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CONTENTS

VOLUME 38 // NUMBER 39 // SEPTEMBER 25, 2020



FEATURE STORY

10

CRE UPDATE:
DEVELOPERS
OF NEW VALLEY
JUNCTION
BUILDING WANT
STRUCTURE TO
BLEND INTO
HISTORIC AREA
*‘We hope the project
is respectful of Valley
Junction’s unique history,’
says one of the project’s
developers*

NOTEBOOK

4

- 21-DAY EQUITY
CHALLENGE BRINGS
COMMUNITY TOGETHER
FOR SHARED EQUITY,
INCLUSION EDUCATION
- RUTH BADER GINSBURG’S
IMPACT ON BUSINESS
AND WHAT A NEW
JUSTICE COULD MEAN

FEATURES

6

SNEAK PEEK:
9 IDEAS FROM THIS YEAR’S
90 IDEAS IN 90 MINUTES
SPEAKERS
Oct. 2 event to be held for free virtually

15

COVER STORY:
2020 BEST OF DES MOINES

54

ICYMI:
BANKERS TRUST FILES
FORECLOSURE PETITION
ON PARKING GARAGE
UNDER CONSTRUCTION IN
DOWNTOWN DES MOINES
*Correspondence shows relationship
between developer, city grew contentious*

64

ON THE MOVE

Job changes, hires and promotions

COLUMNISTS

70

KIM IN WONDERLAND
The Elbert Files: By Dave Elbert

71

POLITICS, SOCIAL MEDIA
AND YOUR BUSINESS
Marketing: By Drew McLellan

We’ve been busy reporting on
how our health care institutions
are working to counter the spread
of the coronavirus, the Iowans left
unemployed, financial institutions
responding to the economic
changes and more. Follow
all our daily updates at www.businessrecord.com/coronavirus.

WHO’S IN THIS ISSUE?

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

Pernell Cezar, 6	Simon Estes, 6	Tanner Krause, 6	Tim Rypma, 10	Alex Watters, 6
Jeremy Cortright, 10	Tom Fisher, 54	Todd Lantz, 54	Ying Sa, 6	Wendy Wintersteen, 6
Paul Cownie, 10	Katherine Harrington, 10	Justin Mandelbaum, 54	Scott Sanders, 54	
Scott Cutler, 10	Cody Knop, 10	Mónica Reyes, 6	Alex Watters, 6	



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MICHAEL CRUMB
senior staff writer

Ruth Bader Ginsburg's impact on business and what a new justice could mean

BY EMILY BARSKE

U.S. Supreme Court Justice Ruth Bader Ginsburg, who died Sept. 18, was perhaps best known for fighting for gender equity. One such case, which ended up being settled out of court, before she served on the court had a long-lasting impact on women in business. In 1972, Ginsburg appealed a federal circuit court ruling, seeking to strike down a U.S. Air Force policy that subjected pregnant officers to an automatic discharge. The case was on behalf of a career officer who was declared unfit for service because of her pregnancy, the Wall Street Journal reported.

"It's an early statement of her understanding of equal citizenship under the U.S. Constitution that she dedicated her life to vindicating," Yale Law School professor Reva Siegel, who has written extensively about the case, told the Wall Street Journal. The case was one of many in her fight to give women equal protection under law.

For many, Ginsburg's death was the loss of a hero, an icon and a champion. Melinda Ojermark, a recently retired global health expert in Washington, went to the Supreme Court building the day after her death to pay her respects. "She was a role model for women, but more important, also men have taken note and learned from her life and leadership," Ojermark told USA Today. "This morning, as I watched people paying their respect, there were many men among those. She was a leader of all humanity, not just women."

"She was a leader of all humanity, not just women."

- Melinda Ojermark, Global Health Expert

Since her death, a piece of advice she had for the workplace has been circulating: "When a thoughtless or unkind word is spoken, best tune out. Reacting in anger or annoyance will not advance one's ability to persuade." The context around her thoughts is some of the best career advice for anyone, one Forbes columnist wrote.

"Being able to tune out the thoughtless words you're guaranteed to hear isn't just important to keep yourself psychologically healthy," Mark Murphy wrote in the column. "It's also a necessary ingredient for resilience, one's ability to bounce back quickly from failure, adversity, stress, etc. If you can keep yourself from perseverating on unkind words hurled in your direction, you're far more likely to pick yourself up, dust yourself off, and go right back to what you were doing."

The path to filling the seat has already become political. The new justice could have wide-ranging effects - many that could affect corporate law and workforce issues. The New York Times looked at what may change with business law if a conservative justice fills Ginsburg's seat - including laws about immigration, the Affordable Care Act, Copyright and more.

21-Day Equity Challenge brings community together for shared equity, inclusion education

BY MICHAEL CRUMB

Little did planners know when they began organizing the 21-Day Equity Challenge that the issue of equity and inclusion would be at the center of a national discussion.

The challenge, a joint initiative between the United Way of Central Iowa and the Greater Des Moines Partnership, runs weekdays from Oct. 5 through Nov. 2. Participants will receive an email each day with readings, videos, podcasts, local data and ways to take action. It will be followed by a virtual event, the Inclusion Summit: Rising to the Equity Challenge, on Nov. 10.

Planning for the challenge began last November, months before the coronavirus pandemic exposed gaps in equity and inclusion, and before the slaying of George Floyd by Minneapolis police sparked a national discussion on racial inequities in America.

"We first started planning this ... because we had heard about a United Way in Ann Arbor, Mich., that had done this challenge in their community. That was the first we had heard about a 21-Day Equity Challenge and we were really intrigued by it," said Elisabeth Buck, president of the United Way of Central Iowa.

Buck said local officials spent time with the United Way in Ann Arbor, learning about the shared learning and growth that happened around those issues in their community.

"We thought this would be something that would be important to bring to our community, and we thought we could not only learn from what they did in Ann Arbor, but we could go a step further and localize it with some great information and data about some of the equity gaps we're seeing here in Central Iowa," Buck said.

A steering committee was created, bringing about 30 people together to develop the challenge and cater it to the Greater Des Moines community.

Then the pandemic hit, followed by the national unrest over racial equity.

"The unrest and the elevation of these important issues really made it, I guess, easier to bring everybody together around this challenge," Buck said.

The goal is to have 10,000 individuals sign up to participate. It's free, and people can sign up at any time, even after the challenge begins, Buck said.

So far, about 3,600 people and 300 organizations have signed up to participate in the challenge. Business Publications Corp. is the media partner for the challenge.

Topics that will be covered during the daily challenge include understanding privilege, housing and redlining, justice system inequities and others.

The Nov. 10 summit will have a morning and afternoon session, with keynote speakers, a presentation by Dr. Eddie Moore, the individual who created the concept of the challenge, presentation of Inclusion Awards, a youth panel and breakout groups on topics revolving around the issue of inequity in the community.

"We really know there is a hunger for Central Iowans to have a better understanding of these difficult conversations and topics," Buck said. "We're hoping that through this shared learning, folks will get closer to these larger issues that we're facing in our country around racism and equity issues, and that we will grow as a community ... as we get a better understanding and get closer to these topics."

To sign up to participate in the 21-Day Equity Challenge and for more information, visit <https://www.unitedwaydm.org/equity-challenge>



We quit.

Life is full of choices. It's also too short to limit yourself. Easier said than done as a woman in business. But as those women, we have a responsibility to ourselves and to those relying on us — to quit, daily. Quit leaning into stereotypes. Quit maintaining the status quo. Quit thinking “It’s good enough” rather than striving to make it better.

As leaders at Flynn Wright, we never stop pushing the work, the team, the process, the capabilities of this agency to be greater and more effective than it was the day before. Some people find that level of perfectionism and professionalism to be intimidating. Those are not our people.

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If you believe that with the right leadership and opportunity you could be the best ad man or woman, digital marketer, video editor, media buyer — let us know. There’s no shame in wanting to be the best. It’s only a shame if you quit trying.

Sincerely,

Liz Garvey, Jean Helling, Sarah DeKock, Bridget Proctor, Kiersten Maertens, Barb Boheman



90 IDEAS IN 90 MINUTES

SNEAK PEEK: 9 IDEAS FROM THIS YEAR'S 90 IDEAS IN 90 MINUTES SPEAKERS

The Business Record's 2020 90 Ideas in 90 Minutes event features prominent leaders from around the state and will be held virtually. The nine leaders will share 10 of their best programs and initiatives – both big and small – that can be applied to any operation. They will present their top ideas in a fast-paced discussion, and the rest will be included in a magazine. Here's a sneak peek at one idea from each leader.

EVENT DETAILS:

Date: Thursday, October 1st
Main event (free): 4-5:30 p.m.
VIP experience engaging with speakers (\$40 tickets): 5:30-6:30 p.m.
Register here: <https://bit.ly/3c9PrFI>



WENDY WINTERSTEEN

President, Iowa State University

Celebrate innovation

One of my great joys as president of Iowa State University is assisting, promoting and celebrating “innovation” across campus and at the ISU Research Park. “Innovate at Iowa State!” needs to be more than a slogan – it needs to be a lifestyle for everyone on campus (especially in these extraordinary times). Innovation needs a champion. Taking a chance needs a champion. And when innovation works, a leader has to celebrate it and the people behind it!



TANNER KRAUSE

President, Kum & Go

Set as strong a vision as you can

Whether for your organization or your team: Make it clear where you're headed. Agree upon a vision, explain why that's the goal, and repeat it until you are tired of saying it. Your vision might be clearly embedded into your head, but that doesn't mean it's there in your team's. Keep communicating the vision.



YING SA

CEO and certified public accountant, Community CPA

Building a new culture

Whatever culture we had before the pandemic, it was either enhanced or altered.

In our firm, the culture is about bringing the sense of “home” to many small business owners. That means when business owners come to our firm, the warm handshake, the compassionate embrace, the sound of home language – all of that is part of our culture.

All of that person-to-person contact was gone with the wind with this pandemic. So we rebuilt our culture. We started to provide timely webinars in four different languages for our clients. Since

they cannot meet us to ask questions, they can go online and listen to the webinars we posted throughout the week that answer their questions.

To make our webinar relevant, we came up with content about the new government guidance in less than 12 hours. Community CPA's YouTube channel became a place where our clients felt they could shake our hands and embrace us virtually. One of them wrote: “I found myself being silly because I literally laughed with you and answered your questions while listening to your webinar.”



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90 IDEAS

IN 90 MINUTES



ALEX WATTERS

Career development specialist, Morningside College; member of the City Council in Sioux City

Two ears and one mouth

I know I'm not the first person to tell you that we need to listen more, but I think this visual is a good reminder to listen twice as much as we speak. When listening we need to make sure that we are not simply formulating a response in our head, but striving for understanding as well as open communication.



ROB SAND

Auditor, state of Iowa

Let your employees live anywhere

We've got to be more supportive of smaller towns and rural areas in Iowa, and of employees who would prefer to be there. There are lots of jobs in our urban areas, there is growth here. No one store goes out of business and causes collective anxiety about whether our community can go on. That's not the case in most places in our state, the same places that many people are born in but have to leave for lack of job opportunities.

That's why I started our Statewide Work, Statewide Jobs initiative to help our employees be where they want to be, and help these communities grow. The way it works is after spending one year in our office you can request to move anywhere in the state and, assuming you are on your feet professionally, then we will aim to assign you audits within 60 miles of that area. You can just work out of the local courthouse, city hall, library or home every day. It reduces our office space demands while making use of excess public space in rural areas. Our clients end up paying less for mileage and hotels. And our office will see reduced turnover, as there's not as much competition for us in smaller towns. It is a win for the state, a win for our office, a win for our clients and a win for our employees.



JAN JENSEN

Women's basketball associate head coach, University of Iowa

Everyone matters, always

Our program operates on the premise that regardless of the stat sheet or accolades, no player is more important than the other. The "star" player matters just as much as the last player off the bench. Why is this pivotal? Because it's absolutely true. Your star player and key contributors can rack up wins for a while, but if they get all the focus all the time, the team's cohesiveness begins to diminish as the other members of the team feel unimportant. Things rarely go exactly as planned in our game, so when we need to dig deep into our bench in a 5-point game to advance to a conference championship, it's pivotal that each student-athlete with I-O-W-A written across their jersey feels they are prepared for the moment and understands that they have always mattered. Winning championships takes every single player being vested, every single day. And the way each and every player feels, each day, depends on you.

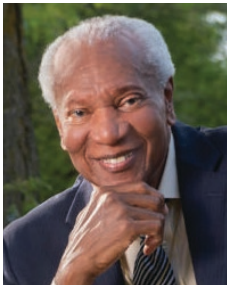


PERNELL CEZAR

Co-founder of BLK & Bold

Be authentic

Bring your whole self to what you do. This is the most important mantra for our team. Being yourself brings a level of clarity and alignment that no one else can offer. It is the strongest foundation you can have as you engage with others and the work that you'll bring to the world. There's no better feeling than being comfortable with yourself while pursuing and delivering results at the same time. Embracing your authentic self allows for others to be motivated that they too can do the same, while not compromising on the work or results they are looking to deliver.



SIMON ESTES

Award-winning fine arts performer

Honesty and integrity

Both are very similar but I believe whenever we are involving another human being, honesty and integrity means dealing a business with fairness, truthfulness and no selfishness.



MÓNICA REYES

President, DREAM Iowa

Work what you got

DREAM Iowa was undertaking a wide range of projects between 2012 and 2017. As a board, we couldn't keep up with it all. We then switched focus to explore our strengths. As a mortgage lender I discovered an opportunity to focus on programs that stimulate the financial growth for immigrants from generational poverty to generational wealth. We developed a financial independence curriculum with benchmarks and began traveling the state of Iowa to share financial knowledge with immigrant Iowans.



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DEVELOPERS OF NEW VALLEY JUNCTION BUILDING WANT STRUCTURE TO BLEND INTO HISTORIC AREA

‘We hope the project is respectful of Valley Junction’s unique history,’ says one of the project’s developers

BY KATHY A. BOLTEN

Developers of a \$3.3 million mixed-use project along Fifth Street in West Des Moines’ Historic Valley Junction are sensitive to ensuring that the new structure respects the area’s architecture but that it also has its own personality.

Construction began in June on a three-story brick structure at 329 Fifth St. that will include commercial space on the first floor and apartments on the second and third floors.

“We hope the project is respectful of Valley Junction’s unique history, while also aligning with the city’s goals for the neighborhood’s future,” Scott Cutler, one of the development team’s members, wrote in an email.

When completed, the project by Junction House 329 LLC will be the second three-story structure along Fifth Street between Railroad Avenue and Locust Street, a review of Polk County assessor data shows. The other is the former Lyric Theater at 145 Fifth St., which now houses the Theatrical Shop.

The project is also one of five new structures built in Valley Junction since 2013, city records show. Many of the area’s commercial buildings were constructed between 1890 and 1910 and in the 1950s.

“Contextually, how do you respond to a new project in a historic district?” said Cody Knop, an architect with Substance Architecture, the project’s designer. “It’s a tough task.”

The building’s west-facing exterior includes brick and large windows that are of similar height to those in other buildings along the street. Other features in the area’s historic buildings have been duplicated, Knop said.

“We’re not trying to pretend that it’s a historic building, but we want it to fit into the historic district,” he said.

The development group, whose members include Cutler, Tim Rypma, Jeremy Cortright and Paul Cownie, purchased the property in January for \$290,000, real estate records show. The structure that had been on the site was torn down in the spring.

Rypma said the Valley Junction area, which in 1993 was inundated with flood waters, is ripe for redevelopment.

“It reminds me of [Des Moines’] East Village around 2005,” said Rypma, who has been involved with the historic renovation of properties in the Des Moines area since 2005. “There’s some great traction [in Valley Junction]. Housing is definitely a de-

CONTINUED ON PAGE 13 >



Junction House is a three-story, 15,600-square-foot building under construction at 329 Fifth St. in West Des Moines’ Valley Junction. The structure will include 16 apartments on the second and third floors. Architectural rendering by Substance Architecture

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TOP: Apartments at the Junction House will overlook a courtyard with trees and other plants. The apartments will also have views looking south on Fifth Street in West Des Moines. *Architectural rendering by Substance Architecture*

LEFT: Architect Cody Knop (left) and developer Tim Rypma at the project at 329 Fifth St. in West Des Moines. *Photo by Kathy A. Bolten*



Construction is underway on a three-story mixed-use building in Valley Junction that will include commercial space on the first floor and apartments on the second and third floors. Photo by Kathy A. Bolten



A two-story structure that had been at 329 Fifth St. in West Des Moines was demolished this past spring. Drone photo special to the Business Record

< CONTINUED FROM PAGE 10

mand. ... Other projects with housing are doing well here, so that gave us confidence to move forward” with Junction House.

Apartments in Junction House will include a mix of studio and one-bedroom units priced to accommodate the budgets of moderate-income workers, Rypma said.

The apartments – eight on each of the two floors – will overlook a 1,000-square-foot courtyard.

“Residents will have large sliding [glass] doors with Juliet balconies,” Knop said. The residents “will have great views of the 100 and 200 blocks of Fifth Street.”

The first floor will include 4,000 square feet of retail space.

“Valley Junction is becoming the hotbed of growth and development in our region, and this new, exciting project is just one of the many indications of that,” Katherine Harrington, president and CEO of the West Des Moines Chamber of Commerce, wrote in an email. “We are positioning West Des Moines as the best suburban city in America to live, work and play, and this unique housing and retail development gets us one step further to reaching this goal.”

Construction of the stairwell and elevator shaft are complete and Rypma expects the structure to be enclosed before the end of the year. Construction is expected to be completed by March and leasing of the apartments to begin in the spring, he said.

Junction House is next door to a new St. Kilda Cafe & Bakery that opened in the former site of a Ford dealership and auto repair shop built around 1914.

“You used to think the heart of Valley Junction was in the 100 and 200 blocks of Fifth Street,” Knop said. “But with [Junction House] and St. Kilda’s opening, it’s starting to expand what you typically would have thought as the historic part of the street.” ■

VALLEY JUNCTION CONSTRUCTION PROJECTS

The following are new-construction projects in the Valley Junction area, according to West Des Moines city staff:

- 2013 – **West Side Community Center, 134 Sixth St.**
- 2014 – **Medical office building, 421 Fifth St.**
- 2016 – **Warehouse for Renewal by Andersen, 517 Railroad Ave.**
- 2018 – **Multi-tenant office building, 545 Fifth St.**
- 2020 – **Junction House, under construction at 329 Fifth St.**
- Planned for 2020 or 2021 – **City staff are reviewing a site plan for a new branch office for First National Bank, 301 Fifth St.**



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A MESSAGE FROM THE BUSINESS RECORD

A NEW EXECUTIVE SERIES FOR RACIAL EQUITY

Dear Business Record Reader,

Pressure is mounting on our business leaders to move beyond diversity to racial equity within their own companies' walls. We are here to help. The Business Record, Urban Dreams and Tero International are collaboratively announcing the **Executive Vision Series: Strategies for Racial Equity**, a powerful new offering for leadership teams and boards.

Why focus on racial equity now?

The ongoing pandemic, economic uncertainty and discourse around racial equity have created unprecedented changes and challenges. Many executives nationwide and in Iowa are in need of a space to reflect, learn, share, and take time to explore new visions and appropriate guiding strategies for this mercurial business and civic landscape. In particular, conversations around racial equity are of utmost urgency, as many Iowa CEOs are seeking guidance for themselves, as well as resources and training for their teams.

Idea crystalizes to join forces

As protests — both peaceful and violent — unfolded this summer, Izaah Knox of Urban Dreams was approached by numerous business executives asking for help in shaping strategies to address racial equity. Knox approached Business Publications Corporation (BPC) because of its commitment to diversity, equity and inclusivity and its many channels for reaching and engaging with local business and cultural communities. Conversations ensued between Urban Dreams; Rowena Crosbie, owner of the highly respected and locally-based training firm Tero International; and BPC's Business Record, and the three organizations decided to join forces on a brand-new initiative.

Together we will provide the resources, expertise and safe haven for executives and thought leaders to create racial equity in their workspaces — and in turn cultures supporting “just and fair inclusion where all employees can participate, prosper and reach their full potential.”

To that end, the Executive Vision Series on strategies for racial equity is a collaborative venture with Urban Dreams and Tero International to provide relevant and interactive programming and authentic subject matter expertise. This executive education event series is designed to guide C-suite and senior-level leaders through professional growth and racial equity development to most effectively create bold, confident strategic visions and the related cultures that value all people.

Enrollment for five-week series

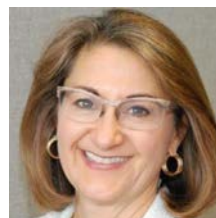
Companies may enroll small groups of five to 10 top-level executives or board members who will participate in large- and small-group learning and planning in a virtual environment during a five-week series starting Nov. 6. You and your leadership team are invited to join us on this journey.

SINCERELY,

Suzanna de Baca, *President, BPC*

Izaah Knox, *Executive Director, Urban Dreams*

Rowena Crosbie, *President, Tero International*



ENROLL TODAY

Learn more about the Executive Vision Series at businessrecord.com/executivevision or contact Sara Brown at sarabrown@bpcdm.com

REGISTRATION DEADLINE

Oct. 16, 2020

SPACE LIMITED TO THE
FIRST 200 PARTICIPANTS

Business Record

BEST OF DES MOINES

As we do each year, we asked our readers to cast votes for what Des Moines has to offer in a variety of business-related categories. We all know 2020 has been a bit different than past years. This year's winners stuck out to our readers not just for the type of business or person they were in good times, but also in really tough times.

Here's how it worked: You voted. We checked the data, removed any suspicious or erroneous votes, and then tallied the results for all 70-plus categories. All Greater Des Moines businesses, people and organizations are eligible to win categories. In other words, there was no cost to be listed as an option due to the survey being open-ended. You can't pay to win a category.

This year, we followed up with the winners and asked them to submit how their company or organization faced challenges in the last year or what they felt were some of their biggest accomplishments. Many answers, as you might imagine, focus on companies pivoting due to the pandemic. We've included responses from those who were able to take the time to do so.

Thank you for your continued participation in Best of Des Moines.

— **EMILY BARSKE**, ASSOCIATE EDITOR



BEST CEO

DAN HOUSTON

PRINCIPAL FINANCIAL GROUP

RUNNER-UP: David Stark (UnityPoint Health)

RUNNER-UP: Tray Wade (EveryStep)

BEST Metro Business Leader

DAN HOUSTON

RUNNER-UP: Jay Byers (Greater Des Moines Partnership)

RUNNER-UP: Kyle Krause (Kum & Go)

BEST Business Supporting Local Charity

PRINCIPAL FINANCIAL GROUP

RUNNER-UP: NCMIC

RUNNER-UP: Bankers Trust Co.

BEST Life Insurance Company

PRINCIPAL LIFE INSURANCE CO.

RUNNER-UP: Northwestern Mutual Life Insurance Co.

RUNNER-UP: State Farm

BEST Company for Women to Work For

PRINCIPAL FINANCIAL GROUP

RUNNER-UP: RSM US LLP

RUNNER-UP: UnityPoint Health

BEST Company for Diversity in the Workplace

PRINCIPAL FINANCIAL GROUP

RUNNER-UP: UnityPoint Health

RUNNER-UP: Bankers Trust Co.

BEST Large Company With a Bright Future

PRINCIPAL FINANCIAL GROUP

RUNNER-UP: Baker Group

RUNNER-UP: UnityPoint Health



BEST Diverse Business Leader

IZAAH KNOX

EXECUTIVE DIRECTOR, URBAN DREAMS

RUNNER-UP: Deidre DeJear (Caleo Enterprises)

RUNNER-UP: Austin Mac Nab (VizyPay)

Looking forward, what are your goals or areas of focus for your business?

We are still working on the Urban Dreams Courtyard for our community to have a space where everyone can feel welcome. However, our main goal is expansion. We have expanded workforce development to Cedar Rapids and our OWI School to Burlington. We have some exciting curriculum that we are developing to improve our cultural competency training.

In your industry, what is one new trend that other business leaders should be aware of?

I am working on mentoring. While mentoring is not a new trend, I feel that it has been lacking in the BIPOC (Black, Indigenous, people of color) leadership space. We have some incredible young BIPOC men and women who are willing to lead now. It is up to us to give them the skills and opportunities to make our community stronger.

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**BEST Real Estate Property
Management Company**
HUBBELL REALTY

RUNNER-UP: R&R Realty
RUNNER-UP: Knapp Properties

BEST Development Company
HUBBELL REALTY

RUNNER-UP: Knapp Properties
RUNNER-UP: R&R Realty

BEST Homebuilder
HUBBELL HOMES

RUNNER-UP: Jerry's Homes
RUNNER-UP: Happe Homes

KYLE GAMBLE

HUBBELL REALTY, SENIOR VICE PRESIDENT

How has your organization been resilient during the pandemic?

Given the many facets of the real estate development, construction and homebuilding industry that Hubbell covers, we have managed to keep production and business lines moving forward without any halts. Through various safety measures and enhanced communication efforts, our associates and hundreds of trade partners have continued working – remotely and on-site – throughout COVID-19. Increased cleaning, awareness, team building and careful planning have led to progress and successes in a tumultuous 2020. While there are many challenges ahead, we feel well positioned to navigate the remainder of the year.

Looking forward, what are your goals or areas of focus for your business?

We look forward to continuing our expanding rental product development options, which provide each community with unique solutions to meet a growing Iowa population. These rental products, like the ones you see in Centennial Crossing in Waukee, Forge65 in Pleasant Hill and many of our apartment homes downtown, continue to support the region's job growth goals and aspirations. We are also looking ahead to creating more entry-level homes and modifying what post-COVID-19 companies need from their property management partners and building needs.

In your industry, what is one new trend that other business leaders should be aware of?

The definition of “home” will be modified post-COVID to include varying levels of a “home office” environment that collaborates well with individuals, couples and families. For several years, Hubbell has been including unique work-from-home spaces in our rental and for-sale products, and we are now expanding those in all of our new housing products coming to market.

Although it's not necessarily a new trend, there is now a heightened awareness of what is considered a “healthy” building. COVID-19 is helping us understand the impact of indoor air quality on health and well-being. Coupling that awareness with the increasing attention on sustainability, climate change and operating efficiency creates the challenge for today and tomorrow's property managers.

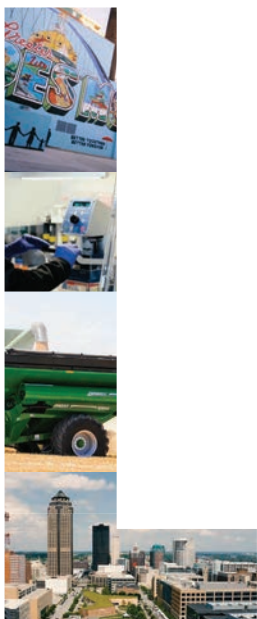
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BEST
Video Production Company

RUNNER UP
Web Developer

RUNNER UP
Social Media Company

RUNNER UP
Small Company with a Bright Future



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BEST Architectural Firm
RDG PLANNING DESIGN

RUNNER-UP: ISG
RUNNER-UP: Shive-Hattery

JUSTIN PLATTS
PRESIDENT, RDG PLANNING DESIGN

How has your organization been resilient during the pandemic?

In recent years we have made several changes to our physical workplace, systems and policies that prepared us for the paradigm shift we’ve experienced in 2020. As a result, our people had the technology and training needed to continue to provide design and service excellence to our clients in Iowa and around the nation and the flexibility to tend to their families when our teams were physically distributed in March.

We activated our Business Continuity Team (BCT) early in the pandemic. We surveyed our entire staff multiple times to understand their needs and concerns. We crafted a plan to provide them with the resources and flexibility they required to continue to be an effective team and family members. Our BCT meets weekly to discuss what we are seeing in the world and to plan for needed modification to our current workplace reentry plan. We then proactively communicate with all staff about how the organization is performing and anticipated changes we foresee to continue to be successful.

In your industry, what is one new trend that other business leaders should be aware of?

Ours is an industry that has traditionally been dependent upon face-to-face communication; whether it is design team collaboration or client interaction, our world was largely in-person. The pandemic has pushed us to deliver excellent design and exceptional service in new virtual ways. We have had the technologies to successfully do this for years and are only now realizing their potential and also our own capabilities to meaningfully engage people without sitting in the same room. There are some aspects of our work (e.g., construction phase) that present a greater challenge when attempted virtually, and we work with our collaborators to safely do so when necessary.

That said, we have learned that we can achieve the goals of our clients and our own without meeting in person. It is different, but when done well, it is effective and enjoyable. We anticipate this mode of working will continue for several months and may be preferred by many clients post-pandemic.

One fun fact:

RDG has logged more than 10 million minutes of Zoom meetings since we began using it in July 2014 and 3.2 million minutes between January and August of 2020 alone.

BEST Engineering Firm
SHIVE HATTERY

RUNNER-UP: ISG
RUNNER-UP: Baker Group

BEST Electrical Contractor
BAKER ELECTRIC

RUNNER-UP: Baker Group
RUNNER-UP: Waldinger

BEST Mechanical Contractor
BAKER GROUP

RUNNER-UP: Waldinger
RUNNER-UP: Bell Brothers

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BEST General Contractor
THE WEITZ CO.

RUNNER-UP: Ryan Cos.
RUNNER-UP: Dean Snyder Construction

MIKE TOUSLEY
EXECUTIVE VICE PRESIDENT, THE WEITZ CO.

What achievement in the past year are you most proud of?
2020 has been an extremely successful year for Weitz. We have been able to grow our workforce in Des Moines to 380 individuals over the last year (up from 150). It is great to be able to build our business with families that are a part of our local community.

Looking forward, what are your goals or areas of focus for your business?
Our newly rebranded "Lead with Safety" program is our culture and commitment. Construction is an activity that needs to be actively managed and regularly reviewed to ensure an optimal work environment for our project teams. We make the well-being of all Weitz employees and all workers on our job sites a priority for every project and every activity 24 hours a day, seven days a week.

One fun fact:
Weitz is celebrating our 165th anniversary in Des Moines since joining the business community in 1855.

BEST Commercial Real Estate Company
IOWA REALTY COMMERCIAL

RUNNER-UP: CBRE|Hubbell Realty
RUNNER-UP: R&R Realty

BEST Residential Real Estate Company
IOWA REALTY

RUNNER-UP: Re/Max
RUNNER-UP: Keller Williams

BEST Residential Real Estate Agent (INDIVIDUAL)
SONNY GREENE (IOWA REALTY)

RUNNER-UP: Shawntel Cooney (Iowa Realty)
RUNNER-UP: Stephanie Anania (Re/Max Concepts)

BEST Commercial Real Estate Agent (INDIVIDUAL)
ADAM KADUCE (R&R REALTY)

RUNNER-UP: Kevin Crowley (Iowa Realty Commercial)
RUNNER-UP: Tyler Dingel (CBRE|Hubbell Commercial)

BEST Commercial Lender
BANKERS TRUST CO.

RUNNER-UP: West Bank

RUNNER-UP: Community Choice Credit Union

BEST Bank
BANKERS TRUST CO.

RUNNER-UP: West Bank

RUNNER-UP: U.S. Bank



DON COFFIN,
CEO AND PRESIDENT, BANKERS
TRUST CO.

**How has your organization
been resilient during the
pandemic?**

Preparation has been key. Our pandemic plan helped guide us, from moving 400+ employees to remote working to ensuring our ability to serve our customers without skipping a beat. Our focus on relationships has allowed us to be resilient in our support of our

customers. Relationships based on trust make our customers feel comfortable turning to us when things get challenging. Examples of this were when much of our organization pulled together to support customers applying for the Paycheck Protection Program or how our teams worked with business and consumer lending customers to make payment adjustments that helped them weather the early stages of the pandemic.

**Looking forward, what are your goals or areas of focus
for your business?**

At the beginning of 2020, we shared with team members our vision to become one of the top performing independent banks in the community. As the largest independent bank in the state of Iowa, we're fortunate we can focus on long-term goals that allow us to grow in smart and strategic ways, rather than becoming preoccupied with short-term shareholder returns. Sustainability and financial strengths have always been a focus, but have now taken on even more significance in the eyes of our retail and business customers, who are gravitating to financial institutions they believe will be able to survive the long-term economic impacts of the pandemic.

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BEST Executive Search Firm **PALMER GROUP**

RUNNER-UP: Raine Recruiting
RUNNER-UP: RC Search Group

BEST Temporary Employment Service **PALMER GROUP**

RUNNER-UP: Raine Recruiting
RUNNER-UP: Robert Half

DAVID LETO

PRESIDENT, PALMER GROUP

What achievement in the past year are you most proud of?

I am most proud of our team. The collective effort and attitudes have been tremendous, and I have seen so many lead from the seat they are in. The team has done a remarkable job of looking after one another and positively influencing each other. I feel blessed to work with people who care about our company, their work and our people. We have stayed true to our purpose of Making Lives Better in every action, which includes taking care of their families, friends and loved ones.

Looking forward, what are your goals or areas of focus for your business?

Our business will have a continued focus on our people and our high-performance culture. We are being deliberate on growth and positively impacting every person we interact with. We will be strategically hiring talent that will fit our company culture and find ways to innovate our business practices and technology to deliver responsive and high-quality talent solutions.

In your industry, what is one new trend that other business leaders should be aware of?

Employers who have paused hiring may be surprised to hear that finding skilled talent is still very difficult in today's employment market, even with the current unemployment rates. We are encouraging our clients to think strategically and long-term to continually find ways to attract the right talent for the future growth of their companies.



BEST Security Company **PER MAR SECURITY**

RUNNER-UP: Baker Group
RUNNER-UP: Strauss Security Solutions

BEST Training and Development Company **DALE CARNEGIE**

RUNNER-UP: Tero International
RUNNER-UP: ATW Training Solutions

BEST Manufacturing Company **JOHN DEERE DES MOINES WORKS**

RUNNER-UP: Vermeer
RUNNER-UP: Cemen Tech

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I didn't want to get a degree just to get a degree. I wanted to do something that was going to enhance my career. When I ran across the Ivy MBA, I realized it would improve my skill set and give me more credibility.”

Leila Ammar ('16 MBA)
Architect
HAILA Architecture



IOWA STATE UNIVERSITY
Ivy College of Business



BEST Property/Casualty Insurance Company **EMC INSURANCE COS.**

RUNNER-UP: State Farm
RUNNER-UP: Nationwide

SCOTT JEAN

PRESIDENT AND CEO, EMC INSURANCE COS.

How has your organization been resilient during the pandemic?

EMC Insurance Cos. acted quickly, sending people to work from home beginning March 13, with only limited, critical staff continuing to work in the office. We had just completed a project that explored remote working, so we were well positioned to easily make that transition.

EMC is proud to have held our summer 2020 internship program – virtually, of course – during a time when many other companies canceled theirs. It required creativity and flexibility, but more than 31 interns went through our program.

The EMC Insurance Foundation made a significant pandemic relief donation of \$525,000 to support school food pantries and small businesses via donations to Feeding America and the Small Business Recovery Grant Program.

And finally, we've been able to be resilient through our commitment to frequent and open communication. EMC team members receive regular updates and weekly CEO videos with new, important information.

One fun fact:

EMC has a highly specialized, knowledgeable and tenured workforce, with one of the largest percentages of any company of team members holding the Chartered Property Casualty Underwriter (CPCU) designation. Approximately 200 EMC team members hold the designation.



BEST Up & Coming Business Leader

CO-WINNERS

TONY DICKINSON

NCMIC

TANNER KRAUSE

KUM & GO

RUNNER-UP: Chaz Allen, Iowa Utilities Association

RUNNER-UP: Adam Kaduce, R&R Realty



BEST Politician on Business Issues

KIM REYNOLDS

RUNNER-UP: Cindy Axne

RUNNER-UP: Chuck Grassley



BEST Health Insurance Company
WELLMARK BLUE CROSS AND BLUE SHIELD

RUNNER-UP: United Healthcare
RUNNER-UP: Health Partners UnityPoint Health

CORY HARRIS
PRESIDENT AND CEO-ELECT, WELLMARK BLUE CROSS AND BLUE SHIELD

How has your organization been resilient during the pandemic?

This has been a unique time in our lives that brought not only a global pandemic, but also a nation grappling with racial injustice and a devastating storm that ravaged parts of Iowa. At a time when we are all experiencing extraordinary and persistent levels of uncertainty, Wellmark's resiliency has been driven by what we do best – being there when people need us.

I have to give kudos to our employees. We had to quickly adapt the way we work so that we could keep our employees safe and productive. We have had 98% of our workforce effectively working from home since March without any interruption in service to our members. They did this in unity and support of one another without missing a step. Their dedication has been inspiring. We also implemented temporary changes to help relieve pandemic-related burdens on our members and provider stakeholders, and have continued to demonstrate our passion for making a difference by generously volunteering and donating to our communities during these challenging times.

Wellmark's diverse workforce, foundational values and culture that connects us to each other, to our members and to our communities, have been key to our resiliency. I couldn't be more proud of our company or more grateful to our employees for their work to deliver as much certainty as possible during these unprecedented times.

Is there anything else that you think the business community would be interested to learn or know about your business?

Many people don't know that Wellmark is a mutual insurance company – which means we are owned by our policyholders and not driven by stock prices. This lets us make decisions that are in the best interests of our members and groups – not investors. For 80 years we have been driven to continually improving the experience of our members and groups while keeping administrative costs as low as possible. That is proven out by the fact that we target one of the lowest operating margins in the health insurance industry at 2-3%. We're passionate and work continuously to minimize unnecessary costs and maximize coverage for our members.

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MercyOne.org/top100



BEST Place to Buy Office Furniture **TRIPLETT COS.**

RUNNER-UP: Pigott

RUNNER-UP: Storey Kenworthy

TOM TRIPLETT

VICE PRESIDENT, INTERIORS DIVISION, TRIPLETT COS.

How has your organization been resilient during the pandemic?

Our team worked harder at the things we already did. We pulled together as a team, located and sourced solutions for our customers' COVID needs: thermometers, toilet paper, sanitizers, wellness barriers. We did some home deliveries and utilized our team to do whatever was needed, even if it was not what they normally do. We have consulted and provided information on how to make the workplace safe to return to work. We had people work from home. We are really proud of our people and the efforts they make every day, all day, to make us the supplier of choice.

Looking forward, what are your goals or areas of focus for your business?

We are focusing on developing and marketing our brand. We have so much to offer every customer's office. We want to be recognized for all of the office products and solutions we offer to help customers make their offices better. We look forward to bringing more great products, with our great people and delivering a great experience.

In your industry, what is one new trend that other business leaders should be aware of?

The workplace space is changing and will change as we go forward today. The balance of working from home and working from the office and work from anywhere all is being done and evaluated. We have a knowledgeable team here with a lot of resources to bring you workplace knowledge and experience as the work environment changes, whether it's promotional products, the supplies you need, the space you want.



BEST Company to Work For
NCMIC GROUP INC./PROFESSIONAL SOLUTIONS

RUNNER-UP: RSM US LLP
RUNNER-UP: UnityPoint Health

BEST Small Company With a Bright Future
NCMIC GROUP INC./PROFESSIONAL SOLUTIONS

RUNNER-UP: VizzyPay
RUNNER-UP: Trilix

MIKE MCCOY
 CEO, NCMIC

What achievement in the past year are you most proud of?

The performance and commitment of our employees, especially during this pandemic. We've asked them to perform in ways they've never had to before. They've done so well, never complaining and always looking for additional ways to help our doctors and each other.

Second, our involvement in the Paycheck Protection Program. Since becoming a PPP lender in early June, NCMIC has funded more than \$5 million in loans to hundreds and hundreds of chiropractors across the U.S. We're so proud and honored to have been able to help the profession when it was needed the most — and truly make a difference in the lives of others.

In your industry, what is one new trend that other business leaders should be aware of?

Many of us at NCMIC recently read the book by Simon Sinek called "The Infinite Game." As we celebrate our 75th anniversary, we turn our attention to the next 75 years. It's moved us farther away from focusing on short-term results in favor of ensuring the perpetuation of the organization for the next 75 years to serve our doctors, clients and customers.

One fun fact:

For the past three years, we've held an employee carnival. Held to promote our company vision, mission and values and thank our employees for upholding those tenets daily, the carnival is an afternoon of fun for the whole company. In past years, we've enjoyed carnival games, treats and prizes for all. This year was a little more challenging with COVID, but we were determined to show our employees our appreciation. Virtual gatherings included a coffee date and a happy hour. We also had fun with virtual bingo and Plinko, and every employee received a scratch-off ticket in the mail that revealed prizes.



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Tray Wade
 President & CEO

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 RUNNER-UP
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BEST Credit Union
VERIDIAN CREDIT UNION

RUNNER-UP: Community Choice Credit Union
RUNNER-UP: Green State Credit Union

RENEE CRISTOFFER
PRESIDENT AND CEO

What achievement in the past year are you most proud of?

Almost exactly one year ago we completed the largest and most complex system upgrade in Veridian's history. It was a significant undertaking involving every area of our credit union and years of preparation. The upgrade was successful, and we're better-positioned to serve our members well into the future because our employees worked together to anticipate and overcome challenges. Six months later, the same level of collaboration has been vital to helping our members meet the financial challenges of a pandemic. I'm most proud of our ability to work collaboratively and adapt with the rapid pace of our members' changing needs.

In your industry, what is one new trend that other business leaders should be aware of?

In financial services, it's common to hear about the growing digital delivery of products and services resulting in fewer brick-and-mortar branches. We'll always prioritize technology that makes financial services more accessible, secure and convenient, but we're also continuing to expand our branch network. We'll continue to focus on being available in every way our members choose to interact with us.



BEST City Government
Conducive to Doing Business
WEST DES MOINES

RUNNER-UP: Des Moines
RUNNER-UP: Urbandale



BEST Nonprofit
ANIMAL RESCUE LEAGUE OF IOWA

RUNNER-UP: EveryStep
RUNNER-UP: Easterseals Iowa



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JEREMIAH TERHARK

CEO, FOUNDER, WEBSPEC DESIGN

How has your organization been resilient during the pandemic?

As an organization focused on the digital landscape, we've been able to continue to help our clients continue "business as usual" when they need us most. At first, it was consistency and dependability to help them communicate with their customers, and it has evolved into providing input and guidance on how to move their organization forward in this new normal.

Looking forward, what are your goals or areas of focus for your business?

The world we knew is changing; as things move online more frequently and the way we connect with other people evolves, we want to continue to be one step ahead of the role the internet plays in these changes. We will continue to focus on training, diversifying our services and helping clients transition more of their business to digital.

One fun fact:

As a Mopar enthusiast, the Webspec office runs on a fleet of black and red muscle vehicles that gets the team to where they need to be.

BEST Web Developer

WEBSPEC DESIGN

RUNNER-UP: Blue Compass
RUNNER-UP: Trilix

BEST Social Media Company

WEBSPEC DESIGN

RUNNER-UP: Happy Medium
RUNNER-UP: Trilix

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BEST OF DES MOINES

Best Hospital/Healthcare System - Iowa Methodist Medical Center

RUNNER-UP FOR BEST OF DES MOINES

Runner-Up - Best Hospital/Healthcare System - Iowa Lutheran Hospital

Runner-Up - Best CEO - David Stark

Runner-Up - Best Company to Work For

Runner-Up - Best Company for Young Professionals

Runner-Up - Best Company for Women to Work For

Runner-Up - Best Company for Diversity in the Workplace

Runner-Up - Best Large Company with a Bright Future



UnityPoint Health
Des Moines



BEST Law Firm
DAVIS BROWN LAW FIRM

RUNNER-UP: BrownWinick
RUNNER-UP: Nyemaster Goode PC



JOHN PIETLA
 PRESIDENT, DAVIS BROWN LAW FIRM

In your industry, what is one new trend that other business leaders should be aware of?

What was true in the morning may not be true by the evening. This spring, guidance from government agencies, the CDC and public health agencies changed and conflicted, sometimes hourly. This was an unforeseen and

unfortunate trend, but I'm proud of how Davis Brown not only kept up but communicated with clients frequently about how it affected them and what to do next. This trend has slowed down in some respects, but increased in others -- returning to learn, returning to work, and varying interpretations of the new laws, new regulations and regular proclamations.

One fun fact:

Nationally, the legal profession continues to wrestle with issues surrounding diversity and inclusion. There is much work to do around all elements of diversity. As it relates to gender parity, many national firms have adopted the Mansfield Rule, which sets an aspirational goal of having at least 30% women lawyers and attorneys of color on key firm committees. Davis Brown has moved past the aspirational, with nearly 50% of lawyers being women and similar representation on key firm committees. The Mansfield rule is named after Arabella Mansfield, an Iowan and the first woman admitted to the practice of law in the U.S.

Is there anything else that you think the business community would be interested to learn or know about your business?

At Davis Brown, we are committed to excellence in our work and to leadership in the communities where we live and play. With everything going on right now, what others think of us hardly seems important. We know who we are. We know we are here for each other and for our clients, in good times and in hard times. The current situation only underscores the importance of good lawyers, good people and good law firms. We are proud of our people, devoted to our clients and committed to being the best law firm in Iowa.

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BEST Tech Startup With a Bright Future **VIZYPAY**

RUNNER-UP: MakuSafe
RUNNER-UP: LenderClose

AUSTIN MAC NAB
CEO, CO-FOUNDER, *pictured on the right*

In your industry, what is one new trend that other business leaders should be aware of?

Business leaders should be aware of VizuPay's Cash Discount Program, which allows for businesses to process credit cards for a low, flat fee. An increasing trend in the payments industry and as society moves to be increasingly cashless,

VizuPay's Cash Discount Program will be the fine line for a lot of small businesses to either sink or swim. Recently, Visa has proposed multiple changes for how businesses will accept cards in the future, which is another indicator that being able to adapt to an influx of card sales while maintaining profitable margins will be at the forefront of small business needs.

How has your organization been resilient during the pandemic?

COVID-19 forced small businesses to quickly adapt to a new normal, implementing new payment processes, moving brick-and-mortar inventory to e-commerce and rolling out curbside pickup. VizuPay's SwipeSimple technology has helped merchants adapt to the unprecedented times, allowing them to invoice customers, set up recurring payments and accept payments on the go.

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welcome.**

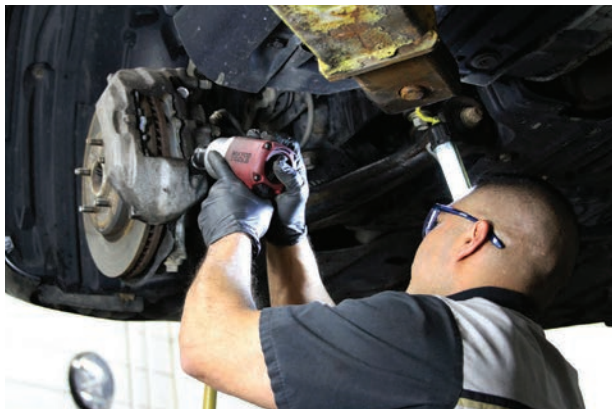
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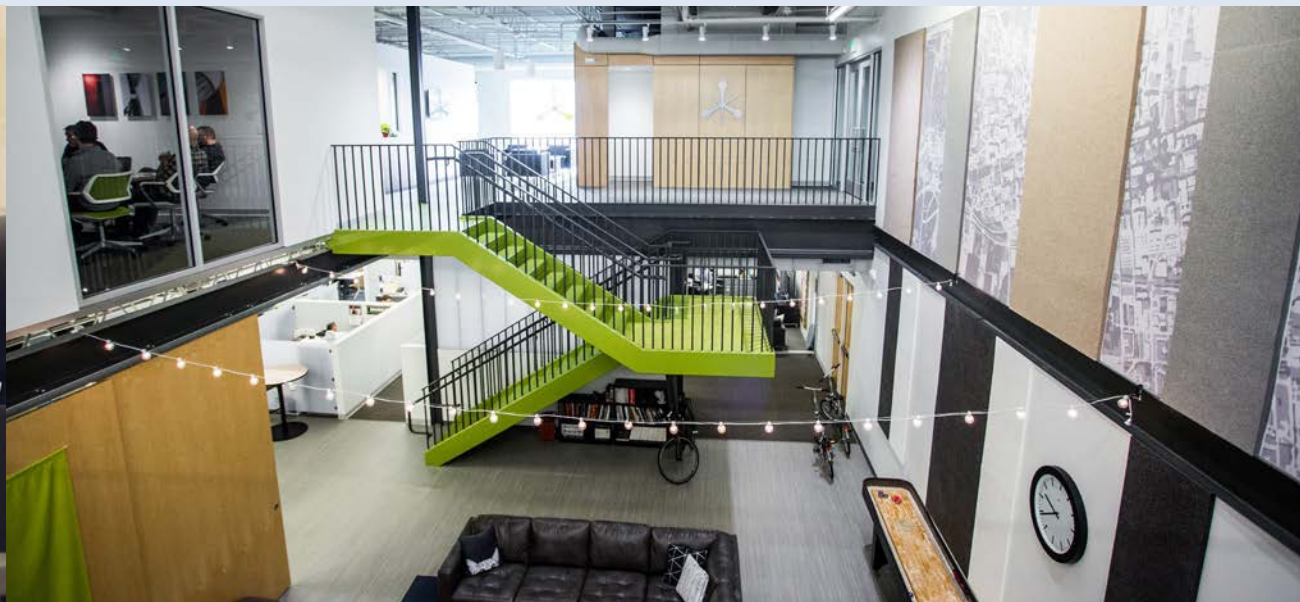
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BEST Video Production Company

TRILIX

RUNNER-UP: Lessing Flynn

RUNNER-UP: Studio Iowa

RON MAAHS

CEO, TRILIX

What achievement in the past year are you most proud of?

One point of pride has been our ability to validate video as a crucial component in the marketing mix and to make it a viable — in fact, extremely successful — service offering for our agency. A few years ago, we stopped outsourcing our video work and built a full-service video production team in-house. We've seen that investment bear fruit in a number of projects that help our clients tell their stories, which also received outside recognition. We were recently honored with the 2020 SVG College Sports Media Award for Outstanding Short-Form Fan Engagement for video work we helped produce for the 2019 Division I NCAA Wrestling Championship. That honor came on the heels of winning Best of Show at the 2019 AAF of Des Moines American Advertising Awards for a video project, and a 2018 Midwest Regional Emmy before that. Now, we're honored to be recognized for the quality of our video work in the Business Record.

In your industry, what is one new trend that other business leaders should be aware of?

This trend isn't particularly new, but it's taken on new importance: the value of integrated communications — bringing together social, video, media, digital and other content — to tell a story and drive an audience to action. These tools are each critical to engaging audiences and generating results, but they are most effective when working in concert in a cohesive marketing strategy. Full-service agencies are the best partners to execute a strategy of that nature, and it's a great opportunity for us to help clients tie their marketing efforts together to generate results.

Clients want to see a return on their investment, especially in the world of COVID-19. But how you engage your audience and connect to them at different points in the purchase life cycle is critical, and it can only be improved if you focus on an integrated marketing approach.

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- Best Up & Coming Business Leader: Adam Kaduce



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BEST Public Relations Firm **LS2 GROUP**

RUNNER-UP: Wixted & Co.
RUNNER-UP: Flynn Wright

How has your organization been resilient during the pandemic?

The pandemic forced many industries into a crash course of how to survive with a displaced/remote staff. One of the founding premises of LS2group remains “there is always a way.” With that foundation and with more than 50 team members across our geographic footprint, LS2group’s nimble and dedicated team members have redoubled our communications with our clients to ensure problem-solving and creative thinking goals are clear and met.

One fun fact:

One of our founding partners, Chuck Larson, is an avid art enthusiast. Our office is an ever-changing gallery of paintings and sculptures.

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BEST Company for Young Professionals

RSM US LLP

RUNNER-UP: Principal Financial Group

RUNNER-UP: UnityPoint Health

BEST Wealth Management Company

RSM US LLP

RUNNER-UP: Foster Group

RUNNER-UP: Bankers Trust/BTC Capital Management

BEST Advertising Agency

FLYNN WRIGHT

RUNNER-UP: LS2 Group

RUNNER-UP: Choice Creative

BEST Accounting Firm

RSM US LLP

RUNNER-UP: McGowen Hurst Clark Smith

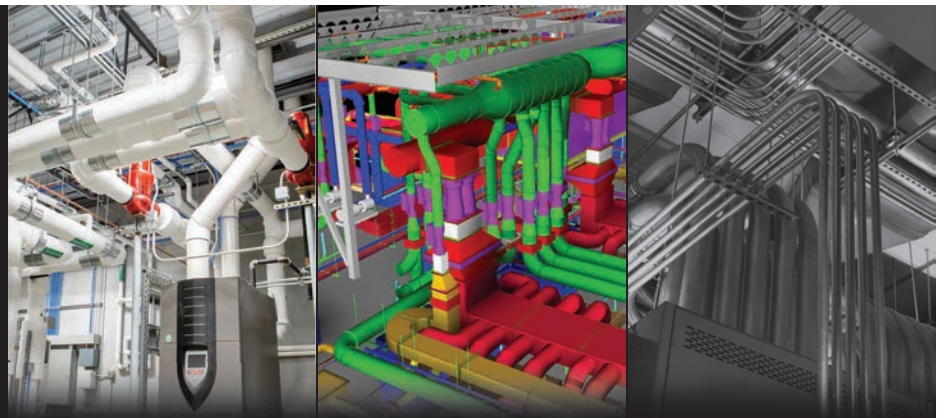
RUNNER-UP: LWBJ

BEST Recycling/Waste Company

METRO WASTE AUTHORITY

RUNNER-UP: Ankeny Sanitation Inc.

RUNNER-UP: Waste Management Inc.



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DSM LOCAL

PARTNERSHIP LAUNCHES NEW #DSMLOCAL CAMPAIGN

The Greater Des Moines Partnership announced #DSMlocal, an initiative to drive more investment to local small businesses in Greater Des Moines (DSM). The campaign will aim to showcase the crucial role small businesses play in DSM and inform the public about the benefits and opportunities of doing business locally — all to help small businesses thrive. The campaign builds on the successful DSM Local Challenge launched by The Partnership and Catch Des Moines that took place throughout the spring and summer and garnered more than 40 million impressions on social media.

Find resources to support #DSMlocal at DSMpartnership.com/DSMlocal and use #DSMlocal on social media.



DSM USA EVENTS

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SMALL BUSINESS RECOVERY GRANT PROGRAM ANNOUNCES \$1.7 MILLION IN AWARDS TO 292 COMPANIES

Polk County, Warren County and the cities of Carlisle, Clive, Des Moines, Indianola, Johnston, Norwalk, Urbandale, West Des Moines and Windsor Heights announced the final list of recipients of the Small Business Recovery Grant program to help businesses affected by the COVID-19 pandemic. A total of 292 recipients received a total of \$1.7 million through the program.

See the full list of grant awardees at DSMpartnership.com/smallbusinessgrant.

CANDIDATE FORUM SERIES CONTINUES IN OCTOBER

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Learn more at DSMpartnership.com/covid-19.

#DSMUSA BUZZ

- MSN and *National Geographic* recently named Downtown DSM's John and Mary Pappajohn Sculpture Park as "one of America's most beautiful urban parks."
- The 2020 Manufacturing Scorecard from Ball State University's Center for Business and Economic Research listed Iowa as one of only five states to earn an "A" in manufacturing health.



CHAIR’S COLUMN
TOM MAHONEY, 2020 CHAIR

FEDERAL ADVOCACY WITH ONE VOICE IS AS IMPORTANT AS EVER



Each year, the Greater Des Moines Partnership takes nearly 200 regional leaders to Washington, D.C. This year, we were unable to do that, but our federal public policy work is as important as ever. It was heartening to have so many people join us for the DMDC virtual events.

It takes all of us, as one region with one voice, to ensure a strong economic recovery and continued growth in Greater Des Moines (DSM). It will take us working with our elected officials on both sides of the aisle to pass legislation that helps our region remain strong and cultivate an environment that is welcoming to talent and helps

businesses be successful. That is just as true in an election year and will continue to be true after the November elections.

The importance and effort behind our federal advocacy work at The Partnership has not changed because of the pandemic. We are still fortunate to have great relationships with our Congressional delegation and their staff members.

Leading into the beginning days of the COVID-19 pandemic, our public policy team was in the process of developing The Partnership’s 2020 Federal Policy Agenda. We immediately had to pivot. We continue to focus on the priorities outlined in the 2019 Federal Policy Agenda, and we also put an added emphasis on based on The Partnership’s Short-Term Strategic Plan to keep businesses in business, keep people working and keep the community healthy. This led us to priorities three areas for our federal public policy efforts:

1 Small Business Support: This includes support of expansion of the Paycheck Protection Program, including 501(c)(6) organizations, continued support for Small Business Administration programs and more.

2 Infrastructure: This includes key project such as the Central Iowa Water Trails plan and the Des Moines International Airport terminal project.

3 Talent: This includes investment in our educational institutions, policies to address the future world of work, support for childcare funding and a commitment to inclusion policies.

Supporting small businesses, infrastructure projects and talent development is not new to The Partnership’s work. The specifics of some of these priorities may have shifted, but the overall focus remains the same.

These are common ground, common sense priorities. The Partnership is a nonpartisan organization, and these priorities, and all of our advocacy work, requires working with all of our elected leaders on both sides of the aisle. As business, civic and community leaders, we have a history of coming together regardless of our political background to work on major projects and get things done.

Our presence as a Partnership and community is noticed by our elected leaders and their staff members. We have a powerful voice. I encourage all of us to use that voice throughout the year. Together, we can work together to move forward on meaningful projects to help small businesses, to complete major infrastructure projects and to support talent development in our region. We can use our voice to position DSM for a strong recovery and even stronger future.

CHAMBER SPOTLIGHT



Altoona Area Chamber of Commerce

President: Steve Olsen | **Executive Director:** Melissa Horton | **Number of Members:** 380

What is a Signature Offering of Your Chamber?

The Altoona Area Chamber is a master at social media and stays on top of whatever our Members are doing to help share promotions with the community. We host eight signature events (two that are new in 2020) to help connect our business Members with potential customers. As a Member benefit, we also host several Business 101 classes that cover a multitude of topics like Diversity and Inclusion, How to Build a Business in an Online World and Company Culture and the Multigenerational Workforce.



Madison County Chamber of Commerce

President: Sarah Pugh | **Executive Director:** Heather Riley | **Number of Members:** 248

What is a Signature Offering of Your Chamber?

We communicate weekly to the membership through the Chamber Chat newsletter. This digital campaign includes Member information, tips for business owners, details about Chamber-sponsored and community events, and a platform to celebrate Members’ successes. Additionally, we gather each Friday morning at a different Member business for “Chamber Coffee” events, which offer quick networking before work, and opportunities for hosting businesses to show off facilities, operations and staff. These events are well attended by Chamber Members, and are a great way to be engaged in the Chamber membership.

DSM FORWARD PLAYBOOKS



The Greater Des Moines Partnership continues to update its DSM Forward playbooks. Recent updates have been made to the Government, Healthcare, Personal Services, Utilities, Manufacturing, Gyms, Hotels, Nonprofits, Restaurants, Retail, Agriculture, Arts, Culture & Entertainment, Child Care and Financial Services pages. DSM Forward playbooks include recommendations — leveraging international, national, state and local sources and following federal, state and local public health official recommendations — to help guide businesses and organizations as they determine pathways toward the future in an ever-changing landscape. Learn more at DSMpartnership.com/DSMforward.

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SMALL BUSINESS EVENTS

RAISING CAPITAL SEMINAR SERIES

Wednesday, Oct. 7, 14, 21 and 28

The Partnership, BrownWinick Law Firm and LWBJ will host an enhanced five-part series of interactive education modules for small businesses looking to raise equity capital.

TOP 5 FOR SMALL BUSINESS SERIES

Wednesday, Oct. 28

Marketing agency owner and former national award-winning journalist Mackenzie Ryan Walters will present on how to craft your best elevator speech.

Sign up for the events at DSMpartnership.com/events.

SMALL BUSINESS SUCCESSES

TRANSCENDING THE FIVE FORCES FRAMEWORK

— Joseph R. Benesh, Founder of The Ingenuity Company

The foundation of most modern strategy is rooted in a framework developed by Michael Porter called the Five Forces. The general idea is that any competitive rivalry is generated based on the influence of five external factors. They are:

- Competition in the Industry
- Threat of New Entrants
- Bargaining Power of Suppliers
- Bargaining Power of Buyers
- Threat of Substitute Products

Using just these five interdependent considerations is a good initial step, but true strategy comes from anticipating the things beyond these variables. The modern strategy must transcend the basic five forces framework, and examine external perceptions, internal cultural integrity and structures, tangible and intangible assets and the trust that the organization either has or lacks within the supply chain or participants in the above framework.

Read this full blog post and more small business blog posts at DSMpartnership.com/blog.

ABOUT THE PARTNERSHIP

The Greater Des Moines Partnership is the economic and community development organization that serves Greater Des Moines (DSM), Iowa. Together with 24 Affiliate Chambers of Commerce, more than 6,500 Regional Business Members and more than 365 Investors, The Partnership drives economic growth with one voice, one mission and as one region. Through innovation, strategic planning and global collaboration, The Partnership grows opportunity, helps create jobs and promotes Des Moines as the best place to build a business, a career and a future.

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


PUBLICATION INFORMATION

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



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Business Record



BEST Place to Hold a Business Conference

FFA ENRICHMENT CENTER

RUNNER-UP: Hy-Vee Hall, Iowa Events Center
RUNNER-UP: Hilton Downtown

JENNIFER TROST

EVENTS COORDINATOR, FFA ENRICHMENT CENTER
 ON BEHALF OF JOSHUA REMINGTON, EXECUTIVE DIRECTOR, FFA ENRICHMENT CENTER

How has your organization been resilient during the pandemic?

Communication and execution for meetings and events are key components to resilience during this pandemic. It is important to make sure we have reached out to our clients and adjusted their programs to fit the current governor mandates and guidelines of the state, as well as the logistics of the building. It has also been important

to carefully reschedule events too. The FFA Enrichment Center has also accommodated its clients with virtual component needs to assure those that are unable to attend will be a part of the event content and experience. Safety is key and it is necessary to provide the social distance perimeters and sanitation stations for use for all attendees. The FFA Enrichment Center offers a friendly janitorial staff that is onsite to sanitize rooms and bathrooms on breaks and between sessions to make the attendees comfortable during each and every program.

In your industry, what is one new trend that other business leaders should be aware of?

One of the trends that will lead event planners through 2020 is the personalization of events for attendees. There are several ways for this to be accomplished. The trend that catches our attention is that an overall 53% of event planners surveyed say that they are looking for unique venue experiences outside the hotels. The FFA Enrichment Center offers flexibility to accommodate all meetings and events. Not only does the FFA Enrichment Center have wonderful and accommodating space for social and corporate events, but it is also surrounded by grounds in which clients can utilize for outdoor and demonstration activities, vendor/equipment display shows and team building exercises to name a few. All of these options can make their events unique. The FFA Enrichment Center also provides each event planner with flexibility and creativity to work with a variety of talented and carefully selected caterers to enhance their events.

What achievement in the past year are you most proud of?

The FFA Enrichment Center strives to be the best in customer service. Over the past 10 years, it has always been the goal to become the best place for any event. Customer service has been the No. 1 focus of the FFA Enrichment Center, which has grown to over 400 clients each year. It is the focus of the FFA Enrichment Center that each and every one of these events has the best experience possible. From initial conversations with each event planner, through the careful planning period of each detail, to the execution of the event onsite, it is the goal for every client to leave the FFA Enrichment Center knowing that their event was a huge success. The FFA Enrichment Center is devoted to making sure each event planner is looking forward to repeating his/her experience with us.

CENTRAL IOWA WATER TRAILS:

BEST THING
 TO HAPPEN TO
 CENTRAL IOWA IN
 THE PAST YEAR!

2020 SUCCESSES

- Recipient of \$25 million Federal BUILD Grant, National Endowment for the Arts Grant
- Completion of first round of 86 sites including Beaver Creek Access Point in Johnston, West Des Moines Boathouse & Portage Path and Mally's Park on Four Mile Creek
- \$17 million raised in private funds (ongoing)
- Driver of workforce attraction, tourism, environmental conservation, safety and recreation on the water
- Design work begins for Scott Ave (first of the three Downtown dam mitigation projects) and three regional sites of Prospect Park, Birdland Marina, and Harriett Street
- Branding process kicked off with Strategic America
- Regional network developed through comprehensive governance process, operation standards and regional safety plan



CAPITAL CROSSROADS
 CENTRAL IOWA WATER TRAILS
 INCUBATOR

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Sonny Greene

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BEST Hospital/Health Care System

IOWA METHODIST MEDICAL CENTER UNITYPOINT HEALTH

RUNNER-UP: MercyOne Des Moines Medical Center (MercyOne Central Iowa)
RUNNER-UP: Iowa Lutheran Hospital (UnityPoint Health)

DAVID STARK
 PRESIDENT AND CEO, UNITYPOINT HEALTH-DES MOINES

How has your organization been resilient during the pandemic?

Teamwork. From our providers and nurses to our incredible infection control specialists and supply chain team members, I am so proud of UnityPoint Health-Des Moines. We are navigating uncharted waters, and it takes every single one of us. Our team is rising to the occasion daily and we will continue

to do so until our final COVID-19 patient is discharged. I'm also proud of the "continuous" work our team is doing. There is a pandemic going on, but we are still providing exceptional patient care to a record number of patients in our hospitals and clinics.

What achievement in the past year are you most proud of?

Our Respiratory Therapy team along with our intensive care physicians introduced us to Nasal High Flow Therapy. This procedure allows our team to keep COVID-19 patients off ventilators in their recovery process. Our team has seen incredible results; more than 70% of our COVID-19 patients have been able to stay off ventilators. In fact, we've been able to share our ventilators with other hospitals in Iowa.

In your industry, what is one new trend that other business leaders should be aware of?

We are getting ready to introduce Schwartz Rounds to our team at UnityPoint Health-Des Moines. This service allows team members to take care of themselves by giving them a chance to talk about the emotional and social issues that arise in caring for patients. This is a unique opportunity to be together and interact in a setting of safety, comfort and peace.

I'm also proud of the work our Diversity and Inclusion Committee is doing to ensure we are a place of respect and caring – for our team members and patients. We truly believe that by listening and sharing ideas, thoughts and opinions, we are stronger together.



Thank you, Des Moines

VizyPay is grateful for the support and recognition we have received from the Des Moines business community. We consider it a privilege to serve local businesses in our community and will continually strive to empower small business owners through the powerful payment services we provide.



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RUNNER UP: Best Small Company with a Bright Future
RUNNER UP: Best Minority Business Leader, Austin Mac Nab

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BEST Florist **BOESEN THE FLORIST**

RUNNER-UP: Hy-Vee

RUNNER-UP: Plaza Florist and Gifts

TOM BOESEN

OWNER, OPERATOR, BOESEN THE FLORIST

What achievement in the past year are you most proud of?

Continuing our (almost) 100-year-old business has been a reward in itself each year. We couldn't be more proud of our staff staying by our side and staying resilient through this pandemic.

How has your organization been resilient during the pandemic?

We lost most of our retail traffic, but we were able to keep everyone working by increasing our online presence and receiving many orders online for people sending greetings to people they couldn't see. Our production facility has stayed up and running and hasn't missed a beat.

Looking forward, what are your goals or areas of focus for your business?

We would love to see our online business continue to increase as our culture continues to become more online. Sustaining is our primary goal. We'd love for people to understand the difference between going direct to your local florist versus going to the national flower websites. Many times, the orders that are placed on a national website end up being fulfilled by us for less money, meaning the national company takes the order and then takes a percentage of the order before passing it on to a local florist like Boesen. We simply encourage any flower buyer to consider going directly to your local florist instead of a national website.

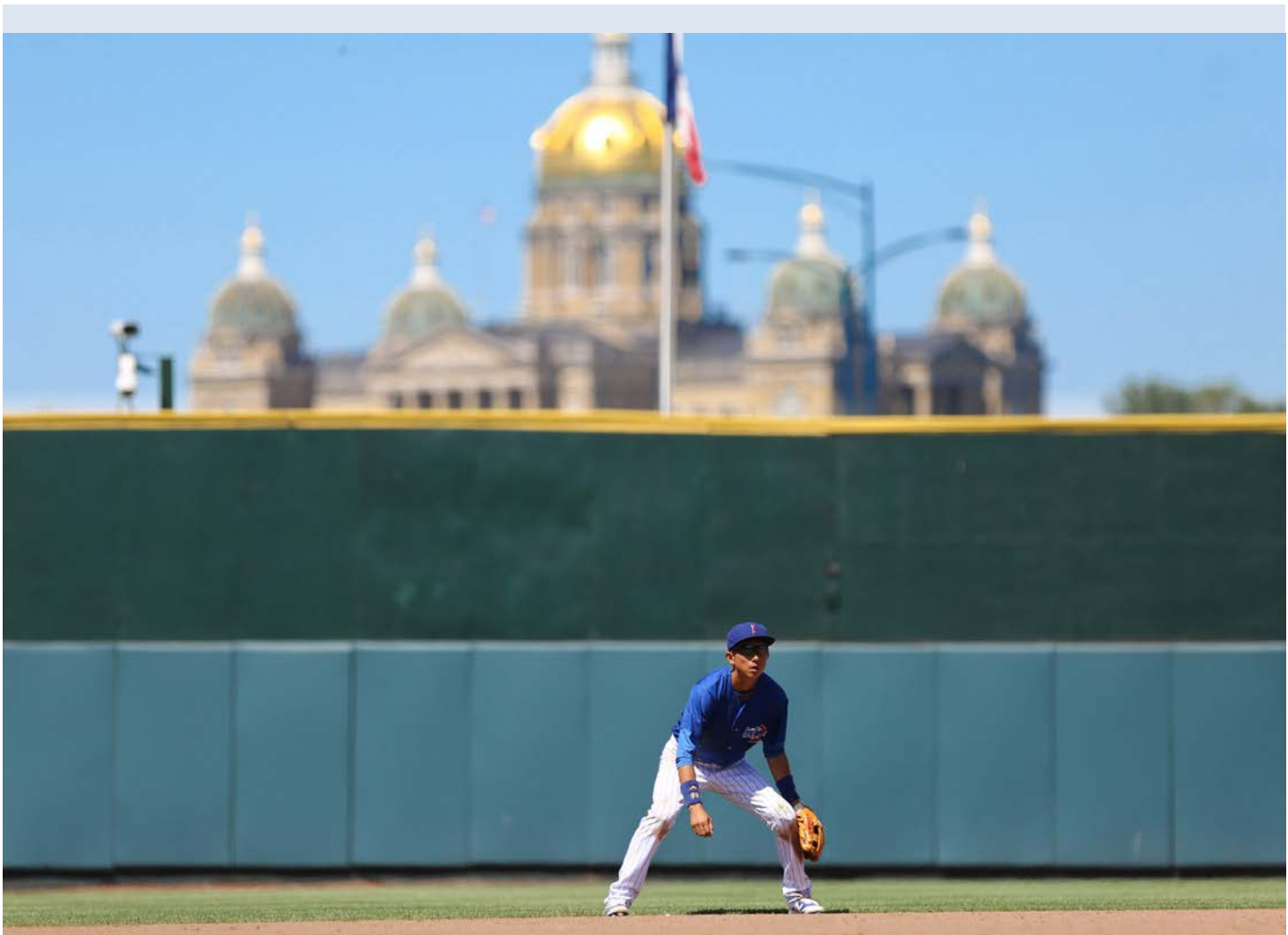
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solutions.”

”



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BEST Sporting Event for Entertaining Clients
IOWA CUBS

RUNNER-UP: Iowa Wild
RUNNER-UP: Principal Charity Classic

BEST Cultural Attraction
PAPPAJOHN SCULPTURE PARK

RUNNER-UP: Des Moines Arts Festival
RUNNER-UP: Iowa State Fair

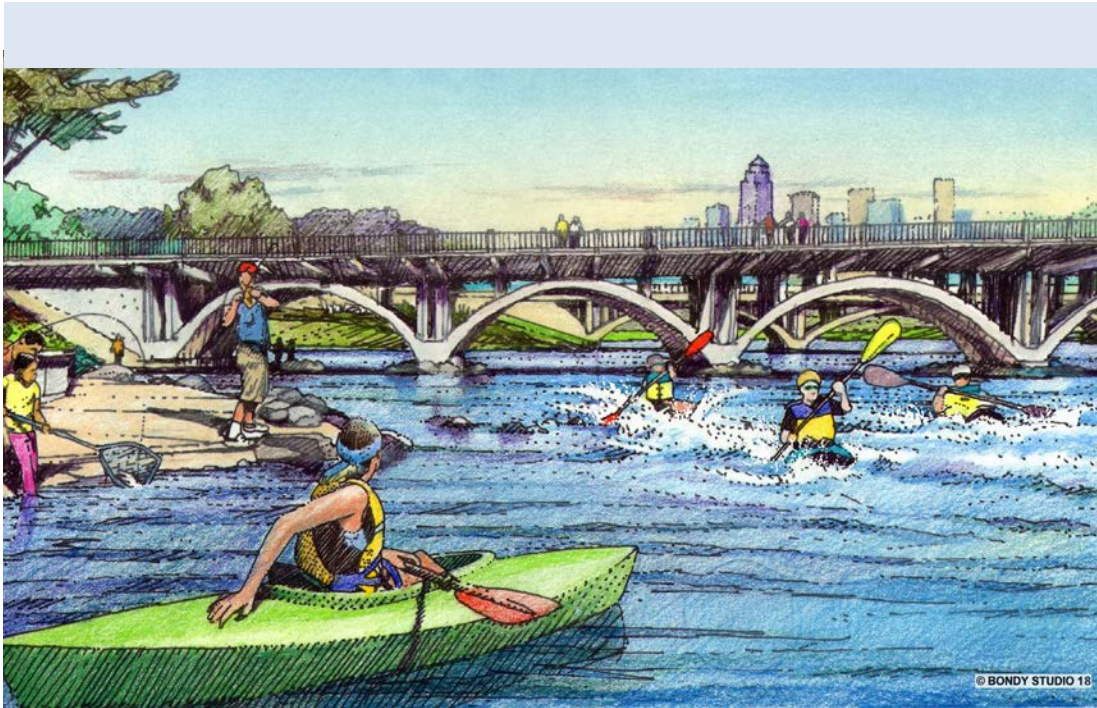


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BEST Thing to Happen to Central Iowa in the Past Year WATER TRAILS MOVING FORWARD

RUNNER-UP: USL Pro Iowa announcement

DAN HOUSTON

BOARD CHAIR, CENTRAL IOWA WATER TRAILS LLC

How has your organization been resilient during the pandemic?

If there is anything that has been a constant during the pandemic, it is nature and the outdoors. People have been desperate for an escape from the uncertainty of the last six months. With this newfound appreciation for the outdoors, now more than ever people are realizing the potential this project can bring to the area, which has allowed us to sustain our momentum for the project during a time when much of the world came to a stop.

What achievement in the past year are you most proud of?

Central Iowa Water Trails LLC was formed and held its first board meeting in May 2019. In just over a year, we've seen a great deal of success in large part due to the collaboration of a number of community leaders. We've raised over \$20 million in private funds, been awarded a \$25 million Federal BUILD Grant, received \$125,000 from the National Endowment for the Arts toward the Shoreline Signals campaign — a public art installation to communicate water safety — collaborated with local jurisdictions to develop the regional strategy, and strengthened the upstream/downstream relationship.

In your industry, what is one new trend that other business leaders should be aware of?

Over the last six months, we've seen a huge increase in state park usage as folks rediscover the wonder of the outdoors during the pandemic. You can't find a kayak anywhere without first being placed on a waiting list. Prior to the pandemic, Iowa outdoor recreation was generating \$8.7 billion in annual consumer spending, 83,000 direct jobs and \$649 million in state and local tax revenue.

BEST Thing That Will Happen to Central Iowa in the Upcoming Year COVID-19 ENDS/VACCINE/BACK TO NORMAL/REOPENING



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We love you Des Moines!

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515-208-2091



BEST New Restaurant
CLYDE'S FINE DINER

RUNNER-UP: St. Kilda's Surf and Turf
RUNNER-UP: Blue Sushi Sake Grill

CHRIS HOFFMANN
CHEF, OWNER, CLYDE'S FINE DINER

How has your organization been resilient during the pandemic?

Like many restaurants, we boosted our carryout program and signed up with a couple of delivery apps to get our food into our customers' hands. We have been doing family-style carryout meals, keeping the menu fresh and seasonal, and making really nicely packaged to-go cocktails.

What achievement in the past year are you most proud of?

Breaking into the Des Moines dining scene as a first-time restaurateur and building a positive work culture.

Looking forward, what are your goals or areas of focus for your business?

We want to continue to strive to be a very inviting place through all of our interactions with our customers and community. Continuing to develop more relationships with the local farming community to make sure we have the best local produce we can get our hands on!

BEST Restaurant for Conducting Business
CENTRO

RUNNER-UP: 801 Chophouse
RUNNER-UP: Bubba – Southern Comforts

BEST Bar to Entertain Clients
THE REPUBLIC ON GRAND

RUNNER-UP: Hello, Marjorie
RUNNER-UP: Iowa Taproom

BEST Restaurant to Take Out-of-Town Guests
CENTRO

RUNNER-UP: Tursi's Latin King
RUNNER-UP: Table 128

BEST Coffee Shop for Conducting Business
SMOKEY ROW

RUNNER-UP: Scenic Route Bakery
RUNNER-UP: Caribou Coffee

BEST Caterer
CATERING BY CYD

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The 40-story tower that has been proposed as part of the Fifth project. *Rendering special to the Business Record*



Work continued last week on a parking garage at Fifth Avenue and Walnut Street in downtown Des Moines. On Sept. 14, Bankers Trust Co. filed a foreclosure petition on the property. *Photo by John Retzlaff*

IN CASE YOU MISSED IT:

BANKERS TRUST FILES FORECLOSURE PETITION ON PARKING GARAGE UNDER CONSTRUCTION IN DOWNTOWN DES MOINES

Correspondence shows relationship between developer, city grew contentious

BY KATHY A. BOLTEN

The city of Des Moines and developers of a massive multipiece downtown project appear to have reached an understanding in late August on how the development called the Fifth could move forward, avoiding potential legal action, documents provided to the Business Record show.

But within days of the apparent tentative agreement, things soured between city officials and Justin Mandelbaum, the developer behind the \$200 million project, a portion of which is under construction at Fifth Avenue and Walnut Street, the documents show.

"Please confirm whether the City Manager is willing to wrap up discussions with the Developer with the goal of keeping the Project moving forward for the benefit of all," wrote Todd Lantz, Mandelbaum's attorney, on Sept. 8 to Tom Fisher, Des Moines' assistant city attorney. "You have acknowledged that sometimes litigation is unavoidable ... this is not one of those times."

Replied Fisher on Sept. 10: "Your letter ... seems to present more of a media case than a legal one. It misstates both the status and the timing of these negotiations. ..."

On Sept. 14, Bankers Trust Co. filed a foreclosure petition in Polk County District Court that claims 5th and Walnut Parking LLC and developers [Justin Mandelbaum](#) and Sean Mandelbaum are in default on a \$48 million construction loan that was due to be paid off on Aug. 31. Justin and Sean Mandelbaum are brothers.

The loan was used to pay for the construction of an 11-story parking garage at Fifth and Walnut. The garage is part of a development that was expected to include a 40-story tower with luxury apartments and a hotel, and a five-story commercial building with a multiscreen movie theater and restaurant.

Whether the project moves forward as it was originally envisioned is now uncertain.

"I suggest that your client would be much better off at this point agreeing to walk away from this project," Fisher wrote to Lantz on Sept. 10.



CONTINUED ON PAGE 58 >

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I SUGGEST THAT YOUR CLIENT WOULD BE MUCH BETTER OFF AT THIS POINT AGREEING TO **WALK AWAY** FROM THIS PROJECT.

FISHER WROTE TO LANTZ ON SEPT. 10

< CONTINUED FROM PAGE 56

PROJECT'S BACKGROUND

Redevelopment plans for the southeast corner of Fifth and Walnut began moving forward in mid-2015 when the Des Moines City Council selected West Des Moines-based Mandelbaum Properties as the preferred developer for the city-owned land where a dilapidated parking garage once stood.

Over the next two years, the development team gained various city approvals to move forward with the project.

A development agreement between the city and the development group was approved in September 2017. The agreement, which has been twice updated, required construction of the parking garage to be completed by Aug. 16, 2020, and construction of one of the two other buildings to have started by late 2019.

Justin Mandelbaum told the Business Record that construction on the garage is expected to be completed in December. However, construction has not begun on the tower or the commercial building.

Mandelbaum and Des Moines city officials had been negotiating for about a year an amendment to a development agreement that would have extended deadlines for completion of the garage and other parts of the high-profile development.

Last spring, Mandelbaum was given until April 24 to accept proposed changes to the agreement. City officials, at the time, said Mandelbaum didn't respond to the proposals.

CITY, MANDELBAUM REACH IMPASSE

City Manager Scott Sanders, in a May 27 letter to Mandelbaum and others, wrote that the city would extend by one year the financing and construction grace periods. It's not clear what projects Sanders was referring to in the letter.

CONTINUED ON PAGE 60 >

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WHAT IS THE FIFTH?

The development was first proposed in 2015 and includes:

- A 40-story tower that would include a 137-room 21c Museum Hotel that would occupy the first through 13th floors and include 7,000 square feet of contemporary art museum space open free to the public, a restaurant, a 12th-floor patio bar, a full-service spa and a 40th-floor "21c Suite." The tower was expected to also include 209 high-end residential units.
- A five-story commercial building that was expected to be anchored by Alamo Drafthouse Cinema, based in Austin, Texas. The dine-in theater, with eight screens, was expected to occupy the second and third floors of the commercial building and include a street-level restaurant and bar fronting Court Avenue. The remaining two floors would be high-bay commercial space located above the theaters.
- The 751-stall parking garage.

Sanders also wrote that the city would eliminate a \$1 million facility fee that Mandelbaum was to have paid; extend until March 31, 2021, the completion of an elevator shaft; and provide a \$2 million incentive to Mandelbaum when construction of the tower was complete.

The letter also stipulated that Mandelbaum and Bankers Trust reach agreements on new amendments to the development agreement to be voted on by the City Council no later than June 22.

It's not clear from the documents provided to the Business Record whether Mandelbaum or his attorneys responded to the city's letter.

What is known is that on June 24, the city issued notices of default on the parking garage, tower and commercial building projects.

In the default notices, the city said it "elects to acquire the [properties] and all improvements." The city's development agreement with Mandelbaum stipulated that the city could take control of the parcels if the developer was deemed in fault of the agreement.

The city in the default notices also demanded repayment of a Forgivable Economic Development Loan within 30 days of the notice. If repayment wasn't made of the \$4 million loan by mid-July, interest would begin to accrue, the notices said.

It's not clear from the documents provided to the Business Record whether Mandelbaum or his attorneys responded to the city's letter.

What is known is that on June 24, the city issued notices of default on the parking garage, tower and commercial building projects.

DID THE CITY, MANDELBAUM REACH AGREEMENT?

By mid-August it appeared as if the two attorneys had reached a tentative agreement. On Aug. 21, Fisher emailed Lantz outlining issues discussed in a telephone conversation that day.

Among the things apparently agreed to was an extension to March 31, 2021, of completion of the garage and elevator shaft and extension of

CONTINUED ON PAGE 62 >

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READ THE LETTERS

To read the Sept. 8, 2020, letter from attorney Todd Lantz to Des Moines city attorney Tom Fisher, go to bit.ly/3iN8vfb.

To read the Sept. 10, 2020, letter from Fisher to Lantz, go to bit.ly/33IEVB7.

the completion of a screen wall planned on the west side of the parking garage, according to a document provided to the Business Record.

What wasn't addressed in the email was the construction schedule for the tower or commercial building.

Eleven days after the email was sent, Bankers Trust sent the developers a 10-day notice that payment of the construction loan was due. When the loan was not paid off, Bankers Trust filed the foreclosure petition.

According to court documents, Bankers Trust plans to list the parking garage property for sale unless the developers request a delay. The Des Moines-based bank also listed Christensen Development, owned and managed by Jake Christensen, as the firm that would oversee the remainder of the construction of the parking garage. A hearing on the request is scheduled for Sept. 29.

Mandelbaum told the Business Record that the filing of the foreclosure petition was avoidable.

"At the end of the day, we agreed to what the city demanded, and instead of moving forward as would be expected, the city walked away," he said. "That's what caused the domino effect of the foreclosure."

Sanders has a differing view of the issue.

"To the extent that it is being asserted that an agreement was reached by the city to resolve the disputes in the matters involving the 5th and Walnut parking garage, that assertion is not accurate and further has no relevance to the foreclosure action filed by Bankers Trust," Sanders said in a prepared statement.

"The developer has been in default under its Development Agreement with the city since November 1, 2019 and the city served notices of default on the developer in June 2020." ■



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The **Greater Des Moines Partnership** President **Gene Meyer** will retire in January 2021.

The Partnership announced that CEO **Jay Byers** will take on the consolidated role of CEO and president.

The Partnership announced that **Tiffany Tauscheck**, current chief strategy officer, will be promoted to Chief Operations Officer.



Byers



Tauscheck

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WEST DES MOINES SCHOOLS HIRES FIRST EQUITY, INCLUSION AND DIVERSITY DIRECTOR

West Des Moines Community Schools announced it has hired **Anthony Ferguson Jr.** as executive director of equity, inclusion and diversity.



DMU NAMES NEW CHIEF HUMAN RESOURCE OFFICER

Des Moines University has hired **Marc Wachtfogel** as chief human resources officer and a member of its executive leadership team.

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Availa Bank announced it has hired **Kevin Geis** as Ames market president and eastern regional manager for its Ames Branch.

PRINCIPAL HIRES OYLER AS HEAD OF CUSTOMER EXPERIENCE

Principal Financial Group announced that **Jennifer Oyler** has joined its global marketing team as head of customer experience.



MATHEWS NAMED CFO OF UNITYPOINT HEALTH-DES MOINES

UnityPoint Health-Des Moines announced that **Tom Mathews** has been named chief financial officer for the organization.



COOK NAMED DIRECTOR OF BUSINESS SOLUTIONS AT MERCYONE

MercyOne announced it recently hired **Troy Cook** as division director of MercyOne Business Solutions.



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Drake University has named **Alejandro Hernandez** as dean of the College of Business and Public Administration. Hernandez, who began the leadership role at Drake on Aug. 14, was most recently senior vice president for corporate social responsibility strategy and reporting for **Wells Fargo & Co.**



PROTEUS NAMES MARKETING AND COMMUNICATIONS COORDINATOR

Proteus Inc. has hired **Josefina Lopez Valdivia** as the organization’s first marketing and communications coordinator.

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Kim in Wonderland

DAVE ELBERT

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I was walking near the Des Moines Art Center when I saw my old friend K.C. His head was down, and he was mumbling to himself, which was not unusual.

As I got closer I heard him say, "Don't do it, Kim. Don't go down that rabbit hole."

"You mean Alice," I said as we met.

He gave me an odd look, so I repeated: "You mean, 'Don't go down that rabbit hole, Alice.' You're talking about 'Alice in Wonderland,' right?"

He sneered and said, "No, I mean Kim Reynolds. Our governor is making the biggest mistake of her career. She's following that orange-haired rabbit down his hole, and she's going to regret it."

"Aren't you being overly dramatic?" I said. "Gov. Reynolds is a smart woman. She has to be. She defeated one of Iowa's wealthiest and smartest Democrats in the election two years ago. I doubt she is going to be fooled by a rabbit, not even one with orange fur."

"Wanna bet?" K.C. replied. "It's happened before to lots of people."

"The lure of power and fame does strange things to people. If you don't believe me, just read some of the tell-all books about Donald Trump by insiders. Omarosa Manigault Newman, John Bolton and Michael Cohen — they all had one thing in common: Each bought into the

illusions that the orange rabbit planted in their brains.

"All of them followed Trump down his rabbit hole, even though they knew, or should have known, that it would come to no good. Every one of them now admits having gone against his or her better judgment only to discover that there was no there there."

"Now you're starting to sound like the Cheshire Cat. Or is it the Mad Hatter?" I said. "It's been a while since I read the book. I confuse the characters."

"It's the Cheshire Cat," K.C. said. "He's the philosophical one. The Mad Hatter was just mad, kind of like Roger Stone."

"Gov. Reynolds' handling of the return-to-school issue has all the earmarks of a Mad Hatter's tea party," he continued. "She's created her own rules that make no sense."

"First, she goes against the Republican principle that the best government is the one closest to the people. She won't let local school boards decide what is best for the health of their communities and education of their children. She's become an autocrat, which is something the orange rabbit might approve of, but it's certainly not a Republican principle."

"Next, she's become a science denier, just like the orange rabbit."

"She set a ridiculously high and totally arbitrary standard for online education in Iowa when she determined that more than 15% of the population of a county must test positive for COVID-19 before she will consider canceling in-person classes and allowing education to continue online."

"No other state has a standard like that. Most credible medical authorities say 5% is more than enough cause for concern."

"And when she grants in-class waivers to school districts with too many COVID cases, it's only for two weeks at a time."

"What kind of teacher does she think can change lesson plans every two weeks from in-person to online and back to in-person at the drop of a hat?"

"The bottom line is that in a very short period she will muck up one of the best educational systems in the country."

"She doesn't have the first clue. While districts like Des Moines are experimenting and trying to find a way to bridge the gap, she's poking them with sticks and raining fire down on them."

"I take it back," K.C. said as he turned and began walking away. "She's not Alice. She's the Red Queen." ■

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Politics, social media and your business

The one thing we can all agree on is that things are contentious out there. Our current political climate is ugly, and it's only going to worsen as we approach Nov. 3.

Social media has changed politics in our country. But it's not just the politicians who are taking to social channels to express their opinions. Many people ask me, "As a business owner or leader, should I be using social platforms to express my personal political beliefs?"

The truth is, there's no single right answer to that question. If you own the company, it's an easier call. You don't risk alienating your boss or losing your job, and odds are your company's values and political leanings are the same as your personal ones.

But what if you are a leader at a company that you don't own or is publicly traded?

Given that we're about a month away from the election, I thought this week's column might be well spent examining the risks and rewards of sharing your firmly held political beliefs on your personal social accounts. Next week we'll look at how organizations can use social media to express their social standing and the potential ramifications.

Let's all agree that we have the right to express

our political beliefs, which is one of the privileges of being an American. I'm not about to suggest you can or can't do anything. But I think it would be ignorant of us not to acknowledge that our choices come with consequences. We've seen many examples of how a CEO's personal beliefs, financial support or comments have affected their employer's brand and caused boycotts, a spike in sales or, in some cases, the removal of the leader.

It's an even riskier proposition if your personal beliefs are not aligned with your employer's politics.

Because of the severity of the potential consequences, many business leaders choose to avoid religious and political discussions altogether on social. But if you want to get political on your personal social channels, there are some things to consider so that the interactions go well.

As an individual, odds are your social connections are a mix of family, personal friends and business colleagues. It's highly unlikely that you all share the exact same belief set. So the first acknowledgment we need to make is that we should expect a wide range of reactions if we express our political opinion publicly.

You have to be ready to engage with people who

DREW McLELLAN

- Top Dog at McLellan Marketing Group
- Blog: www.drewsmarketingminute.com
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think you're wrong. Those conversations can get heated in a hurry, so you also have to devote time to police that aspect of the discussion. Your civility will be remembered long after the conversation dies down.

Before you post, be clear about your objective. Are you trying to encourage dialogue? Hoping to change minds? Are you just declaring your own beliefs? Stating your intentions upfront will help you manage the conversation so it doesn't get out of hand. Citing credible sources and fact-checking before you post will undoubtedly protect your reputation, even when someone disagrees with you.

Interestingly, in our current climate, you may be judged harshly by your employees, customers or professional peers if you don't take a stand on specific issues. If you've opted to stay silent, you may be asked to defend that choice.

Whichever choice you make, use your leadership skills to navigate the situation. Listen. Look for common ground. Be honest and candid about both your beliefs and intentions.

No one right answer. No simple choices. No choice without consequence.

It's a little like politics, isn't it? ■



This week's QR code will take you to a PR leader's opinion piece on why CEOs should never express their personal political opinions on social media.



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POLK COUNTY NOTICES

POLK COUNTY PUBLICATION BILL LIST TO BE PAID 9-15-2020									
VENDOR	AMOUNT								
REASON: CAPITAL OUTLAYS									
GRAFF EXCAVATING INC	\$201,622.30	1		BARRETT FARMS	\$260.00	1	MORRIS, MARIDITH	\$65.00	1
LAFAYETTE INSTRUMENT	\$4,565.00	1		BELL BROTHERS HEATING & AIR	\$321.40	1	MOZENA, JENNIFER	\$62.00	1
MENARDS-ALTOONA	\$37.50	1		BENTLEY SYSTEMS, INC.	\$14,057.70	1	MUTAMBA, HELEN	\$6.00	1
NETWORKS, INC.	\$1,961.95	1		BLACK BOX NETWORK SERVICES	\$1,023.00	1	NADING LAW FIRM	\$264.00	1
OMG MIDWEST INC	\$1,325,318.53	1		BLACK HILLS ENERGY	\$204.13	4	NAMI GREATER DES MOINES	\$1,000.00	1
POLK COUNTY RECORDER	\$27.60	1		BLAYLOCK, RILEY	\$266.00	1	NEW HORIZON ACADEMY -		
PRECISION MIDWEST	\$3,645.00	1		BOLEY, SUE	\$258.75	1	IOWA INC	\$4,481.00	3
ZIEGLER INC	\$822,412.00	1		BONDURANT AMERICAN			NORMAN, TANNER A	\$82.80	2
REASON: CHGS FOR SVCS: NON-STAT.FEES									
WIEMERS, KENDAL	\$219.00	2		LEGION POST #396	\$300.00	1	NTT CLOUD COMMUNICATIONS		
REASON: HUMAN SRVS PROV CHGS									
ACADIAN/INGERSOLL LLC	\$650.00	1		BORDEN, JAMES	\$3,137.96	1	US INC	\$436.16	2
ANAWIM HOUSING	\$628.00	1		BORMANN, KAYLA	\$84.00	1	NUZUM, JULIE	\$31.63	1
ANDREW & GEORGIA				BOWKER, DAWN	\$12.00	1	O'HALLORAN		
HOWARD TRUST	\$881.00	2		BRAUN, TERRI	\$88.00	1	INTERNATIONAL, INC.	\$1,061.40	1
APEX INSULATION AND				BROONER, ELIZABETH	\$86.00	1	OAKWOOD UNITED METHODIST	\$80.00	1
CONSTRUCTION	\$58.00	1		BURESH, NIKKI	\$408.00	1	OSBORN, KARI	\$68.00	1
BEACON OF LIFE	\$420.00	1		CAPITAL CITY /			PACIOLAN LLC	\$44,481.00	1
BEST HEATING COOLING				EQUIPMENT CO., INC.	\$2,515.00	3	PARKS, KIMBERLY	\$98.00	1
ELECTRIC INC	\$4,020.00	2		CARMAN, KRISTI K.	\$53.48	1	PDS PACKAGING	\$275.00	1
BLASKOVICH, ROBERT J	\$430.00	1		CENTER FOR DISEASE			PENNING, AMANDA M.	\$70.15	1
BRIGHT TUMY LLC	\$533.00	1		DETECTION LLC	\$1,981.00	1	PERMITIUM LLC	\$948.00	1
BRISBEN JOHNSTON COMMONS LP	\$1,313.00	2		CENTURY LINK	\$23,552.49	2	POWELL, ANNE D.	\$26.60	1
BROADWAY HEIGHTS APTS LLC	\$451.00	1		CHILDREN & FAMILIES OF IOWA	\$75.91	1	PRACTISYNERGY	\$2,738.00	1
CALDWELL PARRISH				CHRISTOPHER D SPAULDING PC	\$3,500.00	1	PROFESSIONAL COURT		
FUNERAL HOME	\$1,550.00	2		CHRISTOPHER SPAULDING &	\$35,000.00	1	REPORTERS OF IOWA	\$329.00	3
CAPITAL HILL RESIDENTIAL				CINTAS CORPORATION #22M	\$154.92	2	PRUDEN, ANTHONY B.	\$272.30	2
HOUSING COOP	\$225.50	1		CITY OF DES MOINES	\$2,443.50	3	PURSCHELL, JOSEPH A	\$256.54	2
CATHOLIC CHARITIES	\$1,250.00	1		CITY OF DES MOINES AMBULANCE	\$706.00	1	RESTORE MAGIC CONSTRUCTION	\$1,005.34	1
CENTENNIAL PLACE COOP				CITY OF POLK CITY	\$500.00	1	RICE, KARLA	\$96.00	1
HOUSING ASSOC	\$430.00	1		CKHANSON LLC	\$2,300.00	1	RITZ, MICHAEL C	\$500.00	1
CHAPEL RIDGE WEST I LTD				CLEMENTS LAW AND			RMC CONSULTING &		
PARTNERSHIP	\$405.00	1		MEDIATION LLC	\$1,011.42	1	ADVISORY GROUP	\$400.00	1
CHAPEL RIDGE WEST II LTD				COOPER, JENNIFER	\$20.00	1	ROTO ROOTER SERVICE	\$400.00	1
PARTNERSHIP	\$533.00	1		CORNERSTONE GOVERNMENT			SCHNEIDER GRAPHICS, INC	\$492.58	1
CHILDREN & FAMILIES OF IOWA	\$35,233.33	1		AFFAIRS INC	\$10,000.00	1	SCHNUR, MATTHEW J.	\$266.00	1
CHRISPROP II, L.L.P.	\$685.00	1		CRYSTAL CLEAR WATER COMPANY	\$23.25	2	SECRETARY OF STATE	\$90.00	3
CHRISTIAN HOME ASSOCIATION	\$221.22	1		CULLIGAN WATER CONDITIONING	\$1,595.00	1	SHERZAN, GARY	\$1,570.00	1
CITY OF ANKENY MUNICIPAL				CUNNINGHAM & KELSO PLLC	\$630.00	3	SPRINGER PEST SOLUTIONS INC	\$225.00	1
WATER DEPT	\$310.00	1		DAVIS, BROWN, KOEHN,			SPRINT	\$136.50	1
COLONIAL VILLAGE APTS	\$533.00	1		SHORS, & ROBERTS	\$10,512.00	1	ST JOHN & PAUL CATHOLIC		
CONNETT SERVICES	\$472.75	2		DES MOINES AREA			CHURCH FD CENTER	\$80.00	1
COOK, ROBERT	\$430.00	1		REGIONAL TRANSIT AUTH	\$12,500.00	1	STOLTZE & STOLTZE PLC	\$13,100.00	1
COUNTRY LIVING MOBILE				DES MOINES REGISTER	\$8,486.95	5	STONER, CHRISTIE	\$165.00	1
HOME PARK LLC	\$430.00	1		DES MOINES STEEL FENCE CO INC	\$6,930.00	1	STOREY KENWORTHY COMPANY	\$9,007.00	1
CRAIG PROPERTIES	\$628.00	1		DES MOINES WATER WORKS	\$29,131.80	7	STRUTHERS BROS. KAWASAKI-	\$766.42	1
CREATIVE CRONOS LLC	\$628.00	1		DEUTMEYER, TAYLOR	\$148.00	1	THOMSON REUTERS-WEST	\$1,302.00	1
CW CONSTRUCTION	\$1,730.00	1		DICKINSON, MATTHEW J	\$28.18	1	TRANSUNION RISK &		
DECMORE LLC	\$430.00	1		DRAKE, NATASHA	\$1,800.00	1	ALTERNATIVE DATA	\$233.30	1
DEER RIDGE 3 APARTMENTS	\$158.00	1		EICHMANN, CARMEN	\$170.10	1	TREASURER, STATE OF IOWA	\$259,004.00	1
DEER RIDGE 5 APARTMENTS	\$430.00	1		ELDER CORPORATION	\$23,846.19	1	TYLER TECHNOLOGIES INC	\$17,400.00	2
DEER RIDGE 6 APARTMENTS	\$533.00	1		ELECTRONIC ENGINEERING CO.	\$95.00	1	U.S. CELLULAR	\$5,122.32	1
DERRICK, JANET	\$430.00	1		ENGELDINGER, MIRANDA	\$84.00	1	UNITED PARCEL SERVICE	\$221.15	1
DES MOINES WATER WORKS	\$1,128.25	5		EVERYSTEP	\$5,209.29	1	VAN WALL EQUIPMENT, INC.	\$1,177.93	1
DEXTER HOMES LLC	\$685.00	1		FAREWAY GROCERY STORE #983	\$37.18	1	VERIZON WIRELESS	\$1,059.36	1
DLR HOLDINGS LLC	\$628.00	1		FEDEX	\$83.47	1	WALK, LINDA	\$208.00	1
DM LEASED HOUSING ASSOC IX LP	\$451.00	1		FIRST CHOICE DISTRIBUTING	\$397.80	1	WASHINGTON COUNTY		
DOBBERTIN TWIN PINE LLC	\$430.00	1		FORENSIC CONSULTING LLC	\$373.00	1	PUBLIC SAFETY	\$3,750.00	1
DSM PROPERTIES LLC	\$533.00	1		FRATTO-FARRELL, COLE	\$66.30	2	WASTE MANAGEMENT OF IOWA	\$3,528.35	9
FAIR NORTH PROPERTIES LLC	\$628.00	1		GARTON, MELISSA	\$130.00	1	WD DOOR	\$256.50	1
FAMILY DISCOUNT	\$1,300.00	6		GILCREST/JEWETT LUMBER CO	\$118.33	1	WEST INTERACTIVE		
FEXSTEVE LIMITED COMPANY	\$770.00	2		GIVE FOUNDATION	\$5,000.00	1	SERVICES CORPORATION	\$208.45	1
FLATS AT VALLEY LLC	\$628.00	1		GLOBAL SPECTRUM LP	\$21,184.58	1	WHKS & CO.	\$2,429.30	1
FOUR SEASONS APARTMENTS	\$430.00	1		GNA TRUCKING LLC	\$753.96	1	WIESE, JAIMIE L.	\$11.00	1
FREEDOM HOUSES INC	\$425.00	1		GREATHOUSE, BROOKE	\$138.00	1	WILLIAMS, DUSTIN D.	\$14.61	1
FULLER, STEVEN	\$430.00	1		HOFFMAN, KAYLA	\$38.00	1	WIMACTEL INC	\$122.00	1
GLACIER PROPERTIES L.C.	\$299.00	1		HOMEMAKERS FURNITURE INC	\$10,155.99	1	WIRTZ, LAURIE	\$16.68	1
GOLAY, DOUG	\$900.00	1		HUTCHISON, HILARY M	\$48.88	1	XEROX CORP	\$4,790.59	10
GRIMES INVESTORS, L.P.	\$533.00	1		HY-VEE FOOD STORE - JOHNSTON	\$8,092.50	5	REASON: PERSONAL SERVICES		
GUIDNER PROPERTIES LLC	\$1,390.00	2		IMPERIAL PROPERTIES, INC.	\$550.00	1	BROADLAWNS MEDICAL CENTER	\$90.22	1
HAMILTON'S FUNERAL HOME INC.	\$3,100.00	4		INTRADO INTERACTIVE			BROWN, DAIYNNA		
HART, JAMES	\$451.00	1		SERVICES CORP	\$208.45	1	(SENIOR SERVICES)	\$790.48	1
HAWTHORN HILL, INC.	\$1,250.00	1		IOWA CACFP SPONSORS'	\$100.00	1	CSC	\$92.31	1
HOME POINT FINANCIAL	\$900.00	1		ASSOCIATION			FUCALORO, STEVEN A.	\$709.46	1
HY-VEE FOOD STORE #1530	\$86.00	1		IOWA DEPARTMENT			LAZELLA, ABBIE L	\$2,082.70	3
KENWOOD 2 APTS LLC	\$628.00	1		OF PUBLIC HEALTH	\$180.00	1	MERCYONE DSM PULM &		
KHAN, ADIL ELIZABETH	\$914.00	1		IOWA EQUINE LLC	\$75.00	1	INFECT DISEASE	\$153.45	1
LANSINK PROPERTIES	\$1,300.00	1		IOWA LAW			NEMMERS, PATSY	\$618.53	1
LEXISNEXIS	\$448.05	1		ENFORCEMENT ACADEMY	\$150.00	1	STAPES, JONATHON D.	\$933.14	1
MAGNOLIA MANOR L.P.	\$2,474.00	4		IOWA METHODIST MEDICAL CENTER	\$87.74	1	WILLSON, ERIC L.	\$1,305.91	9
MCKINLEY APARTMENT LLC	\$430.00	1		JANE WHITE LAW OFFICE	\$463.90	1	REASON: SUPPLIES		
MELBOURNE APARTMENTS II, LLP	\$628.00	1		JENSEN, STEPHANIE	\$42.00	1	A-D DISTRIBUTING CO INC	\$1,278.00	1
MELBOURNE APARTMENTS III LLLP	\$1,256.00	2		JEO CONSULTING GROUP INC	\$250.00	1	ANDERSON ERICKSON DAIRY CO	\$1,045.28	1
MIDAMERICAN ENERGY				JT SERVICES LLC	\$56,191.00	4	B.M.S PEST SERVICES	\$30.00	1
(GA'S ONLY)	\$1,104.43	6		KARL CHEVROLET, INC.	\$1,408.70	1	BLACK STRAP INC	\$3,697.16	2
MKD PROPERTIES LLC	\$900.00	1		KELTEK INC	\$1,127.00	1	BOB BARKER COMPANY INC	\$575.91	2
MR FREEZE HTG & A/C	\$625.00	2		KLUITER, JENNIFER	\$40.00	1	BOB BROWN CHEVROLET	\$34.53	1
NORMANDY TERRACE APARTMENTS	\$685.00	1		KSKIMBALL	\$254.02	1	BOMGAARS SUPPLY INC	\$205.86	3
NUVISION HOSPITALITY				LADROMA, ASHLEY	\$50.00	1	BREWER WHOLESALE MEATS INC.	\$6,830.12	2
MANAGEMENT INC	\$7,330.29	15		LANTZ, CHRISTOPHER	\$750.00	1	CAPITAL CITY EQUIPMENT CO., INC.	\$54.63	2
OK CREEK RESIDENTIAL				LEARFIELD			CAPITAL SANITARY SUPPLY CO.INC	\$963.02	5
HOUSING COOP	\$451.00	1		COMMUNICATIONS, LLC	\$15,000.00	1	CARQUEST AUTO PARTS	\$2,186.95	20
OKVIEW TERRACE LP	\$1,207.00	3		LINTHICUM, PATRICK DC	\$1,735.00	1	CENTRAL IOWA DISTRIBUTING INC	\$1,522.00	1
POLK COUNTY TREASURER (PV'S)	\$18,794.59	1		LOUVAN, ANN	\$598.50	1	CHARLES GABUS FORD	\$2,109.11	4
RIVER VALLEY ESTATES, L.P.	\$430.00	1		MDS RECORDS MANAGEMENT	\$8,731.38	1	CINTAS CORPORATION	\$126.93	1
REAL ESTATE INV. CO.	\$220.00	1		MENARDS-ALTOONA	\$22.71	1	CRITICAL MENTION, INC.	\$7,000.00	1
VINCENT DE PAUL	\$1,000.00	2		MENDENHALL, WENDELL	\$43.40	1	DES MOINES STAMP MFG COMPANY	\$91.00	1
FROM, DAVID	\$430.00	1		MERCY CLINICS			EASTERN IOWA TIRE	\$2,431.14	3
SUNSET, LLC	\$182.50	1		OCCUPATIONAL MEDICINE CLIN	\$1,452.00	1	ECHO ELECTRIC SUPPLY CO	\$51.61	1
TAHER, INC.	\$29,597.76	2		METRO WASTE AUTHORITY	\$31,222.50	1	ELECTRONIC ENGINEERING CO.	\$54.11	1
				MAYER, KELSEY	\$86.00	1	FACTORY MOTOR PARTS	\$318.71	1
				MHC KENWORTH-DES MOINES	\$657.67	1	FERRELLGAS, INC.	\$99.16	1
				MIDAMERICAN ENERGY	\$1,100.90	7	FIRST CHOICE DISTRIBUTING	\$2,262.26	2
				MIDWEST ALARM SERVICES	\$275.84	2	FRITO LAY, INC	\$197.79	1
				MIDWEST OFFICE TECHNOLOGY, INC	\$350.21	1	GATR OF DES MOINES, INC	\$1,069.06	4
				MILLER, GORDON	\$40.00	1	GRAINGER	\$202.57	2
				MMIT BUSINESS SOLUTIONS GROUP	\$106.30	1	HAWKEYE TRUCK EQUIPMENT	\$507.00	1

POLK COUNTY NOTICES

HILLTOP TIRE SERVICE	\$613.96 2
HQI HYDRAULICS	\$126.20 1
INTERSTATE BATTERY SYSTEM	\$99.95 1
IOWA DES MOINES SUPPLY INC.	\$41.60 1
IOWA SIGNAL INC.	\$5,708.00 14
JACOBUS ENERGY INC	\$11,517.95 2
JOHNSTON AUTOSTORES	\$117.71 1
JOHNSTONE SUPPLY	\$891.33 1
KECK ENERGY	\$14,669.84 3
KOCH OFFICE GROUP	\$1,181.91 2
LAWSON PRODUCTS, INC.	\$308.09 1
LAWYERS DIARY & MANUAL	\$84.00 1
LOFFREDO FRESH PRODUCE CO INC	\$1,161.48 2
LOWES	\$29.64 1
MARTIN BROTHERS DIST. CO., INC	\$24,568.24 1
MENARDS-ALTOONA	\$202.59 1
MENARDS-DES MOINES	\$278.49 5
MENARDS-GRIMES	\$797.46 9
MESA LABORATORIES INC	\$5,264.00 1
METRO WASTE AUTHORITY	\$822.80 11
MHC KENWORTH-DES MOINES	\$120.88 1
NB GOLF LLC	\$50.00 1
NORTHERN TOOL & EQUIPMENT CO	\$103.98 1
O'HALLORAN INTERNATIONAL, INC.	\$1,127.70 1
P & P SMALL ENGINES INC.	\$491.96 1
POMPS TIRE SERVICE, INC	\$220.38 2
SECURITY LOCKSMITHS	\$114.05 3
SINK PAPER COMPANY	\$7,893.93 8
SNAP-ON INDUSTRIAL (PO)	\$130.69 1
SOUTHLAND MEDICAL LLC	\$136.14 1
STRUTHERS BROS. KAWASAKI-	\$96.98 1
THOMSON REUTERS-WEST	\$5,341.95 1
TOMPKINS INDUSTRIES, INC.	\$22.97 2
US FOODS	\$3,430.42 2
ZIEGLER INC	\$1,251.26 2
REASON: USE OF MONEY AND PROPERTY	
CUSAC, JUDY	\$950.00 1
IOWA EVENTS CENTER	
REASON: OTH SRVS & CHGS	
BREWER MEATS	\$166.95
CANON FINANCIAL	\$159.21
US FOODS	\$1,418.25
LOFFREDO	\$651.71
CVENT, INC.	\$2,260.00
POLK COUNTY EMPLOYEE INSURANCE TO BE PAID 9-15-2020	
REASON: OTH SRVS & CHGS	
WELLMARK	\$282,107.65
WELLMARK	\$22,478.37
WELLMARK	\$394,270.89
DELTA DENTAL	\$26,020.50
DELTA DENTAL	\$24,305.34

PROCEEDINGS OF THE POLK COUNTY BOARD OF SUPERVISORS

The Polk County Board of Supervisors met in regular session Tuesday, September 8, 2020 at 9:30 a.m.

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

In accordance with the Governor's Proclamation dated March 19, 2020, this public meeting was held electronically pursuant to section 21.8 of the Code of Iowa. While the public was not permitted to attend in person, notice was provided and an opportunity given to the public to participate electronically.

Move by Hockensmith, Seconded by Brownell to dispense with the reading of the September

1, 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 202009080001 – 202009080719.

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

ORDINANCE: (SECOND READING)

Ordinance amending Chapter 4 of the Polk County Code of Ordinances Regulating Licensing of Dogs and Control of At-Large and Abandoned Dogs.

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

MOTION: Moved by Van Oort, Seconded by Hockensmith to waive the Third Reading of the Ordinance.

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

ORDINANCE APPROVED.

PERMITS: Renewal application for Class "E" Liquor License, Class "B" Wine Permit, Class "C" Beer and Sunday Sales Permits for Kum & Go #539, 5050 NW 2nd Avenue.

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

PETITIONS: Petitions to suspend taxes and special assessments for the following (No Senior Credit):

M. Burkett. 1710 Mondamin Ave
D. Gebard. 1900 E. 21st St
N. Goods. 1345 Sampson
W. McPherson. 3001 Garden Ave
K. O'Bryan. 7002 S.W. 15th St
J. Reese. 818 E. 25th Ct
E. Wardwell. 455 N.W. 51st Pl
H. Whitney. 221 Hull Ave

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

Petitions to suspend taxes and special assessments for the following (Senior Credit):

S. Allen. 937 Hackley Ave
G. Bouvier. 1329 E. Madison
S. Bueford. 1143 Clinton Ave
R. Cheek. 2940 Kinsey Ave
D. Conner. 2001 E. 40th Ct
D. Copic. 2830 NE 53rd Ct
D. Creek-Williams. 201 E. Pleasant View Dr
P. Eikleberry. 2425 S.E. 7th St
H. Fisher. 714 E. Granger Ave
M. Gilroy. 1117 E. 33rd Ct
H. Hamilton. 216 Forest Ave
L. Leverette. 1348 E. 17th St
J. Lewis. 2933 E. Walnut St
M. Lyon. 528 36th St
V. McCaulley. 4670 N.E. 31st St
D. McClure. 4345 & 4355 N.E. Sheridan
C. Muhammed. 1411 E. 19th St
V. Ogle. 200 Hughes Ave
L. Porth. 1220 N.E. 6th Ln, Unit H13
V. Pugh. 3508 1st St
P. Schaefer. 3911 Pleasant St
K. Shafer. 3930 N.E. 46th St
R. Sharp. 709 27th St
R. Snodgrass. 550 N.W. 66th Pl
S. Tam. 816 E. 28th St
S. Thomason. 3210 Fleming Ave
L. Thompson. 920 E. 11th St
A. Tuazon. 3608 57th St

B. Vu. 1342 E. 14th St
R. Wessel. 4425 S.E. 17th St
M. Whitecker. 1265 E. 18th St
B. Williams. 1505 Mondamin Ave
F. Wright. 1224 Stephenson Way

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

RESOLUTIONS: Resolution approving tax suspension for property located at 1815 48th Street (M. Michels).

Resolution suspending taxes and special assessments and authorizing Chairperson to sign the Application and Affidavit for Redemption of Parcel for 1926 Arlington Avenue (R. Crouch).

Resolution approving Memorandum of Understanding with Des Moines University for the provision of trauma informed services to victims of sexual assault and other forms of violence.

Resolution approving amendment to FY 21 Immunization Services Contract with Iowa Department of Public Health.

Resolution approving agreement amendment with Iowa Department of Public Health for Polk Care for Yourself Program funding.

Resolution approving agreement with Mercy Medical Center regarding 340B drug prices.

Resolution approving a grant award to the Mid Iowa Narcotics Task Force (Anti-Heroin Task Force Grant).

Resolution approving continued temporary position within Sheriff's Office.

Resolution authorizing settlement of a workers' compensation claim (Richards).

Resolution approving Community Betterment Grant awards.

REC'D & FILED: Notice that the Board of Supervisors will meet as a Canvassing Board on September 15, 2020 to canvass votes cast for Bondurant, Collins Maxwell, Saydel and SE Polk Community School Districts Special Election held on September 8, 2020.

REFERRED TO PUBLIC WKS & CO ATTORNEY: City of Grimes meeting notice concerning proposed amendment to the Grimes Urban Renewal Area.

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

Justin Ahrens, Acct Tech, Auditor, \$56,628 beginning Sept 12, 2020
Emily Bisignano, Multi-Svc Clk, Auditor, \$56,455 beginning Sept 12, 2020
Lisa Chiodo, Multi-Svc Clk, Recorder, \$51,146 beginning Aug 29, 2020
Brian Endrizal, Security Officer part-time, H.R., \$23.75 beginning Sept 12, 2020
August Geisinger, Deputy Director, Emerg Mgmt, \$90,000 beginning Aug 31, 2020
Barry Lowe, Forensic Lab Asst, Med Exam, \$59,537 beginning Sept 12, 2020
Shawn Michael, Deten Supr, Sheriff, \$68,051 beginning Sept 12, 2020
Dakota Myrick, Deten Officer, Sheriff, \$49,100 beginning Sept 12, 2020
Zachary Paletta, Elec Tech Coord, Auditor, \$49,583 beginning Sept 12, 2020
Sue Steeve, Admn Svcs Plng Analyst, Auditor,

\$89,501 beginning Sept 12, 2020
Lindsay Steger, Prop Tax Supr, Auditor, \$93,976 beginning Sept 12, 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 September 15, 2020 at 9:30 a.m.

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

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

PUBLIC NOTICE

Charitable Solicitation by Non-Polk County Affiliated Organizations

Polk County is accepting applications from non-profit, charitable federations for inclusion in the Fall 2020 Charitable Solicitation Campaign, in accordance with Polk County's Charitable Solicitation by Non-Polk County Affiliated Organizations policy.

This Campaign allows county employees to donate money to qualified federations that provide or support health, education, or human welfare needs. To obtain an application or further information, please contact Lexi Arndt, Polk County Government, 111 Court Avenue, Suite 390, Des Moines, IA 50309, 515-286-3360. The deadline for receiving completed applications is 5:00 P.M. on Friday, October 2, 2020.

Published in the Business Record on September 25, 2020.

NOTICE FOR PUBLIC HEARING

Notice is hereby given that a Public Hearing will be held on September 29, 2020 at 9:30 A.M. at the regularly scheduled meeting of the Polk County Board of Supervisors, Room 120, Polk County Administration Building, 111 Court Avenue, Des Moines, Iowa, 50309, regarding a land exchange between Rex and Christine Rankin and Polk County. Legal descriptions of the parcels as follows:

Current Rankin property
The east 319.89 feet of parcel 'A' of Lot 2, official plat of the NE1/4 of the NE1/4 of Section 8, Township 79, Range 23 West of the 5th P.M. Polk County Iowa.

Current Polk County property
A Parcel in 2019-175 of Lot 2, Official Plat NE1/4 NE1/4, Section 8, Township 79, Range 23 West of the 5th P.M., Polk County, Iowa

Persons wishing further information should contact the Polk County Conservation Board, Office of the Director, 515-323-5300.

Published in the Business Record on September 25, 2020.

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 ELECTRONIC MEETING

NOTICE OF PUBLIC HEARING ON DESIGNATION OF EXPANDED POLK CITY AREA II URBAN RENEWAL AREA AND ON PROPOSED URBAN RENEWAL PLAN AMENDMENT

Notice Is Hereby Given: That at 6 o'clock p.m., on October 12, 2020, the City Council of the City of Polk City will hold a public hearing on the question of amending the urban renewal plan (the "Plan") for the Polk City Area II Urban Renewal Area and designating an expanded Polk City Area II Urban Renewal Area (the "Urban Renewal Area"), pursuant to Chapter 403, Code of Iowa, by adding and including all the property generally described as follows:

BEGINNING AT THE CENTERLINE INTERSECTION OF DAVIS STREET AND S. 3RD STREET; THENCE NORTHERLY AND NORTHEASTERLY ALONG THE CENTERLINE OF SAID S. 3RD STREET TO THE SOUTHWESTERLY LINE OF SCOTT'S PARK PLAZA PLAT 1, AN OFFICIAL PLAT, EXTENDED NORTHWESTERLY; THENCE SOUTHEASTERLY ALONG SAID EXTENDED LINE AND ALONG SAID SOUTHWESTERLY LINE OF SCOTT'S PARK PLAZA PLAT 1 TO THE SOUTHERLY CORNER OF A QUIT CLAIM DEED RECORDED IN BOOK 4337

PAGE 114; THENCE NORTHEASTERLY ALONG THE EASTERLY LINE OF SAID QUIT CLAIM DEED RECORDED IN BOOK 4337 PAGE 114 TO THE NORTHWESTERLY LINE OF SAID SCOTT'S PARK PLAZA PLAT 1 AND BEING THE SOUTHEASTERLY RIGHT-OF-WAY LINE OF SAID S. 3RD STREET; THENCE NORTHEASTERLY ALONG SAID SOUTHEASTERLY RIGHT-OF-WAY LINE OF S. 3RD STREET TO THE SOUTHWESTERLY RIGHT-OF-WAY LINE OF W. CHURCH STREET; THENCE SOUTHEASTERLY ALONG SAID SOUTHWESTERLY RIGHT-OF-WAY LINE OF W. CHURCH STREET TO THE SOUTHEASTERLY RIGHT-OF-WAY LINE OF S. 2ND STREET; THENCE NORTHWESTERLY ALONG SAID NORTHEASTERLY RIGHT-OF-WAY LINE OF W. WOOD STREET TO SAID SOUTHEASTERLY RIGHT-OF-WAY LINE OF S. 3RD STREET; THENCE NORTHEASTERLY ALONG SAID SOUTHEASTERLY RIGHT-OF-WAY LINE OF S. 3RD STREET TO THE NORTH CORNER OF LOT 8, BLOCK 14 IN THE ORIGINAL PLAT OF THE TOWN OF POLK CITY, POLK COUNTY, IOWA, BEING AN OFFICIAL PLAT; THENCE SOUTHEASTERLY ALONG THE NORTHEASTERLY LINE OF SAID LOT 8, BLOCK 14 AND ALONG THE NORTHEASTERLY LINE OF LOT 10 OF SAID BLOCK 14 IN THE

ORIGINAL PLAT OF THE TOWN OF POLK CITY AND ALONG SAID NORTHEASTERLY LINE OF LOT 10 EXTENDED SOUTHEASTERLY TO SAID SOUTHEASTERLY RIGHT-OF-WAY LINE OF S. 2ND STREET; THENCE NORTHEASTERLY ALONG SAID SOUTHEASTERLY RIGHT-OF-WAY LINE OF S. 2ND STREET TO THE CENTERLINE OF THE ALLEY LYING BETWEEN LOTS 2 AND 3, BLOCK 15 OF SAID ORIGINAL PLAT OF THE TOWN OF POLK CITY; THENCE SOUTHEASTERLY ALONG SAID ALLEY CENTERLINE TO THE CENTERLINE OF THE ALLEY LYING BETWEEN SAID LOT 2, BLOCK 15 AND LOT 1, BLOCK 15 OF SAID ORIGINAL PLAT OF THE TOWN OF POLK CITY; THENCE NORTHEASTERLY ALONG SAID ALLEY CENTERLINE TO THE SOUTHWESTERLY RIGHT-OF-WAY LINE OF E. VAN DORN STREET; THENCE SOUTHEASTERLY ALONG SAID SOUTHWESTERLY RIGHT-OF-WAY LINE OF E. VAN DORN STREET TO THE SOUTHEASTERLY LINE OF LOT 6, BLOCK 2 OF BEEBE'S ADDITION, AN OFFICIAL PLAT, EXTENDED SOUTHWESTERLY; THENCE NORTHEASTERLY ALONG SAID EXTENDED LINE AND ALONG THE SOUTHEASTERLY LINE OF SAID LOT 6, BLOCK 2 TO THE CENTERLINE OF THE ALLEY LYING BETWEEN SAID LOT 6, BLOCK 2 AND LOT 3, BLOCK 2 OF SAID BEEBE'S ADDITION; THENCE NORTHWESTERLY ALONG SAID ALLEY CENTERLINE TO THE SOUTHEASTERLY RIGHT-OF-WAY LINE OF 1ST STREET; THENCE

PUBLIC NOTICES

NORTHEASTERLY ALONG SAID SOUTHEASTERLY RIGHT-OF-WAY LINE OF 1ST STREET TO THE SOUTHWESTERLY RIGHT-OF-WAY LINE OF E. BROADWAY; THENCE SOUTHEASTERLY ALONG SAID SOUTHWESTERLY RIGHT-OF-WAY LINE OF E. BROADWAY TO THE NORTHWESTERLY RIGHT-OF-WAY LINE OF WALKER STREET; THENCE NORTHEASTERLY ALONG SAID NORTHWESTERLY RIGHT-OF-WAY LINE OF WALKER STREET EXTENDED NORTHEASTERLY TO THE NORTHEASTERLY RIGHT-OF-WAY LINE OF SAID E. BROADWAY; THENCE NORTHWESTERLY ALONG SAID NORTHEASTERLY RIGHT-OF-WAY LINE OF E. BROADWAY TO THE SOUTHEASTERLY LINE OF THE NORTHWESTERLY 66 FEET OF LOT 7 OF THE OFFICIAL PLAT OF THE NORTHWEST FRACTIONAL QUARTER AND THE NORTH HALF OF THE SOUTHWEST QUARTER OF SECTION 1, TOWNSHIP 80, RANGE 25; THENCE NORTHEASTERLY ALONG SAID SOUTHEASTERLY LINE 132 FEET; THENCE NORTHWESTERLY ALONG A LINE BEING 132.00 FEET NORTHEASTERLY OF AND PARALLEL WITH THE SOUTHWESTERLY LINE OF BLOCK 1 BEEBE'S ADDITION TO POLK CITY AND THE NORTHWESTERLY EXTENSION THEREOF TO A POINT ON THE NORTHWESTERLY LINE OF SAID 1ST STREET; THENCE SOUTHWESTERLY ALONG SAID NORTHWESTERLY LINE OF 1ST STREET TO A POINT ON THE CENTERLINE OF W. BROADWAY; THENCE NORTHWESTERLY ALONG SAID CENTERLINE OF W. BROADWAY, 115.50 FEET; THENCE SOUTHWESTERLY TO THE EASTERLY CORNER OF LOT 8, BLOCK 9, OF THE ORIGINAL TOWN OF POLK CITY, AN OFFICIAL PLAT; THENCE SOUTHWESTERLY ALONG THE SOUTHEASTERLY LINE OF SAID LOT 8 AND THE SOUTHWESTERLY EXTENSION THEREOF TO A POINT ON THE CENTERLINE OF THE ALLEY BETWEEN LOTS 7 AND 8 OF SAID BLOCK 9; THENCE NORTHWESTERLY ALONG

THE CENTERLINE OF SAID ALLEY, 49.50 FEET; THENCE SOUTHWESTERLY 8.25 FEET TO THE EASTERLY CORNER OF LOT 4 SAID BLOCK 9; THENCE SOUTHWESTERLY ALONG THE SOUTHEASTERLY LINE OF LOTS 4, 5 AND 6 OF SAID BLOCK 9 TO THE SOUTHERLY CORNER OF SAID LOT 6; THENCE NORTHWESTERLY ALONG THE SOUTHWESTERLY LINE OF SAID LOT 6 TO A POINT ON THE SOUTHEASTERLY LINE OF S. 2ND STREET; THENCE NORTHEASTERLY ALONG SAID SOUTHEASTERLY LINE OF S. 2ND STREET AND BEING ALONG THE SOUTHEASTERLY LINE OF N. 2ND STREET TO THE NORTHERLY CORNER OF LOT 3, BLOCK 8, OF THE ORIGINAL TOWN OF POLK CITY; THENCE NORTHWESTERLY TO THE EASTERLY CORNER OF LOT 8, BLOCK 7 OF THE ORIGINAL TOWN OF POLK CITY; THENCE NORTHWESTERLY ALONG THE NORTHEASTERLY LINE OF LOTS 7 AND 8 SAID BLOCK 7 AND THE NORTHWESTERLY EXTENSION THEREOF, TO A POINT ON THE CENTERLINE OF N. 3RD STREET; THENCE SOUTHWESTERLY ALONG THE CENTERLINE OF N. 3RD STREET TO A POINT ON THE CENTERLINE OF SAID W. BROADWAY; THENCE NORTHWESTERLY ALONG THE CENTERLINE OF W. BROADWAY TO THE NORTHWESTERLY RIGHT-OF-WAY LINE OF S. 4TH STREET EXTENDED NORTHEASTERLY; THENCE SOUTHWESTERLY ALONG SAID EXTENDED LINE AND ALONG THE NORTHWESTERLY RIGHT-OF-WAY LINE OF S. 4TH STREET TO THE SOUTHWESTERLY RIGHT-OF-WAY LINE OF SAID W. WOOD STREET; THENCE SOUTHEASTERLY ALONG SAID SOUTHWESTERLY RIGHT-OF-WAY LINE OF W. WOOD STREET TO THE NORTHWESTERLY RIGHT-OF-WAY LINE OF SAID S. 3RD STREET; THENCE SOUTHWESTERLY ALONG SAID NORTHWESTERLY RIGHT-OF-WAY LINE OF SAID S. 3RD STREET TO THE NORTHEASTERLY LINE OF LOT 4, BLOCK 9 OF SAID BEEBE'S ADDITION TO POLK CITY; THENCE NORTHWESTERLY

ALONG SAID NORTHEASTERLY LINE OF LOT 4 TO THE NORTH CORNER OF SAID LOT 4; THENCE SOUTHWESTERLY ALONG THE NORTHWESTERLY LINE OF SAID LOT 4 TO THE WEST CORNER OF SAID LOT 4 AND BEING THE SOUTH CORNER OF LOT 3 OF SAID BLOCK 9 OF BEEBE'S ADDITION TO POLK CITY; THENCE NORTH ALONG THE WEST LINE OF SAID LOT 3 TO THE SOUTHEAST CORNER OF LOT 3 OF LEONARD'S PLACE, AN OFFICIAL PLAT; THENCE WEST ALONG THE SOUTH LINE OF SAID LOT 3 TO THE NORTHEAST CORNER OF LOT 50 OF SAID LEONARD'S PLACE; THENCE SOUTH ALONG THE EAST LINE OF SAID LOT 50 TO THE NORTH RIGHT-OF-WAY LINE OF WALDO STREET; THENCE WESTERLY ALONG SAID NORTH RIGHT-OF-WAY LINE OF WALDO STREET TO THE WEST RIGHT-OF-WAY LINE OF STIPPICH STREET; THENCE SOUTH TO THE SOUTH LINE OF SAID WALDO STREET; THENCE EAST ALONG SAID SOUTH LINE OF WALDO STREET TO THE NORTHEAST CORNER OF LOT 74 OF SAID LEONARD'S PLACE; THENCE SOUTH ALONG THE EAST LINE OF SAID LOT 74 TO SAID CENTERLINE OF SAID DAVIS STREET; THENCE EAST ALONG SAID CENTERLINE OF DAVIS STREET TO THE POINT OF BEGINNING.

The proposed amendment to the Plan brings the property described above in to the Urban Renewal Area and makes it subject to the provisions of the Plan. The amendment also facilitates the undertaking of new urban renewal projects in the Urban Renewal Area consisting of (a) using tax increment financing to pay the cost of the Polk City Chamber of Commerce Support Program; and (b) using tax increment financing to pay the costs of the City's Urban Renewal Administration and Professional Support Program. Due to federal and state government recommendations in response to COVID-19 pandemic

conditions, the meeting will be conducted electronically via Zoom, which will be accessible at the following:
Call-in 5153298019 code 593054
In addition to electronic access, written comments may be filed or made prior to the meeting and will be recorded in the minutes.
At said hearing any interested person may file written objections or comments and may be heard orally with respect to the subject matters of the hearing.
Jenny Gibbons
City Clerk
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PUBLIC NOTICE OF STORM WATER DISCHARGE

Hy-Vee, Inc plans to submit a Notice of Intent to the Iowa Department of Natural Resources to be covered under the NPDES General Permit No. 2 "Storm Water Discharge Associated with Industrial Activity for Construction Activities." The storm water discharge will be from commercial construction activity located in SE 1/4, SEC 32-T80-R25 Polk County. Storm water will be discharged from 5 point source(s) and will be discharged to the following streams: public storm sewer to regional basin to unnamed tributary Little Beaver Creek. Comments may be submitted to the Storm Water Discharge Coordinator, Iowa Department of Natural Resources, Environmental Protection Division, Henry A. Wallace Building, 502 E. 9th Street, Des Moines, IA 50319-0034. The public may review the Notice of Intent from 8 a.m. to 4:30 p.m., Monday through Friday, at the above address after it has been received by the department. Published in the Business Record on September 25, 2020.

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