the West Des Moines community," says Booth. "It's important for Fleming's to stay invested in the communities that our guests work and live in."

For the past 10 years, Fleming's has been the premier sponsor for the Leukemia & Lymphoma Society Man & Woman of the Year campaign. Since 2006, Fleming's has partnered with the Iowa Culinary Institute. "We want to support the next generation of chefs in our great state," says Booth. "Our relationship with the Iowa Culinary Institute has allowed us to connect with up-and-coming talent."

Fleming's goal of strong community ties doesn't stop with Michelle Booth. Beth Scott, president of Fleming's, has led the charge to localize the widely known high-end restaurant chain. "No two Fleming's are alike," says Booth, "and that's important to us. Each of our restaurants offers a unique experience."

A unique and local experience for each guest at Fleming's is not only important to Booth, but to her entire staff. "We are not a cookie-cutter restaurant," Booth adds. "Our leadership is local. We have chef-driven local menus. From our guests' client lunches, celebrating an employee retirement in our private room, or a night out with friends, we are your local spot and here to serve you."

Welcome to your West Des Moines Fleming's.



Michelle Booth, operating partner, and Chef Partner Matt Drennon of West Des Moines Flemings, pose with this year's Leukemia & Lymphoma Society Man & Woman of the Year candidates.

*It's important for Fleming's  
to stay invested in the  
communities that our  
guests work and live in.*



150 S. JORDAN CREEK PKWY, WEST DES MOINES, IA 50266 // 515-457-2916 // FLEMINGSSTEAKHOUSE.COM/LOCATIONS/IA/WEST-DES-MOINES



# BÂTON GLOBAL



## EXPERTISE

Bâton Global was founded in 2014 to serve our world by providing best-in-class research and advisory services to drive real-results for our clients and communities. Our mission is to inspire action through strategy, innovation, leadership, and research that transform organizations worldwide. At our core, we are problem solvers. We partner with clients, from global Fortune 500 companies and G30 governments to local businesses, non-profits, and community organizations, to solve their most difficult data, human, and organizational problems.

## PASSION

Bâton Global leverages technology to develop and deliver advisory solutions across the globe. We are proud to honor Kelly Dittmann, Head of Business Development whose expertise in partnering with CEOs and business leaders to advance their most critical digital transformation priorities has been a core passion of our firm. Kelly has built and lead our key strategic advisory engagements, while advancing community priorities in women economic empowerment, technology, education and homelessness. Kelly currently serves as a business mentor of GDMP AgTech Accelerator, a board member of the Central Iowa Shelter Services (CISS), a member of Financial Executive Women (FEW), and a community advocate for Women Lead Change (WLC). She also makes time to enjoy weekend adventures with her family and friends exploring new places or playing a little jazz with local bands.

## IMPACT

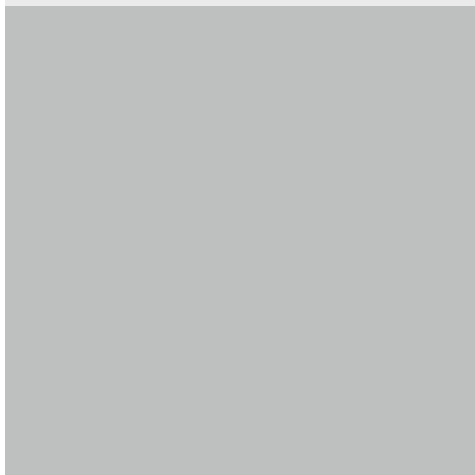
At Bâton Global, we encourage our leaders to make positive impact in our communities, both personally and professionally. While experiencing rapid growth last year, we applied our data, technology, and advisory expertise to support leading financial services companies in developing digital transformation strategies, to bring thought leadership in innovation from around the world to Des Moines in partnership with Iowa's leading technology association, and to enable community partners to fight poverty. We continue to support our community and are proud of our accelerated growth which has expanded the breadth, depth and, most importantly, impact of our work.

bâton | global

515-864-8400 // WWW.BATONGLOBAL.COM

KELLY DITTMANN // HEAD OF BUSINESS DEVELOPMENT

# FHLB DES MOINES



At Federal Home Loan Bank of Des Moines, you'll find employees who are empowered to lead change and build better communities – inside and outside our walls.

We celebrate the amazing women who work at FHLB Des Moines and are committed to making our communities better by fostering a spirit of teamwork and inclusion. These women serve on boards and committees throughout our community, through organizations like Dress for Success, CultureAll, The Chrysalis Foundation, Iowa Women Lead Change, West Des Moines Human Rights Commission, Women Connected and so many others.

At FHLB Des Moines, we know when we combine our unique and different perspectives and backgrounds, great things happen. Our women-led Business Resource Group (BRG) is just one example of how we put this into practice. Members of the Women's BRG participate in networking opportunities, discuss real-life topics and give feedback on policies, practices and benefits that help us create a fair and equitable work environment. We believe empowerment and change starts with us as an employer. Then, it grows exponentially.

Connect with us and learn more at [www.fhlbdm.com](http://www.fhlbdm.com).

*"I've had great support from co-workers that invested in me and my development. As the chair of the Multicultural BRG, I want to leverage cultural challenges and experiences to help others who may need assistance adjusting to a new work environment and provide the support they need to really succeed and thrive"*

*Chen Huang, Assistant Vice President/  
Capital Markets Analytics Manager*



From left: Jane Severson, Chen Huang, Lonnie Dafney, Nancy Betz, Angie Richards, Araceli Villanueva



909 LOCUST STREET, DES MOINES, IOWA 50309 // 800-544-3452 // [WWW.FHLBDM.COM](http://WWW.FHLBDM.COM)



# WEST DES MOINES COMMUNITY SCHOOLS



From left: Lisa Remy, Ed.D., Michelle Lettington, and Carol Seid, Ed.D.



Top row, from left: Laine Mendenhall-Buck, Kim Davis, Ed.D., Christine Maduro, Haley Henry, Jennifer Ulie-Wells, Ph.D., Michelle Lettington, Willow Dye, Kandi Hensel, Shahna Janssen. Bottom row, from left: Kristin Rourk, Jill Bryson, Donna Beerman, Beth Brewer, Elizabeth Brennan, Lisa Remy, Ed.D., Carol Seid, Ed.D., Vicky Poole, Ed.D., Melinda Dunnwald, Robin Pickard. Not pictured: Liz Cox, Lori Diebel, Natalie French, Janelle Green, Jill Caton Johnson, Ph.D., Tamara Tjeerdsma, Erica Whittle.

At West Des Moines Community Schools (WDMCS), we know a student's education is an important part of their life. Our administrative leadership team and WDMCS Board of Education together include 26 women who are committed to educating students into responsible, lifelong learners who possess the skills necessary to thrive in and contribute to a diverse and changing world.

Three of these women are part of our four-person Superintendency: Superintendent Lisa Remy, Ed.D., Associate Superintendent of Teaching & Learning Services Michelle Lettington, and Associate Superintendent of Human Resources Carol Seid, Ed.D.

"Our mission is to provide an environment where all students have access to the excellent opportunities our district provides," Remy said. "I am proud to be part of a group of visionary women who are models of leadership for our students and always act with students' best interests in mind."

WDMCS promises students they will each have a place to belong in our district. When they graduate, they will have the essential skills and integrity to communicate, collaborate, and solve problems as confident citizens.

Using collaboration, passion, and innovation, these 26 leaders inspire joy in learning every day and are at the forefront of making those promises to students a reality.

*Our mission is to provide an environment where all students have access to the excellent opportunities our district provides.*



3550 MILLS CIVIC PARKWAY, WEST DES MOINES, IA 50265 // 515-633-5000 // WWW.WDMCS.ORG



# Celebrating leaders in the community



In every community, there are leaders who set the course for positive change through their vision and guidance. Their work not only supports local needs, but inspires others to do the same.

[wellsfargo.com](https://www.wellsfargo.com)

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CITY ORDINANCES

**SUMMARY OF ORDINANCE NO. 15,753**  
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 and Vehicle Regulations, by amending Sections 114-1809, 14-2163, 114-2933, 114-2934, 114-3043, 114-3581, 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. Code correction related to one-way designation on Crocker Street between 31st Street and 33rd Street.  
B. Code correction related to incorrect references to Chamberlain Avenue in the Municipal Code.  
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. 15,753, passed by the City Council of said City on March 11, 2019, signed by the Mayor on March 11, 2019, and published as provided by law in the Business Record on March 29, 2019. Authorized by Publication Order No. 10617.  
Diane Rauh, City Clerk

**ORDINANCE NO. 15,754**  
AN ORDINANCE to amend the Official Zoning Map of the City of Des Moines, Iowa, set forth in Section 134-277 of the Municipal Code of the City of Des Moines, Iowa, 2000, by rezoning and changing the district classification of certain property located in the vicinity of 3506 University Avenue from the "R-3" Multiple-Family Residential District to Limited "NPC" Neighborhood Pedestrian Commercial District classification.  
Be It Ordained by the City Council of the City of Des Moines, Iowa:  
Section 1. That the Official Zoning Map of the City of Des Moines, Iowa, set forth in Section 134-277 of the Municipal Code of the City of Des Moines, Iowa, 2000, be and the same is hereby amended by rezoning and changing the district classification of certain property located in the

vicinity of 3506 University Avenue, more fully described as follows, from the "R-3" Multiple-Family Residential District to Limited "NPC" Neighborhood Pedestrian Commercial District classification:  
THE NORTH 50 FEET OF THE EAST 180 FEET OF LOT 1 KAUFMANN PLACE, AN OFFICIAL PLAT, NOW INCLUDED IN AND FORMING A PART OF THE CITY OF DES MOINES, POLK COUNTY, IOWA.  
Section 2. That this ordinance and the zoning granted by the terms hereof are subject to the following imposed additional conditions which have been agreed to and accepted by execution of an Acceptance of Rezoning Ordinance by all owners of said property and are binding upon the owners and their successors, heirs, and assigns as follows:  
A. The following uses of structures and land shall not be permitted upon the Property:  
1. Any business holding a liquor license, wine permit, or beer permit that is not operated as either:  
a. a restaurant where at least half of whose gross income is derived from the sale of prepared food and food-related services; or  
b. a tavern, which has a kitchen and offers a full menu for food service at all times that the business is open to customers, so long as the Zoning Board of Adjustment grants a Conditional Use Permit allowing and further regulating such use;  
2. Gas stations;  
3. Locker plant;  
4. Automotive and motorcycle accessory and parts store;  
5. Lawn mower repair shops;  
6. Radio stations;  
7. Animal hospitals, veterinary clinics, or kennels;  
8. Automobile, trailer, motorcycle, boat and farm implement establishments for display, hire, rental and sales (including sales lots);  
9. Ballrooms and dance halls;  
10. Billiards parlors, pool halls and game rooms;  
11. Carpenter and cabinet making shops for retail custom work;  
12. Commercial baseball fields, swimming pools, skating rinks, golf driving ranges miniature golf courses, trampolines, and similar recreational uses and facilities;  
13. Communication towers/antennas (excluding an extension of 20 feet or less from an existing building);  
14. Drive-in theaters;  
15. Lumber yards;  
16. Mini-warehouse;  
17. Monument sales yards;  
18. Plumbing and heating shops;

19. Sheet metal shops;  
20. Sign painting shops;  
21. Mobile home parks;  
22. Used car sales lots;  
23. Garage for general motor vehicle repair;  
24. Automobile washing establishments;  
25. Adult entertainment businesses; and  
26. Off-premises advertising signs.  
B. Signage upon the Property shall be limited to that allowed in the "C-1" Neighborhood Retail Commercial District.  
Section 3. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.  
Section 4. That the City Clerk is hereby authorized and directed to cause certified copies of the Acceptance of Rezoning Ordinance, this ordinance, vicinity map and proof of publication of this ordinance to be properly filed in the office of the County Recorder of the county in which the subject property is located.  
FORM APPROVED:  
Glenna K. Frank, 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 true copy of an ordinance (Roll Call No. 19-0422), passed by the City Council of said City at a meeting held March 11, 2019 signed by the Mayor on March 11, 2019 and published and provided by law in the Business Record on March 29, 2019. Authorized by Publication Order No.10618.  
Diane Rauh, City Clerk

**ORDINANCE NO. 15,755**  
AN ORDINANCE to amend the Official Zoning Map of the City of Des Moines, Iowa, set forth in Section 134-277 of the Municipal Code of the City of Des Moines, Iowa, 2000, by rezoning and changing the district classification of certain property located in the vicinity of 2110 Wakonda View Drive from the "R1-80" One-Family Residential District to Limited "C-2" General Retail and Highway-Oriented Commercial District classification.  
Be It Ordained by the City Council of the City of Des Moines, Iowa:  
Section 1. That the Official Zoning Map of the City of Des Moines, Iowa, set forth in Section 134-277 of the Municipal Code of the City of Des Moines, Iowa, 2000, be and the same is hereby amended by rezoning and changing the district classification of certain property located in the vicinity of 2110 Wakonda View Drive, more fully described as follows, from the "R1-80" One-Family Residential District to Limited

"C-2" General Retail and Highway-Oriented Commercial District classification:  
THE EAST ½ HALF OF LOT 30 AND THE WEST 30 FEET OF LOT 31, WAKONDA KNOLLS, AN OFFICIAL PLAT, NOW INCLUDED IN AND FORMING A PART OF THE CITY OF DES MOINES, POLK COUNTY, IOWA.  
Section 2. That this ordinance and the zoning granted by the terms hereof are subject to the following imposed additional conditions which have been agreed to and accepted by execution of an Acceptance of Rezoning Ordinance by all owners of said property and are binding upon the owners and their successors, heirs, and assigns as follows:  
(1) The Property shall not be used for any of the following prohibited uses: adult entertainment business; businesses selling liquor, wine, or beer; off-premises advertising signs; taverns and nightclubs; and vehicle display lots.  
(2) Replacement of the existing drive access as part of any site expansion shall require reduction of the width to a maximum of 36 feet in width with 10-20 foot radii.  
(3) Provision of a five-foot wide public sidewalk along Wakonda View Drive as part of any site expansion.  
(4) Compliance with all landscaping requirements as applicable to "C-2" Districts as part of any site expansion. In addition, a bufferyard using "C- 2" District standards shall be provided along the west side of any paved area as part of any site expansion; and  
Section 3. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.  
Section 4. That the City Clerk is hereby authorized and directed to cause certified copies of the Acceptance of Rezoning Ordinance, this ordinance, vicinity map and proof of publication of this ordinance to be properly filed in the office of the County Recorder of the county in which the subject property is located.  
FORM APPROVED:  
Glenna K. Frank, 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 true copy of an ordinance (Roll Call No. 19-0426), passed by the City Council of said City at a meeting held March 11, 2019 signed by the Mayor on March 11, 2019 and published and provided by law in the Business Record on March 29, 2019. Authorized by Publication Order No.10619.  
Diane Rauh, City Clerk

POLK COUNTY NOTICES

POLK COUNTY PUBLICATION BILL LIST TO BE PAID 3-19-2019		
VENDOR		AMOUNT
<b>REASON: CAPITAL OUTLAYS</b>		
BOLTON & HAY, INC.	\$7,622.34	1
CARROLL, JAMES	\$400.00	1
GALL'S INC.	\$178.80	1
IOWA REGIONAL UTILITIES ASSOCIATION		
	\$2,000.00	1
MORROW BROTHERS FORD, INC	\$35,275.00	1
NEUMANN BROTHERS, INC.	\$92,753.75	1
TREADMILL HEROES LLC	\$3,322.70	1
VAN WALL EQUIPMENT, INC.	\$16,248.76	1
<b>REASON: HUMAN SRVS PROV CHGS</b>		
15TH & GRAND PROPERTIES LLC	\$2,005.00	2
AB HOME IMPROVEMENT LLC	\$8,558.25	3
ABDI, DHAHA	\$433.11	1
ABDIASAA, HANCALTUU	\$986.58	1
ACADIAN/INGERSOLL LLC	\$881.00	2
ADAIR, MONICA R.	\$1,083.60	1
ADAM, JAMES A.	\$300.00	1
ALAS, MARIA	\$382.74	1
ALBERIGO, KIMBERLY	\$520.13	1
AMAN, MELINDA	\$176.16	1
AMMANN, LAURA	\$311.24	1
AMODEO, SHELLEY L.	\$685.13	1
ANAWIM HOUSING	\$625.00	1
ANAYA, JESSICA	\$936.88	1
ANDERSON, BETH	\$193.09	1
ARBOR WOODS APARTMENTS LLC	\$451.00	1
ARPY'S CONSTRUCTION	\$3,800.00	1
AYRES, VIOLET	\$478.63	1
BACA-CANALES, CONNIE	\$177.33	1
BAILEY, MICHELE R.	\$239.38	1
BAKER, LYNSI	\$994.25	1
BALLENTEINE, BRENDA	\$669.55	1
BANKS, KIMBERLY	\$650.00	1
BARTON, TAMMY J.	\$826.48	1

BEACON OF LIFE	\$1,260.00	3
BEAVERS, SARAH	\$260.92	1
BELLO, ROSA	\$408.81	1
BENEDICT HOME	\$880.00	2
BENKUFISKY, ROBIN	\$299.88	1
BERRY, VALERIE	\$915.47	1
BEST HEATING		
COOLING ELECTRIC INC	\$18,530.00	11
BLAKEMAN, DENISE	\$1,471.70	1
BLAYLOCK, TERESA A.	\$492.00	1
BLEPO, CYNTHIA	\$480.51	1
BOAGARD, TYONDRA	\$731.85	1
BOLIO, MENDY	\$728.11	1
BRAGG, SHANTEL	\$481.60	1
BROADWAY HEIGHTS APTS I,LLL	\$451.00	2
BROOKS, PENNY	\$847.64	1
BROWN, DANILLE	\$379.85	1
BRUCE, MELISSA	\$526.50	1
BURNS, JERRY	\$711.00	1
BUSCH, RHONDA	\$398.04	1
BUSHBAUM, MODUSTI	\$81.00	1
CALHOUN, WANDA	\$773.21	1
CALLAHAN, MARY	\$507.77	1
CANTERBURY PARK APTS II	\$430.00	1
CARDER, BENTURA	\$613.43	1
CARRIERE, KATHRYN	\$508.50	1
CARTER, DEBRA A	\$66.61	1
CENICEROS, MARIA	\$336.87	1
CENTENNIAL PLACE COOP		
HOUSING ASSOC	\$451.00	1
CHRISPROP II, L.L.P.	\$100.00	1
CISNEROS, GENESIS	\$461.40	1
CISNEROS, LORENA	\$1,063.10	1
CITY OF ALTOONA	\$164.65	1
CITY OF CLIVE	\$229.55	1
CITY OF DSM MUNICIPAL		
HOUSING AGENCY	\$221.00	1
CITY OF GRIMES	\$51.93	1

CLARK, SHANNON	\$245.20	1
CLIME, MICHELLE J (FOOD SUBSIDY)	\$560.05	1
CLOYED, JESSICA	\$259.05	1
COBB, JESSICA	\$513.00	1
COLLEGE HILL ASSOCIATES LP	\$430.00	1
COLLIER, REBECCA	\$147.72	1
CONNETT SERVICES	\$4,082.00	4
CONSTABLE, KIMBERLY	\$573.19	1
CONTRERAS, ROSA	\$734.03	1
COOK, MICHELLE	\$468.22	1
COOPER, ALICE	\$50.52	1
CORIGLIANO, HEATHER	\$640.55	1
CORINTHIAN MIDWEST		
VENTURES II LLC	\$775.00	1
COWDEN, TERESA M	\$324.00	1
CRUSAN, TRACEE	\$239.16	1
CW CONSTRUCTION	\$17,574.30	5
CYPRESS PROPERTIES, LLC	\$451.00	1
DANIELS, THERESA	\$354.00	1
DANYIWO, JOLIE	\$306.31	1
DAVIS, DANNY	\$225.50	1
DAYE, EDWIN	\$800.00	2
DEAVILA, EVA	\$820.83	1
DEJOODE, DENNIS	\$451.00	1
DEPIERRE, SHAWNA	\$437.36	1
DES MOINES HEATING COOLING LLC	\$200.00	1
DES MOINES REGENCY MANOR	\$399.00	1
DES MOINES STREET VILLAGE	\$533.00	1
DES MOINES WATER WORKS	\$1,320.06	7
DGS-ACQUISITIONS LLC	\$49.37	1
DIAZ, JANETTE	\$400.22	1
DIEW, DUKAN	\$1,320.15	1
DILKS, JACQUE	\$323.02	1
DOBBERTIN TWIN PINE LLC	\$633.00	2
DRAKE COURT	\$430.00	1
DROTZ, RENEE	\$177.24	1
DUBBERKE, SHARON	\$166.32	1
DUNCAN-BURRELL, SATIRA	\$909.95	1

DUNKERSON, CINDY	\$531.01	1
EDVENSON, LINDA K.	\$677.22	1
ENDERTON, DINA	\$747.28	1
FAMILY DISCOUNT	\$2,600.00	12
FAREWAY STORE # 153	\$23.00	1
FDM DEVELOPMENT		
PARTNERSHIP LLLP	\$1,073.00	2
FERGUSON, DEANNA L.	\$531.00	1
FOLSOM, SIERRA	\$310.50	1
FOURAKER, DEANNE	\$142.92	1
FRAZIER, TANYA V	\$1,120.30	1
FREEMAN, JALAYNE	\$592.69	1
FUN & ACTION INC	\$415.00	1
GARCIA-RIVAS, MARTHA	\$1,028.10	1
GARDNER, ANGELA	\$238.60	1
GATHERCOLE, JESSICA	\$567.75	1
GLACIER PROPERTIES L.C.	\$225.50	1
GOERING, CHAS W	\$1,195.00	1
GOMEZ, ADELA	\$992.66	1
GRAY, IVAN	\$225.50	1
GREENE-JEWETT, STEPHANIE	\$347.10	1
GRIMES, ASHLEY	\$2,082.77	1
GWYIN, JENNIFER L.	\$1,661.36	1
HAIRSTON, KIMBERLY A.	\$108.67	1
HAMILL, PAMELA	\$400.00	1
HAMILTON'S FUNERAL HOME INC.	\$775.00	1
HARBOR OF HOPE MISSION	\$1,720.00	4
HARRIS, JAMIE A	\$1,074.91	1
HARRIS, STACEY	\$1,984.43	1
HARVEY, MARANDA	\$624.84	1
HAVLIK, DANA	\$232.32	1
HAYES, MATTIELOU	\$1,319.11	1
HC RENTALS LLC	\$451.00	1
HEADRICK, FELICIA	\$433.92	1
HEDGECOCK, ALICIA	\$874.39	1
HENDERSON, ANGELA	\$261.21	1
HERITAGE MECHANICAL		
COMPANY	\$2,100.00	1

POLK COUNTY NOTICES

HERNANDEZ, SHELIA	\$426.76 1	KUROWSKI, AARON	\$450.00 1	(FOOD SUBSIDY ONLY)	\$507.76 1	PERRY, LEESA	\$1,258.18 1
HERNANDEZ-RUIZ, MARIA	\$419.11 1	LAKE COUNTRY DEVELOPMENT	\$425.00 1	METABANK	\$619.00 1	PFM PROPERTIES LLC	\$225.50 1
HILL, DINESHA	\$453.24 1	LAMAS PROPERTIES LLC	\$157.00 1	MFR PARTNERS V LLC	\$430.00 1	POGYO, ANGELES	\$139.49 1
HILLCREST GROUP LLC	\$53.82 1	LAMOREE, SARA	\$535.50 1	MIDAMERICAN ENERGY		POGYO, ROSA	\$487.53 1
HODGES, RUBY A.	\$556.88 1	LANDERS, BRIDGET E	\$1,009.75 1	(GA'S ONLY)	\$1,139.27 4	POHLMAN, LISA	\$237.70 1
HODGSON, EILEEN M.	\$187.16 1	LAPPE, ESKALEINA	\$271.36 1	MILEWSKI, PAMELA	\$390.88 1	POLK COUNTY TREASURER (PV'S)	\$3,628.00 1
HOLMES, KAREN A.	\$361.97 1	LARICK, AMY	\$607.84 1	MILLER, BRITTNEY	\$384.95 1	PONDER, ALANA	\$181.85 1
HOWARD, NICOLE	\$1,016.95 1	LATTING, STEPHANIE	\$409.50 1	MILLER, JENNIFER	\$636.66 1	POPENHAGEN, SAMANTHA	\$545.71 1
HUDSON, ALICE	\$358.55 1	LEANOS, MARCELA	\$192.69 1	MIRON-CORTEZ, ASHLEY	\$911.66 1	POTTINGER, SUE	\$350.00 1
HUISMAN, REBECCA	\$565.44 1	LEANOS, MARQUEZ, CINTIA	\$805.91 1	MOHAMED, FATIMA	\$195.86 1	PRATHER, LATOSHA	\$1,967.44 1
HUNTER, STEPHANIE	\$204.56 1	LEANOS, NORMA	\$425.13 1	MONROE, SUELLEN	\$674.06 1	QUALITY CARPENTRY	\$5,268.32 1
HY-VEE FOOD STORE #01138	\$828.641 3	LEANOS, YAZMIN	\$736.70 1	MOORE, LISA	\$1,293.38 1	QUINN, KARAN	\$1,711.95 1
HY-VEE FOOD STORE #01148	\$20.00 1	LEHS, KENT	\$530.00 2	MR FREEZE HTG & A/C	\$5,135.00 4	RAHIC-SKOPLJAKO, ELVIDA	\$710.16 1
HY-VEE FOOD STORE #01142	\$60.00 2	LEIBOW, LAVONNE	\$655.38 1	MUMINOVIC, VESNA	\$222.28 1	RAMAEKER, YVONNE	\$491.36 1
HY-VEE FOOD STORE #01151	\$177.50 4	LEMON, JENNIFER	\$832.63 1	MURRAY, LARRAINE	\$550.31 1	RAYL, DAWN	\$231.12 1
IOWA EASTVIEW LLC	\$451.00 1	LEWIS, GINA	\$835.19 1	MURUETA, ANNA	\$837.18 1	REYNOLDS, PAULA M.	\$354.50 1
JACOBS, ANNETTA	\$317.17 1	LEXISNEXIS	\$597.40 1	NATIONAL BISCUIT CO FLATTS LLC	\$860.00 2	RIVAS DE PENIA, GLORIA	\$596.10 1
JEFFREY, IRENE	\$1,105.55 1	LINDSAY, AMANDA	\$1,157.21 1	NEGRON-BENCON, YOLANDA	\$1,160.77 1	RIVER VALLEY ESTATES, L.P.	\$430.00 1
JIMENEZ, MARITZA	\$463.69 1	LOPEZ, GUSTAVO	\$2,300.00 1	NEWTON-WEBER, VASHARA	\$724.94 1	RIVERHILLS APARTMENT #2, L.P.	\$120.00 1
JM WOLF PROPERTIES	\$225.50 1	LOPEZ, MARIA	\$794.35 1	NOBLE, DEBRA L	\$299.45 1	ROBBINS PROPERTIES	\$963.00 2
JOHNSON, BRANDI	\$400.50 1	LYNCH, CHRISTA	\$199.52 1	NORTH IOWA JUVENILE		ROBERTS, JUDY	\$344.58 1
JOHNSON, LATASHA	\$5.65 1	MACLIN, CYNTHIA A	\$50.96 1	DETENTION SERVICE	\$600.00 1	ROBERTS, STEPHANY	\$982.41 1
JORDAN CREEK LLC	\$685.00 1	MADERO, JENNIFER	\$285.22 1	NORTH TRILEIN APARTMENT		ROBINSON, HATTIE D.	\$727.12 1
KALVIK, LORI L	\$465.93 1	MAINSTREAM LIVING INC	\$408.00 1	COMPLEX LLC	\$451.00 1	RODRIGUEZ, DORIS	\$682.46 1
KENDRICK, JASEY	\$726.60 1	MANNING PROPERTIES LLC	\$451.00 1	NOTCH, HERBERT	\$430.00 1	RODRIGUEZ, ISABEL	\$532.27 1
KENKEL, KAY M.	\$247.48 1	MARQUEZ, ALBA	\$690.87 1	NUVISION HOSPITALITY		ROECKER, DANIELLE	\$595.00 1
KENNEDY, MEGAN	\$456.67 1	MARTINEZ, FRANK P	\$430.00 1	MANAGEMENT INC	\$2,293.50 7	ROGERS, DIANA	\$395.67 1
KENWOOD 2 APTS LLC	\$430.00 1	MARTINEZ, MARIA	\$733.42 1	OAKVIEW TERRACE LP	\$860.00 2	ROOSE, JASON	\$860.00 2
KERN, MARGARET	\$195.35 1	MARTONE, BETH	\$1,111.50 1	ORTIZ, YORE	\$815.92 1	ROYAL OAKS DSM LLC	\$775.00 2
KEYT, MEGAN	\$230.13 1	MAUK, KRISTINA	\$755.59 1	PARKWINDS APARTMENTS	\$321.00 1	RUGE, JACKIE	\$495.90 1
KI PROPERTIES LLC	\$200.00 1	MAY, TERRY	\$430.00 1	PATINO, MARIA	\$614.77 1	RV & RV PROPERTIES LLC	\$533.00 1
KINDA, AZZA	\$235.60 1	MC BROOM, MARY KAY	\$224.15 1	PATRICK, CHERYL A	\$269.97 1	S.I.A.D.S.A. LUCAS/LEE CO	\$3,000.00 1
KINNEY, KENIELLE	\$486.58 1	MC NICHOLS, LEANNE	\$229.06 1	PATTERSON, MARY	\$621.00 1	SALDANA, GINA	\$489.63 1
KISSELL-ERICKSON, TINA	\$204.12 1	MCCUDDIN, MICHELLE L.	\$969.37 1	PENICK, AMY	\$254.32 1	SANDOVAL, NANCY	\$676.89 1
KLAPPROTH, AMY	\$523.85 1	MEEKS, JOANN	\$403.69 1	PENNYMAC LOAN SERVICES LLC	\$900.00 1	SAPP, AMANDA	\$458.03 1
KOEPLIN, ELIZABETH	\$186.24 1	MERICAL, KAREN		PEREZ, MARIA	\$383.08 1	SCI IOWA FUNERAL SERVICES, INC	\$2,475.00 2

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POLK COUNTY NOTICES

SCOTT, KIM	\$394.96 1	TENCO INDUSTRIES	\$10,237.36 3	HYGIENIC LABORATORY,		XEROX CORP	\$5,990.69 8
SCOTT, LARRY	\$533.00 1	WESLEY COMMUNITY SERVICES	\$17,757.25 3	ACCTS REC	\$1,034.04 2	YOUNG, KENNETH H.	\$151.20 1
SENECAUT, MELISSA A	\$310.50 1	WILLOW PARK PARTNERS, LLC	\$69.51 1	I & S GROUP, INC	\$544.13 1	ZIEGLER INC	\$2,257.60 1
SHABAZZ, LASHAE	\$648.81 1	REASON: MISCELLANEOUS		IMPACT7G, INC.	\$125.00 1	REASON: PERSONAL SERVICES	
SHIPLEY, SANDY L.	\$219.27 1	ANKENY AFTER PROM	\$5,000.00 1	INFOMAX OFFICE SYSTEMS INC.	\$439.61 1	BRUSCHER, DEAN C.	\$563.96 1
SHOOTMAN, JUANITA	\$285.52 1	BONDURANT-FARRAR HIGH SCHOOL		INTERFAITH ALLIANCE OF IOWA	\$200.01 1	CASKEY, MICHAEL E.	\$839.89 1
SILA, MWAJUMA	\$192.23 1	AFTER PROM	\$3,000.00 1	INTERNATIONAL MARKETING		COLVIN, JARED	\$624.17 1
SILVER D MEADOW CT LLC	\$533.00 1	DALLAS CENTER GRIMES		COMMUNICATIONS	\$300.00 1	FRASER, BETTY JO	\$1,077.35 1
SIMMONS, JENNIFER	\$205.20 1	AFTER PROM	\$4,000.00 1	IOWA EQUINE LLC	\$108.56 1	FUCALORO, STEVEN A.	\$673.86 1
SINCLAIR-HALEY, ANGELA	\$325.12 1	IOWA ASIAN ALLIANCE	\$100,000.00 1	IOWA EVENTS CENTER	\$561.60 2	HODOVIC, NIHAD	\$1,084.87 1
SINK PAPER COMPANY	\$157.60 1	JOHNSTON HIGH SCHOOL		IOWA INDIVIDUAL HEALTH BENEFIT		KENNEDY, JEFFREY D.	\$649.32 1
SLASHFROG, LLC	\$550.00 1	AFTER PROM	\$4,000.00 1	REINSURAN	\$26,675.00 1	KINNEY, PHIL	\$948.16 1
SM SIGNATURE PLACE LLC	\$628.00 1	LINCOLN HIGH SCHOOL		IOWA LAW ENFORCEMENT		MALONE, TAYLOR W. J.	\$868.82 1
SMITH, CRYSTAL	\$1,322.59 1	AFTER PROM	\$5,000.00 2	ACADEMY	\$350.00 1	MONTAVON, CHALENA L	\$763.66 1
SMITH, TANYA R.	\$292.50 1	NORTH HIGH SCHOOL POST PROM	\$5,000.00 2	IOWA LEAD SAFETY	\$130.00 1	NEMMERS, PATSY	\$618.53 1
SOBER FOX LLC	\$2,090.00 5	NORTH POLK POST PROM	\$3,000.00 2	JOHNSON COUNTY		SELBY, DARRIN L	\$971.34 1
SOUTHERN KNOLLS LLC	\$424.00 1	ROOSEVELT HIGH SCHOOL PTA	\$5,000.00 2	MEDICAL EXAMINER	\$390.75 1	SELLE, WAYNE A.	\$876.92 1
SOWDER, NELA I.	\$523.14 1	SAYDEL HIGH SCHOOL		JOHNSON, JOSIE	\$38.50 2	SPLASHLIGHT RX	\$1,476.70 4
STOKES, SARAH	\$782.70 1	AFTER PROM	\$5,000.00 2	KELTEK INC	\$276.13 2	REASON: SUPPLIES	
STONER, TABATHA	\$994.22 1	SCARLET PRIDE INC	\$5,000.00 1	KEY COOPERATIVE	\$874.29 1	ACME TOOLS/PUCKETT	
SUBDON, MALISA L.	\$673.62 1	SOUTHEAST POLK POST PROM	\$4,000.00 2	KEYSTONE TRUCKING	\$7,774.55 3	TOOLS & EQUIPMENT	\$352.94 3
SUMMER WOODS APARTMENTS LLC	\$701.00 2	URBANDALE POST PROM	\$3,000.00 1	KNEE, CHRIS	\$16.60 1	ADAMS DOOR-DES MOINES INC.	\$513.50 1
SUN PRAIRIE OF		VALLEY AFTER		KOCH OFFICE GROUP	\$2,817.38 2	ADVENTURE LIGHTING	\$2,887.50 1
WEST DES MOINES LLC	\$430.00 1	PROM COMMITTEE, THE	\$5,000.00 1	KREFT, SARAH V.	\$127.02 1	AIR CHEK, INC	\$307.50 1
SUNSET, LLC	\$1,585.00 1	REASON: OTH SVCS & CHGS		LAPPE, KRISTY	\$353.00 1	AIRGAS USA LLC	\$1,015.68 3
TAHER, INC.	\$33,506.40 3	ADAIR COUNTY HOME CARE	\$2,528.72 1	LASERWASH OF URBANDALE	\$880.00 1	ALTOONA HERALD-INDEX #1150	\$15.05 1
TALBERT, DEBORAH S	\$815.28 1	AERIALINK	\$313.45 1	MADISON COUNTY PUBLIC HEALTH	\$996.40 1	AMAZON CAPITAL SERVICES	\$156.35 3
TALTON, STEPHANIE	\$201.59 1	AFSCME LOCAL 1868	\$901.25 1	MALONEY, MARY	\$8.31 1	AMERICAN MARKING, INC.	\$215.00 2
TAPCO LC	\$655.00 1	ALLIANT ENERGY	\$66.63 1	MARION COUNTY SHERIFF	\$8,500.00 1	ANDERSON ERICKSON DAIRY CO	\$29,750.54 2
TAYLOR, TYNEKA	\$1,929.29 1	AMERICAN BOARD OF		MARSHALL COUNTY AUDITOR	\$259.44 1	ARDICK EQUIPMENT	
THOMPSON, LYNISIE	\$575.99 1	MEDICOLEGAL DEATH	\$25.00 1	MARSHALLTOWN MEDICAL &		COMPANY, INC.	\$2,592.00 1
THOMPSON, TAMEKA	\$591.39 1	ANIMAL RESCUE LEAGUE	\$410.00 1	SURGICAL CTR	\$646.18 1	AXON ENTERPRISES INC	\$1,408.00 1
TIBBLES, KATIE	\$183.05 1	AXACORE, INC	\$42.00 1	MARY GREELEY MEDICAL CENTER	\$335.20 1	BECKER, JEREMY (PUBLIC WORKS)	\$23.37 1
TLP XII AVONDALE LLC	\$533.00 1	BACH, BRYAN	\$324.80 1	MASCHMEIER, WAYNE	\$65.18 1	BEISSER LUMBER CO	\$1,459.72 3
TOLLE RENTALS LLC	\$451.00 1	BEELINE & BLUE	\$28.80 1	MCFARLAND CLINIC	\$847.32 1	BOB BARKER COMPANY INC	\$8,048.94 4
TRAILS END INVESTMENTS LC	\$451.00 1	BEST PORTABLE TOILETS	\$160.00 1	MERCY CLINICAL LABROATORY -		BOMGAARS SUPPLY INC	\$433.77 5
TRANS IOWA, L.C.	\$812.40 2	BIG GREEN UMBRELLA MEDIA	\$661.00 1	OUTREACH PP	\$1,890.97 1	BREWER WHOLESALE MEATS INC.	\$2,486.61 1
TREZAC CONSTRUCTION	\$5,880.00 4	BLACK HILLS ENERGY	\$445.37 1	MERCY MEDICAL CENTER	\$396.84 1	BUSINESS FURNITURE WAREHOUSE	\$256.00 1
TRIMBLE, KIMBERLY	\$738.00 1	BOB BARKER COMPANY INC	\$265.00 1	MIDAMERICAN ENERGY	\$240.80 3	CAPITAL SANITARY SUPPLY CO.INC	\$1,772.90 1
TRUE PARKWAY LLC	\$451.00 1	BOONE COUNTY TREASURER	\$520.61 1	MIDWEST OFFICE		CARQUEST AUTO PARTS	\$873.32 15
TULLER, JESSICA	\$726.29 1	BROADLAWNS (SUSAN G KOMEN)	\$738.28 1	TECHNOLOGY, INC	\$2,895.21 2	CCP INDUSTRIES	\$542.90 1
TWOMBLEY, JESSICA	\$271.49 1	BUSINESS PUBLICATIONS	\$1,214.85 3	MMIT BUSINESS SOLUTIONS GROUP	\$87.85 1	CENTRAL SERVICE & SUPPLY INC.	\$842.13 3
VALVISTA/HILLOCK LLC	\$435.00 1	CANINE TACTICAL	\$1,240.00 1	MOEN, COREY	\$1,050.00 1	CHARLES GABUS FORD	\$672.87 4
VETERANS UNITED HOME LOANS	\$1,391.83 1	CARROLL COUNTY AUDITOR	\$3,700.52 2	MUSGRAVE, SHANNON M.	\$39.28 1	CINTAS CORPORATION	\$272.87 3
VILLAGE AT WESTCHESTER	\$451.00 1	CASEY'S GENERAL STORES	\$38.13 1	NADING LAW FIRM	\$294.00 1	CITY SUPPLY CORP	\$128.89 1
VILLAGE GREEN COOP	\$655.50 2	CENTURY LINK	\$1,420.36 2	NATIONAL ORGANIZATION		COMMERCIAL BAG &	
WAGNER, RHONDA	\$1,552.28 1	CHILDREN & FAMILIES OF IOWA	\$303.64 1	OF BLACK LAW	\$35.00 1	SUPPLY CO. INC.	\$279.80 2
WALLS, JANICE	\$1,140.58 1	CHUCK & LARRY'S TRANSMISSIONS	\$1,498.94 1	ONE IOWA EDUCATION FUND	\$5,000.00 1	CONTROL INSTALLATIONS IA INC.	\$880.47 1
WARREN, DEANNA L.	\$115.52 1	CINTAS CORPORATION #22M	\$159.78 3	PACIFIC INTERPRETERS INC	\$13.50 1	CRYSTAL CLEAR WATER COMPANY	\$48.00 1
WASHINGTON, TAMMIE	\$424.84 1	CITY OF CLIVE	\$127.93 1	PENSKS TRUCK LEASING	\$387.90 2	DES MOINES STAMP MFG COMPANY	\$45.00 1
WEIFENBACH, JEANNE N.	\$584.00 1	CITY OF DES MOINES	\$31,018.10 4	PERMITIUM LLC	\$584.00 1	DEWEY FORD, INC.	\$2.56 1
WESLEY COMMUNITY SERVICES	\$16,763.40 2	CLARKE COUNTY PUBLIC HEALTH	\$2,045.53 1	PLEASANT HILL AUTO BODY	\$3,196.97 1	DIAMOND OIL CO	\$811.20 1
WEST COAST LAND		CLARKE COUNTY SHERIFF	\$6,280.00 1	PRACTISYNERGY	\$5,755.16 1	EARL'S TIRES & SERVICE WEST	\$284.95 1
INVESTMENTS LLC	\$805.00 2	CONSUMERS ENERGY	\$550.34 1	PRIMARY HEALTH CARE, INC	\$154.00 1	EASTERN IOWA TIRE	\$2,460.75 2
WESTBROOKE APARTMENTS	\$543.00 1	CONTROL INSTALLATIONS IA INC.	\$40,805.76 4	PROFESSIONAL COURT REPORTERS		ECHO ELECTRIC SUPPLY CO	\$274.16 1
WIESE-UGLUM, SHANNON	\$420.02 1	COOK, AMY P	\$422.00 1	OF IOWA	\$187.00 1	ECOLAB	\$1,076.45 2
WIGNALL, NICOLE	\$568.49 1	COOPER, GOEDICKE,		QUALITY SERVICES CORPORATION	\$2,704.15 3	ELECTRIC MOTORS CORP	\$295.32 1
WILLIAMS, STACY R.	\$293.12 1	REIMER, & REESE P.C.	\$43.85 1	R&B AUTO GLASS LLC	\$75.00 2	EXCEL/PAY-LESS	
WILLIAMSON, PENNY	\$794.82 1	CORRECT CARE SOLUTIONS LLC	\$30,137.45 1	RADISH (THE)	\$472.00 1	OFFICE PRODUCTS (PO)	\$8,190.05 35
WILLOW BEND I LP	\$451.00 1	CUSTOM AWARDS &		RAMM, GREG	\$41.61 1	FRITO LAY, INC	\$2,668.80 3
WILLOW PARK PARTNERS, LLC	\$430.00 1	EMBROIDERY INC	\$220.00 2	RAMSEY, TIMOTHY M.	\$51.04 1	GALL'S INC.	\$11,590.68 2
WISECUP, MICHELLE L	\$189.64 1	DALLAS COUNTY HOSPITAL	\$477.03 1	RANDOLPH COUNTY		GARLAND'S INC	\$388.80 1
WOODS, KIMBERLY	\$144.90 1	DALLAS COUNTY		SHERIFF'S DEPARTMENT	\$35.80 1	GRAINGER	\$2,856.75 9
WRIGHT, SHEENA	\$1,158.22 1	PUBLIC HEALTH NURSING	\$11,503.01 1	RDG PLANNING & DESIGN	\$6,650.00 1	GRAYBAR ELECTRIC COMPANY, INC.	\$680.00 2
YAUK-FINKEN, KATIE	\$483.29 1	DATA BUSINESS EQUIP. INC.	\$1,791.00 2	RILEY, KYLE D.	\$71.75 1	HALLETT CONSTRUCTION	
YOUNG, MARIA	\$550.45 1	DES MOINES REGISTER	\$10,676.77 19	RULLMAN, JEFF (SHERIFF'S OFFICE)	\$17.28 1	COMPANY	\$5,263.30 4
YOUNG, SHANTORIA	\$712.18 1	DES MOINES STEEL FENCE CO INC	\$5,980.00 1	RUSSO-BEYNON, JACQUELINE C.	\$20.00 1	HAWKEYE TRUCK EQUIPMENT	\$292.38 1
YOUNG, VERA	\$1,028.76 1	DES MOINES WATER WORKS	\$28,177.121 4	RYDER TRANSPORTATION SERVICES	\$433.75 1	HOBBY LOBBY CREATIVE CENTERS	\$77.37 1
YOUTH EMERGENCY		DEVRIES OUTDOORS	\$110.00 1	SADLER, JASON G.	\$147.39 1	HOME DEPOT CRC/GEFC	\$84.23 1
SERVICES & SHELTER	\$45,810.30 1	DEWEY FORD, INC.	\$1,516.68 1	SALAZAR, JOE	\$16.60 1	HOTSY CLEANING SYSTEM INC	\$450.50 1
ZENTENO, VIRGINIA	\$587.02 1	DIAGNOSTIC IMAGING ASSOC	\$91.90 1	SECRETARY OF STATE	\$30.00 1	HQI HYDRAULICS	\$82.74 1
REASON: LICENSES AND PERMITS		DOLLAR GENERAL CORPORATION	\$28.10 1	SINNOTT, GREG	\$47.07 1	IOWA PRISON INDUSTRIES	\$305.53 1
BUELL, KERBIE	\$81.84 1	DOORS, INC.	\$518.21 1	SLEEPY CREEK TANNERY	\$255.00 1	KARL CHEVROLET, INC.	\$232.73 2
BUTTERS, BRANDON	\$15.00 1	ERICKSON, LINDA	\$64.62 1	SMITH, NICHOLAS J	\$324.80 1	KECK ENERGY	\$1,583.36 1
COSTA, PAUL J	\$35.00 1	EXCEL/PAY-LESS		SNYDER & ASSOCIATES INC.	\$13,330.19 4	KEMPKER'S TRUE VALUE	\$8.38 1
HAWKINS, MALIK	\$35.00 1	OFFICE PRODUCTS (PO)	\$152.85 1	SPRINGER PEST SOLUTIONS INC	\$371.00 2	LAWSON PRODUCTS, INC.	\$457.05 1
ONEOK NORTH SYSTEMS LLC	\$300.00 1	EYERLY-BALL		SPRINT	\$141.50 1	LEACHMAN LUMBER COMPANY	\$87.36 1
REASON: MENTAL HEALTH SVCS		COMMUNITY MENTAL	\$2,083.33 1	STANLEY CONSULTANTS, INC.	\$8,366.50 4	LOFFREDO FRESH PRODUCE CO INC	\$2,233.60 4
ARBOR WOODS APARTMENTS LLC	\$430.00 1	FAB REHAB LLC	\$2,649.00 1	STATE OF IOWA	\$2,125.25 1	LOWE'S	\$233.66 2
BOGACZYK LAW FIRM, PLLC	\$66.00 1	FEDERAL ADVOCATES INC	\$113,000.00 2	STIVERS FORD	\$814.41 1	MARTIN BROTHERS DIST. CO., INC	\$19,672.43 1
CANDEO	\$61,033.20 8	FERRELLGAS, INC.	\$1,463.951 4	STONE, JEREMY (SHERIFF'S OFFICE)	\$18.53 1	MARTIN MARIETTA	\$4,159.29 1
COMFORT KEEPERS	\$8,361.19 2	FIRST CHOICE DISTRIBUTING	\$317.60 1	STORY COUNTY SHERIFF'S OFFICE	\$31,295.00 1	MCKESSON GENERAL	
COMMUNITY SUPPORT ADVOCATES	\$5,000.00 1	FIS1	\$2,051.60 1	STRYKER MEDICAL	\$9,194.40 1	MEDICAL CORP.	\$230.61 1
EMPLOYEE & FAMILY RESOURCES	\$25,104.22 1	FLEIG, JONI ELIZABETH	\$21.00 1	SUSAN FRYE & ASSOCIATES INC	\$81.30 1	MENARDS-ALTOONA	\$273.72 4
EYERLY-BALL		FORESMAN-KIRPES, LORI M.	\$61.00 1	TAKEKAWA & GREEN PLLC	\$276.60 2	MENARDS-ANKENY	\$2,107.53 7
COMMUNITY MENTAL	\$33,885.70 3	FREILINGER, SARAH A	\$72.50 1	TECHNICAL SOLUTIONS-USA	\$775.00 6	MENARDS-CLIVE	\$373.02 4
FAMILY DISCOUNT	\$2,000.00 10	G & S SERVICE INC	\$66.00 1	TED'S BODY SHOP INC	\$2,919.24 2	MENARDS-DES MOINES	\$268.81 4
HILLCREST FAMILY SERVICES	\$2,318.40 1	GREATER REGIONAL		TENNANT SALES & SERVICE CO	\$505.66 1	MESA LABORATORIES INC	\$2,659.00 1
HILLCREST GROUP LLC	\$53.59 1	OUTREACH-PUBLIC HEALTH	\$17,495.98 1	TEW, MARY (SHERIFF'S OFFICE)	\$31.33 1	MIDWEST OFFICE TECHNOLOGY, INC	\$38.97 1
HY-VEE FOOD STORE #1530	\$20.00 1	GREEN COUNTY MEDICAL CENTER	\$2,475.96 1	THOMSON REUTERS-WEST	\$1,033.99 1	MILLER HARDWARE, INC.	\$357.88 4
HY-VEE FOOD STORE #01138	\$193.63 10	GREENWOOD'S SEWER SERVICE	\$230.00 1	TRANS IOWA, L.C.	\$97.00 2	NAPA AUTO PARTS	\$125.48 2
HY-VEE FOOD STORE #01148	\$19.24 1	GUENTHER, TAMMY	\$67.50 1	TWO MEN AND A TRUCK	\$1,000.00 1	O'HALLORAN	
HY-VEE FOOD STORE #01895	\$60.00 3	GUTHRIE COUNTY	\$2,880.84 1	UNITED STATES POSTAL SERVICE	\$60,000.00 1	INTERNATIONAL, INC.	\$1,537.10 3
HY-VEE FOOD STORE #1022	\$17.95 1	HAGUE, MEGAN	\$15.00 1	VERIZON WIRELESS	\$5,859.53 2	PLUMB SUPPLY	\$121.84 1
HY-VEE FOOD STORE #01142	\$393.84 20	HALL MEDIATION & LAW	\$432.00 1	WARREN COUNTY		POINT EMBLEMS	\$580.00 1
HY-VEE FOOD STORE #01151	\$257.451 3	HAMILTON COUNTY SHERIFF	\$4,510.00 1	HEALTH SERVICES	\$1,772.60 1	PORTER HARDWARE INC.	\$121.04 2
LINK ASSOCIATES	\$11,815.19 7	HANIFEN CO INC	\$365.00 1	WEITL, ERIN	\$7.00 1	QUAIL HOLLOW FARM	\$2,560.00 4
LUTHERAN SERVICES IN IOWA	\$3,006.72 2	HENRY SCHEIN INC	\$150.67 1	WEST DES MOINES WATERWORKS	\$99.25 1	RACOM CORPORATION	\$8,590.02 3
MAINSTREAM LIVING INC	\$32,648.20 5	HIGH POINTE EQUINE	\$1,540.00 2	WILLIAMS, DUSTIN D.	\$60.15 1	RAYNER & RINN SCOTT INC	\$126.08 1
ON WITH LIFE AT ANKENY	\$1,106.08 1	HOWES & ANDERSON PC	\$225.00 1	WIMACTEL INC	\$244.00 2	REW MATERIALS	\$51.49 1
OPTIMAE LIFE SERVICES	\$43,406.88 3	HY-VEE FOOD STORE #01138	\$96.16 2	WOLFE, DARLA	\$35.00 1	RIST & ASSOCIATES INC	\$212.00 1
PROGRESS INDUSTRIES	\$15,277.04 1	HYDRO-KLEAN	\$1,007.00 1	XAVUS SOLUTIONS	\$7,200.00 1	ROCK RIDGE RANCH LLC	\$1,033.00 1

POLK COUNTY NOTICES

SCOTWOOD INDUSTRIES INC.	\$29,818.00 4
SECURITY LOCKSMITHS	\$61.78 1
SHERWIN WILLIAMS CO	\$110.35 4
SINK PAPER COMPANY	\$6,690.66 6
SITESCAPES, INC	\$2,310.74 1
STATE STEEL OF DES MOINES	\$607.60 2
SUPPLYWORKS	\$3,711.59 2
TRUCK EQUIPMENT, INC.	\$54.03 1
UNITED REFRIGERATION, INC	\$545.90 1
US FOODS	\$3,463.47 2
VAN METER INDUSTRIAL INC	\$276.49 1
VAN WALL EQUIPMENT, INC.	\$4,576.13 1
WASHER SYSTEMS OF IOWA	\$160.47 1
WATCH GUARD	\$2,145.00 1
IOWA EVENTS CENTER	
<b>REASON: OTH SRVS &amp; CHGS</b>	
BORDENAROS	\$1,143.40
ATLANTIC BOTTLING	\$532.60
GLOBAL SPECTRUM	\$2,385.41
LGC ASSOCIATES	\$193.88
PALMER GROUP	\$1,891.82
IOWA BEVERAGE	\$1,003.05
JOHNSON BROTHERS	\$2,198.40
POLK COUNTY EMPLOYEE INSURANCE -	
TO BE PAID 3-19-2019	
<b>REASON: OTH SRVS &amp; CHGS</b>	
WELLMARK	\$181,756.90
DELTA DENTAL	\$19,579.05

OFFICAL PUBLICATION  
PROCEEDINGS OF THE POLK COUNTY BOARD  
OF SUPERVISORS

The Polk County Board of Supervisors met in regular session Tuesday, March 12, 2019, at 9:30 a.m.

MEMBERS PRESENT: Robert Brownell, Angela Connolly, Matt McCoy, Tom Hockensmith.

MEMBERS ABSENT: Steve Van Oort.

Moved by Brownell, Seconded by Connolly to dispense with the reading of the March 5, 2019, minutes and they stand approved as printed.

VOTE YEA: Brownell, Connolly, McCoy, Hockensmith. ABSENT: Van Oort.

The Bills as certified by the County Auditor were allowed or disallowed on each according to the certified list, claim numbers 201903120001 – 201903121128.

VOTE YEA: Brownell, Connolly, McCoy, Hockensmith. ABSENT: Van Oort.

PUBLIC HEARING: FY 2019/2020 BUDGET AND CERTIFICATION OF TAXES

Proof of Publication is on file with the Clerk of the Board. No one appeared for or against. Public Hearing closed.

RESOLUTION: Resolution adopting FY 2019/2020 budget and certification of taxes.

PUBLIC HEARING: CONVEYANCE OF TEMPORARY EASEMENT

Proof of Publication is on file with the Clerk of the Board. No one appeared for or against. Public Hearing closed.

RESOLUTION: Resolution granting a temporary construction easement to 515 Walnut Partnership, LLLP (for construction at 515 Walnut Street).

ORDINANCE SECOND READING: Ordinance approving the Zoning Map Amendment from Medium Density Residential District to General Commercial District for property located southwest of NW Polk City Drive and NW 16th Street (SW Irvinedale Dr) intersection (Leo/Ziel).

VOTE YEA: Brownell, Connolly, McCoy, Hockensmith. ABSENT: Van Oort.

PERMITS: Renewal application for Class "C" Liquor License, Sunday Sales and Outdoor Service Area for Jester Park Golf Course, 11949 NW 118th Ave.

VOTE YEA: Brownell, Connolly, McCoy, Hockensmith. ABSENT: Van Oort.

RESOLUTIONS: Resolution authorizing the Auditor's Office to publish notice of Public Hearing for March 26, 2019, on proposed amendments to Chapter 19 Polk County Code of Ordinances (Regulation of Industrial Wastewater, Commercial Wastewater, and Hauled Waste).

Resolution authorizing the Auditor's Office to publish notice of Public Hearing for March 26, 2019, on proposed amendments to Chapter 15 (Sanitary Sewer Use Ordinance), and the deletion of Chapters 16, 17, and 18 of the Polk County Code of Ordinances.

Resolution authorizing the Auditor's Office to publish notice of Public Hearing for March 26, 2019, on Disposal of County Interest in Real Estate (vacant parcel located beside 4494 Oakwood Drive).

Resolution authorizing the Auditor's Office to publish notice of Public Hearing for March 26, 2019, on Disposal of County Interest in Real Estate (vacant parcel located behind 101 63rd

Street).

Resolution approving the preliminary plat of Berwick Heights Plat 2.

Resolution approving agreement with FexSteve Limited to address lead hazard repairs at 7158 NW 16th Street (D. Stevens).

Resolution approving agreement with FexSteve Limited to address lead hazard repairs at 1719 Washington Avenue (Talbert).

Resolution approving agreement with FAB Rehab to address lead hazard repairs at 5985 SE 19th Street (Rivas/Gonzalez).

Resolution approving agreement with FAB Rehab to address lead hazard repairs at 3708 Wright Street (Meyer).

Resolution authorizing the Downtown Community Alliance the use of Polk County parking lots for the Farmers Market (South Administration Building, Wagner lot, and 120 2nd Avenue lot).

Resolution approving an agreement with the City of Des Moines, the Historic Court District Association and Operation Downtown for Court Avenue security.

Resolution approving Community Betterment Grant Awards.

REC'D & FILED: Certificate of Organization, Polk County Agricultural Extension Council.

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

Memorandum be approved for personnel action:

Melanie Ackerman, Lab Supr, Health, \$76,346 beginning Feb 27, 2019

Steven Adamovicz, Deten Officer, Sheriff, \$49,326 beginning Mar 18, 2019

Dominique Ankeny, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Andrew Bailey, Multi-Svc Clk, Recorder, \$41,201 beginning Mar 18, 2019

Joshua Black, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Michael Brand, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Anna Calisesi, Program Aide PT, CFYS, \$19,255 beginning Feb 24, 2019

Anthony Celsi, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Corey Dudney, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Douglas Gaule, Deten Officer, Sheriff, \$44,922 beginning Mar 18, 2019

Cody Grove, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Kalem Hanig, Deputy, Sheriff, \$67,456 beginning Nov 2, 2018

Ryan Johnson, Deten Officer, Sheriff, \$44,922 beginning Mar 18, 2019

Timur Khashimov, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Brad Kinkade, Asst Co Attorney, Co Atty, \$79,498 beginning Mar 12, 2019

Nicholas Lopez, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Lucas Malcom, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Franny Medeiros, Admin Assist, Emer Mgmt, \$63,663 beginning Feb 25, 2019

Bret Miller, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Brody Miller, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Ngino Nikako, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Jonathan Olson, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Jordan Rabon, Deten Supr, Sheriff, \$69,378 beginning Feb 28, 2019

Christian Roos, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Michael Salia, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Mario Sanchez, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Mark Stock, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Daniel Thompson, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Justin Thompson, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

John Veenschoten, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Kevin Vols, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Kory Weide, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

Zachary Wolff, Deten Officer, Sheriff, \$44,041 beginning Mar 18, 2019

VOTE YEA: Brownell, Connolly, McCoy, Hockensmith. ABSENT: Van Oort

REC'D & FILED: Communication from Supervisor McCoy concerning Merle Hay Mall Loan.

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

Moved by Brownell, Seconded by Connolly to adjourn until March 19, 2019, 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

OFFICAL PUBLICATION  
PROCEEDINGS OF THE POLK COUNTY BOARD  
OF SUPERVISORS

The Polk County Board of Supervisors met as a Canvassing Board on March 12, 2019 at 9:45 a.m.

to canvass votes cast for the Special Local Option Sales Tax Election held on March 5, 2019.

MEMBERS PRESENT: Robert Brownell, Angela Connolly, Matt McCoy, Tom Hockensmith.

MEMBERS ABSENT: Steve Van Oort.

We, the undersigned members of the Board of Supervisors and Ex-Officio County Board of Canvassers for his county, do hereby certify the following to be a true and correct abstract of the votes cast in this county at the Special Local Option Sales Tax Election held on the 5th day of March, 2019, as shown by the tally lists returned from the election precincts in the City of Alleman in the County of Polk County

PUBLIC MEASURE LETTER A

SHALL THE FOLLOWING PUBLIC MEASURE BE ADOPTED:

Summary: To authorize imposition of a local sales and services tax in the city of Alleman at the rate of one percent (1%) to be effective July 1, 2019.

Revenues from the sales and services tax shall be allocated as follows:

For the City of Alleman:

Fifty percent (50%) for property tax relief.

The specific purpose for which the revenue shall otherwise be expended is:

1. Fifty percent (50%) of such revenues for lawful purposes of the City including, but not limited to, repairing streets, payment of long-term debt, public safety and improving neighborhoods throughout the City of Alleman. All expenditures will be subject to regular audit, public comment and review.

FOR THE MEASURE

THERE WERE 92 votes

AGAINST THE MEASURE

THERE WERE 24 votes

TOTAL 116 votes

WE THEREFORE DECLARE: THE MEASURE WAS ADOPTED.

We, the undersigned members of the Board of Supervisors and Ex-Officio County Board of Canvassers for his county, do hereby certify the following to be a true and correct abstract of the votes cast in this county at the Special Local Option Sales Tax Election held on the 5th day of March, 2019, as shown by the tally lists returned from the election precincts in the City of Altoona in the County of Polk County

PUBLIC MEASURE LETTER A

SHALL THE FOLLOWING PUBLIC MEASURE BE ADOPTED:

Summary: To authorize imposition of a local sales and services tax in the city of Altoona at the rate of one percent (1%) to be effective July 1, 2019.

Revenues from the sales and services tax shall be allocated as follows:

For the City of Altoona:

Fifty percent (50%) for property tax relief.

The specific purpose for which the revenue shall otherwise be expended are:

1. Fifty percent (50%) for projects including, but not limited to, public facilities, improvements to streets, parks, sidewalks, water, sanitary sewers, storm sewers and bridges; equipment purchases, economic development and any lawful purposes of the City of Altoona.

FOR THE MEASURE

THERE WERE 1,183 votes

AGAINST THE MEASURE

THERE WERE 805 votes

TOTAL 1,988 votes

WE THEREFORE DECLARE: THE MEASURE WAS ADOPTED.

We, the undersigned members of the Board of Supervisors and Ex-Officio County Board of Canvassers for his county, do hereby certify the

following to be a true and correct abstract of the votes cast in this county at the Special Local Option Sales Tax Election held on the 5th day of March, 2019, as shown by the tally lists returned from the election precincts in the City of Des Moines in the County of Polk County

PUBLIC MEASURE LETTER A

SHALL THE FOLLOWING PUBLIC MEASURE BE ADOPTED:

Summary: To authorize imposition of a local sales and services tax in the city of Des Moines at the rate of one percent (1%) to be effective July 1, 2019.

Revenues from the sales and services tax shall be allocated as follows:

For the City of Des Moines:

Fifty percent (50%) for property tax relief.

The specific purpose for which the revenue shall otherwise be expended are:

1. Fifty percent (50%) of such revenues for lawful purposes of the City including, but not limited to, repairing streets, flood prevention, public safety and improving neighborhoods throughout the City of Des Moines. All expenditures will be subject to regular audit, public comment and review.

FOR THE MEASURE

THERE WERE 10,614 votes

AGAINST THE MEASURE

THERE WERE 4,446 votes

TOTAL 15,060 votes

WE THEREFORE DECLARE: THE MEASURE WAS ADOPTED.

We, the undersigned members of the Board of Supervisors and Ex-Officio County Board of Canvassers for his county, do hereby certify the following to be a true and correct abstract of the votes cast in this county at the Special Local Option Sales Tax Election held on the 5th day of March, 2019, as shown by the tally lists returned from the election precincts in the City of Pleasant Hill in the County of Polk County

PUBLIC MEASURE LETTER A

SHALL THE FOLLOWING PUBLIC MEASURE BE ADOPTED:

Summary: To authorize imposition of a local sales and services tax in the city of Pleasant Hill at the rate of one percent (1%) to be effective July 1, 2019.

Revenues from the sales and services tax shall be allocated as follows:

For the City of Pleasant Hill:

Eighty-five percent (85%) for property tax relief.

The specific purpose for which the revenue shall otherwise be expended is:

1. Fifteen percent (15%) for property tax stabilization through projects including, but not limited to, public safety, parks, recreation, trails, streets, utilities, economic development, community facilities and buildings and any lawful purposes of the City of Pleasant Hill.

FOR THE MEASURE

THERE WERE 977 votes

AGAINST THE MEASURE

THERE WERE 359 votes

TOTAL 1,336 votes

WE THEREFORE DECLARE: THE MEASURE WAS ADOPTED.

We, the undersigned members of the Board of Supervisors and Ex-Officio County Board of Canvassers for his county, do hereby certify the following to be a true and correct abstract of the votes cast in this county at the Special Local Option Sales Tax Election held on the 5th day of March, 2019, as shown by the tally lists returned from the election precincts in the City of West Des Moines in the County of Polk County

PUBLIC MEASURE LETTER A

SHALL THE FOLLOWING PUBLIC MEASURE BE ADOPTED:

Summary: Shall the citizens of the City of West Des Moines approve a local sales and services tax at the rate of one percent (1%) in the incorporated area of West Des Moines located in Polk County, Iowa to become effective July 1, 2019?

Revenues from the sales and services tax shall be allocated as follows:

For the City of West Des Moines:

Fifty percent (50%) of revenue will be applied directly to city property tax reduction for all property taxpayers in West Des Moines.

The specific purpose for which the revenue shall otherwise be expended is:

1. Fifty percent (50%) of revenue will be applied directly to public safety expenditures, public infrastructure, public parks, sports and recreational facilities and trails, and public library uses.

FOR THE MEASURE



POLK COUNTY NOTICES

THERE WERE	2,693 votes
AGAINST THE MEASURE	
THERE WERE	1,592 votes
TOTAL	4,285 votes

WE THEREFORE DECLARE: THE MEASURE WAS APPROVED.

We, the undersigned members of the Board of Supervisors and Ex-Officio County Board of Canvassers for his county, do hereby certify the following to be a true and correct abstract of the votes cast in this county at the Special Local Option Sales Tax Election held on the 5th day of March, 2019, as shown by the tally lists returned from the election precincts in the City of Windsor Heights in the County of Polk County

PUBLIC MEASURE LETTER A  
SHALL THE FOLLOWING PUBLIC MEASURE BE ADOPTED:

Summary: Shall the citizens of the City of Windsor Heights approve a local sales and services tax at the rate of one percent (1%) in the incorporated area of Windsor Heights located in Polk County, Iowa to become effective July 1, 2019?

Revenues from the sales and services tax shall be allocated as follows:

- For the City of Windsor Heights:  
No less than fifty percent (50%) of said local option sales and service tax to be used for property tax relief.  
The specific purpose for which the revenue shall otherwise be expended is:  
1. Fifty percent (50%) of such revenues for

purposes including, but not limited to, street improvements, sanitary sewer improvements, storm water improvements, municipal buildings, recreational/sports complexes, community center improvements, trails, parks, arts, cultural amenities, and for other public uses the city deems appropriate.

FOR THE MEASURE	
THERE WERE	523 votes
AGAINST THE MEASURE	
THERE WERE	295 votes
TOTAL	818 votes
WE THEREFORE DECLARE: THE MEASURE WAS APPROVED.	

IN TESTIMONY WHEREOF, we have hereunto set our hands and caused to be affixed The seal of this county by the Clerk of the Board of Supervisors. Done at Des Moines the County Seat of Polk County, this 12th day of March 2019.

Tom Hockensmith, Chairperson  
Robert Brownell  
Angela Connolly  
Matt McCoy  
ATTEST: Jamie Fitzgerald  
Polk County Auditor and Clerk to the Board of Supervisors

**ORDINANCE NO. 341**  
WHEREAS, on August 28, 2007, the Polk County Board of Supervisors adopted the Zoning Ordinance and Map for the unincorporated territory of Polk County, Iowa; and  
WHEREAS, the petitioners, Dustin Leo (development partner) 1011 N. Ankeny Boulevard,

Ankeny, IA 50023, with the consent of the property owners, Eric and Carol Ziel, Trustees of the Eric & Carol Ziel Joint Revocable Trust, 2310 SE Delaware Avenue, Unit 119, Ankeny, IA 50021, are requesting a Zoning Map Amendment from the "MDR" Medium Density Residential District to the "GC" General Commercial District for the subject property containing 7.16 acres located at the southwest corner of the NW Polk City Drive and NW 16th Street (SW Irvinedale Drive) intersection, addressed as 1695 NW 84th Avenue, Section 28 of Crocker Township; and  
WHEREAS, a Zoning Map Amendment was reviewed and heard by the Polk County Zoning Commission on Monday, January 28, 2019 at 7:00 P.M., at the meeting room of the Polk County Public Works Department, Planning Division, 5885 N.E. 14th Street, Des Moines, Iowa, due and timely notice published as provided by law; and

WHEREAS, the Polk County Zoning Commission, after hearing the evidence in favor and in opposition of the Zoning Map Amendment, voted four (4) for, zero (0) against with three (3) absent to recommend approval to the Polk County Board of Supervisors that the Zoning Map Amendment from the "MDR" Medium Density Residential District to the "GC" General Commercial District be approved. The motion passed, therefore the Zoning Commission recommendation is approval; and

WHEREAS, the Zoning Map Amendment was heard by the Polk County Board of Supervisors on Tuesday, March 5, 2019 at 9:30 A.M., in Room 120 of the Polk County Administrative

Office Building, 111 Court Avenue, Des Moines, Iowa, due and timely notice published as provided by law.

NOW, THEREFORE, BE IT ORDAINED that the Zoning Map Amendment (Attachment A) from the "MDR" Medium Density Residential District to the "GC" General Commercial District for the 7.16 acre subject property legally described as follows:

Outlot X in Ziel Outlot Plat 1, in Crocker Township.  
BE APPROVED.

The following conditions of rezoning shall apply:

1. A heavy bufferyard, pursuant to the standards in the Polk County Zoning Ordinance, shall be provided prior to a Certificate of Occupancy for the subject property along the entirety of the southern and western property lines.
2. All wall and freestanding signage on the north, south and western facades of all buildings, or located between those building facades and the street, shall not be illuminated.
3. Freestanding light fixtures shall not be allowed.

POLK COUNTY BOARD OF SUPERVISORS  
Tom Hockensmith, Chairperson  
ATTEST:  
Jamie Fitzgerald, Polk County Auditor  
Published in the Business Record March 29, 2019.

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) 288-3338 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.

TRUST NOTICE

IN THE MATTER OF THE TRUST  
THE DONALD R. SHERINIAN TRUST  
To all persons regarding Donald R. Sherinian, deceased, who died on or about the February 1, 2019. You are hereby notified that Mark D. Sherinian is the trustee of the Donald R. Sherinian Trust dated June 15, 2005, and any amendments. Any action to contest the validity of the trust must be brought in the District Court of Polk County, Iowa, within the later to occur of four (4) months from the date of second publication of this notice or thirty (30) days from the date of mailing this notice to all heirs of the decedent, spouse of the decedent and beneficiaries under the trust whose identities are reasonably ascertainable, or thereafter be forever barred.  
Notice is further given that all persons indebted to the decedent or the trust are requested to make immediate payment to the undersigned trustee and creditors having claims against the trust must mail them to the trustee at the address listed below via certified mail, return receipt requested, and unless so mailed by the later to occur of four (4) months from the second publication of this notice or thirty (30) days from

the date of mailing this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.  
Dated on March 8, 2019.  
Donald R. Sherinian Trust  
**Mark D. Sherinian, Trustee**  
2120 High St.  
Des Moines, IA 50312  
Date of second publication: March 29, 2019.

NOTICE OF PROOF OF WILL  
WITHOUT ADMINISTRATION

The Iowa District Court  
Polk County

Probate No. BSPRO-74511

In the matter of the Estate of,  
Nondas Z. Beswick, Deceased.  
To All Persons Interested in the Estate of Nondas Z. Beswick, Deceased, who died on or about Monday, January 21st, 2019:  
You are hereby notified that on the 28th day of February, 2019 the last will and testament of Nondas Z. Beswick, deceased, bearing date of the December 2, 2005, was admitted to probate in the above named court and there will be no present administration of the estate. Any action to set aside the will must be brought in the district court of the 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.  
Dated this February 28th, 2019.  
William H. Beswick Jr. PR Estate of  
Nondas Z. Beswick  
Proponent  
Patrick Alex Henrichsen  
Attorney for estate  
Date of second publication: March 29, 2019.

NOTICE TO REDEEM FROM TAX SALE

Cert No. 2015-5002

TO: Gemini Capital Group LLC  
Person in whose name the property described below is taxed  
YOU ARE HEREBY NOTIFIED that on the 15th day of June 2015, the following described real estate, situated in Polk County, Iowa, to-wit:  
LOT 15 TWINING ADDITION  
Dist: 030 Parcel: 03676-001  
now included in and forming a part of the City of Des Moines, Iowa, was sold by the County Treasurer of Polk County, Iowa for the then delinquent and unpaid taxes against the said

real estate for the years 2014, 2015 to Polk County, Iowa; that a Certificate of Purchase was duly issued to Polk County, Iowa, by the County Treasurer of Polk County, Iowa, and that the right of Redemption will expire and a deed for the said real estate will be made unless Redemption from said sale is made within ninety days from the completed service of this Notice.  
Dated this 22 day of January, 2019.  
**Mary Maloney**, Treasurer  
Polk County, Iowa  
Published in the Business Record on March 29, 2019.

# Our Focus Is Your Good Health



Diagnostic & Preventative Imaging Center

In Partnership With



## SERVICES

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Bone Density  
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## WOMEN'S IMAGING

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Breast MRI  
OB & Breast Ultrasound

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Our team of radiologists are respected for their compassion and communication skills with patients and referring physicians. We also have a number of physicians with specialties or fellowships in breast imaging, body imaging, interventional, musculoskeletal, pediatric and neurological radiology for the most precise interpretation. All radiologists are board certified and all equipment is ACR (American College of Radiology) accredited. We are proud to serve you.

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James Jacobs, M.D.  
Michael Soe, M.D.  
Christopher Waddell, D.O.  
Brent Wolford, M.D.

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Lindsey Grandbois, D.O., RPh  
William Heggen, M.D.  
Gopika Myneni, M.D.  
Jill Westercamp, M.D.

### Body Imaging

Paul Keller, M.S., M.D.  
Brad King, D.O.  
Brett Richardson, D.O.  
John Rizzi, M.D.  
Marvin Walker, D.O.

### Angiography and Interventional

Olaf Kaufman, M.D., Ph.D.  
David Lacey, M.D.  
Andrew Nish, M.D.  
Benjamin Stradling, D.O.  
Casey Burch, PA-C  
Rebecca Miller, PA-C

### Musculoskeletal

James Choi, M.D.  
Paul Jabour, M.D.  
Brett Richardson, D.O.

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Brent Steinberg, M.D., Pharm D.

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Rory Karibo, D.O.  
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### Neuroradiology

Charles DePena, M.D.  
Aaron Hurlbut, M.D.  
Gerard Waggenspack, M.D.



### ANKENY

Ankeny Medical Park  
3625 N. Ankeny Blvd., Suite H  
Ankeny, IA 50021

### CLIVE

12368 Stratford Drive,  
Suite 300  
Clive, IA 50325

### DOWNTOWN

Methodist Office Building III  
1221 Pleasant Street, Suite 350  
Des Moines, IA 50309

### LAKEVIEW

6000 University Avenue,  
Suite 150  
West Des Moines, IA 50266