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LEADERSHIP

PUBLISHER & EXECUTIVE EDITOR
Chris Conetzkey
(515) 661-6081 | chrisconetzkey@bpcdm.com

EDITORIAL

ASSOCIATE EDITOR
Emily Barske
(515) 661-6085 | emilybarske@bpcdm.com

SENIOR STAFF WRITERS
Kathy A. Bolten
(515) 661-6083 | kathybolten@bpcdm.com
*Beats: Real Estate & Development
Law & Government*

Joe Gardyas
(515) 661-6084 | joegardyas@bpcdm.com
*Beats: Insurance & Investments | Health & Wellness
Manufacturing & Logistics | HR & Education
Banking & Finance*

STAFF WRITER
Kate Hayden
(515) 288-3478 | katehayden@bpcdm.com
Beats: Tech & Innovation

OPERATIONS MANAGER
John Retzlaff
(515) 661-6082 | johnretzlaff@bpcdm.com
Calendar | On the Moves

COPY EDITOR
Kurt Helland

ART & PRODUCTION

CREATIVE DIRECTOR
Joe Crimmings

CREATIVE ASSOCIATES
Lindsey Darland

PHOTOGRAPHER
Duane Tinkey

SALES

DIRECTOR OF BUSINESS RECORD SALES
AND BPC EVENTS
Sara Brown

DIRECTOR OF INNOVATION
Katherine Harrington

SENIOR ACCOUNT EXECUTIVES
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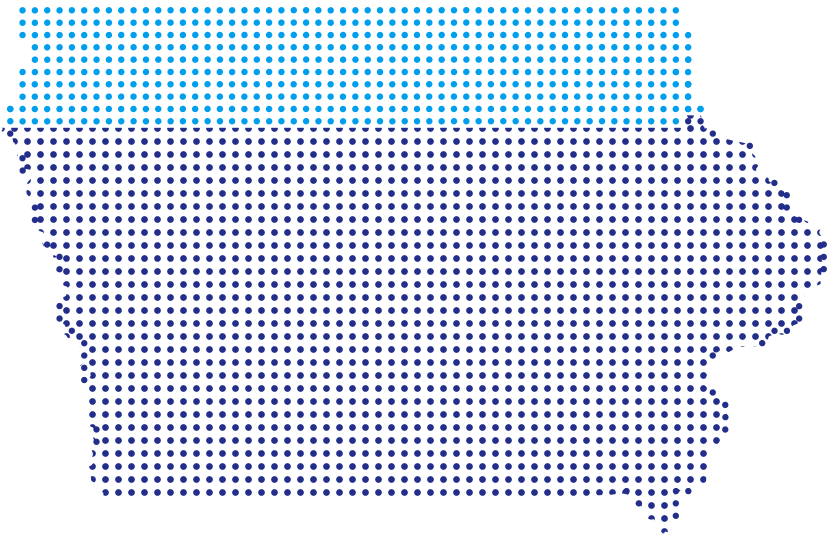
INSIDE SALES REPRESENTATIVE
Alison Damon

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CHRIS CONETKEY
publisher &
executive editor



EMILY BARSKE
associate editor



JOE GARDYASZ
senior staff writer



KATE HAYDEN
staff writer



KATHY BOLTEN
senior staff writer

We asked readers how comfortable they feel about their ability to retire

COMPILED BY EMILY BARSKE

As part of our most recent Leaders Survey, we asked: How secure do you feel in your ability to retire comfortably? Respondents could answer anywhere from 1 (not secure at all) to 10 (very secure).

The weighted average was 6.8. Here were some of the comments:

Rating: 7. "I feel I am saving well, but retirement is a long way away. If the price of health care continues to rise and anyone in my family has major health issues, nothing would be certain."

Ben Wollner, engineer, CB Solar Inc.

Rating: 8. "I meet with my financial adviser a few times a year to ensure I am set up to retire and live the lifestyle I want. However, a lot of things can change between now and when I retire, so there are definitely times I think about the security of what my retirement strategy is. I believe it's important to strategically save in your 20s and 30s to set you up for success later in life. I have been diligent in putting money away for my retirement, and I will continue to get advice on how to maximize my investment dollars to be secure during my retirement."

Angela Jiskoot, associate product manager, Pella Corp.

Rating: 3. "I have no pension, just my savings that are invested in the market. If it crashes at the wrong time, I am screwed."

Bradley Knott, managing partner, State Public Policy Group and Essman Research

Rating: 8. "I'm basing my comfort 100% on my individual retirement accounts and 0% on Social Security. If Social Security still exists in 25 years, anything I receive will be a bonus."

Creighton Cox, manager of business development, Turner Construction Co.: Iowa

Rating: 7. "Projected health care costs after retiring, especially for settings that require private pay, could really skyrocket."

Holly Olson, vice president of finance and accounting, Anawim Housing Inc.

Rating: 8. "We've been preparing responsibly for a long time."

Chris Sackett, managing partner, BrownWinick Law Firm

My two grandmothers and the right to vote

BY SUZANNA DE BACA

My two grandmothers had very different lives, but one thing they had in common was that both came of age before the passage of the 19th Amendment, which granted women the right to vote.

If I could go back in time, there are so many questions I would ask them: about their hopes and dreams, marriages, motherhood, struggles and accomplishments, and of course, pie recipes. But since this year marks the 100th anniversary of the 19th Amendment, I would ask about their involvement in the fight for women's rights, and how the vote affected them.

My paternal grandmother, Antonia Maria Garcia Cabeza de Baca, was born in 1899 in New Mexico, the oldest of 13 children. The daughter of ranchers, she did not learn English until her teens when she and her sisters attended a convent school. Grandma de Baca was quiet, serious, very religious and tough as nails. She didn't tell many stories, but when she did, they seemed to involve rattlesnakes or cattle drives.

My maternal grandmother, Dorothy Elizabeth McCormick Marchino, was from a family of five children of an Indiana farmer and his seamstress wife. She and her siblings all attended college and she became a teacher in a time when most women did not work outside the home. Grandma was lively, feisty, creative and fun – but also demanding and authoritative. She taught fourth grade, kept her own chickens, sewed quilts and made scrumptious fried chicken.

It is almost inconceivable that these strong and commanding women grew up without the right to vote. At that time, all of women's legal rights were extended through men. That women had no legal say in government, policy, finances or their own bodies is completely foreign. Today, women can earn money, obtain education, qualify for loans and make health care decisions independently. But in my grandmothers' early years these rights did not exist and women needed permission from men for many things we take for granted today.

Many basic rights were finally extended to women as a result of the 19th Amendment. Congress passed this law on June 4, 1919, and ratified it on Aug. 18, 1920. The lengthy road to the vote included a difficult struggle, decades of agitation and protest that cost many women their lives. While significant, women of color or minority groups, like my Grandma de Baca, were largely absent in this landmark legislation or excluded from its benefits.

It is easy to say we have come so far. But 100 years later, full equality has not yet been achieved. There is still much progress to be made in terms of economic equity, representation in leadership, safety, inclusion, reproductive rights and equality at home.

Along with the rest of the nation, Iowa will observe the 100th anniversary of the 19th Amendment. Starting with a kickoff at Iowa State University's Catt Center on Feb. 14, there will be a plethora of activities across the state commemorating this milestone.

As I attend the 19th Amendment events and contemplate the significance of the vote, I will hold my grandmothers' memories close. I am grateful to them and the women who fought for the vote that we all enjoy basic unalienable rights. In their honor, I pledge to keep pushing forward, to advocate for more equity at home and in the workplace so that we can all live our best lives.



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JEREMY HARRINGTON

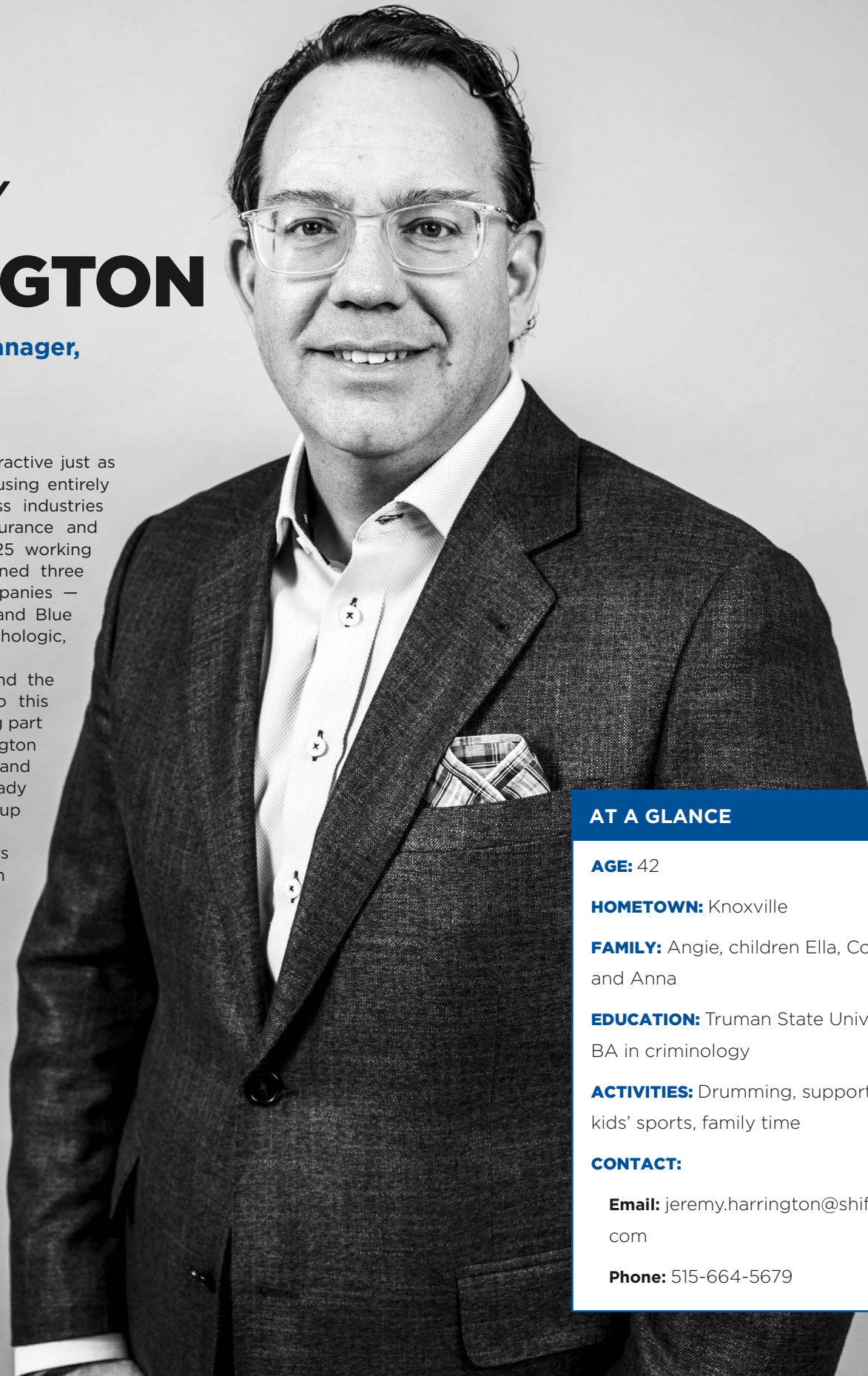
**Vice President/General Manager,
Shift Interactive**

BY KATE HAYDEN

Jeremy Harrington enters Shift Interactive just as the company enters a new phase: focusing entirely on custom software for clients across industries such as agriculture, health care, insurance and finance. Shift, which has a team of 25 working on product development, recently joined three other technology and marketing companies — Performance Marketing, Vector Haus and Blue Traffic — under the umbrella brand Anthologic, which debuted early November.

“The momentum that Shift has, and the success they’ve had really moving to this custom software approach, is such a big part of what drew me in this time,” Harrington said. “I see myself as a supporter and accelerator to enable what they’ve already been doing. ... I’m eager for that to pop up and be visible to folks here.”

Harrington joined Shift after two years at Pillar Technology. He was previously an equity partner in VolunteerLocal and has been a local mentor for startups going through the Iowa AgriTech Accelerator and the Global Insurance Accelerator, as well as a mentor at the Waukee Community School District’s Waukee Aspiring Professional Experience (APEX) high school facility.



AT A GLANCE

AGE: 42

HOMETOWN: Knoxville

FAMILY: Angie, children Ella, Cooper and Anna

EDUCATION: Truman State University, BA in criminology

ACTIVITIES: Drumming, supporting the kids' sports, family time

CONTACT:

Email: jeremy.harrington@shiftdsm.com

Phone: 515-664-5679

WHAT WAS YOUR BACKGROUND BEFORE COMING TO SHIFT?

I've been in software for about 20 years. I started my career at Engineering Animation in Ames in 2000, really focused on design. My background has always been user experience and software design. I found out early on that nothing gets built without developers, no matter how great the design is. I immediately built friendships and lasting relationships with developers and the folks behind the scenes over time. Throughout my career, it's sort of been a progression [of] building design teams. I've done that a number of times. ... Product design for software has evolved tremendously in the past 20 years, and become more and more center stage.

Previous to Shift I was building a design practice at Pillar here in town, helping to build one of the largest UX teams in Iowa, and over the two years that I was there I'm super proud of and really learned a tremendous amount about the daily operations of business.

HOW DID A DEGREE IN CRIMINOLOGY LEAD TO USER DESIGN?

I actually went to school on a music scholarship. I was under the impression that that's where my career would go, and it didn't go that way. I ended up changing degrees in my junior year, and criminology was an interest, and the credits were close. My father was a sign painter and an artist in Knoxville, and I grew up around that. The entire time I was in school I was doing design, working in a lab, teaching students how to use design software and how to build websites and all those things.

By the time I got my degree, I already had a job here in Des Moines as a designer already set up. The value of that criminology degree came through later, all the research and social science side I use every day in the way that I interview and talk to people. The empathy-building that we have to do as designers to really understand the why and what of what we're building. I didn't realize it at the time, but all of those skills were coming through. ... It came to be pretty valuable. As I've built design teams over all these years ... it's very rare that it's an arts degree. Journalism majors are the No. 1 folks I've hired in design. There's a good curiosity and empathy, and ability to tell stories and build narrative that are all central to building great experiences.

WHAT INTERESTED YOU IN THIS ROLE?

It was a combination of the team, which is an outstanding team. There's a momentum that Shift has right now. They've evolved into custom software and really pushing on the kinds of innovative work that move business forward -- kind of getting out of websites and mobile as the front-runner, but really much more in a custom software and innovation space.

The role itself enables me to have an accountability and a freedom, and both at the same time, to really help accelerate what they're doing.

WHAT'S THE BEST PIECE OF ADVICE OR FEEDBACK YOU'VE RECEIVED SINCE STARTING?

I think the biggest is that I've just really been allowed to have a voice right out of the gate. Certainly I'm listening and trying to understand, but I'd say the big thing has just been the desire to engage right out of the gate ... in really great open dialogue. Everybody is in a growth mindset position right now in "how do we do all of this together, and how do we do it quickly?"

It's the first time, I think, in a transition like this where I can walk in a room and have a voice right out of the gate, which is big.

HOW IS SHIFT CHANGING AS ANTHOLOGIC COMES ONBOARD?

I think of it as pieces of a puzzle that all come together. In the past, building custom software and really focusing on innovation solves a great need. What we would see in a lot of other cases is difficulty when it comes time to launch that software -- difficulty getting users into those systems, and either being made aware of it, or the accessibility of it. That's where Performance Marketing and that side of the business is -- 20 years of launching brands and doing that work ties in so well. They also bring a stable of global brands to bear that will allow us at Shift to go in and have really interesting conversations.

We [at Shift] certainly don't want to do technology for technology's sake. We are really evolved to understanding the why and the business's needs, and then applying back what we know. ... It's much more about listening and understanding that need, and a move to agile teams.

One of the things that really excited me about Shift [is] the track record they have being successful with startups, which is a difficult thing to do as a consultancy -- to be able to come in and manage cost, manage scope for founders, especially nontechnical founders.

WHAT'S A GOAL YOU HAVE FOR YOUR FIRST YEAR?

Our biggest one is, how do we have meaningful, sustainable growth? There are ways we could go and just blow up, double the size [of the company] and do all that, and I think we would wreck the culture and all of the things that have helped us to get here. I think we're really focused on what those marquee projects are that we can be part of -- prioritizing our attention toward impactful, innovative things. ... The other pieces will follow the growth that's needed, whether that's in team size or roles changing, or any of those things that have helped to get us here. My main focus right now is ensuring that we have what we need to deliver on existing things.

WHAT HAVE YOU BEEN READING/WATCHING/LISTENING TO LATELY?

Health and fitness have become a lot more important for me, so I've been listening to Peter Attia. He is a Hopkins-educated surgeon and has this really diverse background, but his focus is on longevity, but not for vanity's sake. It's about doing things every day that will make it easier when you're, say, a grandparent and you need to pick up a 20-pound child -- what are the things you need to do and the decisions you need to make today in your fitness, your wellness, your diet so that you can fast forward and have a good life? ■

1 in 25 adults experience serious mental illness

Funding needs for a comprehensive mental health system in Iowa:

- Technology
HIGH SPEED INTERNET THROUGHOUT IOWA
- Workforce
QUALIFIED MENTAL HEALTH PROFESSIONALS
- Outpatient Reimbursement Rate
ADEQUATE REIMBURSEMENT RATES FOR MENTAL HEALTH SERVICES
- Funding Mental Health Regions
SUSTAINABLE FUNDING FOR COMMUNITY-BASED MENTAL HEALTH SERVICES
- Education
SCHOOL BASED ACCESS TO MENTAL HEALTH SUPPORTS

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Please contact your legislators about funding mental health priorities



TOM HARKIN COLLECTION, DRAKE UNIVERSITY ARCHIVES

THE **ADA** GENERATION

Employers need workforce, but professionals with disabilities remain largely untapped even after 30 years of the Americans with Disabilities Act. Advocates want to change that.

BY EMILY BARSKE

“EVERYONE GIVES SO MUCH TO THESE INDIVIDUALS, THESE PEOPLE SUCH AS MYSELF. IT WOULD BE A DISSERVICE FOR ME TO NOT FEEL LIKE I WANT TO GIVE BACK AND TRY TO IMPACT PEOPLE’S LIVES.”

ALEX WATTERS, MORNINGSIDGE COLLEGE

Editor’s note: Research suggests that if U.S. companies embrace disability inclusion, they will gain access to a new talent pool of more than 10.7 million people. This segment of the unemployment rate has remained relatively unchanged even with the Americans with Disabilities Act of 1990, passed 30 years ago this July. This story is the first in a series about advancing the employment of people with disabilities.

When Alex Watters got a call about a job offer to be a field organizer for President Barack Obama’s reelection campaign, he hesitated. Not because he didn’t have the passion or experience for such a position, but because one of the core functions of a field organizer – knocking doors – was not something he could do.

Watters, who uses a wheelchair, jokes that he wasn’t going to throw rocks at doors that weren’t accessible as an alternative to knocking. But Zack Davis wasn’t looking for someone who could knock as many doors as possible. He was looking for a leader who could rally others to knock on doors, make phone calls and contribute to the grassroots campaign. So Watters accepted the position.

Months later, on a call with all the other field organizers across the state, State Director Brad Anderson asked the others on the call how it felt that the one field organizer who couldn’t himself knock on doors had a team that had knocked on more doors than anyone else in the state. Had the job simply been promoted as needing an organizer who could knock a certain number of doors, he wouldn’t have even thought of applying. This is why Watters, now an elected official himself on the City Council in Sioux City, has made it a point to advocate for accessible practices in hiring and gainfully employing people with disabilities.

It’s not always how he imagined his life would be.

Watters had a diving accident at Okoboji, where his family is from, that left him paralyzed from the chest down. Before the accident, he was attending Morningside College on a golf scholarship. In months of recovery and rehabilitation from the accident, so many loved ones and health care providers showed him support.

“That really kind of instilled in me this drive, this passion. And this idea that ... I need to do something more. And make sure that this doesn’t define me and that I go on to make a difference,” he said. “Because I kept thinking to myself that all of these therapists, these nurses, these doctors, these caregivers, everyone gives so much to these individuals, these people such as myself. It would be a disservice for me to not feel like I want to give back and try to impact people’s lives.”

The transition from the hospital back to his family in Okoboji was difficult. Getting into and out of bed or simply going to watch TV at a friend’s house now had significant barriers.

“It’s scary when you’re going out from a protected environment into an environment that is really not accessible,” Watters said. “Everything in the hospital is very accessible and built to fill those needs. And the real world is not.”

But he learned a new way of life. And he is making the most of it – graduating from college, serving in several government advisory roles, getting offered a position in the White House and ultimately finding his calling as a career development specialist at Morningside College while also serving on the City Council. While his work as an

advocate proves there is much more to be done, he said the Americans with Disabilities Act of 1990 – authored by Iowa’s Sen. Tom Harkin – laid the foundation for some 61 million Americans who have a disability.

Harkin says people like Watters are part of the “ADA generation.” They grew up since the law was passed, are more willing to self-identify their disabilities and take more pride in themselves, he said. “They’re a lot more unwilling to take what society offers. They’re demanding their rights. They’re going to court – and they’re winning. And they’re getting good jobs. And they’re empowering other people.”

This July will mark 30 years since the landmark civil rights legislation was signed into law by President George H.W. Bush. The ADA was intended to give people with disabilities equal opportunity, full participation, independent living and economic self-sufficiency. In many ways, Harkin said, the country has come a long way toward reaching those goals. But the fourth goal of economic self-sufficiency, which is largely reliant on private sector employment, has barely budged, he said.

“That’s the one where we haven’t moved the needle a bit. The unemployment rate for adults with disabilities today, well, it’s a little bit better, but basically, it’s about the same as it was 30 years ago,” Harkin said.

LEVELING THE PLAYING FIELD

The ADA requires employers to provide reasonable accommodations to its employees with disabilities. But those employers first have to hire them.

According to data from the Office of Persons with Disabilities, just over 349,000 Iowans in 2017 reported having a disability — representing 11.3% of the state’s civilian, noninstitutionalized population. The number of Iowans between the ages of 18 and 64 with a disability who were employed in 2017 was 77,746, according to the agency.

A report from Accenture also found that 45 companies that researchers identified for leadership in areas specific to disability employment and inclusion had, on average over a four-year period, 28% higher revenue, double the net income and 30% higher economic profit margins than their peers. The analysis also revealed that U.S. gross domestic product could get a boost of up to \$25 billion if more people with disabilities joined the labor force.

As of July 2018, only 29% of working-age Americans with disabilities participated in the workforce, compared with 75% of Americans without a disability, according to Accenture. In 2017, the unemployment rate for people with disabilities was more than twice that for those without a disability — 9.2% versus 4.2%. There are 15.1 million people of working age living with disabilities in the U.S., so the research suggests that if companies embrace disability inclusion, they will gain access to a new talent pool of more than 10.7 million people.

Many advocates are working on this issue. Emmanuel Smith is an advocate at Disability Rights Iowa, located in the East Village. He uses a wheelchair because he was born with osteogenesis imperfecta,

CONTINUED ON PAGE 10 >>



SUBMITTED PHOTO

Alex Watters, career development specialist at Morningside College and a member of the City Council in Sioux City, speaks with students.

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or brittle bone disease, which affects how his body makes collagen, a protein that helps strengthen bones. Smith said the biggest barrier to employment for people with disabilities is the trepidation and fear employers have. One of the biggest myths, he said, is that accommodations cost a lot of money.

In Smith's first job at the movie theater at Jordan Creek, his accommodation was minuscule: He needed the place where he was to put tickets moved down a few inches so he could better reach it. "Really hard," he said with a laugh and a note of sarcasm. This type of accommodation is the norm – statistics show most accommodations are free and those with a cost are usually less than \$500. That cost can often be completely covered through government and nonprofit organizations.

Smith is also part of the ADA generation.

"It's what allowed me to take the bus, to go and get a college degree. It's what allowed me to feel like I had an opportunity to look for employment and not be prejudged based solely on the disability. And it's offering me the kinds of protections that are going to help me to live and work in this community throughout my entire life. So there's really no area in my life that I can't link directly to the Americans with Disabilities Act," he said.

Smith stresses that ADA did not create a privileged group; it simply leveled the playing field. Or at least got it closer to level.

VOCATIONAL REHABILITATION CELEBRATES 100 YEARS

Smith and others have worked with Iowa Vocational Rehabilitation Services, an employment program for individuals with a disability within the state's Department of Education but largely funded

through federal dollars. Its programs focus on two clients: individuals with disabilities and partnering businesses. Vocational rehabilitation existed long before the ADA and was originally started 100 years ago this year to help World War I veterans get back into the workforce.

Iowa has two voc rehab services – IVRS and the Iowa Department of the Blind.

But since the passage of the ADA, there's been a heightened awareness about employment of people with disabilities.

"The biggest change is there was legislative legal support to increase the awareness that individuals with disabilities, like all of us, have rights and responsibilities," IVRS Administrator David Mitchell said. "I think the accessibility piece of all of that is such a critical piece."

Awareness, advocates say, cannot be underestimated. "I've often said that one of the biggest accomplishments [of ADA] was helping to break down the biggest barrier of all, and that's the attitudinal barrier against persons with disabilities," Harkin said.

A goal of Harkin and other advocates is not just getting people with disabilities jobs, but getting them competitive, integrated employment. This means jobs that pay above minimum wage (although it's still legal in some circumstances to pay people with disabilities below that). It means jobs that include them and challenge them just like other employees, not just shoving them in a corner doing menial work.

IVRS works with both businesses looking to hire more people with disabilities and those who are seeking a job. Mitchell said the focus is on aligning businesses with the best person possible and focusing on their ability not their disability.

"As we work with businesses, the focus is really listening to the business – what are your needs? How do we understand what type of person is successful for your business? How do we create opportuni-

MAKE CHANGE FROM THE ROOTS BY SHIFTING THE MINDSET

Beatrice Steele was in the process of moving from Atlanta for a new job. As she walked across the street, five months pregnant, she was struck by a drunken driver, causing her to go into a coma and forcing her into early labor.

Her son was born healthy, although he now goes to therapy because of the traumatic birth. But even with months of rehabilitation after the accident, Steele's life wasn't the same. She had fractured her skull, had to have her face reconstructed, had a tear in her rotator cuff, had swelling in her feet and had become blind in her right eye. Doctors told her she should just accept the benefits and not look for employment because she'd never be able to have a job again.

"I started to believe what people were telling me," she said.

With no job, she fell into depression, feeling at a loss that she couldn't provide for her kids as an unemployed single mom. Through therapy, she recovered more and more both physically and mentally. "I have things that will always be wrong with me, but I know how to cope with it."

And she decided not to listen to the negative advice she was given.

She was connected with IVRS. She got a job at Prudential in Dubuque and has been promoted three times. The opportunity has lessened her depression. "They gave me a chance. I have these disabilities, but there's something I can do. And I'm doing it well."

Most rewarding was a day in 2018, when her son whom she was pregnant with during the accident, got to come to see her at work for a first grade class trip. From never thinking she'd get to work again to having her kids see her working was very exciting, she said.

Stories like Steele's of deeming a person with a disability unemployable because of attitudinal barriers are not uncommon. Disability advocates recognize this is a holistic problem: People with disabilities and businesses have to be equally open to employment. And everything from hiring practices to full inclusion has to be understood.

Kreffft said it's important that job descriptions aren't unnecessarily limiting. For example, some descriptions might say the applicant needs a driver's license, which excludes some people with disabilities, when it really means the applicant must be able to get to work. Or a job description might say the applicant needs to be able to lift a certain weight, when that's not a true function of the job.

While Prudential's flexibility is exemplary, advocates know it isn't always the case. Even when businesses do hire people with disabilities, they too often create another problem, Harkin said.

"The training program is designed only for persons without any physical or intellectual or developmental disabilities," he said. "The person with the disability, physical disability or otherwise, probably can't make it through the training program."

"So why don't you change the training program to accommodate persons with disabilities? It might take you a little bit longer to get through the training program, you might have to do some things a little bit different in the training program. But at the end of it, you will have a person qualified for the job that will be one of your best employees."

"It's not enough to just reach out to folks with disabilities to let them know the job is open. They want to know that accommodations will be made, that they will be treated just like any other employee, they will not be shunned aside or put in some special place. They will have the full benefits and everything else of every other employee."

THE BENEFITS

Advocates promote the idea that hiring people with disabilities is not just an inclusive decision – it's good business practice.

"The real reason to hire a person with a disability is because you're missing out on opportunities if you don't," Smith said. "It's

PHOTO BY DUANE TINKEY



Emmanuel Smith and Anne Matte work at Disability Rights Iowa.

ties to bridge those gaps and link those services together?" Mitchell said.

Michelle Krefft, IVRS director of business services, has plenty of examples of these partnerships leading to success. Many businesses, she said, have a fear of the unknown, but she recommends listening to the value of hiring people with disabilities from other businesses. Krefft gave a few examples:

Kwik Trip (known in Iowa as Kwik Star) has a retail helper program to assist with guest services. The job was specifically customized for people with severe barriers to employment. The employees get to pick their own hours and have the flexibility needed to accommodate their disability. Many of these employees have been promoted, opening a job for another person with a disability.

Wells Fargo near Jordan Creek contracts out its cleaning and modifies the job to create opportunities for people with severe barriers. The program, which started in Texas, coordinates its hours around the bus schedule as another means to make it accessible.

The work with businesses does not stop once the hire is made. IVRS makes sure the relationship is working out on both ends as the employee begins working. It sometimes helps pay for accommodations or help with training. In some cases, IVRS pays the wages of the employee while they're receiving training so the business doesn't face a cost barrier with a specialized program.

As with other state programs, Mitchell said there is always a fear of budget cuts. However, he said his pitch is this: For every state dollar IVRS gets, it gets \$4 from the federal government.

CONTINUED ON PAGE 12 >>



PHOTO BY DUANE TINKER

Kevin Nordmeyer (left), principal at BNIM, and Jason Kruse (right), associate at BNIM examine their design for the new Harkin Institute Building.

CONTINUED FROM PAGE 11 >>

not charity, it's an act of empowering your business to succeed in new ways."

With workforce being the top priority for nearly every business in Iowa, Mitchell said this is the perfect time to look at getting more folks with disabilities into the workforce.

Additionally, the government saves money on welfare benefits. Iowa Vocational Rehabilitation Services data shows that after 10 years the state receives an average of \$227 return on every \$100 of state appropriation originally invested in voc rehab. IVRS found 95% of voc rehab candidates were receiving public support for living expenses, but with a job and economic self-sufficiency they save the state nearly \$800,000 annually. Fewer than 4% of those candidates end up moving out of Iowa, data shows, pointing to the high retention and engagement rate.

"One of the biggest pushbacks on ADA is employers think I can do anything I want and fail to meet certain standards without consequence. And unfortunately, that's not the case. That'd be awesome. It would be nice, you know, to just lounge around here all day," Smith said, laughing.

In addition, hiring people with disabilities also has an impact on customers' perspectives of a business.

"Consumers appreciate companies that hire inclusively," said Kyle Horn, founder of America's Job Honor Awards, which recognize workforce opportunities for people overcoming employment barriers. "Great things have happened. But we still have a long way to go."

He emphasizes that businesses are not alone. When looking into hiring people with disabilities, there are many local, state and federal organizations that can help provide resources in addition to funding. Various organizations offer inclusivity training.

Smith said employers should keep in mind that all people with disabilities are individuals and shouldn't be lumped into a broad group. Sometimes employing a person with a disability, just like employing anyone, doesn't work out. But, Smith said, you wouldn't stop hiring all teenagers just because one didn't work out, so why would you do that for people with disabilities?

"We're not radioactive, right?" Smith said, laughing. "The best way to learn about employing people with disabilities is to hire some people with disabilities."

If advocates have it their way, the needle will have significantly moved on the employment of people with disabilities at the next anniversary celebration of ADA.

"I hope we continue to break these barriers down so that people see people with disabilities as contributing members of society and they can fully reach their potential as well, which would not have been possible if it wasn't for the groundwork, and the foundation that was built by so many with the ADA," Watters said.

NEW HARKIN INSTITUTE BUILDING WILL BE 'STATE OF THE ART ACCESSIBLE'

Accessible entrances and accessible parking are just two of the elements in building designs required for compliance since the passage of the ADA in 1990. But these features have often stopped there – at compliance. A Des Moines building set to open this fall will include accessible features – beyond compliance – that are designed to eliminate many barriers that people with all kinds of disabilities face.

And what better organization to call the building home than the Harkin Institute on Drake University's campus. The organization

produces nonpartisan research, learning and outreach to promote understanding of the policy issues to which Sen. Tom Harkin devoted his career, including the advancement of people with disabilities.

Harkin said the goal is to make the building the most accessible in the country. Harkin Institute Executive Director Joseph Jones said: “It gives us the opportunity to really work in an environment that matches the quality of work we do.” A hallmark of the new building will be its various gathering spaces to offer programs and other learning opportunities.

“I want to make sure it’s state-of-the-art accessible. And not only accessible physically, but accessible intellectually and socially,” Harkin said.

The lead architects are making sure of that. Kevin Nordmeyer, principal at BNIM, and Jason Kruse, associate at BNIM, designed the features of the building after conversations with the institute’s accessibility committee. Nordmeyer asked them what building design barriers they still thought existed even with ADA compliance.

Their answer? No one had ever asked them.

Through the conversations and research, Nordmeyer and Kruse designed several features of universal inclusive design. The elements are called universal because they are not only helpful to people with disabilities, but to all people. The committee said the design should be gracious in its space and layout. One key element: They wanted to see a design to get up to the second floor without needing an elevator

or stairs.

One of the biggest challenges Nordmeyer and Kruse faced was designing a large-scale ramp that loops around to get to the second level. The ramp inevitably takes more space than stairs, but it creates a way for all people to get up to the second level instead of creating separate means and it’s designed to be the signature visual element in the space. The Ed Roberts Campus at the University of California-Berkeley is one of the few other buildings to incorporate a universally designed ramp like this.

Nordmeyer, who has multiple sclerosis, has a unique perspective on building design. “Thirty-five years or so of my life, I didn’t have to worry about any of this stuff, right? Yes, to follow the rules of the ADA and design space, but now I have a whole different perspective.

“It’s been a 20-year, slow progressive disease to where now they say it’s stable and it’s not necessarily getting any worse. But for me, I gradually I had to use a cane. ... As you have to use a wheelchair, you start to realize the limiting factor that it provides if you have a building that’s not really designed the way we’re trying to design this one.”

Jones said the plan has always been to move the Harkin Institute from its current space at 2429 University Ave. It just coincidentally worked out that it would be during the 30th anniversary year of ADA. “It’s hard to believe that 30 years have passed. ... It’s made an impact on the world. Now we’re focused on where we go in the next 30 years,” he said.

CONTINUED ON PAGE 15 >>

“I WANT TO MAKE SURE IT’S STATE-OF-THE-ART ACCESSIBLE. AND NOT ONLY ACCESSIBLE PHYSICALLY, BUT ACCESSIBLE INTELLECTUALLY AND SOCIALLY.”

SEN. TOM HARKIN

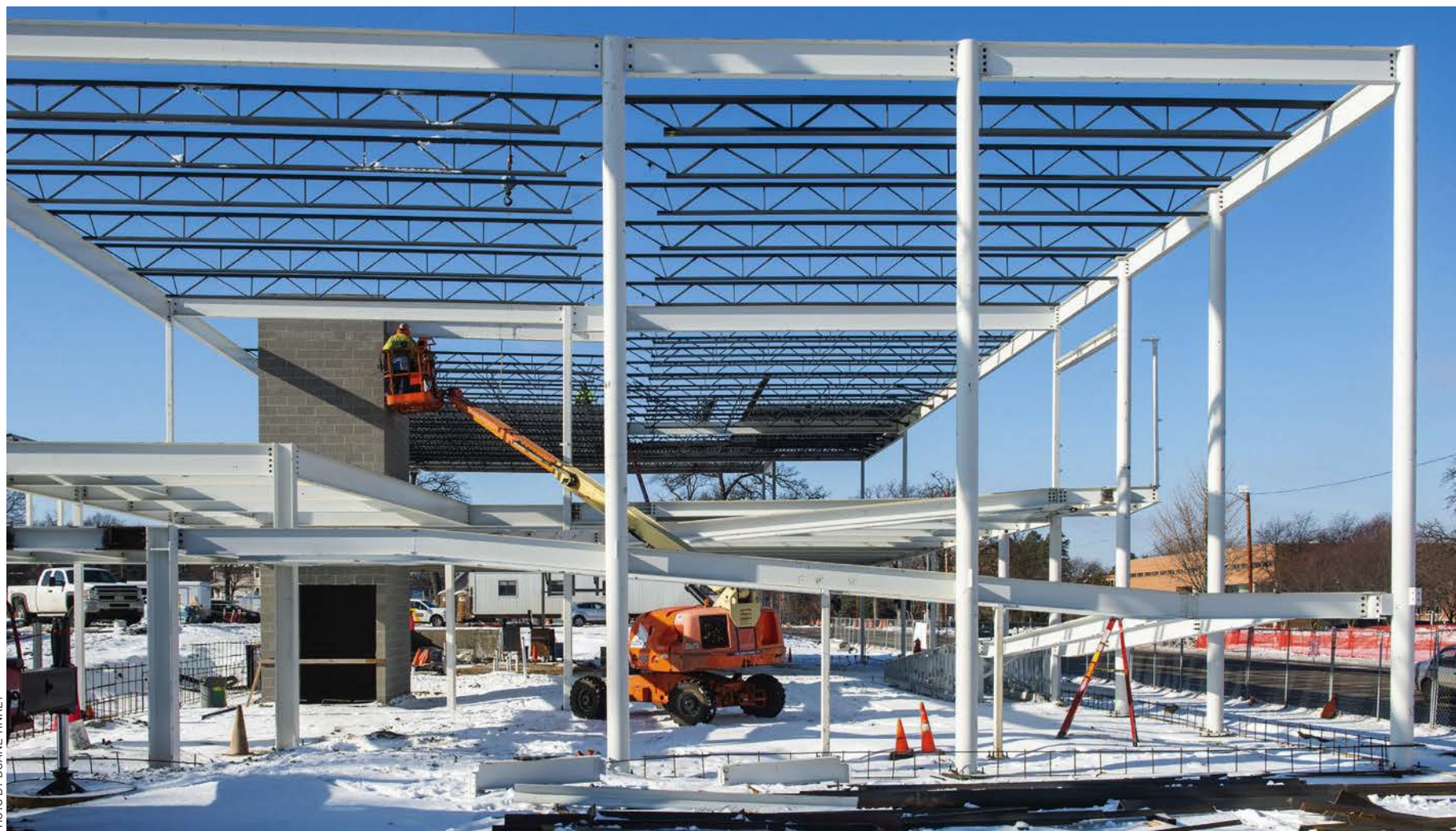
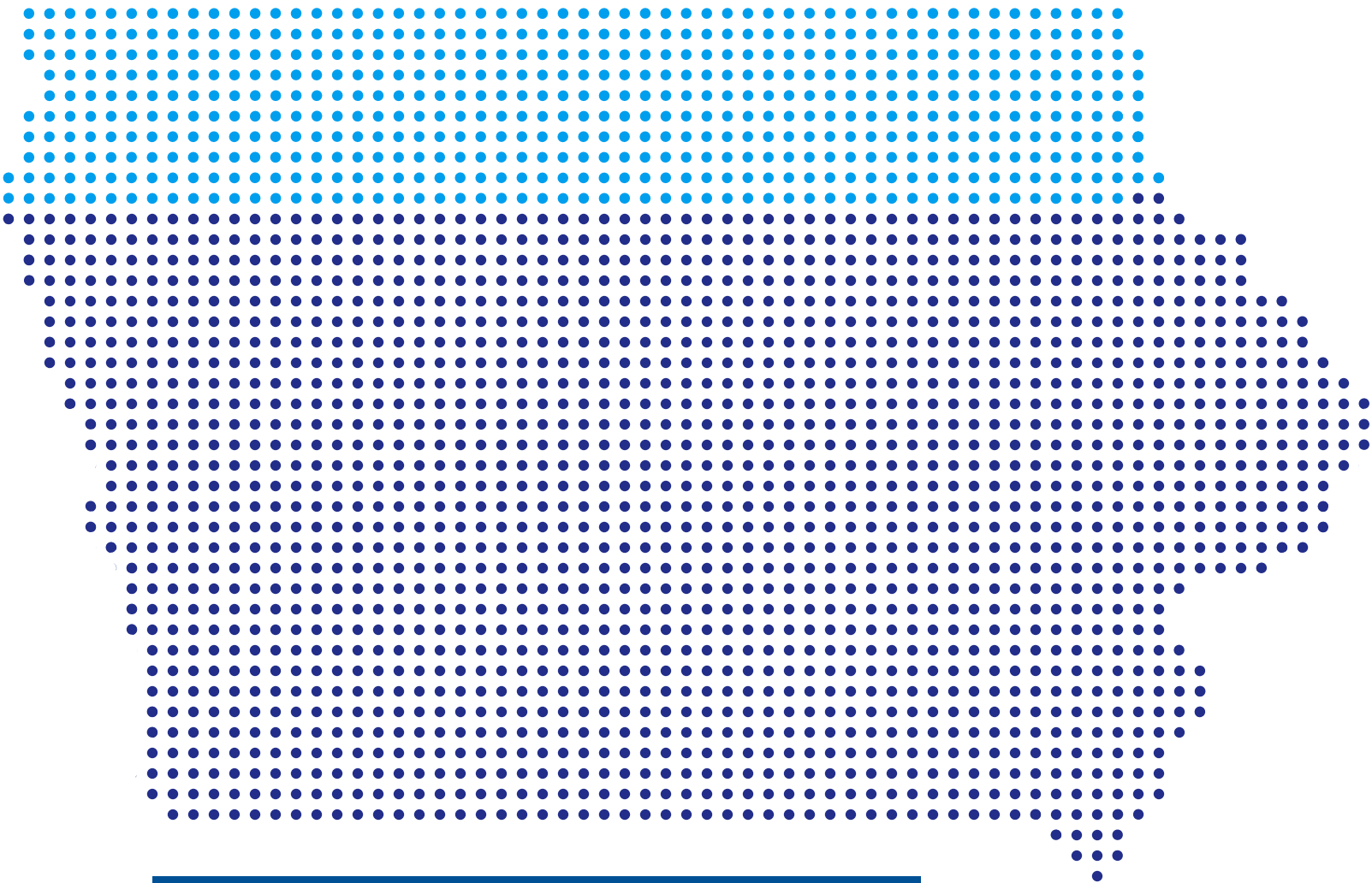



PHOTO BY DUANE TINKEY


WHAT IOWA HAS TO GAIN BY EMPLOYING MORE PROFESSIONALS WITH DISABILITIES

According to data from the Office of Persons with Disabilities, just over 349,000 Iowans in 2017 reported having a disability — representing 11.3% of the state’s civilian, noninstitutionalized population. The number of Iowans between the ages of 18 and 64 with a disability who were employed in 2017 was 77,746, according to the agency.



IOWANS WITH DISABILITIES
GRAPH KEY

**Unemployed**
271,254 (78%)

**Employed**
77,746 (22%)

Each dot represents 160 citizens

CONTINUED FROM PAGE 13 >>

While the current building provides office space, there isn't a way to host large groups and the design features are not as accessible as the new space, at 2800 University Ave. Jones is excited for the auditorium, where seats can be taken out to create more room for accessible seating and two screens will be available for live transcription services helpful to those who are hard of hearing.

Some of the other features involve different kinds of lighting and window design meant to affect shadows to accommodate those with low vision. Conference tables are round, not square, so people who are hard of hearing can read the lips of whoever is speaking. Carpets have simple design so that they don't create a sensory overload. Accessible parking has been designed in a user-friendly way. Restrooms are all single-user direct-access, allowing more space for wheelchairs or other mobility devices. There are benches built in for people who might not be able to walk the entire length of a hallway without needing rest.

"The idea behind the building is that it allows all people, whether you're in a wheelchair or you're on the autism spectrum, to be able to be empowered as an individual and potentially use this as a workspace. So looking at the building to create this environment that is inclusive and allows people of all abilities to be able to thrive is one of the main goals of the project," Kruse said.

The project has unintentionally, but positively, created a new opportunity. BNIM and the Harkin Institute are partnering to create a guide to inclusive design. It's in a draft form now, but when it's done, other building designers will be able to use it as a guide to universal design, beyond what it is legally required.

The new space will also have a gallery showcasing the work of Harkin and his wife, Ruth. Anyone from the public will be able to learn from it and the various programs planned to educate others about the advancement of people with disabilities. A main goal is to eliminate barriers to employment.

"The first step is don't prejudge what a person can or cannot do," Jones said. ■

EMILY BARSKE is the associate editor at *Business Record*.

E: emilybarske@bpcdm.com | **P:** (515) 661-6085

REACH OUT

CONTACT THE HARKIN INSTITUTE

Amy Bentley, policy director
515-271-3591
amy.bentley@drake.edu

CONTACT IOWA VOCATIONAL REHABILITATION SERVICES

Michelle Krefft, director of business services
515-664-7854
michelle.Krefft@iowa.gov

To see the rest of the content in
"The ADA Generation" series, go to:
www.businessrecord.com/ADAgeneration

Have an idea or thought to share about the series?
Contact Business Record Associate Editor at
emilybarske@bpcdm.com

Business Record

Commercial Real Estate Professional of the Year Award

Business Record is pleased to announce the sixth annual Commercial Real Estate Professional of the Year award. The award is designed to highlight an outstanding CRE professional from Central Iowa for their professional accomplishments and community engagement. The award will be presented at the annual Commercial Real Estate Trends and Issues Forum.

NOMINEES WILL BE JUDGED ON

- Success and/or significant achievement within their profession and/or company
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- Nonprofit, philanthropic and civic involvement in the Central Iowa community
- Personal impact on the commercial real estate industry

Nominations can be submitted at
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at jasonswanson@bpcdm.com.

NOMINATION DEADLINE: FRIDAY, MARCH 13.

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AMAZON IN EASTERN IOWA

In November, Amazon.com leased the 346,062-square-foot former Procter & Gamble distribution center in southeast Iowa City. The retailer is opening a delivery station in the facility.

Amazon also operates an 18,000-square-foot delivery station that opened in 2018 in North Liberty.

TO BY DUANE TINKEY

**AMAZON OWNS
JUST 3.4% OF
FULFILLMENT
CENTERS IT
OCCUPIES**

The online retail giant recently announced it was opening a fulfillment center in Bondurant on property now owned by a Texas-based entity.

BY KATHY A. BOLTEN

Amazon.com, the online retail giant behind the massive fulfillment center under construction in Bondurant, occupies more than 193 million square feet of warehouse space in North America, according to its recent annual report.

But the Seattle-based company owns just 3.4% of the space, leasing the remaining 187 million square feet, the report, filed with the U.S. Securities and Exchange Commission for the fiscal year that ended Dec. 31, 2019, shows.

So it's not surprising that Amazon.com apparently won't own the fulfillment center under construction at 500 32nd St. S.W., east of U.S. Highway 65 in Bondurant. Minneapolis-based Ryan Cos., which in 2019 bought 169 acres where the distribution center is under construction, sold the property in late January to a Texas-based entity for \$60.8 million, Polk County real estate transaction records show.

"The main reason a company like Amazon leases space is because it helps them get into more spaces and locations quickly," said Matt Lundberg, a vice president with Cushman & Wakefield Iowa Commercial Advisors. "Leasing the spaces helps them keep their costs down and invest in other areas of their company."

Amazon.com on Feb. 6 announced it was opening a fulfillment center in Bondurant. Construction of the facility, which will employ 1,000 workers, is expected to be completed by late this year, Amazon.com said in its release.

Grant Street Project LLC, based in Dallas, bought the property on Jan. 22, records show. The limited liability company is owned by Hillwood, a Perot-family company that bills itself as being among the top industrial, commercial and residential real estate developers in the United States.

Hillwood officials did not respond to requests for comment. An Amazon spokesperson said the company would not comment on the "ownership structure or its terms." A spokeswoman for Ryan Cos. did not respond to a question about the sale of the property.

AMAZON TRIPLES AMOUNT OF LEASED SPACE

According to data compiled by MWPVL International, Amazon operates 339 fulfillment centers and delivery stations in the United States. The company's plans include adding 94 other fulfillment centers and delivery stations that would fill 39 million square feet of space, according to MWPVL, which tracks Amazon's distribution network.

(Orders are filled in fulfillment centers; delivery stations are the final stop for an order before being delivered to customers.)

In 2015, Amazon leased about 58 million square feet of warehouse space in North America, according to SEC filings. In just five years, the amount of leased space Amazon occupies has more than tripled.

Jeff Randolph, a former director of Amazon's worldwide real estate team, told the Real Deal's New York Real Estate News in December that Amazon's strategy to lease rather than own property is not unique.

"Leasing property has been a trend that's been going on for 20 years, and

CONTINUED ON PAGE 18 >>

TIMELINE OF AMAZON'S MOVE INTO CENTRAL IOWA

SEPT. 30, 2019 – Bondurant City Council approves the site plan for a 780,000-square-foot warehouse and distribution center proposed in an area northeast of Northeast Hubbell Avenue (Iowa Highway 65) and north of 32nd Street S.W. In city documents, the project's code name is "Project Bluejay." City officials say they can't reveal the company behind the development because they've signed nondisclosure agreements.

OCT. 8 – The Iowa Department of Transportation Commission approves a RISE (Revitalize Iowa's Sound Economy) grant of up to 60% of the eligible costs to make improvements to 32nd Street S.W. and Grant Street S. The estimated cost of the improvements is more than \$12 million. Information contained on an Iowa grant application to the Iowa Department of Transportation indicates Amazon is the company behind Project Bluejay.

OCT. 16 – Ryan Cos. buys 169 acres north of 32nd Street S.W., paying 14 Bondurant landowners more than \$6.7 million for the farm ground.

NOVEMBER – Amazon posts jobs for logistics and delivery managers, who would work in Grimes.

NOV. 12 – Bondurant City Council approves a development agreement with Ryan Cos., the Minneapolis-based company overseeing development and construction of the warehouse/distribution center. In the agreement, Bondurant agrees to waive a portion of property taxes over six years and dedicate some of the tax revenue to infrastructure improvements around the center.

NOV. 20 – Amazon announces it's opening a delivery station in Grimes. Delivery stations are the final stop for an order before it's delivered to customers. The delivery station, expected to open by spring, will be located in the Grimes Distribution #5 facility, a Hubbell Realty Co. property located at 1301 S.E. Gateway Drive.

DEC. 9 – The city of Bondurant issues Ryan Cos. a building permit for the project, which now has an address: 500 32nd St. S.W. The cost of the building permit is \$1.4 million. The project's valuation is \$295.56 million. The four-story building will have a total of 2.68 million square feet, according to the building permit.

JAN. 22, 2020 – Grant Street Project LLC buys the Bondurant property on which the distribution center is under construction. The LLC, owned by Dallas-based Hillwood, pays Ryan Cos. \$60.8 million for the property.

FEB. 6 – Amazon announces it is opening a fulfillment center in Bondurant.



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<< CONTINUED FROM PAGE 17

most large companies do this,” Randolph told the real estate publication. “Amazon is probably the only company that leases everything, but they started at a different time. They weren’t encumbered by old ways of thinking.”

Lundberg said it wouldn’t be surprising to see companies like Target, Walmart or Home Depot adopt Amazon’s strategy of leasing space for their distribution networks. Those and other companies are trying to keep pace with Amazon’s strategy of getting items into the hands of customers two or fewer days after an order has been placed.

“Amazon is the trailblazer,” Lundberg said. “They are almost forcing these other companies to adopt some of their strategies.”

If they do, that could open the door to those companies opening Amazon-like distribution centers in Iowa, he said.

SUPPLIERS OFTEN LOCATE NEAR FULFILLMENT CENTERS

But even if other large retailers don’t locate in Iowa, the fact that Amazon is in the central part of the state will likely attract Amazon suppliers to open facilities close to the Bondurant fulfillment center, many believe.

Curt Sullivan, the mayor of Bondurant, which has about 6,200 residents, said the city is starting to prepare for the additional development that could follow Amazon.

“We’re looking at where other similar fulfillment centers have been built and talking with those communities about what has occurred,” he said. “We fully expect additional development to occur.”

Austin Hedstrom, a vice president with JLL in Des Moines, said suppliers for Amazon want to be located near the company’s fulfillment centers.

“Amazon is going to have a great effect on the industrial market in Central Iowa and specifically the northeast quadrant,” Hedstrom said during a recent Business Record roundtable discussion about the industrial sector.

Industry experts have researched that when Amazon opens a distribution

center in a new location, it has a multiplier effect, Hedstrom said. The question is, what is the multiplier effect and how much space will be needed to support the fulfillment center in Bondurant? he said.

In Bondurant, Amazon is occupying a fulfillment center whose total area is more than 2.6 million square feet, information on the building permit shows. If the multiplier effect of Amazon is just 1, that means the Des Moines area could see an additional 2.6 million more square feet of space developed to support the Bondurant facility, Hedstrom said.

Amazon “has suppliers, they have customers, they have clients that want to be in close proximity to these fulfillment centers, so we foresee that Amazon is going to have a great effect on the industrial market here in Central Iowa and specifically in the northeast quadrant,” Hedstrom said.

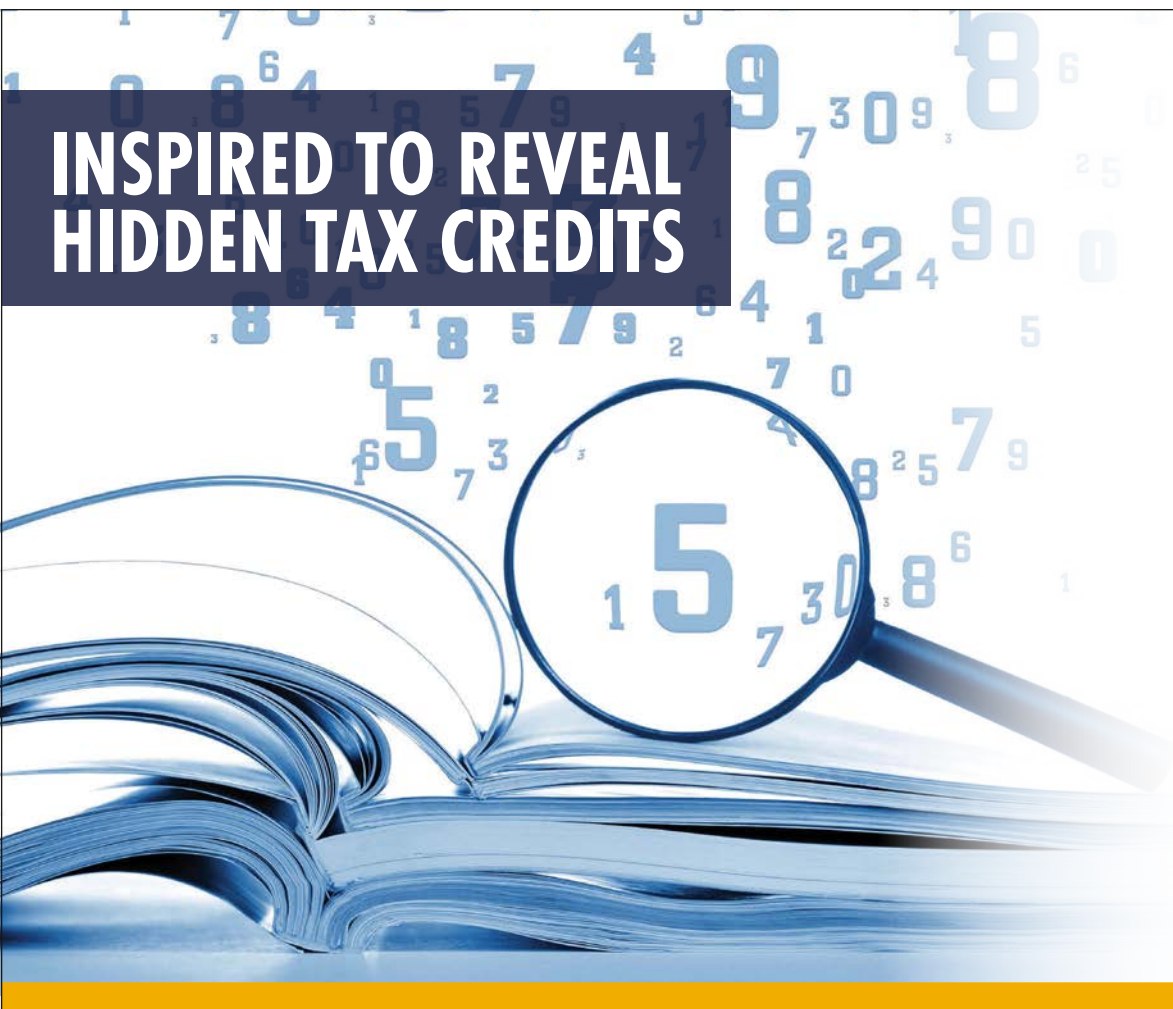
Derek Lord, Ankeny’s economic development director, said Ankeny, located directly west of Bondurant, is well positioned to support the expected demand for development ground for industrial projects.

Ankeny has “a lot of land available, zoned appropriately, along the interstate,” Lord said during the roundtable discussion. City staff members have talked with other communities with large distribution centers, and depending on where they are located, the multiplier effect could be significant, he said.

“I think that some of the difference is where some of those suppliers might already be, but there is going to be some benefit to the greater [Des Moines] region based on what we found,” Lord said. “How much is yet to be determined.” ■

KATHY A. BOLTEN is a senior staff writer at *Business Record*. She covers real estate & development, banking & finance and law & government


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A photograph of two people, a man and a woman, standing in front of a wall with a metallic, textured appearance. The man on the left is wearing a grey herringbone blazer over a dark shirt and a striped tie. The woman on the right is wearing a leopard print jacket over a black turtleneck and has her arms crossed. Both are smiling at the camera.

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The Iowa Association of Business and Industry (ABI) is the voice of Iowa business. It is Iowa's oldest and largest business network, representing 1,500 businesses that employ more than 333,000 Iowans. ABI benefits members by advocating on their behalf at the statehouse, connecting them with decision-makers to share ideas and services, offering solutions and best practices for issues that affect their businesses and developing our state's business and civic leaders.

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Iowa Association of Business and Industry
400 East Court Avenue, Suite 100
Des Moines, IA 50309
515-280-8000 or 800-383-4224
Email: abi@iowaabi.org
Web: www.iowaabi.org

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A VIEW FROM THE TOP

Workforce: ABI's Leading Issue

Workforce! It has been the leading issue for ABI member companies for a decade or more. In this edition of Business Record Iowa, the cover story focuses on the different perspectives ABI members bring to this most important topic.

On other fronts, I would note that February marks the eighth month of ABI's fiscal year. Thanks to your support and leadership, our association is enjoying one of its strongest years ever.

Public policy, Foundation programs and ABI member events are all meeting or surpassing metrics of past years. Last month's ABI Legislative Reception was a huge success, with well over 500 people attending. In addition, more state officials and more legislators of both parties and both chambers attended than ever before. On behalf of the board of directors, thank you for your participation and keeping our Future in Focus.

Another key metric revolves around ABI's terrific annual conference. I assure you that the 2020 conference will be the best one ever—and it is only a few months away!

Make plans now to join your ABI colleagues in Cedar Rapids June 9-11 for the ABI Taking Care of Business Conference. Fantastic venues, terrific nationally known speakers and the very best business networking anywhere will all be a part of ABI's 117th annual meeting. You do not want to miss it!

Thank you once more for your support. ■



Cindy Dietz
ABI Chair
Collins Aerospace
Cedar Rapids

ELEVATE IOWA

Scholarships Available for In-demand Manufacturing Training

Elevate Advanced Manufacturing is offering 15 \$500 scholarships to all Iowa high school seniors interested in studying a manufacturing-related career at one of Iowa's 15 community colleges. One award will be made per college region.

"Manufacturing firms supply more than 221,000 jobs to Iowans and there are many open positions with room for advancement," said Mike Ralston, president of the Iowa Association of Business and Industry. "These well-paying careers require education and training beyond high school, but don't require the cost of a bachelor's degree. In many cases, students can train on the job while attending classes. Recent studies have shown that two-year degree and technical certificate holders can earn salaries that surpass those of four-year college graduates."

Examples of training programs to which the scholarship can apply include welding, computer numerically controlled (CNC) machining, industrial automation, mechanical drafting/CADD, robotics, tool and die, and transportation and logistics. For more information about manufacturing careers, visit www.elevateiowa.com.

Interested candidates should apply by completing the application found at www.elevateiowa.com (under the "About" column). Applications are due March 15, 2020. The scholarship awardees will be recognized at the Legends in Manufacturing Awards Dinner in Altoona on September 29, 2020.

Elevate Advanced Manufacturing is a statewide, integrated marketing campaign to promote careers and educational pathways in advanced manufacturing. The initiative is directed by a coalition of all 15 Iowa community colleges, the Iowa Association of Business and Industry, the private manufacturing sector and the State of Iowa.

The campaign offers resources to the public and educational institutions to educate unemployed/underemployed Iowans, U.S. veterans, and K-12 students and their families about the opportunities in advanced manufacturing. ■



Michele Farrell
Elevate Advanced
Manufacturing
mfarrell@measuredintentions.com





CULTIVATING IOWA'S TALENT CONTINUUM

NOMINATE FOR THE LEADERSHIP FOR IOWA AWARD

The Leadership Iowa Board of Governors invites you to nominate candidates for the Leadership for Iowa Award. The award will be presented at the Leadership Iowa Graduation in Cedar Rapids on June 10 during ABI's Annual Taking Care of Business Conference.

This award is presented to a past participant of the Leadership Iowa program and is based on the following criteria. Leadership for Iowa Award nominees must:

- Show a demonstrated commitment to serve Iowa
- Have a responsible position of leadership in employment and/or volunteer organizations, resulting in the potential to contribute to leadership development within a local or a statewide setting
- Have demonstrated a leadership role in local or statewide volunteer service to civic or professional organizations
- Have demonstrated the ability to undertake a leadership role on difficult or controversial subjects
- Be involved in projects designed to enhance the quality of life in Iowa

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 Mary Lawyer (LI '00-'01)
 Charles Sukup (LI '89-'90)
 David Vaudt (LI '87-'88)
 Wes Ehrecke (LI '90-'91)
 Sarah Hasken (LI '04-'05)
 Jack Lashier (LI '89-'90)
 Rick Tollakson (LI '92-'93)

Nominations must be completed before April 10 at www.LeadershipIowa.com or by contacting Director of Programs Jessi Steward at jsteward@iowaabi.org.



Most recent Leadership for Iowa Award honoree Rick Tollakson (LI '92-'93) receiving the award for his work for the betterment of Iowa.

ABI Foundation on the Road in February

Reaching Each Region of the State About Workforce

This month ABI Foundation staff members Becky Coady and McKenzie Kielman will meet with area development organizations, employers and educators to discuss their initiatives and concerns regarding workforce.

Unique to Iowa is the united, inclusive and altruistic vision of our state's leaders for all Iowans to rise together—rural, suburban and urban, across all organizations and industries. It is the commitment of each company and community to take these workforce challenges as inspiration to innovate that makes connecting intergenerational leadership and other catalysts for growth more beneficial.

To continue to strengthen the networks working for our workforce, it is important to identify yourself as a supporter of the cause and recognize eager up-and-coming leaders. Getting involved doesn't require starting a program from scratch or funding an initiative in its entirety; often, it begins with a conversation.

As a statewide resource, we want to share the meaningful work taking place to address workforce issues in every corner of Iowa.

Would you like to join the conversation? Contact us at foundation@iowaabi.org.

Cultivating the talent continuum, the ABI Foundation activates Iowans in accelerated experiential programs to advance our state with Business Horizons (five-day innovation simulation for high school students in July), Leadership Iowa University (five-day college internship capstone in August) and Leadership Iowa (professional immersion through an integrated series of eight two-day sessions from October-June).

To stay up-to-date on our travels, follow the Iowa Association of Business and Industry Foundation on Facebook, LinkedIn, Twitter or Instagram. ■



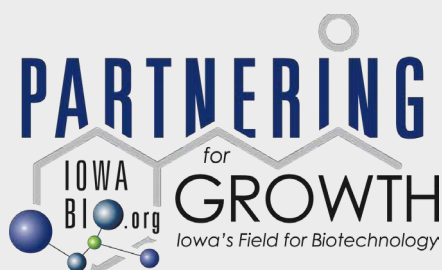
McKenzie Kielman
 Marketing &
 Engagement Coordinator,
 ABI Foundation
mkielman@iowaabi.org



Becky Coady
 Vice President,
 ABI Foundation
rcoady@iowaabi.org

Iowa Association of Business and Industry (ABI) Foundation

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MARCH 10-11, 2020

FFA Enrichment Center
Ankeny, Iowa

IOWABIO.ORG/PFGSHOWCASE

BIOTECH SHOWCASE

Day 1 of Partnering for Growth features the Biotech Showcase, a premier pitch competition with eight competing bioscience companies from across the Midwest.



ADDITIONAL CONFERENCE HIGHLIGHTS

Industry Track Presentations | 1:1 Partnering Meeting System | Iowa Biotech Leader Award
Keynote Speaker: Paul Plummer, Executive Director at NIAMRRE | Legislative Updates
Exhibit Hall & Networking Reception (Legislators Invited) | STEM Scholarships to College Students



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ALL SIDES OF WORKFORCE!

TRAINING, RECRUITING AND RETENTION WORK TOGETHER IN FINDING QUALITY EMPLOYEES

For those willing to look, almost every industry in Iowa has employment opportunities. That's thanks to a 2.7% unemployment rate holding relatively steady the past few years. The workforce need is exacerbated in the trade and manufacturing industries, where there are well-paying careers all over the state.

Rob Denson is on the front line of Iowa's workforce issue. He's the president of Des Moines Area Community College, the state's largest two-year and continuing education institution, and is often charged with training or retraining individuals to work in industries searching for quality employees.

DMACC is well connected to the business community and is constantly in tune with training needs. Many of the school's programs are directly advised by business leaders, who often hire students after graduation. Educational institutions around the state are usually the first step in getting well-trained workers into the underserved industries.

"DMACC and community colleges are absolutely essential," Denson said. "The biggest issue we have is that potential students, whether they are adults or coming right out of high school, really have not been well acquainted with a lot of the great occupations out there like the trades or manufacturing."

"We've got the training; we just need more bodies. Whether they are just coming out of high school or adults. There are a lot of adults out there who are underemployed. They are working hard, and they might be working a couple of jobs. If they would work with us, we would help them find a pathway to get a better job. And those jobs are sitting right there in the open."

One of DMACC's most successful initiatives has been its work-based learning programs, which take students and match them with employers on a part-time basis while they are in school or college. Both high school and college students

at DMACC gain valuable experience while companies receive bright, dedicated individuals. The employer plays a role in training the student, who can potentially work for the company after graduation.

Denson said more than 50% of students end up working with the same company after graduation. As a sign of success, he pointed to DMACC's Accumold Scholars program, which has been in existence for more than 10 years. The Ankeny-based micro-molding manufacturer hires more than 80% of its students through DMACC's work-based learning track, Denson said.

Overall, about 52% of DMACC's programs have some element of work-based learning, a sizable chunk for a large institution.

"[Work-based learning is] the perfect marriage of education and employers," Denson said. "Students want a good job that pays a good wage and has good benefits. The companies that partner with DMACC pay well, and they've got good benefits. So this allows our students to get to know the company, and they can then come in as a full-time employee with a lot of experience."

DMACC has provided work-based learning opportunities for more than a decade, but the program has been ramped up last fall because of Gov. Kim Reynolds' Future Ready Iowa initiative, which aims to train or retrain workers for high-demand industries. This past fall term alone, DMACC was allocated more than \$1.2 million of the statewide \$6.8 million funding pool on students pursuing careers in more than 50 high-demand occupations as part of the Future Ready Iowa Last Dollar Scholarship Program. It's been a great success.

For the future of the workforce, Denson predicts more employers will get involved at the high school and community college level. Students should become more focused on career tracks even before high school graduation, so the earlier



THERE ARE MORE OPEN JOBS IN THE STATE OF IOWA THAN THERE ARE PEOPLE ELIGIBLE TO WORK.”

— Karen Novak Swalwell, president of Francis & Associates

employers can reach students and educate them on opportunities in their industry, the more interest they’ll build.

“I think that’s the clear trend,” Denson said. “Companies understand that they can’t stand around at the end of graduation and hope they can snag good employees. It’s too late. They need to be engaged and help students throughout their journey to work. Everyone wins.”

FINDING THE RIGHT FIT

Karen Novak Swalwell deals with a different kind of workforce than the one we typically talk about. She’s the president of Francis & Associates, a Des Moines-based retained executive search firm that helps companies fill top-level executive positions.

While she doesn’t directly deal with staffing across all levels, she’s well aware of the struggles for Iowa companies. And the problems do creep their way to the top.

“There are more open jobs in the state of Iowa than there are people eligible to work,” Novak Swalwell said. “So we’ve got a huge problem across the board. But at the senior level, it’s about supply and demand. It gets smaller at the top, so the pressures aren’t there as much. But we are still impacted by it. Because the markets are tight, it’s harder to get people to move anywhere.”

When it comes to recruiting employees for a top-level position, the game changes a bit. For one, most of the senior-level executives Novak Swalwell finds have to make a drastic move. That’s especially true when she works with Iowa manufacturers, of which a large number are based in rural areas. Compensation also becomes a large factor in the decision-making process, particularly when luring talent from the coasts. That doesn’t just include salary, but relocation costs, healthcare, retirement plans and other perks beyond dollars.

Because of the challenges in recruiting top talent to Iowa, Novak Swalwell and her firm targets individuals who grew up in Iowa but moved away at a later age. Those people seem more receptive to moving back to their home state.

“It’s really about quality of life,” Novak Swalwell said about her recruiting pitch. “The ability to be connected and have a sense of community is huge here. That doesn’t exist across the country. The Midwestern values are also shared among those who grew up here.”

Novak Swalwell has worked in the employment industry for more than three decades, and she’s seen plenty of change in recruitment methods. When she started in the early 1990s, having a fax machine to receive information in mere minutes was a big deal. Now, with computers and the internet, that timeframe has become miniscule.

Cellphones make communication easier, and websites like LinkedIn and Skype can connect her directly to ideal candidates. But even with the rise of technology, Novak Swalwell is still a huge proponent of networking. For every search she conducts, she touches base with people within her network in hopes of finding the right person.

“Networking is still the best way to find the next opportunity,” Novak Swalwell said.

Technology continues to change the recruiting industry. Artificial intelligence simplifies the process of sifting through a stack of resumes — for example, using keywords to filter out candidates — but Novak Swalwell is worried about losing the human element. After all, recruiting people is still about relationships.

“We’re dealing with humans, so I am concerned that some of the subtleties will get lost in screening people through AI,” she said. “There will always be a human element to hiring, but I’m curious how far technology will creep into things. There’s a lot of ways that it can be helpful in narrowing pools, and I know this is already impacting lower-level and higher-volume recruiters.”

RETENTION IS JUST AS IMPORTANT

Jim Roy wants to shift the narrative around workforce. As the regional vice president of QPS Employment Services, Roy and the company provide employment services to many ABI members. But instead of just recruiting employees, Roy wants the focus to be on retention and onboarding.

Because of record low unemployment rates, companies are working extra hard just to find workers. When they find quality talent, organizations need to implement creative ways to keep it. Manufacturers are hit particularly hard by low unemployment rates, and Roy believes they need to take a hard look at their onboarding procedures.

“At this point, everybody knows you have to work really hard to find talent and there’s a skills gap,” he said. “I’ve tried to shift the discussion with our companies that, yes, you need to recruit, but you need to make sure your onboarding is tight and organized. Because they are going to turn around and leave if you don’t embrace them into your culture quickly.”

The first 15 minutes are crucial, Roy said. Employees are often left with an impression in those all-important first few minutes, and it’s up to companies to leave a positive mark. Good examples include leaving a gift card for a favorite local restaurant, taking them out for coffee or fitting them with company gear. Given today’s tight employment landscape, that employee might have several other employers waiting to hire them.

Onboarding and culture are particularly important for millennials and Generation Z, both of which are known as the job-hopping generations. Roy said younger workers want to know what kind of impact their job has on the company. Organizations need to embrace that.

“You have to realize that’s what today’s workforce is looking for,” Roy said. “They have to have their strategy detailed, and they have to have it fully fleshed out to make sure that they meet the needs of today’s candidate. I see that as a big failure point.”

It’s not uncommon for Roy to work with a company for five weeks to bring in an employee. Then, on the first day, nobody knew that employee was starting, their workplace wasn’t cleaned or they are quickly shuffled away for training, devoid of any relationship-building. Those are pitfalls that can leave the employee feeling unwanted.

Roy encourages companies to clean up their onboarding strategy. Have a comprehensive plan for the first day, and build touch points throughout the first 90 workdays to solicit feedback from employees about their experiences. That will improve a company’s chances of retaining talent.

“That has to be top of mind in the world today,” Roy said. “Show them that you’re grateful they’ve joined your company, and establish what your culture looks like. I can’t tell everybody else how to recruit because it’s hard to find talent. But when you get that employee, you have to do everything not to lose them.” ■





EYE ON INDUSTRY

Our Medical Liability System in Crisis

Thanks to skyrocketing verdicts in medical malpractice cases, Iowa stands on the brink of a health care crisis. In just five lawsuits decided between 2017 and 2019, juries awarded plaintiffs more than \$63 million for “non-economic damages.” While “economic damages” cover treatment costs and lost wages, “non-economic damages” are awarded for things that can’t be measured, like pain and suffering.

This trend is largely driven by plaintiff attorneys, some from out-of-state. Generally, a physician’s malpractice insurance policy has a \$1 million to \$2 million limit. Hospital policies also have caps. So when a jury awards massive damages, say \$20 million, doctors and hospitals must pay the rest out-of-pocket.

This situation has a ripple effect statewide. Each malpractice insurance claim raises premiums for doctors and hospitals—costs which get passed on to

Iowa patients. And, if a cash-strapped rural hospital gets hit with such a verdict, they’re more likely to stop offering expensive high-risk services, like obstetrics and other specialty care, forcing patients to travel long distances for treatment and putting their safety at risk.

There’s a simple solution, though: the Iowa Legislature can place a firm dollar limit, or “hard cap,” on non-economic damages in malpractice cases. Patients could still receive unlimited economic damages to cover treatment costs and lost wages, and they could still be compensated for pain and suffering when appropriate. But by placing a reasonable limit on non-economic damages, lawmakers can ensure fair awards for plaintiffs, providers and hospitals while keeping costs down for all Iowans. ■

Authored by The Iowa Clinic a member of the Iowa Medical Society

GET TO KNOW

Meet Our Newest Members

Visit our newest members’ websites, and see what they’re up to:

Brilar, LLC | www.brilar.net

EFR — Employee & Family Resources | www.efr.org

Learn more about how ABI membership could benefit your company by visiting www.iowaabi.org/membership/why-abi.

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CAPITOL BUSINESS



Promote Important Issues at Iowa Business Day on the Hill

The 2020 legislative session is a little over one month old, and already many proposals have come forward that could affect Iowa businesses—both positive and negative. Iowa legislators need to hear from business leaders as they weigh these pieces of legislation.

Iowa Business Day on the Hill offers a perfect opportunity to communicate with your legislators at the Statehouse next month.

This year, ABI is partnering with the Iowa Taxpayers Association, National Federation of Independent Business (NFIB), the Iowa Business Council (IBC) and the National Association of Women Business Owners (NAWBO) to host this event to provide both business leaders and lawmakers with even greater awareness of the issues affecting Iowa businesses.

Last year’s attendees heard from legislative leaders about their agendas and the priorities that were being debated. Attendees also had the opportunity to advocate to their legislators about ABI priorities including the need to accelerate workforce training and to spread the deployment of high-speed broadband service. Ultimately, these issues were included in the Future Ready Iowa and the Empower Rural Iowa initiatives passed by the Legislature and signed by the governor a few weeks later.

In addition to advocating for policies that promote more jobs and economic growth in Iowa, the day is an opportunity to celebrate and share the important role Iowa businesses play in their communities and the state.

On Wednesday, March 11, participants will receive an update on activity at the Legislature before heading to the Capitol to meet with lawmakers.

Legislators need to hear firsthand from employers and employees in their districts about how decisions being made at the Statehouse affect everyday Iowans. Join us March 11 to help educate Iowa’s elected officials on the issues important to Iowa businesses. ■



JD Davis
*Vice President,
Public Policy, ABI*
jddavis@iowaabi.org

IOWA BUSINESS DAY ON THE HILL

When: March 11, 2020
Where: ABI Office, 400 E. Court Ave., Des Moines
Register: Visit www.iowaabi.org/events

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NEED TO KNOW

Setting Every Community Up for Retirement Enhancement (SECURE) Act

Congress recently passed the SECURE Act. The Act is a significant piece of retirement legislation that is intended to make it easier for businesses to offer retirement plans and for individuals to save for retirement. The Act puts in place numerous provisions intended to strengthen retirement security for everyone.

Key features of the Act will no doubt impact members both personally and professionally, but will also change some financial plans and estate planning.

KEY FEATURES OF THE SECURE ACT INCLUDE:

FOR INDIVIDUALS:

REQUIRED MINIMUM DISTRIBUTIONS (RMDs)

The age triggering the RMD beginning date for IRAs and Qualified Plans will increase to 72. This change applies to distributions required after 12/31/2019, with respect to individuals who attain age 70 ½ after such date. This change does not apply to IRA owners and participants who reached age 70 ½ in 2019 or earlier.

“STRETCH” RMD

Upon the death of an IRA owner or Qualified Plan Participant, the beneficiary would be required to draw down their entire inherited interest within 10 years; no longer over the beneficiary's life expectancy. The 10-year rule does not apply to:

- surviving spouse of the IRA owner or plan participant
- A child under the age of majority (note: the 10-year rule would apply once the child reaches the age of majority)
- A person who is 10 or less years younger than the IRA owner or participant
- Anyone who is disabled or chronically ill

These changes are generally effective with respect to deaths occurring after 12/31/2019.

POST 70½ IRA CONTRIBUTIONS

For taxable year 2020 and beyond, the Act allows anyone that is working and has earned income to contribute to a traditional IRA regardless of age. You are able to keep contributing to your IRA after age 70 ½ for as long as you are still working and have sufficient earned income. Note, however, if you make tax deductible traditional IRA contribution after age 70 ½, the amount you can exclude from your taxable income as an IRA qualified charitable distribution will generally be reduced. These changes do not apply to contributions for tax year 2019, including contributions made between January 1 and April 15, 2020.

PENALTY-FREE BIRTH OR ADOPTION WITHDRAWALS

With the birth or adoption of a child, the Act allows penalty-free qualified birth or adoption distributions of not more than \$5,000 during the one-year period beginning on the date on which a child is born or an adoption is finalized. This change applies to distributions made after 12/31/2019.

SECTION 529 PLANS

Plans covered by Section 529 of the Code generally allow for advantageous tax treatment for qualified tuition programs.

The Act allows distributions from Section 529 plans to receive federal income tax-free treatment for (i) fees, books, supplies and equipment required in certain apprenticeship programs and (ii) up to \$10,000 (lifetime limit per individual) used to pay principal or interest on qualified educational loans. These changes apply to distributions made after 12/31/2018.

FOR BUSINESSES:

SMALL BUSINESS BENEFITS TAX CREDITS

Among the provisions to assist small businesses, the SECURE Act includes:

- An increase in the small business retirement plan tax credit for plan startup costs in order to make setting up retirement plans more affordable for small businesses
- Additional tax credits to encourage small businesses to adopt automatic enrollment arrangement for 401(k) or SIMPLE IRA plans

QUALIFIED PLAN PROVISIONS

Among the provisions to assist employers in becoming Qualified Plan Sponsors, the SECURE Act will:

- Expand opportunities for employers to join Multiple Employer Plans (MEPs) – plans jointly sponsored and maintained by more than one employer.
- Simplify rules and notice requirements related to qualified non-elective contributions in Safe Harbor 401(k) Plans
- Permit an employer to adopt a qualified retirement plan after the close of the taxable year as long as it is adopted before the deadline for filing the employer's tax return (with extensions).

QUALIFIED PLAN AMENDMENT

The Act provides for a remedial amendment period for any required plan amendments. The period for most calendar year plans runs until December 31, 2022.

FIDUCIARY SAFE HARBOR FOR SELECTION OF LIFETIME INCOME PROVIDER

In 2008, the Department of Labor finalized a regulation establishing a safe harbor for the selection of annuity providers by plan fiduciaries, given the long-term nature of the contract often under consideration. The regulation led many to conclude that it was impractical or too limited in its protections with regard to a fiduciary's duty of prudence in the selection process particularly in evaluating the financial capabilities and long-term integrity of the insurer.

The Act provides steps that a fiduciary can take to fall within a safe harbor when selecting an insurer for guaranteed retirement annuity contracts. In particular, the fiduciary will be deemed to ERISA's duty of prudence requirement if the fiduciary engages in an objective, thorough and analytical search, considers the financial capability of insurers found to satisfy the obligations of the annuities and concludes that the insurer is capable of satisfying such obligations at the time of selection. In reviewing the financial capability of an insurer, the fiduciary will be allowed to rely on certain written representations from the insurer. By following the safe harbor provisions, a fiduciary will not be liable for losses that result to a participant (or beneficiary) due to an insurer's inability to satisfy its financial obligations under the annuity contract.

As with any new law, there will be administrative rules and IRS guidance to be provided for implementation. We can expect continuing education forums to be forthcoming as well to help plan sponsors and plan participants understand the new provisions. In the meantime, now may be the appropriate time to review beneficiaries and discuss with your advisors the potential impact these changes may have on your financial and retirement planning. ■



John R. Gilliland
Morgan Stanley Wealth
Management,
john.gilliland@
morganstanley.com

John R. Gilliland, Financial Advisor, Morgan Stanley Wealth Management, 801 Grand Avenue, Suite 3800, Des Moines, IA 50309, john.gilliland@morganstanley.com, 515-283-7035, NMLS # 1288399

This article does not reflect all the provisions of the SECURE Act.

Information for article obtained from “SECURE Act Setting Every Community Up for Retirement Enhancement (SECURE) Act” published by Morgan Stanley Smith Barney LLC.

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CALENDAR OF EVENTS



MARCH 5

Connecting Statewide Leaders

Muscatine | 10:30 a.m.

MARCH 5

Building Business Value

Muscatine | 1 p.m.

MARCH 5-6

Leadership Iowa

Muscatine

MARCH 11

Iowa Business Day on the Hill

ABI Office | Des Moines

MARCH 26

Pre-employment Testing Process Seminar

ABI Office | Des Moines

APRIL 2-3

Leadership Iowa

Glenwood/Council Bluffs

MAY 7-8

Leadership Iowa

Waverly

JUNE 9-11

Taking Care of Business Conference

Cedar Rapids Convention Complex | Cedar Rapids

JUNE 11

Leadership Iowa Graduation

Cedar Rapids

JULY 19-23

Business Horizons

Pella

Visit www.iowaabi.org and click the "Events" tab for details on upcoming events.

EVENT REWIND



Legislative Briefing and Reception

January 15 | Community Choice Credit Union Convention Center | Des Moines

A record crowd of 550+ ABI members, state legislators and state officials gathered to network and discuss policies affecting Iowa employers. The reception is one of the best-attended events of the legislative session and ABI's second-largest annual event.



Leadership Iowa Alumni Society Dinner and Celebration

January 15 | Des Moines

Following ABI's Legislative Briefing and Reception, over 130 leaders from across the state came together for an evening of conversation and camaraderie at the Renaissance Des Moines Savery Hotel. The evening included Leadership Iowa's expansive network—uniting individuals representing several years of the 38-year program.

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Corteva Agriscience **innovationLEADER of the Year Award**

COMPANY/ORGANIZATION

- 1. Originality of innovation(s):** Is this a completely new concept/idea/process or the reimagining of an existing one? Was it developed independently or in cooperation with others?
- 2. Impact of the innovation(s):** Did this innovation meet an unmet need? How has it affected a specific industry and/or the public at large? If internal, what impact has it had on processes and efficiencies within the organization?
- 3. Culture of innovation:** Does the company promote an atmosphere conducive to innovation? Has the company consistently been seen as a leader in its field when it comes to innovation?
- 4. Commercial impact of innovation(s):** Has the innovation gone to market? What financial evidence or market acceptance information does the innovation have to support new value for the end user? What is the quantifiable evidence of success?

NOMINATE HERE: innovationia.com/awards



Iowa State University Ivy College of Business **innovationENTREPRENEUR of the Year Award**

INDIVIDUAL

- 1. Originality and impact of innovation:** What are the major accomplishments of this individual? What innovative idea, product, or process, or series of innovations, is he or she best known for? Was it something brand new or an improvement on an existing product?
- 2. Impact of innovation:** What impact did that innovation have on processes and efficiencies of the person's organization, his or her industry or the public at large? Is it for commercial release? If so, please detail the commercial success of the innovation.
- 3. Culture of innovation:** Does this individual have a proven track record of innovative ideas and promoting innovation in others? Is the person seen as a leader in his or her field? Does he or she have a history of pushing limits and thinking outside the box?
- 4. Personal/professional reputation:** Does the individual have a reputation for high personal and professional ethics? Is the person looked to as a leader or mentor in his or her field?

NOMINATE HERE: innovationia.com/awards

IOWA STATE UNIVERSITY
Ivy College of Business

NOMINATIONS DUE BY FEBRUARY 14, 2020 AWARDS PRESENTED AT EVENT ON MAY 21, 2020

Business Record

19

WEDNESDAY

Focus on K-12 Education: Funding & Outcomes

Host: Taxpayers Association of Central Iowa

About: A panel of professionals discusses Iowa's K-12 education system with a focus on the current funding model and outcomes. Once a leader in K-12 education, Iowa has fallen to the middle of the pack; per pupil funding outpaces the national average while outcomes are stagnant. Would a better funding model serve students and employers better?

When: 7:30-9:30 a.m.

Where: Greater Des Moines Botanical Garden

20

THURSDAY

Battle of the Brains: A STEM Trivia Fundraiser

Host: Science Center of Iowa

About: At Battle of the Brains, teams compete in fast-paced, STEM-based trivia to explore their understanding of science, technology, engineering and math.

When: 6-8 p.m.

Where: Science Center of Iowa

21

FRIDAY

WINE, FOOD & BEER SHOWCASE

Host: Des Moines Metro Opera

About: Featuring over 40 of the finest restaurants, caterers, wineries, breweries and distilleries in the area, the Wine, Food & Beer Showcase has become the premier event of its kind in Des Moines and has become Des Moines Metro Opera's signature fundraiser.

When: 6-9 p.m.

Where: Downtown Des Moines Marriott

22

SATURDAY

LGBTQ Health & Wellness Conference

Host: One Iowa and Des Moines University

About: This conference is aimed at addressing the health inequities and disparities LGBTQ Iowans continue to experience in our state. Health care professionals and community members alike gather to hear from key experts, participate in interactive workshops, and collaborate and connect with one another.

When: 9 a.m. to 5 p.m.

Where: Des Moines University Student Education Center

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Final caucus thoughts

DAVE ELBERT

• Business Record columnist
• Email: daveelbert@bpcdm.com
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Decades ago when I was a political reporter, I thought there was no way Iowa’s Democratic presidential caucuses could get more arcane or convoluted.

Boy, was I wrong.
I never thought the Iowa caucuses were a good way to select a president.

One objection was the layer of confusion Democrats added in the 1970s when they invented “delegate equivalents” as an alternative to vote counting. Iowa did that because New Hampshire refused to allow any presidential preference votes before its first-in-the-nation primary.

Caucuses were allowed as long as vote totals were not reported. Never mind that “delegate equivalents” made Iowa’s caucuses opaque and violated one-person, one-vote principles.

Over time it dawned on me that Iowa’s formula for allocating delegate equivalents gave an edge to small caucuses in rural areas.

Most Democratic candidates never caught on to that differential. Those who did lacked the resources to exploit it.

Barack Obama was the exception. His advisers put together strong organizations in key rural areas and won a surprise victory over Hillary Clinton in 2008.

For many years, I argued that Democrats should release raw vote totals, along with “delegate equivalent” numbers, to make the caucuses more transparent and al-

low outsiders to really see how things worked.

Party officials said that would be too confusing. It would also be more difficult to accurately capture and release all those numbers.

Boy, were they ever right.
Republicans were quick to defend the Iowa caucuses last week in the wake of the Democrats’ fiasco.

The day after the caucuses, Gov. Kim Reynolds and Sens. Chuck Grassley and Joni Ernst issued a joint statement that said in part:

“The face-to-face retail politics nature of Iowa’s caucus system encourages dialogue between candidates and voters that makes our presidential candidates accountable for positions they take and records they hold.”

That feel-good statement about accountability is a curious argument to make during the final days of President Donald Trump’s impeachment trial on charges of attempting to undermine the 2020 election by secretly asking a foreign government to dig up dirt on a rival.

Trump, of course, was acquitted. But the fact remains: A majority of Americans believe the president did what he was accused of, even if Republicans in the U.S. Senate voted to acquit him.

We’ll find out in November what kind of job independent-minded Iowans believe Republican officeholders did holding Trump accountable on key issues involving renewable fuel standards, trade negotiations,

immigration reform and foreign policy.

The statement from Iowa’s top Republicans went on to say:

“Iowans and all Americans should know we have complete confidence that every last vote will be counted and every last voice will be heard.”

That’s interesting because I have zero confidence that every vote will be counted and reported as long as political parties, instead of nonpartisan governmental agencies, do the counting.

Finally, the joint statement from Reynolds, Grassley and Ernst said the “first in the nation status” of Iowa’s caucuses “has the full backing of President Trump.”

I find that hard to believe, given Trump’s action four years ago when he accused Ted Cruz of stealing the 2016 Republican caucuses.

Trump came in second behind Cruz in 2016, prompting him to tweet: “Ted Cruz didn’t win Iowa he stole it.”

“Based on the fraud committed by Senator Ted Cruz during the Iowa caucus, either a new election should take place or Cruz results nullified,” the tweet said.

Also, if you remember, right before the 2016 general election, Trump cast a shadow over that vote, saying he doubted he would be able to accept the results unless he won. ■

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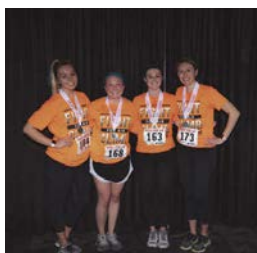


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Narrow is pure gold

In last week's column, I laid out the argument that marketing has shifted to a trust-based authority positioning. There's plenty of data to support the idea that because of their skeptical nature, consumers had made it clear they didn't want to be sold to anymore.

Instead, the idea of brands elevating subject-matter experts and allowing them to genuinely help the consumer from their vantage point as an expert or authority seems to be a much more effective strategy.

There are some nonnegotiables to building this authority position within your organization. The first is that a company cannot be an authority.

An entity is not a subject-matter expert, but its key people can be. For most small to midsize organizations, this role is usually taken on by the owner. The logic behind this is simple. The last thing in the world you want to do is invest time and resources into making an employee your camera-ready authority, only to have them (and their reputation as an authority) be usurped by a competitor who lures that employee away from you.

Another absolute for adopting an authority position strategy is that no one is an expert in everything.

When you think of someone you'd refer to as an authority, odds are they are an authority on X, Y or Z but rarely more than one of the three.

It's essential to recognize that the narrower your audience, the better. It allows you to be quickly discovered and identified as someone your target audience needs to pay attention to, all because you're speaking their language. Ultimately, this means you can build an audience much faster. Without an audience or anyone paying attention to you, your position holds little value. Once you've earned the audience, and you genuinely know them and what they need, you can provide additional value to them by creating the products and services they ask you to create.

It seems counterintuitive. Marketing has focused on quantity in terms of audience for a very long time. How many eyeballs, what's the frequency and exposure? Many people believe that they need a massive audience to hit their sales and financial goals. But if 95% of those eyeballs can't or won't buy what we have to sell, how valuable are they? Modern marketing recognizes that it's a quality game, not a quantity game. Most of us would prefer to invest our time and resources talking to the 1,000 people who are

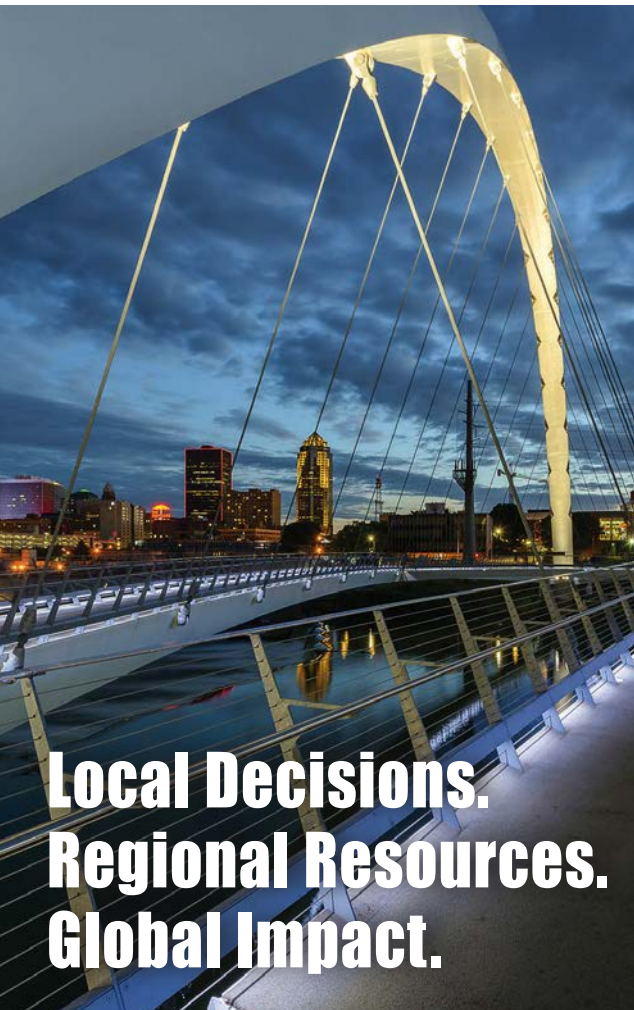
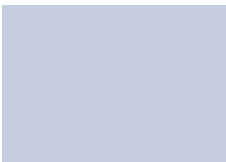
DREW McLELLAN

- Top Dog at McLellan Marketing Group
- Blog: www.drewsmarketingminute.com
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This week's QR code will take you to an article that outlines some significant advantages to keeping your business focus narrow.



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(515) 252-1114



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POLK COUNTY NOTICES

POLK COUNTY PUBLICATION BILL LIST	
TO BE PAID 2-4-2020	
VENDOR	AMOUNT
REASON: CAPITAL OUTLAYS	
8-12 ILLUMINATION LLC	\$3,499.00 1
GRAINGER	\$5,623.70 1
HENRY SCHEIN INC	\$2,728.99 1
MENARDS-ALTOONA	\$119.64 1
MENARDS-GRIMES	\$288.79 2
NEUMANN BROTHERS, INC.	\$801,860.80 1
PLUMB SUPPLY	\$1,008.94 3
RAPIDS FOODSERVICE CONTRACT DESIGN	\$365.00 1
REASON: CHGS FOR SVCS: NON-STAT. FEES	
GAGNE, BRITT	\$25.00 1
REDIG, KEVIN	\$25.00 1
REASON: CHGS FOR SVCS: STAT. FEES	
POLK COUNTY SHERIFF'S OFFICE	\$9.68 1
REASON: HUMAN SRVS PROV CHGS	
1137 26TH ST LLC	\$430.00 1
15TH & GRAND PROPERTIES LLC	\$417.50 1
2555 WEDGEWOOD COOP	
HOUSING ASSOC	\$695.00 1
7 STAR SOLUTIONS LLC	\$430.00 1
AB HOME IMPROVEMENT LLC	\$1,453.20 3
ACADIAN/INGERSOLL LLC	\$600.00 1
ACCOLA, RALPH	\$451.00 1
ANKENY PINE	\$600.00 1
AUTUMN RIDGE ESTATES	\$599.45 1
AXIOM GRAYS LAKE LLC	\$533.00 1
BEACON OF LIFE	\$420.00 1
BENNETT, AARON	\$685.00 1
BEST HEATING COOLING	
ELECTRIC INC	\$10,530.00 8
BLACK HILLS ENERGY (GA'S)	\$44.00 1
BLASKOVICH, ROBERT J	\$430.00 1
BURLINGTON TRAILWAYS	\$195.00 2
CALDWELL PARRISH FUNERAL HOME	\$2,000.00 1
CALIBER HOLDINGS LLC	\$685.00 1
CALIBER HOME LOANS INC	\$1,600.00 2
CANTERBURY EQUITIES LLC	\$430.00 1
CENTENNIAL PLACE COOP	
HOUSING ASSOC	\$890.00 1
CENTRAL IOWA SUPPORTIVE	
HOUSING LLLP	\$329.00 1
CITARELLA, RICH	\$533.00 1
CITY OF ANKENY MUNICIPAL	
WATER DEPT	\$493.28 3
CITY OF DSM MUNICIPAL	
HOUSING AGENCY	\$532.00 1
CITY OF GRIMES WATER	\$116.61 1
CONNETT SERVICES	\$3,904.25 3
CROWN POINTE APTS	\$628.00 1
DEER RIDGE 5 APARTMENTS	\$887.00 2
DES MOINES AREA REGIONAL	
TRANSIT AUTH	\$42,102.22 2
DES MOINES HABITAT FOR	
HUMANITY	\$477.00 1
DES MOINES WATER WORKS	\$1,676.54 8
DGREP1 LLC	\$306.00 1
DITECH MORTGAGE COMPANY	\$1,063.61 1
DOUGLAS WOODS L.P.	\$334.00 1
EPC LLC	\$875.00 1
ESSEL IOWA HOSPITALITY LLC	\$392.00 1
FAMILY DISCOUNT	\$1,600.00 7
FANNING, JEFF	\$628.00 1
FAREWAY GROCERY STORE #983	\$50.00 1
FARRIS-THORPE, NANCY	\$200.00 1
FDM DEVELOPMENT	
PARTNERSHIP LLLP	\$451.00 2
FEXSTEVE LIMITED COMPANY	\$550.00 1
FOUR SEASONS APARTMENTS	\$675.00 1
FREEDOM HOUSES INC	\$2,135.00 5
GRAND STRATFORD LLC	\$225.50 1
HAAS, BROOK	\$500.00 1
HAMILTON'S FUNERAL HOME INC.	\$2,000.00 1
HARBOR OF HOPE MISSION	\$200.00 1
HERITAGE MECHANICAL	
COMPANY	\$3,145.00 2
HESTON, JERRY	\$533.00 1
HY-VEE DRUGSTORE #7031	\$50.00 1
HY-VEE FOOD STORE #1318	\$217.88 2
HY-VEE FOOD STORE #01148	\$97.20 1
HY-VEE FOOD STORE #1022	\$194.89 1
HY-VEE FOOD STORE #01142	\$460.72 9
HY-VEE FOOD STORE #01155	\$246.57 3
IOWA BANKERS MORTGAGE CORP	\$685.00 1
IOWA G21 LLC	\$400.00 1
J & M INVESTMENTS PARTNERSHIP	\$430.00 1
JACDS LLC	\$628.00 1
JKSULLY02 LLC	\$533.00 1
KIRKEBY PROPERTIES	\$685.00 1
KOURI, DEBBRA	\$430.00 1
LEFF, SCOTT	\$881.00 2
LEHS, KENT	\$451.00 1
LOPEZ, GUSTAVO	\$1,000.00 2
MEADOWLARK PLACE 2 LLC	\$225.50 1
MIDAMERICAN ENERGY (GA'S ONLY)	\$1,915.82 12
MONEY SOURCE, THE	\$6,600.19 3
MOTHERSHIP PROPCO GSE IA LLC	\$2,805.36 1
MR FREEZE HTG & A/C	\$6,850.00 6

NGUYEN, TRANG	\$628.00 1
OAKVIEW TERRACE LP	\$430.00 1
PARKSIDE EAST L.P.	\$600.00 1
PBH BOULDER RIDGE LLC	\$451.00 1
PRAIRIE WOODS APTS	\$795.00 1
PRIMARY HEALTH CARE INC	\$190.93 2
PROVISION PROPERTIES	\$430.00 1
RJS PROPERTIES LLC	\$430.00 1
ROBBINS PROPERTIES	\$1,101.00 2
RYAN COMPANIES US INC	\$500.00 1
SCHNOOR, DOUGLAS	\$750.00 1
SCOTT, LARRY	\$800.00 1
SKY PROPERTIES LLC	\$319.00 1
SOBER FOX LLC	\$1,290.00 3
SPRINGER PEST SOLUTIONS INC	\$1,000.00 2
ST ANDREWS APTS DES MOINES LLC	\$628.00 1
ST. VINCENT DE PAUL	\$800.00 4
STEVEN D. PHILLIPS, INC	\$430.00 1
STINSON, DONNA	\$533.00 1
SUNSET, LLC	\$6,217.00 1
SWIFT PROPERTIES II	\$533.00 1
SWIFT PROPERTIES LLC	\$665.00 1
TAHER, INC.	\$35,843.82 2
TRANS IOWA, L.C.	\$33.40 1
TREZAC CONSTRUCTION	\$4,800.00 1
VARIABLE MEASURES LLC	\$4,147.80 1
W9TH STREETCAR LLC	\$451.00 1
WALDMAN, JOSEF	\$617.00 1
WEIDNER-OETH, PATRICIA	\$480.00 1
WELLS FARGO MORTGAGE	\$1,761.28 2
WESCHESTER PARTNERSHIP	\$430.00 1
WEST COAST LAND	
INVESTMENTS LLC	\$175.00 1
WILLIAMS, ANTONIO SR	\$225.00 1
WOODSPRING SUITES	\$281.12 2
YOUTH & SHELTER SERVICES INC.	\$17,307.15 4
ZK INVESTORS IOWA CHAPTER	\$430.00 1
REASON: LICENSES AND PERMITS	
KIMBERLEY DEVELOPMENT CORPORATION	\$1,397.04 1
REASON: MENTAL HEALTH SVCS	
ANKENY COMMUNITY SCHOOLS	\$1,250.00 1
DES MOINES CHILD & ADOLESCENT	\$10,301.61 3
EVERLY-BALL COMMUNITY MENTAL	\$16,452.80 1
FAMILY DISCOUNT	\$400.00 2
HY-VEE DRUGSTORE #7031	\$58.83 3
HY-VEE FOOD STORE #01148	\$20.00 1
HY-VEE FOOD STORE #1022	\$19.53 1
HY-VEE FOOD STORE #01142	\$426.72 23
HY-VEE FOOD STORE #01155	\$59.31 3
INTREDIUM	\$49,237.50 2
IOWA HOME CARE LLC	\$41.58 1
KEHRWALD, ADAM	\$420.00 2
LAVALLEE, JEFFREY S.	\$2,606.10 2
OMNI INVESTMENTS LLC	\$96.00 1
OPTIMAE LIFE SERVICES	\$8,094.37 1
PASSAGEWAY	\$1,925.00 2
VITA HEALTH SVCS RCF	\$969.37 1
WILLOW PARK PARTNERS, LLC	\$52.78 1
REASON: MISCELLANEOUS	
SNYDER & ASSOCIATES INC.	\$6,883.25 1
TREASURER-STATE OF IOWA	\$3,126.00 1
REASON: OTH SVCS & CHGS	
ABENDROTH, RUSSELL, AND BARNETT LAW FIRM	\$438.00 1
ADAIR COUNTY HOME CARE	\$3,129.10 1
ADVENTURE LIGHTING	\$8,723.22 1
AFSCME LOCAL 1868	\$923.65 1
AKERS, JOSHUA W.	\$282.12 1
ALLENDER BUTZKE ENGINEERS INC	\$318.49 1
ALLIED SYSTEMS, INC.	\$897.01 2
AMERICAN BOARD OF MEDICOLEGAL DEATH	\$75.00 2
ANKENY KIWANIS FOUNDATION	\$5,000.00 1
APPLEBY, PAMELA S	\$58.65 1
AUTOMATIC DOOR GROUP INC	\$17,700.00 1
BAKER ELECTRIC, INC.	\$44,469.00 1
BARURI, SARANGAPANI	\$53.71 1
BLACK, PAUL	\$60.00 1
BROADLAWNS MEDICAL CENTER	\$4,252.69 4
BUSINESS PUBLICATIONS	\$778.54 2
CANINE TACTICAL	\$800.00 1
CAR-X AUTO SERVICE	\$69.99 1
CARQUEST AUTO PARTS	\$69.99 1
CARROLL COUNTY AUDITOR	\$1,736.10 1
CENTURY LINK	\$419.39 2
CHUCK & LARRY'S TRANSMISSIONS	\$1,925.92 1
CINTAS CORPORATION #22M	\$214.88 3
CLARKE COUNTY PUBLIC HEALTH	\$675.90 1
CLERK OF CIRCUIT COURTS	\$13.75 1
COMMUNITY LAWYERS OF IOWA PLC	\$901.03 2
COMMUNITY STATE BANK	\$140.59 1
COMMUNITY YOUTH CONCEPTS	\$4,301.41 1
CONTROL INSTALLATIONS IA INC.	\$4,331.77 3
COOPER, GOEDICKE, REIMER, & SPARKS P.C.	\$240.00 1
DALLAS COUNTY PUBLIC HEALTH NURSING	\$8,296.31 1
DAVIDSON, ASHLEY R.	\$27.60 1
DES MOINES WATER WORKS	\$2,786.65 5
DEVRIES OUTDOORS	\$330.00 2

DEWEY FORD, INC.	\$127.16 1
DIAL LAW OFFICE, P.C.	\$351.70 1
DIAM PEST CONTROL	\$154.00 2
DOORS, INC.	\$4,730.00 1
DOWNTOWN COMMUNITY ALLIANCE	\$5,000.00 1
DRILL IT, INC.	\$3,135.00 1
ELECTRONIC ENGINEERING CO.	\$332.85 2
ELITE GLASS & METAL LLC	\$225.00 1
EVENT DECORATORS OF IOWA INC	\$100.00 1
EXCEL MECHANICAL CO., INC.	\$216.00 1
FIRST CHOICE DISTRIBUTING	\$2,191.16 2
FLEMING, KILEY ANNE	\$80.00 2
FORKLIFTS OF DES MOINES	\$197.50 1
G & S SERVICE INC	\$865.00 2
GENERAL FIRE & SAFETY EQUIP.	\$222.00 1
GRAYBAR ELECTRIC COMPANY, INC.	\$477.22 2
GREEN COUNTY MEDICAL CENTER	\$723.99 1
GUTHRIE COUNTY	\$6,752.75 1
HACHMANN, TODD (FEC)	\$97.18 1
HALL, KATHY M	\$50.00 1
HANIFEN CO INC	\$347.50 2
HANIG, KALEM L.	\$8.56 1
HARTNEY, NOREEN N	\$100.00 1
HERC-U-LIFT INC	\$487.20 1
HIP-HOPE, INC	\$5,000.00 1
HOME PERFORMANCE COALITION	\$1,480.00 1
HY-VEE FOOD STORE #01136	\$30.34 2
HY-VEE FOOD STORE #01138	\$526.14 2
IKORM LLC	\$512.00 1
INTERSTATE POWERSYSTEMS	\$1,195.40 1
INTL ASSOC OF CHIEFS OF POLICE	\$1,225.00 1
IOWA ASSOC. OF COUNTY MEDICAL EXAMINERS	\$1,000.00 10
IOWA AUTO TOP & UPHOLSTERY	\$325.00 1
IOWA DEPT OF AG & LAND STEWARSHIP	\$15.00 1
IOWA LAW ENFORCEMENT ACADEMY	\$760.00 1
J PETTIECORD, INC	\$3,870.00 2
JACOB, KATHRYN	\$30.00 1
JASPER COUNTY HEALTH DEPARTMENT	\$1,770.70 1
JESTER INSURANCE SERVICES	\$1,111.00 1
KELTEK INC	\$1,437.93 2
KOCH OFFICE GROUP	\$937.95 1
LAPPE, KRISTY	\$261.00 1
MADISON COUNTY PUBLIC HEALTH	\$1,505.92 1
MARASCO, FRANK	\$30.00 1
MCCORD REPORTING LTD	\$66.50 1
MIDAMERICAN ENERGY	\$5,355.06 1
MOON, JULIE A	\$17.00 2
NATIONAL ENVIRONMENTAL HEALTH ASSOC	\$250.00 1
NORMAN, TANNER A	\$82.80 2
ORACLE USA INC	\$38,066.87 1
ORCHARD PLACE	\$5,000.00 1
PC PRINT CENTER	\$99.90 1
PEREZ, HIVONE	\$58.08 1
PREMIER RESOURCE SERVICES INC	\$513.75 1
PROGRESSIVE UNIVERSAL INSURANCE CO	\$7,875.17 1
PRUDEN, ANTHONY B.	\$18.98 1
PTS OF AMERICA, LLC	\$5,337.15 2
PURSCELL, JOSEPH A	\$29.20 1
RACOM CORPORATION	\$11,629.57 3
RAMSEY LAW PLC	\$229.00 1
REZARCH, ANN	\$410.00 9
ROBERT HALF TECHNOLOGY	\$2,888.10 1
ROTO ROOTER SERVICE	\$1,000.00 1
SHEET METAL ENGINEERING CORPORATION	\$744.04 1
SHUCK-BRITSON, INC.	\$4,680.16 1
SIMONSON, KRYSTAL ANN	\$108.46 1
SKOLD DOOR COMPANY	\$160.00 1
SMITH'S SEWER SERVICES, INC.	\$682.60 2
SNYDER & ASSOCIATES INC.	\$15,398.79 4
SOGARD, MICHAELA	\$13.00 1
SPANISH COMMUNICATION SERVICES LLC	\$110.00 1
SPARTA WASTE SERVICES	\$1,841.10 1
STRATUS BUILDING SOLUTIONS OF IOWA	\$2,568.00 2
SWEENEY COURT REPORTING	\$247.50 1
TECHNICAL SOLUTIONS-USA	\$2,535.73 4
TENNANT SALES & SERVICE CO	\$378.49 1
THOMPSON, JUSTIN D.	\$82.80 2
TITUS, CATHERINE J.	\$4.60 1
TRANS IOWA, L.C.	\$2,033.40 2
VAN METER INDUSTRIAL INC	\$1,482.60 2
VERIZON WIRELESS	\$11,920.72 4
WARREN COUNTY HEALTH SERVICES	\$1,905.75 1
WASHINGTON COUNTY HOSPITAL	\$1,652.07 1
WASTE SOLUTIONS OF IOWA	\$905.00 2
WIEDERAENDERS, CARL R.	\$147.42 1
WILLIAMS, DUSTIN D.	\$51.65 1
WINDSTREAM	\$255.94 1
XENIA RURAL WATER DISTRICT	\$1,747.30 8
YOUNG-MCCRACKEN, JOANNE	\$20.00 1
ZIEGLER INC	\$955.12 1
REASON: PERSONAL SERVICES	
ARC PHYSICAL THERAPY PLUS, LLC	\$1,354.43 2
ATHLETICO LTD	\$3,397.27 4

BALES, KRISTI A	\$40.00 1
CAMPBELL, DAVID	\$40.00 1
DELAWARE TOWNSHIP FIRE DEPARTMENT	\$85.39 1
FAIRCHILD, MICHAEL	\$40.00 1
FUCALORO, STEVEN A.	\$1,383.32 2
HICKS, MERLE J.	\$40.00 1
IOWA DIAGNOSTIC IMAGING	\$229.06 1
IOWA ORTHOPEDIC CENTER,PC	\$645.75 4
LAZELLA, ABBIE L	\$728.98 1
MERCY CLINICS OCCUPATIONAL MEDICINE CLIN	\$161.43 1
MERCY MEDICAL CENTER	\$1,199.80 2
NEMMERS, PATSY	\$618.53 1
PATHOLOGY LABORATORY	\$18.00 1
PHYSIOTHERAPY ASSOC	\$1,514.97 2
R&M REHABILITATION, LLC	\$187.77 1
SELBY, DARRIN L	\$942.81 1
STEVENS, GARTH JR., MD PC	\$92.00 1
REASON: SUPPLIES	
ADVENTURE LIGHTING	\$1,705.94 4
AIRGAS USA LLC	\$343.45 1
AMERICAN MARKING, INC.	\$193.65 4
ARDICK EQUIPMENT COMPANY, INC.	\$778.30 1
BARTON SOLVENTS INC.	\$443.12 1
BATTERIES PLUS	\$99.00 1
BECTON DICKINSON	\$6,548.56 1
BOB BARKER COMPANY INC	\$8,331.99 2
BOLTON & HAY, INC.	\$139.75 1
BREWER WHOLESALE MEATS INC.	\$6,875.63 3
BROWNELL'S INC	\$526.02 2
BUCKSTAFF PUBLIC SAFETY INC	\$1,033.76 1
BUSINESS PUBLICATIONS	\$74.95 1
CAPITAL ONE COMMERCIAL	\$9.99 1
CAPITAL SANITARY SUPPLY CO.INC	\$991.74 3
CARQUEST AUTO PARTS	\$1,709.46 26
CHARLES GABUS FORD	\$4,158.551 7
CINTAS CORPORATION	\$276.08 3
CITY SUPPLY CORP	\$834.50 1
COMMERCIAL BAG & SUPPLY CO. INC.	\$129.00 3
CONTROL INSTALLATIONS IA INC.	\$1,966.00 2
DENNIS SUPPLY CO	\$61.17 1
DEWEY FORD, INC.	\$154.96 3
DIAMOND OIL CO	\$760.50 1
DIAMOND VOGEL PAINT	\$111.57 1
DIVE RESCUE INTERNATIONAL INC	\$4,059.91 2
EASTERN IOWA TIRE	\$283.00 2
ECOLAB	\$2,591.24 4
ELECTRICAL ENGINEERING & EQUIP	\$9.46 1
FIRST CHOICE DISTRIBUTING	\$3,735.82 3
GALL'S INC.	\$1,959.95 5
GARLAND'S INC	\$43.05 2
GATR OF DES MOINES, INC	\$750.86 5
GENERAL PARTS LLC	\$895.20 1
GLAXOSMITH KLINE	\$5,490.80 1
GRAINGER	\$19,832.00 10
GRAYBAR ELECTRIC COMPANY, INC.	\$154.89 2
GUARDIAN PROPERTY ROOM SOLUTIONS	\$20,749.50 1
HOME DEPOT PRO (THE)	\$1,669.02 2
HY-VEE FOOD STORE #01138	\$554.35 1
HY-VEE FOOD STORE #01148	\$121.10 1
HY-VEE FOOD STORE #1022	\$94.61 1
INTERSTATE ALL BATTERY CENTER	\$135.00 1
INTERSTATE BATTERY SYSTEM	\$151.90 1
IOWA PRISON INDUSTRIES	\$28.55 1
JERICO SERVICES, INC.	\$6,162.00 2
KARL CHEVROLET, INC.	\$36.11 1
KECK ENERGY	\$13,925.52 4
KECK FOODS	\$409.06 1
KELTEK INC	\$256.50 1
KOCH OFFICE GROUP	\$485.00 1
LOFFREDO FRESH PRODUCE CO INC	\$2,613.92 3
MARTIN BROTHERS DIST. CO., INC	\$48,082.91 4
MARTIN MARIETTA	\$320.19 1
MCKEE FOODS CORPORATION	\$228.80 2
MCKESSON MEDICAL-SURGICAL GOV SOLUTIONS	\$1,136.45 5
MENARDS-ALTOONA	\$42.06 3
MENARDS-ANKENY	\$418.70 7
MENARDS-DES MOINES	\$111.90 1
MENARDS-GRIMES	\$194.57 1
MHC KENWORTH-DES MOINES	\$287.08 4
MICROBIOLOGICS, INC	\$434.78 1
MILLER HARDWARE, INC.	\$2.49 1
MODERN SPECIALTIES	\$61.85 1
MUNICIPAL SUPPLY, INC.	\$335.00 1
O'HALLORAN INTERNATIONAL, INC.	\$1,049.70 2
ONENECK IT SOLUTIONS LLC	\$3,200.00 1
P & P SMALL ENGINES INC.	\$2,298.34 4
PDS PACKAGING	\$582.44 1
PETROCHOICE HOLDINGS, INC	\$1,377.10 1
PHELPS, ANDREW T	\$18.69 1
PLUMB SUPPLY	\$378.02 3
POMP'S TIRE SERVICE, INC	\$1,168.00 1
RAYNER & RINN SCOTT INC	\$98.88 1
SINK PAPER COMPANY	\$7,217.19 6
SKOLD DOOR COMPANY	\$168.00 1
SOUTHLAND MEDICAL LLC	\$1,136.36 1
SPORTSMAN'S WAREHOUSE	\$276.98 2

POLK COUNTY NOTICES

SPRAYER SPECIALTIES	\$509.14	1
STRAUSS SECURITY SOLUTIONS	\$35.00	1
TOMPKINS INDUSTRIES, INC.	\$496.92	1
TRUCK EQUIPMENT, INC.	\$63.00	1
UNITED SEEDS INC	\$480.00	1
US FOODS	\$3,044.96	2
VAN METER INDUSTRIAL INC	\$592.51	6
VAN WALL EQUIPMENT, INC.	\$1,102.46	2
VERIZON WIRELESS	\$61.61	1
VICTORY SUPPLY LLC	\$5,859.93	7
WASHER SYSTEMS OF IOWA	\$60.10	1
WELTER STORAGE EQUIPMENT INC	\$2,100.00	1
WESCO DISTRIBUTION, INC.	\$245.00	1
ZIEGLER INC	\$3,029.47	9
POLK COUNTY EMPLOYEE INSURANCE		
TO BE PAID 2-4-2020		
REASON: OTH SRVS & CHGS		
WELLMARK	\$347,165.16	
DELTA DENTAL	\$23,878.94	

OFFICIAL PUBLICATION
PROCEEDINGS OF THE POLK COUNTY
BOARD OF SUPERVISORS

The Polk County Board of Supervisors met in regular session Tuesday, January 28, 2020 at 9:30 a.m.

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

MOTION: Moved by Van Oort, Seconded by Connolly to amend the agenda and defer Item #11 (Resolution approving the Polk County Compensation Board FY 20/21 salary recommendations for elected officials) until February 11, 2020.

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

Moved by Van Oort, Seconded by Brownell to dispense with the reading of the January 21, 2020 Minutes and they stand approved as printed.

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

The Bills as certified by the County Auditor were allowed or disallowed on each according to the certified list, claim numbers 202001280001 – 202001280733.

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

PUBLIC HEARING: ISSUANCE OF \$90,000,000 GENERAL OBLIGATION CAPITAL LOAN NOTES

Proof of Publication is on file with the Clerk

of the Board. No one appearedfor or against. Public Hearing closed.

RESOLUTION: Resolution instituting proceedings to take additional action for the issuance of not to exceed \$90,000,000 General Obligation Capital Loan Notes (works and facilities useful for the collection and disposal of solid waste, and funding or refunding outstanding County indebtedness).

PERMITS: Renewal application for Class "C" Beer, Class "B" Wine and Sunday Sales Permits for Tobacco Outlet Plus Grocery #506, 4923 Merle Hay Road.

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

PUBLIC Dan Clark, Iowa Prison Industries, appeared to inform the Board about a

COMMENTS: potential project to employ inmates, from the minimum-security area of the Mitchellville Institution, at the Diamond Crystal Facility. Warden Sheryl Dahm also appeared and spoke about the program.

RESOLUTIONS: Resolution approving requests for cancellation of special weed assessments.

Resolution approving agreement with FAB Rehab to address lead hazard repairs at 1690 Northwest Drive (D. Hagge).

Resolution approving agreement with Fexstve Limited to address lead hazard repairs at 2321-37th Street (D. Johnson).

Resolution approving hotel renovation at Prairie Meadows Racetrack and Casino.

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:

Erin Freeman, Empl Mgr, H.R., \$105,026 beginning January 14, 2020

Thomas Howard, Civil Design Tech, Pub Wks, \$60,824 beginning February 18, 2020

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

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

Moved by Brownell, Seconded by Van Oort to adjourn until February 4, 2020 at 9:30 a.m.

The above resolutions are a summary. For the full text of resolutions, visit our website at: <https://www.polkcountyiowa.gov/auditor/>

administration/ or visit our office at The Polk County Auditor's Office, 111 Court Avenue, Room 230, Des Moines, Iowa, Monday-Friday 8:00 a.m. – 5:00 p.m., 286-3080

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 18th of February, 2020 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, to consider a proposal to lease the following described premises, located in Polk County Iowa:

Approximately 21,210 square feet of finished building space located in the south one-half of the West Housing Unit 2 of the Polk County Jail, including the parking lot and building entrance, said Polk County Jail having a local address of 1985 N.E. 51st Place, Des Moines, Iowa 50313

to Bridges of Iowa, Inc. for the operation of a residential substance abuse treatment facility for adult men.

Published in the Business Record February 14, 2020.

NOTICE OF PUBLIC HEARING

The Polk County Board of Supervisors will hold a Public Hearing on the 18th of February, 2020 at 9:30 a.m. in Room 120 of the Polk County Administration Building, 111 Court Avenue,

Des Moines, Iowa, to consider a proposal to dispose of unused road right-of-way of a parcel known as Parcel "A" of Lot 8 in Timberland Heights Platt II and described as:

Beginning at the Northeast corner of Lot 8, Timberland Heights Platt II an Official Plat now included in and forming a part of Polk County, Iowa;

Thence S-00°-05'-04"-E, along the East line of said Lot 8, Timberland Heights Plat II, 67.07 FT.:

Thence N-62°-27'-44"-W, 40.13 Ft.:

Thence N-56°-14'-34"-W, 70.70 Ft.:

Thence N-85°-43'-35"-W, 69.84 Ft. to a point on the Northerly line of said Lot 8, Timberland Heights Platt-II

Thence Northeasterly along the Northerly line of said Lot 8 Timberland Heights Plat II and also along a 25.00 Ft. Radius Curve Concave Southeasterly, a Distance of 8.57 Ft. (Chord 5-79°-16'-36"-W, 8.53 Ft.):

Thence N-89°-06'-00"-E, along the North line of said Lot 8, Timberland Heights Plat II, 155.54 Ft. to the Point of Beginning;

All of said parcel being located in Lot 8, Timberland Heights Platt-II an official Plat now included in and forming a part of Polk County, Iowa and contains approximately 3997 Sq. Ft.

To Chris A. and Janet M. Schrock. For additional information, contact Polk County Public Works, Real Estate Division at (515)286-3705.

Published in the Business Record February 14, 2020.

NOTICE TO REDEEM FROM TAX SALE

Cert No. 2011-3094

TO: Inie Clement

Person in whose name the property described below is taxed

Bankruptcy: Bankruptcy (05-03996LMJ13)

Augustine K. Akpan and Inie C. Clements
YOU ARE HEREBY NOTIFIED that on the 27th day of June 2011, the following described real estate, situated in Polk County, Iowa, to-wit:

Lot 13 Pleasant Place

Dist: 080 Parcel: 05149

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 2006, 2007, 2008, 2009 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 3rd day of February, 2020.

Ben Lacey'

Assistant Director

Polk County Treasurer

(Ref.331.552 (32))

Mary Maloney, Treasurer

Polk County, Iowa

Published in the Business Record on February 14, 2020.

CITY ORDINANCES

ORDINANCE NO. 15,852

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 Sections 114-1103 and 114-1105, relating to speed limits and parking and parking fines in municipally owned parks.

Be It Ordained by the City Council of the City of Des Moines, Iowa:

Section 1. That the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, is hereby amended by amending Sections 114-1103 and 114-1105, relating to speed limits and parking and parking fines in municipally owned parks, as follows:

Sec. 114-1103. Speed limits.

No person shall ride or drive in any city park except upon the established roads and ways, and no person shall exceed a speed limit of 20 miles per hour at any time unless otherwise posted.

Sec. 114-1105. Parking restrictions.

(a) No person shall park a vehicle in any city park, cemetery, community center or city recreational facility in such a manner as to block access to any road, driveway or building.

(b) No person shall park a vehicle in any city park, cemetery, community center or city recreational facility except in the places designated by the parks and recreation director.

(c) A violation of this section shall place such vehicle in the status of an illegally parked vehicle, and the vehicle may be dealt with pursuant to section 114-485.11 of this chapter.

(d) A person who violates any provision of this section shall pay a fine of \$50.00.

Section 2. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.

FORM APPROVED:

Ann DiDonato, Assistant City Attorney

T. M. Franklin Cownie, Mayor

Attest: I, P. Kay Cmelik, 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. 20-0167), passed by the City Council of said City at a meeting held January 27, 2020 signed by the Mayor on January 27, 2020 and published and provided by law in the Business Record on February 14, 2020. Authorized by Publication Order No. 10982. P. Kay Cmelik, City Clerk

ORDINANCE NO. 15,853

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 Sections 42-258 and 42-263, relating to noise control.

Be It Ordained by the City Council of the City of Des Moines, Iowa:

Section 1. That the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, is hereby amended by amending Sections 42-258 and 42-263, relating to noise control, as follows:

Sec. 42-258. Sound equipment, sound amplifying equipment and construction equipment.

(a) Permit required. No person shall, use, operate or cause to be used or operated any sound equipment or tools or equipment used in construction activities beyond the hours permitted under section 42-260 of this article upon the public right-of-way or in any building or upon any premises, public or private, creating a noise disturbance unless such person:

(1) First obtains a permit in accordance with this section;

(2) Complies with the conditions imposed by the permit, including the maximum permitted sound level shown therein;

(3) Complies with the provisions of chapter 102 of this Code, as it regulates street closings; and

(4) Complies with all other applicable subsections of this section.

(b) "Sound equipment" requiring a permit shall not include:

(1) Equipment used for public health and safety purposes.

(2) Church or clock carillons, bells or chimes.

(3) Automobile or boat radios, tape decks or players, or other standard equipment used and intended for the use and enjoyment of the vehicle occupants, provided the sound emitting there from does not create a noise disturbance or does not violate section 42-259.

(4) Un-amplified live music provided, sponsored, or funded, in whole or in part, by a governmental entity.

(c) Permit, fees. A separate permit shall be required for each type of activity described in subsection (e) of this section, and permits shall be nontransferable. The permit shall be conspicuously displayed on or immediately adjacent to the sound equipment. A nonrefundable fee shall be paid in the amount set in the schedule of fees adopted by the City Council by resolution at the time of application for the sound permit.

(d) Information required on permit application. Application for the permit required in this section shall be made in writing to the zoning enforcement officer, accompanied by the required permit fee and the following information:

(1) The type of permit requested.

(2) The name and address of the applicant.

(3) The purpose for which the sound equipment will be used.

(4) The location where the sound equipment will be used.

(5) Designation of the days of use and proposed hours of operation of the sound equipment.

(6) A general description of the sound equipment, including the license number of any motor vehicle upon which it is to be operated.

(7) The name(s) and phone number(s) of the person(s) responsible for the use of the permit.

If the application contains the required information and is accompanied by the required fee, and the proposed use of the sound equipment complies with the standards and other requirements of this section and all other applicable laws and ordinances, the zoning enforcement

officer shall issue the appropriate permit.

(e) Sound level meter. Recipient of a permit must have a sound level meter on site during the use of a permit when determined by staff to be a requirement of the permit, examples are concerts and street closure events. The equipment must monitor the amplified sound for compliance with the permit, be capable of producing read outs during the event and upon request 30 days after the event.

(f) Application standards. The following are general standards for the type of permit:

(1) Type "A" permit. A type "A" permit may be issued for sound equipment emitting live music, reproduced music or human speech registering not more than 85 dBCs when measured at the real property boundary of the permitted property or at a distance of 50 feet from the sound equipment if issued in conjunction with a street closing. A type "A" permit may be issued only in areas of the city zoned for industrial, commercial and/or mixed use and only between the hours of 9:00 a.m. and 10:00 p.m., except the C-3, C-3A, C-3B, C-3R and DR zoned areas which shall be between the hours of 9:00 a.m. and 11:00 p.m. Sunday through Thursday, and between the hours of 9:00 a.m. and 12:30 a.m. on Friday and Saturday, the Sunday of Memorial Day weekend, Labor Day weekend and the Fourth of July should it fall on a Sunday. A type "A" permit will be issued for a thirty-day period, commencing on the first of each month, to be used on eight days during the permitted time, with the days of use to be designated on the permit application.

(2) Type "B" permit—parks located in residential zones. A type "B" permit may be used for sound equipment emitting music or human speech registering not more than 65 dBCs when measured at the real property boundary or at a distance of 50 feet from the sound equipment, whichever distance is closer to the sound equipment. Sound equipment permitted under a type "B" permit may be used only in public parks owned and operated by the city or public grounds owned and operated

CITY ORDINANCES

by another governmental body, located in a residentially zoned district from 9:00 a.m. to the time the park closes for events authorized and approved by the park and recreation board or other body having jurisdiction over the park or public grounds. A type "B" permit will be issued for one day up to one week with the days to be designated on the permit application.

(3) Type "C" permit—church or school grounds. A type "C" permit may be issued for sound equipment emitting music or human speech registering not more than 65 dBCs when measured at the real property boundary or when measured at a distance of 50 feet from the sound equipment, whichever distance is closer to the sound equipment. Sound equipment permitted under a type "C" permit may be used only on church grounds, school grounds, or in conjunction with a school sponsored activity, from 9:00 a.m. to 10:00 p.m. for events authorized and approved by the church or school authorities having jurisdiction of the grounds. A type "C" permit will be issued for one day up to one week with the days to be designated on the permit application.

(4) Type "D" permit residential events. A type "D" permit may be issued for sound equipment emitting music or human speech registering not more than 65 dBCs when measured at the real property boundary of the permitted property or 50 feet from the sound equipment, whichever distance is closer. Sound equipment permitted under a type "D" permit may be used only pursuant to a permitted street closing under chapter 102 of this Code, from 9:00 a.m. to 10:00 p.m. A type "D" permit will be issued for one day up to one week with the days to be designate on the permit application.

(5) Type "E" permit – background sound equipment. A type "E" permit may be issued for a commercially zoned area or a commercially zoned PUD or PBP area for sound equipment to be used in an outdoor area in conjunction with an approved business use emitting music or human speech, excluding live music, registering not more than 65 dBCs, or below the ambient level, when measured at the property boundary, edge of designated seating area or 50 feet from the sound equipment whichever is closer. Sound equipment permitted under a type "E" permit may be used only during regular hours of business operation. A type "E" permit will be issued up to one year.

(6) Type "F" permit – Brenton Skating Plaza. A type "F" permit may be issued for sound equipment in the Brenton Skating Plaza, in conjunction with a lease agreement entered into with the Parks and Recreation Department emitting music or human speech, registering not more than 112 dBCs, at the front of house which is established to be 75 feet from the sound. This permit is effective between the hours of 9:00 a.m. to 10:00 p.m. Sunday through Thursday and 9:00 a.m. to 11:00 p.m. on Friday and Saturday, the Sunday of Memorial Day weekend, Labor Day weekend and the Fourth of July should it fall on a Sunday.

(7) Type "G" permit-Special Event Live Performances. A type "G" permit may be issued for sound amplification equipment to be used for live performances where the sound from music or human speech does not exceed 112 dBCs when measured 50 feet from the amplification equipment and meets all of the following criteria:

a. The special event or live performance is located in a C-3, C-3A, C-3B, C-3R or RD zoned district,

b. This type permit will only be issued two times per year per address to include a street closing abutting the sponsoring business and only if 30 days has elapsed from the effective date of a previous type "G" permit for the same location, however, if the street closing is sponsored by the Court Avenue Business Association, Downtown Community Alliance, Historic East Village, or any other community organization affiliated with businesses located in the C-3, C-3A, C-3B, C-3R or RD zoned districts this type permit is not limited in number or time span,

c. If the applicant has no address in the C-3, C-3A, C-3B, C-3R or RD zoned district, then either a business in the properly zoned district, or a community organization affiliated with businesses located in the C-3, C-3A, C-3B, C-3R or RD zoned districts must sponsor the event,

d. This type permit may not be issued if another type "G" permit has already been issued within 1,000 feet of a given location and covering the same time on any day. If the event has multiple stages in the designated event only one permit will be required.

e. When used in conjunction with a street clo-

sure this type permit will not be issued until the street use team approves the street closure,

f. This type permit must be obtained at least 7 days prior to the performance unless pending street use team approval.

g. This type permit is effective for up to three consecutive days and for the hours of 9:00 a.m. to 11:00 p.m. Sunday through Thursday and 9:00 a.m. to 12:30 a.m. on Friday and Saturday, the Sunday of Memorial Day weekend, Labor Day weekend and the Fourth of July should it fall on a Sunday.

h. A variance may be sought in accordance with this article if any of the requirements for issuance of this type permit wish to be modified on a case by case basis.

(8) Type "H" permit-Farmer's Market. A type "H" permit may be issued to Farmer's Markets which have a street closure for sound amplification equipment allowing music up to 85 dBCs for the duration of the street closure.

(9) Type "I" permit- Waterworks Park. A type "I" permit may be issued for amplification equipment for live performances held in Waterworks Park, emitting music or human speech, at a level not greater than 114 dBCs measured at front of house which will be set at 125 feet from the stage. A type "I" permit is effective for one or two days and for the hours of 9:00 a.m. and 10:00 p.m. Sunday through Thursday, and between the hours of 9:00 a.m. and 11:00 p.m. on Friday and Saturday, the Sunday of Memorial Day weekend, Labor Day weekend and the Fourth of July should it fall on a Sunday.

(10) Type "J" permit – night construction. A type "J" permit may be issued for residential construction activities beyond the hours permitted under section 42-260. A type "J" permit may be issued for construction performed on behalf of a nonprofit or philanthropic organization where such construction activity is to be completed in an expedited manner pursuant to a construction schedule which has been approved by the community development director and has been determined to advance the overall welfare of city residents, provided that the residential structure is being built for occupation by low or moderate income persons. Application for a type "J" permit shall be processed pursuant to sections 42-264 through 42-267 of this article.

(11) Type "K" permit may be issued for an event whose route is on city streets, trails and/or other public right-of-way with the permit to be valid one hour before the start of the event and at specifically approved locations along the route that would otherwise comply with all other provisions of this article.

(12) Type "L" permit may be issued to a privately held recreational area more than 40 acres in area for outside events, emitting music or human speech at a level not greater than 112 dBCs when measured 50 feet from the amplification equipment. This permit is effective between the hours of 9:00 a.m. to 11:00 p.m. Sunday through Thursday and 9:00 a.m. to 12:30 a.m. on Friday and Saturday, the Sunday of Memorial Day weekend, the Sunday of Labor Day weekend, and the Fourth of July whenever it occurs on a Sunday. The stage and sound equipment for any live performances held shall be set up facing away from residential areas. A type "L" permit will be issued for a thirty-day period, commencing on the first of each month, to be used on eight days during the permitted time, with the days of use to be designated on the permit application.

(13) Type "M" permit Zoo. A type "M" permit may be issued for amplification equipment for live performances held on the Blank Park Zoo Foundation Parcel, emitting music or human speech, at a level not greater than 85 dBCs when measured at the nearest residence. A type "M" permit is effective for one or two days and for the hours of 9:00 a.m. and 10:00 p.m. Sunday through Thursday, and between the hours of 9:00 a.m. and 11:00 p.m. on Friday and Saturday, the Sunday of Memorial Day weekend, Labor Day weekend and the Fourth of July should it fall on a Sunday. The stage and sound equipment for any live performances held on the Blank Park Zoo Foundation Parcel shall be set up facing the south causing the sound to be directed towards the Blank Park Zoo and the Blank Golf Course. For the purpose of this subsection, Blank Park Zoo Foundation Parcel means the tract owned by Blank Park Zoo Foundation located south of Army Post Road and east of SW 9th Street, and designated for tax purposes as Polk County district/parcel number 120/00324-005-001.

(14) Type "N" permit – Simon Estes Riverfront Amphitheater. A type "N" permit may be issued for sound equipment to be used in the Simon

Estes Riverfront Amphitheater in conjunction with a lease agreement entered into with the Parks and Recreation Department, emitting music or human speech, registering not more than 100 dBCs, when measured at the middle cement crosswalk. This permit is effective between the hours of 9:00 a.m. to 10:00 p.m. Sunday through Thursday and 9:00 a.m. to 11:00 p.m. on Friday and Saturday, the Sunday of Memorial Day weekend, Labor Day weekend and the Fourth of July should it fall on a Sunday.

(g) Commercial advertising. No sound equipment shall be permitted to be used on public streets or public places or in any building or upon any premises if the sound may be plainly audible from any public street or public place within the city when any such use is for commercial advertising purposes or for the purpose of attracting the attention of the public to any building or structure for monetary gain.

(h) Denial or revocation.

(1) Denial of sound permit. The director of the community development department or director's designee may deny an application for a sound permit in writing. The following criteria and standards shall be considered as basis for a denial:

a. Whether police have stopped activities sponsored by the same applicant or in the same location for public safety purposes such as riot, disorderly conduct, or other crimes;

b. Whether the sponsor, applicant, or their employees have violated the Des Moines Municipal Code at past events requiring a sound permit;

c. Whether the applicant(s) have paid the city all fees due and owing under any chapter of the Des Moines Municipal Code; and

d. If any person responsible for monitoring the terms and conditions of the sound permit at the premises has been found to be in violation of this article in any 12-month period.

e. Where it is determined that the permit would be in conflict with another established event, or when in conjunction with another permit, when considering the combined impact the issuance would create a potential for a noise disturbance.

(2) Revocation. The director of the community development department or the director's designee may revoke a sound permit issued pursuant to this article upon the second finding of a violation of the terms and conditions of the permit by persons charged with enforcement of this article, within a 12-month period.

(3) Revocation hearing-adverse impact. If the director of the community development department receives written statements or a petition from 25 percent or more of the occupants of single family or duplex residences and the owner or manager of multiple residence structures including hotels, who claim to be adversely affected by the operation of sound amplification equipment under a valid sound permit and who live within 200 feet measured from property line to property line of the property where such sound permit is valid, the community development director, or the director's designee, shall proceed pursuant to Section 42-266. Sec. 42-263. Enforcement.

(a) The noise control program established by this article shall be implemented, administered, and enforced by the community development and police departments.

(b) The sections of this article which prohibit the making, continuing, or causing the making or continuing of a noise disturbance across a real property boundary or within a noise sensitive area shall be enforced upon receipt of complaint made or filed with city officials by a person disturbed by such noise disturbance or by direction of the chief of police or his or her designee. Certification by an official charged with enforcement of this article that such complaint was made shall be sufficient to establish the fact of such complaint.

(c) To implement and enforce this article, the community development department and the police department shall have the additional power to:

(1) Conduct research, monitoring, and other studies related to sound.

(2) Upon presentation of proper credentials, enter and inspect any private property or place and inspect any report or records at any reasonable time when granted permission by the owner or by some other person with apparent authority to act for the owner.

(3) Issue sound variances pursuant to section 42-264 of this article.

(4) Deny sound permits or seek a revocation of a sound permit.

(5) Prepare recommendations for consideration

by the city council, after publication of notice and public hearing, for establishing the boundaries of noise sensitive areas.

(6) Prepare recommendations to council to designate locations where there is public acceptance of the activity producing the sound pursuant to section 42-250(2) of this chapter.

(7) The sound source or any component thereof may be impounded pending the resolution of any violations charged under this article.

(d) The measurement of sound or noise shall be made with a sound level meter meeting the standards prescribed by the American National Standards Institute or its successor body. Measurements shall be taken so as to be in compliance with the specifications for a valid test as set out by the product manufacture. Training will be administered by the product manufacture representative or any departmental employee(s) who has attended such training.

(e) The measurements used to measure and determine violations for A-Weighted sound measurements shall use an A-weighted frequency weighting with Fast (125 millisecond) time integration, or LAF.

(f) The measurements used to measure and determine violations for permits referring to C-Weighted sound measurements shall use a C-weighted frequency weighting with Fast (125 millisecond) time integration, or LCF.

Section 2. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.

FORM APPROVED:

Judy K. Parks-Kruse, Assistant City Attorney

T. M. Franklin Cownie, Mayor

Attest: I, P. Kay Cmelik, 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. 20-0167), passed by the City Council of said City at a meeting held January 27, 2020 signed by the Mayor on January 27, 2020 and published and provided by law in the Business Record on February 14, 2020. Authorized by Publication Order No.10983.

P. Kay Cmelik, City Clerk

ORDINANCE NO. 15,854

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 Sections 114-1913, and 114-3581, relating to traffic and vehicle regulations.

Be It Ordained by the City Council of the City of Des Moines, Iowa:

Section 1. That the Municipal Code of the City of Des Moines, Iowa, 2000, adopted by Ordinance No. 13,827, passed June 5, 2000, as heretofore amended, is hereby amended by amending Sections 114-1913, and 114-3581, relating to traffic and vehicle regulations, as follows:

Sec. 114-1913. Pennsylvania Avenue.

Pennsylvania Avenue, from East Grand Avenue to Buchanan Street, northbound.

Sec. 114-3581. Polk Boulevard. Grand Avenue to University Avenue.

Polk Boulevard, on the west side, from Grand Avenue to a point 75 feet north thereof, no parking any time.

Polk Boulevard, on the west side, from Woodland Avenue to a point 75 feet north thereof, no parking any time.

Polk Boulevard, on the east side, from Harwood Drive to a point 50 feet south thereof, no parking any time.

Polk Boulevard, on the west side, from Harwood Drive to a point 50 feet north thereof, no parking any time.

Polk Boulevard, on the west side, from Pleasant Street to a point 50 feet south thereof, no parking any time.

Polk Boulevard, on the east side, from Center Street to a point 50 feet north thereof, no parking any time.

Polk Boulevard, on both sides, from Pleasant Street to Center Street, no parking any time.

Polk Boulevard, on the east side, from Center Street to a point 50 feet north thereof, no parking any time.

Polk Boulevard, on the west side, from a point 90 feet north of Center Street to a point 150 feet north thereof, no parking any time.

Polk Boulevard, on the east side, from a point 150 feet north of Center Street to a point 75 feet north thereof, no parking any time.

Polk Boulevard, on the east side, from Chamberlain Avenue to a point 50 feet south thereof, no parking any time.

Polk Boulevard, on the west side, from a point 50 feet south of Chamberlain Avenue to a point 50 feet north of Chamberlain Avenue, no parking any time.

Polk Boulevard, on the west side, from

CITY ORDINANCES

Observatory Road to a point 50 feet north thereof, no parking any time.
Polk Boulevard, on the east side, from Boulevard Place to a point 50 feet south thereof, no parking any time.
Polk Boulevard, on the west side, from Kingman Boulevard to a point 50 feet south thereof, no parking any time.
Polk Boulevard, on the west side, from a point 140 feet south of University Avenue to a point 50 feet south thereof, commercial loading zone.
Polk Boulevard, on the east side, from University Avenue to a point 200 feet south thereof, no parking any time.
Section 2. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.
FORM APPROVED:
Lawrence F. Dempsey, Assistant City Attorney
T. M. Franklin Cownie, Mayor
Attest: I, P. Kay Cmelik, 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. 20-0167), passed by the City Council of said City at a meeting held January 27, 2020 signed by the Mayor on January 27, 2020 and published and provided by law in the Business Record on February 14, 2020. Authorized by Publication Order No. 10984.
P. Kay Cmelik, City Clerk

ORDINANCE NO. 15,855

AN ORDINANCE vacating excess East Martin Luther King, Jr. Parkway right-of-way adjoining 1422 Scott Avenue.
WHEREAS, all prior requirements of law pertaining to the vacation of public right-of-way have been fully observed; and
WHEREAS, it is desirable that the public right-of-way herein described be vacated;
NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Des Moines, Iowa:
Sec. 1. That excess East Martin Luther King, Jr. Parkway right-of-way adjoining 1422 Scott Avenue, more specifically described as follows, be and is hereby vacated:
A PORTION OF LOT 49 IN BROOKS AND CO'S ADDITION TO THE CITY OF DES MOINES, NOW INCLUDED IN AND FORMING PART OF THE CITY OF DES MOINES, POLK COUNTY, IOWA, AS SHOWN ON CORRECTED PLAT OF SURVEY BOOK 13570, PAGE 766, SAID PORTION WAS ACQUIRED BY CONDEMNATION PROCEEDINGS FILED IN BOOK 15052, PAGE 572, AND IS ALSO A PORTION OF RIGHT OF WAY TRACT 1 AS SHOWN ON PLAT OF SURVEY, RIGHT OF WAY DEDICATION AND DISPOSAL PARCELS FOR EAST MARTIN LUTHER KING JR. PARKWAY IN BOOK 15696, PAGE 382, ALL RECORDED IN THE POLK COUNTY, IOWA, RECORDER'S OFFICE AND MORE PARTICULARLY DESCRIBED

AS FOLLOWS:
REFERRING TO THE SOUTHWEST CORNER OF SAID LOT 49; THENCE NORTH 00°(DEGREES) 01'(MINUTES) 38'(SECONDS) WEST, 215.04 FEET ON THE WEST LINE OF SAID LOT 49 TO THE PRESENTLY ESTABLISHED SOUTH RIGHT OF WAY LINE OF EAST MARTIN LUTHER KING JR. PARKWAY; THENCE SOUTH 89°58'52" EAST, 25.00 FEET ON SAID SOUTH RIGHT OF WAY LINE TO THE EAST RIGHT OF WAY LINE OF SOUTHEAST 14TH STREET AND THE POINT OF BEGINNING; THENCE NORTH 00°01'38" WEST, 97.44 FEET ON SAID EAST RIGHT OF WAY LINE, THENCE SOUTH 72°13'56" EAST, 62.26 FEET; THENCE 38.00 FEET ON A 113.00 FOOT RADIUS CURVE TO THE LEFT WITH A CHORD BEARING SOUTH 81°32'26" EAST, 37.82 FEET; THENCE NORTH 88°49'28" EAST, 8.05 FEET TO THE SOUTHERLY RIGHT OF WAY LINE OF THE FORMER CHICAGO BURLINGTON AND QUINCY RAILROAD; THENCE 110.55 FEET ON A 4919.09 FOOT RADIUS CURVE TO THE RIGHT WITH A CHORD BEARING SOUTH 70°37'02" EAST, 110.55 FEET ON SAID SOUTHERLY RIGHT OF WAY LINE; THENCE SOUTH 69°38'46" EAST, 104.81 FEET ON SAID SOUTHERLY RIGHT OF WAY LINE TO SAID SOUTH RIGHT OF WAY LINE; THENCE NORTH 89°58'52" WEST, 307.25 FEET TO THE POINT OF BEGINNING, CONTAINING 0.37 ACRES (16,113 SQUARE FEET) MORE OR LESS.
Sec. 2. The City of Des Moines hereby reserves an easement upon the property described above for the continued use and maintenance of any utilities now in place, with the right of entry for servicing same.
Sec. 3. That the City Clerk is hereby authorized and directed to cause certified copies of this ordinance and proof of publication thereof together with proof of publication of the notice of the public hearing on this matter to be properly filed in the office of the Recorder of Polk County, Iowa.
Sec. 4. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.
FORM APPROVED
Lisa A. Wieland, Assistant City Attorney
T. M. Franklin Cownie, Mayor
Attest: I, P. Kay Cmelik, 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. 20-0167), passed by the City Council of said City at a meeting held January 27, 2020 signed by the Mayor on January 27, 2020 and published and provided by law in the Business Record on February 14, 2020. Authorized by Publication Order No. 10985.
P. Kay Cmelik, City Clerk

ORDINANCE NO. 15,856

AN ORDINANCE vacating alley right-of-ways located north of and adjoining 100 East 2nd

Street.
WHEREAS, all prior requirements of law pertaining to the vacation of public right-of-way have been fully observed; and
WHEREAS, it is desirable that the public right-of-way herein described be vacated;
NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Des Moines, Iowa:
Sec. 1. That alley right-of-ways located north of and adjoining 100 East 2nd Street, more specifically described as follows, be and are hereby vacated:
THAT PART OF THE NORTH/SOUTH ALLEY RIGHT OF WAY IN BLOCK D LYING WEST OF AND ADJOINING LOT 12 IN BLOCK D, AND ALL OF THE SOUTHERN EAST/WEST ALLEY RIGHT OF WAY IN SAID BLOCK D, ALL IN SCOTT AND DEAN'S ADDITION, AN OFFICIAL PLAT, ALL NOW INCLUDED IN AND FORMING A PART OF THE CITY OF DES MOINES, POLK COUNTY, IOWA, AND CONTAINING APPROXIMATELY 0.13 ACRES (5,531 SQUARE FEET).
Sec. 2. The City of Des Moines hereby reserves an easement upon the property described above for the continued use and maintenance of any utilities now in place, with the right of entry for servicing same.
Sec. 3. That the City Clerk is hereby authorized and directed to cause certified copies of this ordinance and proof of publication thereof together with proof of publication of the notice of the public hearing on this matter to be properly filed in the office of the Recorder of Polk County, Iowa.
Sec. 4. This ordinance shall be in full force and effect from and after its passage and publication as provided by law.
FORM APPROVED:
Lisa A. Wieland, Assistant City Attorney
T. M. Franklin Cownie, Mayor
Attest: I, P. Kay Cmelik, 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. 20-0167), passed by the City Council of said City at a meeting held January 27, 2020 signed by the Mayor on January 27, 2020 and published and provided by law in the Business Record on February 14, 2020. Authorized by Publication Order No. 10986.
P. Kay Cmelik, City Clerk

ORDINANCE NO. 15,857

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 3200 and 3212 Southwest 9th Street from the "C-1" Neighborhood Retail Commercial District and "R1-60" One-Family Low-Density Residential District to the "PUD" Planned Unit Development

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 3200 and 3212 Southwest 9th Street, more fully described as follows:
THE EAST 2 FEET OF LOT ONE (1); LOT TWO (2); LOT THREE (3); LOT FOUR (4); LOT FIVE (5); LOT SIX (6) AND SEVEN (7), EXCEPT BEGINNING AT THE NORTHEAST CORNER OF LOT 6, THENCE SOUTH 132 FEET TO THE NORTHEAST CORNER OF LOT 6, THENCE SOUTH 132 FEET TO THE SOUTHEAST CORNER OF LOT 7, THENCE WEST 23.5 FEET ALONG THE SOUTH LINE OF LOT 7, THENCE NORTH 10.8 FEET, THENCE NORTHWESTERLY 37.06 FEET TO A POINT ON THE NORTH LINE OF LOT 6 WHICH IS 48.5 FEET WEST OF THE NORTHEAST CORNER OF LOT 6, THENCE EAST 48.5 FEET TO THE POINT OF BEGINNING; LOT EIGHT (8), EXCEPT THE EAST 23.5 FEET THEREOF; LOT NINE (9), EXCEPT THE EAST 23.5 FEET THEREOF; ALL IN LITTLETON PLACE, AN OFFICIAL PLAT, NOW INCLUDED IN AND FORMING A PART OF THE CITY OF DES MOINES, IOWA. SUBJECT TO EASEMENTS AND RESTRICTIONS OF RECORD DEED FROM BK7321 PG866
from the "C-1" Neighborhood Retail Commercial District and "R1-60" One-Family Low-Density Residential District to the "PUD" Planned Unit Development District classification.
Section 2. This ordinance shall be in full force and effect from and after the later of its passage and publication as provided by law.
Section 3. That the City Clerk is hereby authorized and directed to cause certified copies of the vicinity map, this ordinance, 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:
Judy K. Parks-Kruse, Assistant City Attorney
T. M. Franklin Cownie, Mayor
Attest: I, P. Kay Cmelik, 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. 20-0167), passed by the City Council of said City at a meeting held January 27, 2020 signed by the Mayor on January 27, 2020 and published and provided by law in the Business Record on February 14, 2020. Authorized by Publication Order No.10987.
P. Kay Cmelik, City Clerk

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: John Retzlaff
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.

NOTICE OF FORFEITURE OF REAL ESTATE CONTRACT

TO: LISA MARIE SMITH and POSSIBLE SPOUSE OF LISA MARIE SMITH

You and each of you are hereby notified:
1. The written contract dated 09/24/2010 , and executed by ERIC I KHOUNLO & NINA KHOUNLO, a married couple as vendors, and LISA MARIE SMITH as vendees, recorded on 09/29/2010 in the office of the POLK County Recorder, recorded as document reference number 13596/618, for the sale of the following described real estate:
The South Half of the North 112 ½ feet of the West 132 feet of Lot Thirty-Seven in Block Gin EDGEWOOD PARK, an Official Plat, now included in and forming a part of the City of Des Moines, Polle County, Iowa
has not been complied with in the following particulars:
(a) NOVEMBER 2011 PAYMENT\$900
(b) DECEMBER 2011 PAYMENT\$900
(c) JANUARY 2012 PAYMENT\$900
\$2,700 Total
2. The contract shall stand forfeited unless the parties in default, within 30 days after the completed service of this notice, shall perform the terms and conditions in default, and in addition pay the reasonable costs of serving this notice.
3. The amount of attorney fees claimed by the Vendors pursuant to Section 656.7 of the Code of Iowa is \$ 50.00 (not to exceed

\$50.00). Payment of the attorney fees is not required to comply with this notice in order to prevent forfeiture.
ERIC I KHOUNLO, Vendor
NINA KHOUNLO, Vendor
(or Successors in Interest)
P.A. Henriksen, Attorney
ICIS PIN No: AT 0003400
10430 New York Ave. Suite B
Urbandale, IA 50322
Chapter 656. The Iowa Code
NOTE: If the Fair Debt Collection Practices Act, 15 U.S.C. §§ 1692 et seq., applies to this communication, attach Form No. 172, Notice of Validation of Debt.
Date of third publication: February 14, 2020.

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

The Iowa District Court Polk County

Case No. ESPR076066

In the matter of the Estate of
CLEO STANLEY, Deceased.
To All Persons Interested in the Estate of Cleo Stanley, Deceased, who died on or about December 16, 2019:
You are hereby notified that on January 29, 2020, the last will and testament of Cleo Stanley, deceased, bearing date of January 26, 2018,* was admitted to probate in the above named court and that Cynthia Steward was appointed

executor of the estate. Any action to set aside the will must be brought in the district court of said county within the later to occur of four months from the date of the second publication of this notice or one month from the date of mailing of this notice to all heirs of the decedent and devisees under the will whose identities are reasonably ascertainable, or thereafter be forever barred.
Notice is further given that all persons indebted to the estate are requested to make immediate payment to the undersigned, and creditors having claims against the estate shall file them with the clerk of the above named district court, as provided by law, duly authenticated, for allowance, and unless so filed by the later to occur of four months from the second publication of this notice or one month from the date of mailing of this notice (unless otherwise allowed or paid) a claim is thereafter forever barred.
Dated January 29, 2020.
Cynthia Steward
Executor of estate
4306 SE 3rd Street
Des Moines, IA 50315
David Shinkle, ICIS#: AT0014165
Attorney for executor
Shinkle & Lynch
5835 Grand Ave. #105
Des Moines, IA 50312
Probate Code Section 304
* Designate Codicil(s) if any, with date(s).
Date of second publication: February 14, 2020.

PUBLIC NOTICES

NOTICE OF PROOF OF WILL
WITHOUT ADMINISTRATION

The Iowa District Court
Polk County

Probate No. ESPR076040

In the matter of the Estate of,
DELORES E. LEWIS, Deceased.
To All Persons Interested in the Estate of Delores
E. Lewis, Deceased, who died on or about
November 10, 2019:
You are hereby notified that on the January
22, 2020, the last will and testament of Delores
E. Lewis, deceased, bearing date of September
5, 1996,* 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 publi-
cation of this notice or one month from the date
of mailing of this notice to all heirs of the dece-

dent and devisees under the will whose identi-
ties are reasonably ascertainable, or thereafter
be forever barred.
Dated on January 22, 2020.
Norma A. Porter
Proponent
Steven C. Despotovich, ICIS#: AT0002014
Attorney for estate
Wilson Deege Despotovich Riemenschneider &
Rittgers, PLC
4200 University Ave., Ste. 424
West Des Moines, Iowa 50266
Date of second publication: February 14,
2020.

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

The Iowa District Court
Dallas County

Case No. ESPR024329

In the matter of the Estate of
NANCY L. ISEMINGER, Deceased.
To All Persons Interested in the Estate of Nancu
L. Iseminger, Deceased, who died on or about
December 30, 2019:
You are hereby notified that on January 9,
2020, the last will and testament of Nancy L.
Iseminger, deceased, bearing date of August
21, 2003,* First Codicil dated 10/2/2018 was
admitted to probate in the above named court
and that Mark W. Miller was appointed execu-
tor of the estate. Any action to set aside the
will must be brought in the district court of said
county within the later to occur of four months
from the date of the second publication of this
notice or one month from the date of mailing
of this notice to all heirs of the decedent and
devisees under the will whose identities are
reasonably ascertainable, or thereafter be for-
ever barred.
Notice is further given that all persons indebted
to the estate are requested to make immediate
payment to the undersigned, and creditors hav-
ing claims against the estate shall file them with

the clerk of the above named district court, as
provided by law, duly authenticated, for allow-
ance, and unless so filed by the later to occur of
four months from the second publication of this
notice or one month from the date of mailing of
this notice (unless otherwise allowed or paid) a
claim is thereafter forever barred.
Dated January 9, 2020.
Mark W. Miller
Executor of estate
584 83rd St.
West Des Moines, IA 50266
Steven C. Despotovich, ICIS#: AT0002014
Attorney for estate
Wilson Deege Despotovich Riemenschneider &
Rittgers, PLC
4200 University Ave., Ste. 424
West Des Moines, Iowa 50266
Probate Code Section 304
* Designate Codicil(s) if any, with date(s).
Date of second publication: February 14,
2020.

The people
who get it,
get it.

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Obsessively, Relentlessly
**At Your
Service**

PUT YOUR ENERGY INTO BUILDING YOUR BOTTOM LINE.

From renovating an old warehouse to running the local coffeehouse, you work hard for your money. That's why, at MidAmerican Energy, we work hard to provide you with affordable, reliable energy. Our investments in clean, renewable wind energy help keep your electric rates low. And, through energy efficiency programs, we provide you with ways to save energy at home and at work. Whether you're running a business or a household, it's our business to be obsessively, relentlessly at your service.

