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LEADERSHIP

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

EDITORIAL

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

SENIOR STAFF WRITERS

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

Michael Crumb
(515) 661-6086 | michaelcrumb@bpcdm.com
*Beats: Economic Development | Transportation |
Energy & Environment | Culture | Sales & Marketing*

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

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

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

FEARLESS EDITOR
Emily Blobaum
emilyblobaum@bpcdm.com

COPY EDITOR
Kurt Helland

ART & PRODUCTION

DIRECTOR OF CREATIVE OPERATIONS
Lauren Burt

CREATIVE DIRECTOR
Joe Crimmings

CREATIVE ASSOCIATE
Patrick Herteen

PHOTOGRAPHER
Duane Tinkey

DESIGN INTERN
Abby Gardyas

SALES

DIRECTOR OF BUSINESS RECORD
SALES & BPC EVENTS
Sara Brown

ASSOCIATE DIRECTOR OF ADVERTISING
Laura Stapes

SENIOR ACCOUNT EXECUTIVES
Lori Bratrud
Dawn Donegan

ACCOUNT EXECUTIVE
Chrissy Smith

EVENT & PROJECT COORDINATOR
Stacey Thompson

ADMINISTRATION

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Suzanna de Baca

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BUSINESS MANAGER
Eileen Jackson

ACCOUNTING SPECIALIST
Becky Hotchkiss

OFFICE MANAGER
Laura Stegemann

INSIDE SALES REPRESENTATIVE
Alison Damon

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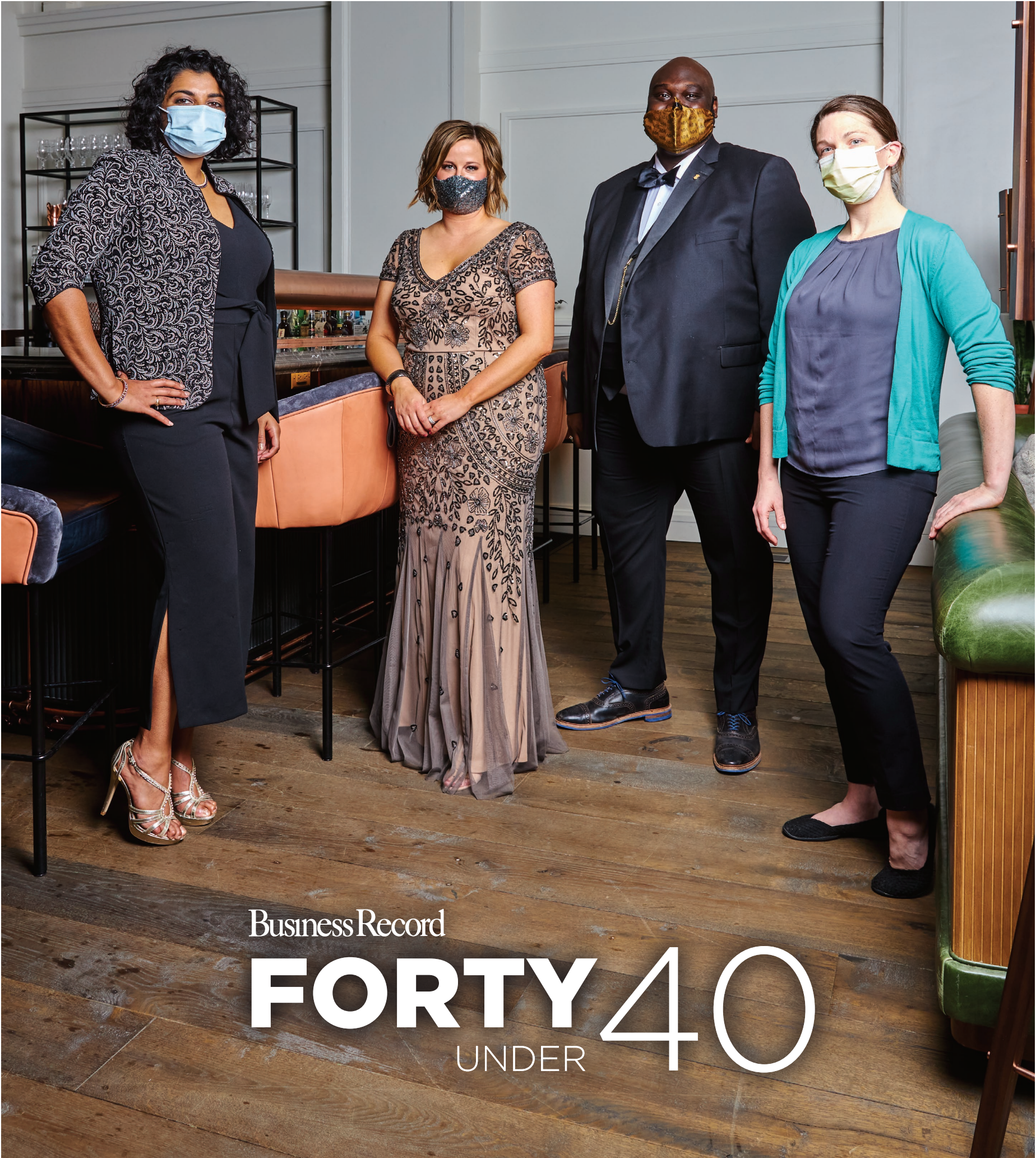
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Left to right: Megan L. Srinivas, infectious disease physician and translational health policy researcher fellow, University of North Carolina Institute of Global Health and Infectious Diseases; Anthony Ferguson Jr., director for equity, inclusion and diversity, West Des Moines Community Schools; Nola Aigner Davis, public health communications officer, Polk County Health Department; Leah Brandon, medical director, internal medicine and pediatrics, ChildServe. These four individuals are just some of the members of the 2021 class who have led the way during unprecedented challenges in the last year, particularly within health care and equity work. Special thanks to the Surety Hotel Des Moines for allowing us to use their lobby for our photo shoot. *Photos by Joe Crimmings*

Meet the Business Record’s 2021 class of Forty Under 40

The Business Record is proud to announce the 22nd annual list of Forty Under 40 honorees.

These 40 local business leaders, who were chosen by past award winners, are under the age of 40 and have demonstrated impressive career achievements and unparalleled community involvement. Together, they join 840 past Business Record Forty Under 40 honorees to bring the total number of honorees to 880 since the Business Record began the awards in 2000.

It’s our hope to elevate and celebrate the contributions of young professionals through this effort. These leaders seek to make Des Moines and the world a better

place, each through their own means and passion areas. We hope you enjoy getting to know some of the up-and-coming professionals and reading about their insightful ideas for the region.

Congratulations to all of this year’s honorees! Each will be recognized at our event on April 7.

– Emily Barske, editor

Join us April 7

4 to 6 p.m | free virtual admission with registration

Register at
businessrecord.com/events



NOLA AIGNER DAVIS

PUBLIC HEALTH COMMUNICATIONS OFFICER

POLK COUNTY HEALTH DEPARTMENT

AGE: 35

WHY SHE'S A FORTY:

Nola is spearheading a “Train the Trainer” program to educate ethnic community-based organizations about the COVID-19 vaccine. She serves as public health communications officer for the Polk County Health Department, where she has participated in over 200 media interviews on national, state and local platforms discussing the COVID-19 pandemic. Nola has been an adjunct instructor since 2011. She teaches at Buena Vista University and Mercy College of Health Sciences. Nola is the president of Dream Catchers Foundation Inc., a member of Junior League of Des Moines, an events committee member for Community Youth Concepts and a board member of the Safeguard Iowa Partnership.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I strive to make Polk County a better community for future generations. I do this by educating communication and health professionals and participating in community organizations to improve the lives of women, youth and refugees. Each small step we take can produce monumental positive changes.

Business Record Forty Under 40 | Class of 2021



SHAIMAA ALY

BUSINESS SUPPORT MANAGER 4, VICE PRESIDENT

WELLS FARGO

AGE: 39

WHY SHE'S A FORTY:

Shaimaa is a volunteer for Genesis Youth, helping African immigrant youths succeed academically and athletically and find their identity in the American society. She uses her cooking and hospitality skills to help nonprofits, like CultureALL, raise money. Her Egyptian signature dish “Shawarma” was featured in the 2019 World Food and Music Festival. After graduating from the Community Leadership Program in 2020, Shaimaa launched the “Randomly Selected for Random Search” podcast to share her perspective on her life in America as an immigrant Muslim single mother. She joined the West Des Moines Human Rights Commission and is the Capital Crossroads Social Capital Chair and keeps racial equity front and center of her work.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

Being part of Capital Crossroads, Social Capital Chair, DSM USA 4 Equity Task Force, and West Des Moines Human Rights Commission, my goal is to shift the narrative from placing Band-Aid and chicken wire solutions on racial issues to tackling the root cause of structured racism through policy and systemic changes.

Business Record Forty Under 40 | Class of 2021

Working together to create jobs for our community

At Bank of America, we continue to invest in our local communities to help create jobs and fuel economic opportunity.

We're doing this by collaborating with other companies, identifying needs and working with skill-building partners.

This effort also includes our recent \$25 million investment in 21 higher education institutions including community colleges, historically Black colleges and universities and Hispanic-serving institutions.

Our shared focus is on education, reskilling and up-skilling to build a pipeline of talent — and on increased commitment to hiring by major employers across our local area.

Here in Des Moines, my teammates and I are excited to be a part of creating more opportunities for members of our community.

What would you like the power to do?®



Heidi Parkhurst
Iowa Market President



Here's how we're helping to accelerate job creation in our community:

Working with the Greater Des Moines Partnership to advance local goals

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- By Degrees Foundation
- Oakridge Neighborhood Services
- Urban Dreams



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RITA BETTIS AUSTEN

LEGAL DIRECTOR

ACLU OF IOWA

AGE: 39

REASONS SHE IS A FORTY:

Rita Bettis Austen is the legal director of the ACLU of Iowa. She oversees the legal program's efforts to promote and protect the basic rights and freedoms of all Iowans through litigation in state and federal courts. In this role, she has brought cases championing voting rights, freedom of speech and religion, racial justice, gender equality, reproductive freedom, LGBTQ equality, immigrants' rights, fair sentencing for juveniles, and the rights of the accused.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

Outside of my own job, my biggest goals are to spend time with and stay connected to family and friends, and support the amazing work of others in our community.

Business Record Forty Under 40 | Class of 2021



LEAH BRANDON

MEDICAL DIRECTOR - INTERNAL MEDICINE AND PEDIATRICS

CHILDSERVE

AGE: 35

WHY SHE'S A FORTY:

She is medical director and staff physician in internal medicine and pediatrics at ChildServe, a nonprofit organization providing care to children and families with special health care needs. She volunteered as a court-appointed mentor and as a one-on-one tutor for children in the Des Moines area. She is a committee member with the University of Iowa-led Transition Resources to Adult Care for Health (TRAC) grant working to develop models for transition to comprehensive adult health care for people in Iowa with intellectual and developmental disabilities.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

To help develop models for transition to comprehensive adult health care for people in Iowa with intellectual and developmental disabilities through work with the University of Iowa-led Transition Resources to Adult Care for Health (TRAC) grant.

Business Record Forty Under 40 | Class of 2021

■ FORTY UNDER 40

A Meaningful Impact.

We know our Bulldogs make a difference in our community.
It's honors like these that prove it. Congratulations!

Shaimaa Aly

Master of Business Administration
(2010)

Kenia Calderón Cerón

Bachelor of Science in Business
Administration, Management (2017)

Tyler Coe

Bachelor of Arts in Law, Politics, and
Society (2011)

Alexis J. Davis

Bachelor of Arts in Journalism
and Mass Communication, Public
Relations (2013) and Master of
Communications Leadership (2017)

Dylan DeClerck

Bachelor of Science in Business
Administration, Marketing (2016)

Goizane Esain Mullin

Bachelor of Arts in Journalism
and Mass Communication, Public
Relations (2011) and Bachelor of Arts
in Graphic Design (2011)

Anthony Ferguson Jr.

Master of Science in Education,
Counseling (2017) and Doctor of
Education in Leadership (2020)

Gregory Lin

Assessment Coordinator at
Drake University

Colleen R. MacRae

Juris Doctor (2012)

Cory McAnelly

Juris Doctor (2011)

Elizabeth Meyer

Juris Doctor (2009)

Manisha Paudel

Bachelor of Arts in International
Relations (2009)

Rachel Pfundstein

Bachelor of Science in Business
Administration, Management
(2011) and Master of Business
Administration (2014)

Jennifer A. Rhuppiah

Juris Doctor (2008)

Dave Stone

Master of Public Administration (2011)

Emily A. Stork

Juris Doctor (2007)

Manny Toribio

Master of Public Administration
(2010)

Elizabeth F. Zaletel

Bachelor of Arts in International
Relations (2006)

drake.edu

Drake
UNIVERSITY



BEN BUTZKE

CO-PRESIDENT

BUTZKE BURCH CONSTRUCTION INC.

AGE: 32

WHY HE'S A FORTY:

Ben is a two-term board chair for Grimes Chamber & Economic Development and the 2021 Affiliate Presidents' Council chair with the Greater Des Moines Partnership. He joined the Courage League Sports board of directors and helped transition a merger with Opportunity on Deck to become Can Play. Ben founded Butzke Burch Construction with Matt Burch in 2020 to provide a relationship-based approach to general contracting for Central Iowa. Ben has helped his wife, Jacque Butzke, run their family business, Inspiring Dance, since its founding in 2010.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

As a board member with CanPlay, I will support the organization as it continues to expand locally and nationally by helping ensure that adaptive and no-cost sports programs are accessible to all. Melissa Clarke-Wharff and Dylan DeClerck have big dreams, and I want to support the major expansion effort.

Business Record Forty Under 40 | Class of 2021



KENIA CALDERON CERON

VICE PRESIDENT, BILINGUAL BUSINESS DEVELOPMENT DIRECTOR

GREENSTATE CREDIT UNION

AGE: 27

WHY SHE'S A FORTY:

Kenia asks Latino millennials to participate in the political process in the United States, such as the Iowa caucuses. She has dedicated her time to volunteer as a coach and mentor to young middle schoolers. Since 2015, she has led efforts to motivate undocumented students to pursue higher education. Her guidance has helped credit unions across the country to open their doors to the Latino community.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

As part of the leadership team of the Latinx Project, I will be working with business leaders to identify the needs of the Latinx community in Central Iowa. Together, we will be drafting an action plan to improve the lives of our Latinx community. I hope to shine light.

Business Record Forty Under 40 | Class of 2021



LINDSAY CHASE

SENIOR VICE PRESIDENT OF FINANCE

HOLMES MURPHY

AGE: 39

WHY SHE'S A FORTY:

She has been asked to speak at several industry conferences and events as well as being published in industry media. She serves as a mentor for Holmes Murphy's Women Optimizing Women program, which gives support to women within the company. She volunteers through the church and school to support the education, growth and development of children. She coached the Simpson College women's tennis team, serving not only as a coach, but also as a role model, mentor and adviser for the young women who went through the program.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

Being a good mother and being "present." My son is growing up quickly and I cherish and value our time together. At times, this may mean being a cheerleader, coach, volunteer, chauffeur and teacher, among other roles, all the while seeking to love, support and encourage him.

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TYLER COE

EQUITY MEMBER ATTORNEY

WHITFIELD & EDDY LAW PLC

AGE: 32

WHY HE'S A FORTY:

Tyler's approach to family law makes it less intimidating to his clients and the community through his public speaking and social media presence with #DSMdivorcelawyer. Tyler's service to Please Pass the Love includes his leadership as president and being an ambassador for mental wellness among youths and educators. Tyler's commitment to the legal profession shines with his recruitment, mentorship and retention of Iowa attorneys. Attorneys across Iowa often call him for his thoughts on divorce cases. Business owners call him to connect them with the right attorneys. Tyler builds community by being present. When called, he serves.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I speak and write about mental health issues regarding youth and attorneys. It is extremely encouraging educating and sharing experiences with others to help lift them up. I provide free continuing legal education credit throughout 2021 on these topics. For attorneys, mental health directly connects with our ethical obligations.

Business Record Forty Under 40 | Class of 2021

Butzke Burch Construction
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BEN BUTZKE



on being named a 2021
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UnityPoint Health
Des Moines

CONGRATULATIONS DAVID STARK



On behalf of the Board of Directors, physicians and team members of UnityPoint Health - Des Moines, congratulations to our President and CEO David Stark for being named the Business Record's 2021 Forty Under 40 Alumnus of the Year. You truly deserve this recognition for your tireless leadership and many contributions you make to our community. **We salute you!**

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ALUMNUS OF THE YEAR



JEN CROSS

VICE PRESIDENT OF DONOR RELATIONS

GREAT OUTDOORS FOUNDATION

AGE: 32

WHY SHE'S A FORTY:

She is leading the largest capital campaign in Central Iowa's history, reaching over \$20 million for Central Iowa Water Trails, even through a pandemic. She serves as chair of the John Stoddard Cancer Center board and assists in the Rally Against Cancer annual event. While being a new mom and spending time with her family, she continues to be involved in the community through voluntary efforts with Winefest, St. Ambrose University and Des Moines Water Works Park Foundation. She is a graduate of the Greater Des Moines Leadership Institute Community Leadership Program Class of 2019, helping Youth Community Concepts construct and launch the brand for the ADA-accessible Stowe Heights Challenge Course.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

As chair for the John Stoddard Cancer Center Advisory Board, I hope to bring more advocacy to the work that John Stoddard Cancer Center does, not only in cancer care, but to the measures and efforts they put into their care for their patients. John Stoddard Cancer Center provides many low-to-no-cost programs for cancer patients, which helps make their cancer journey a little more bearable. Many of these programs are funded through philanthropy, and broadcasting that to a wider reach and instilling advocacy is part of my 2021-2022 goals as chair.

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CONGRATULATIONS TO THE 40 UNDER 40 CLASS OF 2021



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Financial Center - Des Moines





ALEXIS J. DAVIS

STRATEGIC COMMUNICATIONS PROJECT MANAGER

UNITED WAY OF CENTRAL IOWA

AGE: 30

WHY SHE'S A FORTY:

She serves as the first president of the Black Alumni Association at Drake University. She serves as chair of the Internal Audit Committee for the Des Moines Alumnae Chapter of Delta Sigma Theta Sorority Inc. She is a member of the James B. Morris Scholarship board of directors. She is a member of the African American Leadership Academy Advisory Board. She served as a board member for YMCA Supportive Housing Campus from 2017 to 2020. She volunteered with YMCA Supportive Housing, Back 2 School Iowa and the Des Moines Alumnae Chapter of Delta Sigma Theta Sorority Inc.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

My goal is to increase our engagement with our community partners. Although we strive to serve underserved and marginalized communities, it is my goal to bring our organization directly to the communities we serve so they have a direct understanding of our community's needs.

Business Record Forty Under 40 | Class of 2021



DYLAN DECLERCK

CO-FOUNDER

CAN PLAY

AGE: 25

WHY HE'S A 40:

He started his own nonprofit at the age of 16 and then merged it with another local organization in 2021 to co-found Can Play, which serves thousands of underserved youths and adults in the community. He serves as board president for CHPcommunity as the organization establishes a statewide community hub for health programs. He helps plan the Association of Fundraising Professionals' National Philanthropy Day. He leads and provides youth activities and programming through Faith Lutheran Church.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I'd like to see our community collaborate to address the health challenges our youth and families are struggling to overcome, so I have been helping to build a community hub for the expansion and sustainability of health programs across the state.

Business Record Forty Under 40 | Class of 2021



Congratulations to David Stark

Business Record's 2021 Forty Under 40 Alumnus of the Year

Each year the Business Record honors a member of a previous Forty Under 40 class to recognize his or her contributions since being named a Forty.

The 2021 Forty Under 40 Alumnus of the Year is David Stark, president and CEO of UnityPoint Health-Des Moines. Stark was honored 20 years ago, in the Class of 2001.

Learn more at businessrecord40.com/alumnus-of-the-year

NYEMASTER
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Leading by Example

LEADERS MAKE A DIFFERENCE: As a member of the 2021 Forty Under 40 class, Colleen MacRae displays the best of Nyemaster's values. Outstanding leadership and community involvement are essential Nyemaster principles. Well done, Colleen.
Learn more at nyemaster.com.

We are incredibly proud to have two members of our amazing team recognized in the outstanding Forty Under 40 class of 2021!



Alexis J. Davis
Communications Project Manager
United Way of Central Iowa



Dave Stone
Advocacy Officer
United Way of Central Iowa



GOIZANE ESAIN MULLIN

PARTNER, CREATIVE STRATEGY

RBI MARKETING

AGE: 39

WHY SHE'S A FORTY:

She works with Pets for Life (Animal Rescue League/Humane Society of the United States program), a proactive effort to keep pets outside of the shelter system. The organization has changed how the animal shelters and animal control do community outreach and has spayed or neutered more than 5,000 animals and has vaccinated hundreds of pets through vaccination clinics. It has won a Humane Society Community Award for work done in the 50314 ZIP code (the poorest ZIP code area in Des Moines). She is a volunteer for the Warren Morrow Latin Music Festival, the first Latin music festival in Des Moines that celebrates Hispanic music and culture. She helped broaden the festival from an inside music event of 200 people to a day festival with almost 700 people in attendance, 10 vendors and more than 20 Latin music bands from all over the country and world. In 2019 the festival brought world-renowned and Grammy-nominated accordionist Celso Pina.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

Art: One of my goals is to promote my art outside of Iowa to get art installation commissions in the Midwest. Music: As a festival organizer and music lover, I'd like to continue to bring music diversity to Des Moines. Community: To utilize my experience and skills to elevate the community throughout my work and volunteerism.

Business Record Forty Under 40 | Class of 2021



ANTHONY FERGUSON JR.

EXECUTIVE DIRECTOR OF EQUITY, INCLUSION AND DIVERSITY

WEST DES MOINES COMMUNITY SCHOOLS

AGE: 30

WHY HE'S A FORTY:

He founded an organization that assists individuals and groups who desire to make a cultural shift in their organization in terms of diversity, equity and inclusion. He serves on the Zeta Kappa Lambda Educational Foundation, an organization that has awarded over \$40,000 in scholarships to students in the Central Iowa community. He has conducted groundbreaking research into the lived experience of Black university faculty members serving at predominantly white institutions.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

Our goal is to educate the stakeholders within our communities, and bring awareness to systemic challenges that our most vulnerable and marginalized populations are facing. We aim to further develop a culture of inclusion, equity and anti-racist practices in the effort to enrich the learning experience of our students.

Business Record Forty Under 40 | Class of 2021

Congratulations
Elizabeth Meyer



Attorney and Shareholder, Dentons Davis Brown
Board Chair, Girl Scouts of Greater Iowa

You help make the world a better place by supporting girls of courage, confidence, and character!

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MOLLY HANSON

CONSERVATION AND COMMUNITY OUTREACH SPECIALIST

RDG PLANNING & DESIGN

AGE: 34

WHY SHE'S A FORTY:

She was the first full-time executive director of Iowa Rivers Revival. She was a county conservation naturalist for the first half of her career, often bringing reptiles into classrooms. She is a co-founder of Women for Water and has brought folks together from across the state to share their water stories. She took elected officials on paddling trips so they could see firsthand the untapped potential of their rivers and streams.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

These days, my focus is hyper-local. I serve on the board of my neighborhood association, support clothing and food drives, and lift up the leaders in our community who are bold enough to challenge inequity. Intersectional environmental justice is the umbrella over all my goals moving forward.

Business Record Forty Under 40 | Class of 2021



ERIC HEININGER

MANAGING DIRECTOR

EDEN+ FUNDRAISING CONSULTING

AGE: 35

WHY HE'S A FORTY:

Eric's role at Eden+ has helped nonprofits in Central Iowa raise over \$35 million in the last two years. He serves as treasurer for TEDx Des Moines, president of Salon 4700 at the Des Moines Art Center and board member for the Iowa Medical Society Foundation, and volunteers across the community. As a certified fundraising executive and an Association of Fundraising Professionals master trainer, he co-founded the Des Moines Fundraising Institute, which provides professional development to fundraising professionals across the world. He also serves on the Association for Fundraising Professionals Political Action Committee board and was recognized in 2019 as one of the Association for Healthcare Philanthropy's 40 Under 40.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I serve on the Government Relations Committee and the Political Action Committee board for the Association of Fundraising Professionals. Iowa has some really creative legislation such as Endow Iowa that helps both nonprofits and donors in Iowa to keep their dollars local. I would love to see that expand nationally in a way to serve our communities. The generosity of others and philanthropy make our community run smoothly, and I want to make sure we use data to highlight that.

Business Record Forty Under 40 | Class of 2021



BEN KEENAN

HUMAN RESOURCES

PRINCIPAL

REALTOR

COLDWELL BANKER

AGE: 34

WHY HE'S A FORTY:

He was a mentor for eight years for Everybody Wins! Iowa and a book buddy for United Way. He was chair for the Central Iowa March of Dimes Market Board and he and his wife served as the Ambassador Family in 2017. He is a "shepherd" for Vacation Bible School and PowerLife leader and facilitator for "Men's League" and the "O-Line," two men's studies to help men work on becoming better leaders and "sharpen one another."

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

Continue to advocate, fundraise and fight for the health of moms and babies. The March of Dimes is an organization we've invested in because of the support and assistance the organization gave to us and families who have newborns born prematurely or with preexisting conditions.

Business Record Forty Under 40 | Class of 2021

Ivy Proud

Congratulations to these Iowa State University Ivy College of Business alumni and all Des Moines Business Record 2021 Forty Under 40 honorees.

Thank you for your dedication to the community.

IOWA STATE UNIVERSITY
Ivy College of Business

Ben Keenan
(08 management)



David Stark
(94 management)
2021 Forty Under 40 Alumnus of the Year



Ben Butzke
(10 marketing)





JULIE KENNEY

DEPUTY SECRETARY OF AGRICULTURE

IOWA DEPARTMENT OF AGRICULTURE AND LAND STEWARDSHIP

AGE: 39

WHY SHE'S A FORTY:

Julie is a member of the Governor's Feeding Iowans Task Force, where she helped lead initiatives that delivered more than 1.75 million servings of protein to food-insecure Iowans. She represents Iowa Secretary of Agriculture Mike Naig on several boards and commissions, including the Iowa State Fair Board, the Iowa Agriculture Literacy Foundation, the Iowa Council on Agriculture Education, the Iowa Beef Council and the Iowa Turkey Federation. Julie is a founding member of CommonGround, a national organization to help connect farmers with consumers. As deputy secretary of agriculture, Julie helps oversee the budget, policy and personnel of the Iowa Department of Agriculture and Land Stewardship.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I love to mentor and talk with young people about the tremendous opportunities to make a difference in Iowa agriculture. We can use science and innovation to promote food security and environmental stewardship, and build strong rural and urban communities.

Business Record Forty Under 40 | Class of 2021



MAGAN LEWIS

INTEGRATED FIELD SCIENCES GLOBAL FIELD INNOVATION LEAD

CORTEVA AGRISCIENCE

AGE: 35

WHY SHE'S A FORTY:

She is currently serving as a Science Center of Iowa board member. She is an If/Then Ambassador for the American Association for the Advancement of Science – a prestigious national program that brings together 125 women from a variety of science, technology, engineering and mathematics careers to serve as high-profile role models for middle school girls. She co-founded Lewis Path Finders STEM Camp. She co-leads Corteva Johnston Food Security Employee Network and is an active volunteer of the Corteva Homeless Assistance team, which supports Central Iowa Shelter and Services and the YMCA Supportive Housing Campus.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

Enrich lives through STEM outreach. I guide young scientists as they build up their natural curiosity, explore the world around them, discover how it all works, and perhaps find a STEM path they are passionate about. STEM camps, science fairs, school outreach and my work as a board member at Science Center of Iowa are key drivers.

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GREGORY LIN
ASSESSMENT COORDINATOR
DRAKE UNIVERSITY
AGE: 34

WHY HE'S A FORTY:

He serves as president-elect for Young Professionals Connection. He is a member of the UnityPoint Health-Des Moines board of trustees. He is a class member of the 2021 Community Leadership Program of the Greater Des Moines Leadership Institute. He serves on a national work group for the Grand Challenges in Assessment Project that works to address pressing challenges facing assessment in higher education. He has served on committees for the Iowa Department of Cultural Affairs and the Des Moines Symphony. He has spoken for DART about his public transit experience and serves on the Transit Future Work Group.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

For YPC, the board collectively works to connect young professionals in Des Moines to their passion and shows them that no matter what future they envision, they can find it in Des Moines.

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COLLEEN R. MACRAE

ATTORNEY, SHAREHOLDER

NYEMASTER GOODE PC

AGE: 35

WHY SHE'S A FORTY:

Colleen was one of only five real estate attorneys in the United States to serve a two-year fellowship in the Real Property, Trust & Estate Section of the American Bar Association (2019-20). She is a shareholder and vice chair of the corporate department at Nyemaster law firm in Des Moines. She currently serves as an executive officer to the board of directors for the Boys and Girls Club of Central Iowa, where she helps champion over 2,000 club kids across seven club sites in Des Moines. Colleen is committed to community development and serves as tri-chair of the Capital Core for Capital Crossroads, and served on the city of Des Moines Urban Design Review Board and the East Village Neighborhood Association in various leadership capacities.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I am a strong believer in the maxim that community is more than belonging, it is about doing something with others that makes belonging matter. When we emerge from the other side of this pandemic, it's going to require an enormous collective effort to make sure the challenges exposed during this pandemic (e.g., equity, education, health care, child care) are not ignored. My goal is to keep listening, learning, connecting and acting to make my belonging in this community matter.

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KENDRA MARSHALL

DIRECTOR, BUSINESS STRATEGY

SAMMONS FINANCIAL GROUP

AGE: 34

WHY SHE'S A FORTY:

She raised over \$25,000 for the Food Bank of Iowa in memory of her late father. She led her West Des Moines Leadership Academy class project in raising more than \$52,000 for West Des Moines Human Services. She is the head coach for the Dowling Catholic cheerleading program. She is past chair for the Junior League of Omaha.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I aspire to develop student athletes to be committed and accountable teammates that ignite the spirit of Dowling Catholic High School.

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LINDSAY
CHASE



RACHEL
PFUNDSTEIN





CORY MCANELLY

COUNSEL - INTELLECTUAL PROPERTY, PATENT ATTORNEY

PRINCIPAL FINANCIAL GROUP

AGE: 35

WHY HE'S A FORTY:

He recently served as the president of the Des Moines Public Library Foundation and, like many other business and philanthropic leaders, worked with the foundation, library, and board to pivot critical public services to a digital environment during the pandemic. His passion for the improvement of his community and his sincere care for the health and well-being of fellow Iowans led him to his role on the board of managers for the YMCA Supportive Housing Campus. While his passions may guide him, it is his ability to listen and respond to where his service and leadership will be valuable that helps him maximize the value of his involvement.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I look forward to continuing my work with the Des Moines Public Library Foundation (and Library) as these organizations leverage new technology to pursue innovative means of providing critical public services to the city of Des Moines. I also look to help support and strengthen the efforts to curb homelessness and provide for basic needs in Des Moines as the YMCA Supportive Housing Campus expands its efforts and impact.

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ELIZABETH MEYER

SHAREHOLDER ATTORNEY/BOARD MEMBER

DAVIS BROWN LAW FIRM

AGE: 36

WHY SHE'S A FORTY:

She is a board member of Davis Brown Law Firm, chair of Davis Brown's Trust & Estate Litigation Department, current board chair of Girl Scouts of Greater Iowa, and a founding member of ALLIED Education Fund.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

In my role as board chair of Girl Scouts of Greater Iowa, I have already seen the organization grow and become an example of innovation for other councils throughout the U.S., even under difficult circumstances. My goal is to keep that momentum going in 2021 and beyond.

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MANISHA PAUDEL

CHIEF EQUITY OFFICER

CITY OF DES MOINES

AGE: 35

WHY SHE'S A FORTY:

Manisha brings up issues and groups of people who are either not at the table or forgotten about. She initiated the creation of the Ankeny Human Rights Commission. She represents Des Moines in both the national and international arenas, focused on eliminating inequities and creating a just society for all. She has served in local government, focused on serving marginalized communities, for almost nine years, oftentimes heavily involved in behind-the-scenes efforts.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

My goal is to use any platform I have to uplift and strengthen the presence of and support for these highly impactful community-based organizations.

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JENNIFER RHUPPIAH

MANAGER – REGULATORY STRATEGY

on being named to the 2021 Forty under 40 class.

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EMILY STORK

SVP, General Counsel

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RACHEL PFUNDSTEIN

ASSOCIATE VICE PRESIDENT, CLIENT SERVICE - EMPLOYEE BENEFITS

HOLMES MURPHY & ASSOCIATES

AGE: 31

WHY SHE'S A FORTY:

She serves as secretary on the board of directors for the Waukee Leadership Institute and also sits on the board's curriculum committee. She is one of the youngest employees who will become a shareholder for Holmes Murphy & Associates in July 2021. She is a graduate of the Greater Des Moines Leadership Institute Community Leadership Program class of 2016. She is a longtime volunteer for the United Way of Central Iowa's Book Buddy program and more recently engaged as a volunteer with Meals from the Heartland.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

As a board member for the Waukee Leadership Institute, my goal is to continue supporting the growth and promotion of our leadership program, as well as create a curriculum to encourage learning and connectedness. I'm passionate about this organization and believe it can make an impact on Waukee's developing community.

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COURTNEY REYES

EXECUTIVE DIRECTOR

ONE IOWA

AGE: 36

WHY SHE'S A FORTY:

Courtney leads her team with an authentic heart and focuses on empowering the people around her. She has helped create a coalition of business leaders to support equality for LGBTQ Iowans. She raised funds and organized a drive for the refugee community after the 2020 derecho. She is actively involved in the Greater Des Moines Partnership's Inclusion Council.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

When activism is your job, I believe it is essential to find ways to take care of yourself. I recently completed my 200-hour yoga teacher training certificate, and I am excited to bring inclusive yoga to the community and sink time into my own practice.

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JENNIFER RHUPPIAH

MANAGER, REGULATORY STRATEGY

ITC MIDWEST

AGE: 39

WHY SHE'S A FORTY:

Jennifer believes in the value of mentoring, likely because it had such an impact on her life and career choices. Because she has such strong beliefs in mentoring, she has served over the years in many different capacities attempting to use her experiences and foundation to mentor and advise others. She has served Big Brothers Big Sisters, Girl Scouts of Greater Iowa and Investing in My Future to ensure younger people are equipped to make healthy choices for themselves.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

To teach my 5-year-old how to tie his shoes ... kidding. My goal is to encourage involvement. Share your gift no matter how big or small. You don't have to be "well known" to affect others in positive ways or to make an impact within our community.

Business Record Forty Under 40 | Class of 2021



JON SARGENT

PRESIDENT AND CEO

TODD & SARGENT INC.

AGE: 38

WHY HE'S A FORTY:

Jon is a member of the Young Presidents' Organization Iowa Executive Committee. He served on the Federal Reserve Bank of Chicago's Business Advisory Council. He is a past board president of the Ames Public Library Friends Foundation and incoming board president of Friendship Ark Homes.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

My biggest goal as a philanthropist is to find those people and organizations who are having an outsized impact on the community and support them with my time, skill set and resources to help them drive real benefit in the world.

Business Record Forty Under 40 | Class of 2021



MEGAN LAKSHMI SRINIVAS

INFECTIOUS DISEASE PHYSICIAN, CLINICAL INSTRUCTOR AND TRANSLATIONAL HEALTH POLICY RESEARCH FELLOW

UNIVERSITY OF NORTH CAROLINA SCHOOL OF MEDICINE

AGE: 33

WHY SHE'S A FORTY:

Most recently, Megan co-led a World Health Organization project advancing access to sexual and reproductive health care in resource-limited settings. She is currently leading an NIH-funded study on how legislative defunding of family planning health centers affects access to health care in rural America. She was the first student member on the Iowa State Board of Education, appointed by Gov. Tom Vilsack. She has worked for the World Food Prize Foundation in Kenya analyzing factors influencing household food security and was awarded the John Chrystal Award for outstanding contribution to hunger issues. Megan studied the evolution of malarial drug resistance in South America, changing national treatment policy in Peru and earning one of Harvard's most prestigious undergraduate awards, the Thomas Temple Hoopes Prize.

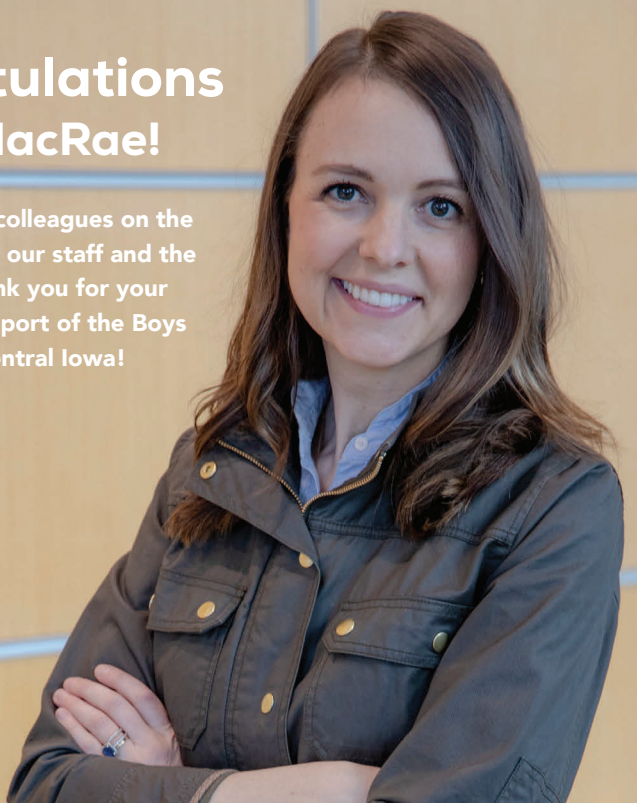
WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I work on creating grassroots engagement to educate and empower people to advocate for themselves. I also am dedicated to advocating for systemic changes via policy/politics to overcome inequities, especially rural inequities.

Business Record Forty Under 40 | Class of 2021

Congratulations Colleen MacRae!

On behalf of your colleagues on the board of directors, our staff and the kids we serve, thank you for your leadership and support of the Boys & Girls Clubs of Central Iowa!



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DAVE STONE

ADVOCACY OFFICER

UNITED WAY OF CENTRAL IOWA

AGE: 39

WHY HE'S A FORTY:

Dave is a passionate leader and advocate for children, early childhood education and child care. His work on child care continues to drive the conversation forward on this critical workforce support. Dave volunteers as an IRS certified tax preparer with the Volunteer Income Tax Assistance program to help lower-income individuals and families get quality tax assistance for free. During the first months of the pandemic, Dave served as a 211 resource referral specialist for Iowa's COVID-19 hotline, beyond his regular position. He assisted individuals with COVID-19 information and testing resources and helped connect them with programs on housing, food assistance and unemployment. Dave is a local artist, focusing on long-exposure photography and landscapes.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

"Do good and live well" is my motto. My current focus is financial stability post-pandemic. I work with the Volunteer Income Tax Assistance program to help individuals and families with their annual state and federal tax returns. Providing clarity, ensuring that they receive their full refund and helping reduce the costs of filing helps families stabilize.

Business Record Forty Under 40 | Class of 2021



EMILY A. STORK

SENIOR VICE PRESIDENT, GENERAL COUNSEL

BANKERS TRUST CO.

AGE: 39

WHY SHE'S A FORTY:

Emily serves as a founding member of Bankers Trust's EmpowHER Committee, organized in 2019 to encourage female representation at all levels of Bankers Trust. As vice president of development for the Des Moines Choral Society, she helped organize a 10-hour virtual Sing-a-Thon, which generated the society's entire annual fundraising goal. She became the legal adviser for Bankers Trust's COVID-19 response efforts and has been instrumental in developing policies and procedures related to the pandemic. Emily participated in the Iowa Bankers Association's inaugural Leaders in Advocacy Class, which educated developing bank leaders about issues affecting the banking industry and developed their advocacy skills.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

Iowa College Aid's goal is to identify and secure revenue to support all Iowans in planning, preparing and completing education beyond high school. Iowa businesses regularly note they struggle to find skilled workers. Creating a skilled workforce will not only alleviate those concerns, but improve the state's economy.

Business Record Forty Under 40 | Class of 2021



AMY STRUTT

BUSINESS INITIATIVES CONSULTANT, ASSISTANT VICE PRESIDENT

WELLS FARGO

AGE: 37

WHY SHE'S A FORTY:

Amy serves as a city councilwoman for the city of Dallas Center. She will be graduating with her master's degree in the spring from the University of Iowa and is maintaining a 4.0 grade-point average. She is a longtime member of Relevé (formerly Lead Like a Lady) women's professional organization. She is a graduate of the Greater Des Moines Leadership Institute's Community Leadership and Community Connect program and volunteers with the organization.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

As a councilwoman for the city of Dallas Center, I am focused on responsible growth and community equity. My goals are to move the city forward by listening to community members and prioritizing their needs and desires while also driving city projects focused on quality of life.

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CONGRATULATIONS

Jen Cross

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RUFFIN TCHAKOUNTE

OSTEOPATHIC MEDICAL STUDENT

DES MOINES UNIVERSITY

AGE: 33

WHY HE'S A FORTY:

Ruffin has served as the president of the DMU Student National Medical Association club. He has volunteered and mentored over 200 students from underserved communities in Des Moines. He has continued to work with Dr. Rich Salas and the DMU Diversity and Multicultural Affairs Office to continue the work of expanding diversity in medicine.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I have been blessed to be involved with the Student National Medical Association while pursuing my medical degree. Being a part of SNMA has allowed me the opportunity to volunteer and spend time with underserved youth in the Des Moines area to encourage them to pursue careers in health care and graduate studies.

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WHAT MOVES YOU?

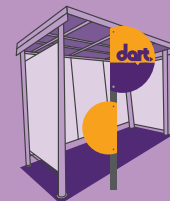
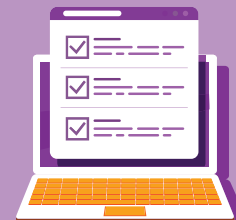
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KRISTINE THOMPSON

DIRECTOR OF MARKETING

GREATER DES MOINES PARTNERSHIP

AGE: 32

WHY SHE'S A FORTY:

She helped to launch the #DSMstrong message of strength and recovery amid the COVID-19 pandemic along with partner organizations, including promoting the DSM Day of Thanks to recognize and thank front-line workers. She worked along with community partners to host the media filing center and social media command center as part of the 2020 Iowa Caucus Consortium. Working with local businesses, she helped create the DSM Local campaign, including the #DSMlocalchallenge designed to drive support for small businesses during the pandemic. She leads the Partnership's marketing committee, made up of a dozen local marketing experts.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

My family is directly affected by congenital heart disease. CHD is the No. 1 birth defect and affects 1 in 100 babies. My goal is to bring awareness to CHD in the hopes that more research and funding will be allocated to benefit future kids and families.

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MANNY TORIBIO

BUSINESS DEVELOPMENT LEAD

MCCLURE

AGE: 37

WHY HE'S A FORTY:

Selected to the 2016 Greater Des Moines Leadership Institute's Community Leadership Program and 2020-21 Leadership Iowa class; serves as board member on the Norwalk Chamber, Greater Dallas County Development Alliance, Latino Center of Iowa, and Hispanic Educational Resources; is involved in Iowa State University's Community and Regional Planning Department's Professional Mentor Program; and received the Governor's Volunteer Award 2013 as a board member of the Salisbury House Young Professionals.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

As a board member of the Latino Center of Iowa, I have been working towards establishing the first annual Latino Film Festival in Des Moines. In partnership with the Chicago Latino Film Festival, it will support the rich cultural diversity of the Des Moines community by featuring films from Latin America, Spain and the work of local filmmakers. The goal is to reach all communities with this celebration by making the festival free to attendees.

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Forty Under 40 honorees*

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UNIVERSITY**
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RUFFIN TCHAKOUNTE
M.S.A.'18, D.O.'22



LEAH BRANDON
M.S.A.'10, D.O.'12

**CREATING
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MELISSA VINE

EXECUTIVE DIRECTOR

BEACON OF LIFE

AGE: 39

WHY SHE'S A FORTY:

She serves as the executive director at Beacon of Life, a nonprofit for women coming out of incarceration, homelessness, domestic violence or other trauma. She spoke at the Business Record's Fearless launch about her journey out of domestic violence. She serves as an ambassador for the Downtown Chamber of Commerce, on the ACES Steering Committee, and volunteers with Des Moines Public Schools and local pursuits of justice. She started and sold two businesses and works with organizations to address psychological dynamics through melissavine.com.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

As an ambassador for the Downtown Chamber of Commerce, I hope to facilitate a welcoming environment for organizations and individuals looking to network and feel connected to the dynamic Des Moines community.

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Cory McAnelly



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KRISTINE THOMPSON
DIRECTOR OF MARKETING
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Greater Des Moines (DSM) is experiencing tremendous momentum due to leaders throughout the region working together to drive economic growth with one voice, one mission and as one region. The *Business Record's* 40 Under 40 honorees are truly a testament to this. We are stronger together.

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KASEY VOGEL

DIRECTOR OF BRAND STRATEGY AND BUSINESS DEVELOPMENT

COMMUNITY CHOICE CREDIT UNION

AGE: 34

WHY SHE'S A FORTY:

She serves on the American Lung Association board. She helped House of Mercy achieve record-breaking success to raise over \$500,000 in its annual fundraiser. She initiated and oversees the Community Choice Foundation. She serves on the American Heart Association's Heart Ball executive leadership team and helps with its annual fundraising efforts including helping shatter the event record in 2019. She is Community Choice's champion of nonprofit support, leading its efforts to support over 57 nonprofits in 2020.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

My goal has been and continues to be how I can be impactful to as many nonprofits as possible. We supported over 57 nonprofits last year as an organization through our time, talent and financial support. We're always exploring ways to do more.

Business Record Forty Under 40 | Class of 2021



LENG VONG REIFF

PRESIDENT

AKILI DESIGN & MARKETING SERVICES; ALSO OWNS AGORA EVENTS CENTER

AGE: 34

WHY SHE IS A FORTY:

Leng is an executive board member of the ACLU of Iowa, sits on the West Des Moines school district's School Improvement Advisory Committee (which also serves as its equity committee), and is PTO treasurer at her son's elementary school. She volunteers her time to educate in marketing and also sits on the planning team of the Immigrant Entrepreneurs Summit. Leng feels volunteering her time is important, as she struggled to find a mentor when starting her business. Those who were willing to mentor would only do so for a high cost. She lives with a pay-it-forward mantra and believes success is driven by impact.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

I am driven to ensure I can help promote inclusion, opportunity and equality. I hope to use my positions on the board of the ACLU of Iowa, West Des Moines School Improvement Advisory Committee, my leadership position with my sons' school PTO and my involvement with local refugee organizations to do this.

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MICHELLE YOSHIMURA-SMITH

VICE PRESIDENT, BUSINESS INITIATIVES CONSULTANT

WELLS FARGO

AGE: 33

WHY SHE'S A FORTY:

Michelle has been chair of the Iowa Asian Alliance's annual fundraiser for four years, after chairing the CelebrAsian festival in 2016. She serves on the Miss Greater Des Moines board. She also advocates for underrepresented populations through her work with the Commission of Asian Pacific Islanders with the Iowa Department of Human Rights. Michelle has acted as a leader and liaison in a recent church merger between two very different and culturally diverse congregations.

WHAT ARE YOUR GOALS IN YOUR ROLE AT YOUR COMPANY?

My goal in my current role is to be a bold advocate for the customer. As an organization, we are focused on earning back the trust of our customers. I strive to be their voice at the table as strategic decisions are made, in the midst of an ever-changing financial environment.

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Emily A. Stork
B.A. Music, Luther College
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ELIZABETH (LIBBY) F. ZALETEL

STRATEGIC SOURCING CONSULTANT

WELLS FARGO

AGE: 37

WHY SHE'S A FORTY:

Libby has been a board member of the Iowa Homeless Youth Center since 2002 and currently serves as board chair. She has been a member of the foundation board of YSS Inc., Iowa Homeless Youth Center's parent organization, since July 2019. Libby joined the Iowa International Center board in January 2019, which advocates for diversity and cultural understanding. She is the current co-chair of the Women's Team Member Network Des Moines Chapter within Wells Fargo, which empowers women and provides development opportunities. She has organized various events such as Euforquestra's Home for the Holidays silent auction, which has generated over 41,000 meals to the Food Bank of Iowa since 2013.

WHAT ARE YOUR GOALS FOR YOUR COMMUNITY INVOLVEMENT?

My goal is the continuation and growth of the rapid rehousing program at the Iowa Homeless Youth Center. The program provides homeless youth stable housing, and they receive rent assistance on a sliding scale. After a youth is placed into housing, the rest of their needs can be addressed.

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Business Record

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From left to right: Executive committee Fred Darbonne, Lynne Belknap, Matthew Gilbert, Bobbi Segura, Eric Heining, Roxanne Pals, and Terrance Thames. Photo provided by Think Engage DSM

TED^xDES MOINES PREPARES LOCAL VOICES TO JOIN INTERNATIONAL NETWORK OF IDEAS

BY KATE HAYDEN

A new Des Moines nonprofit is preparing regional thought leaders to deliver their ideas through the internationally acclaimed program TEDx.

Scheduled for 7 a.m. to 5 p.m. on May 11, TEDxDes Moines “Through a Different Lens” will feature 14 speakers from the Central Iowa region. The event is organized by Think Engage DSM, founded specifically to work with the TEDx (Technology, Entertainment, Design) organization to bring a session to Iowa.

Speakers will have 12 minutes each to present their ideas. Topics include the dynamics of the deaf community and American Sign Language, sustainable agriculture, employment challenges for individuals with cognitive disabilities, and what “Iowa nice” means for the Black community.

“We’re doing this because we believe that our greater community has something to say. We want to create a platform for the innovation and ideas,” said Fred Darbonne, president of Think Engage DSM’s board of directors. “TEDx is an opportunity like no other to really raise the visibility of the ideas and the people in our greater community.”

The executive committee received about 140 speaker applications nationally to present at TEDxDes Moines but prioritized Iowa voices and entertainers in the final speaker selection, which is available at www.tedxdesmoines.org. Audience members can purchase tickets to attend the event in person at Franklin Jr. High School, or view the livestream online the day of the event.

Volunteers began working on a plan to bring TEDx to Des Moines in the fall of 2019, and by that November, TEDxDes Moines had a one-year license to use the TEDx branding for an event. Plans to debut the community event were recast with the onset of the COVID-19 pandemic, when the TEDx organization agreed to extend licensing for another year. Video of the speaking sessions will be posted online after review by the main TEDx organization, Darbonne said. The event is still seeking volunteers and sponsors.

“Not only are we doing this for the first time, but having to adjust to the impact of COVID forced us to learn in a lot of other ways,” Darbonne said.

Despite challenges, the organization has made partnerships to help speakers polish their ideas and prepare to be reviewed by the main TEDx organization, which can republish videos to its audience worldwide. All speakers received a copy of the book “Talk Like TED” by Carmine Gallo for reference while writing and revising their manuscripts for the event. Wixted & Co., a crisis communications and public relations firm in West Des Moines, also sponsored three professional coaching sessions with each speaker as they prepared for the event.

TEDx events have been hosted previously in-state at Ames, Iowa City and Davenport by other organizers, but this is the first event held by Think Engage DSM.

“This is really a team effort, and all of our people are doing phenomenal work,” Darbonne said. ■

“Through a Different Lens” by TEDxDes Moines
May 11, 7 a.m.-5 p.m.
Tickets and the list of speakers are available at
www.tedxdesmoines.org

KATE HAYDEN is a staff writer at *Business Record*. She covers tech & innovation.

E: katehayden@bpcdm.com
P: (515) 288-3478

BusinessRecord

women

OF INFLUENCE

NOW ACCEPTING NOMINATIONS

NOMINATIONS DUE: May 7, 2021

For over 22 years, the Business Record has recognized women who have made outstanding contributions to the community in a variety of areas with the Women of Influence awards. Awards will be presented at a reception on Thursday, August 5.

To be considered, please submit a resume and cover letter specifically addressing accomplishments that meet the judging criteria. Letters of recommendation, while not required, are also encouraged.

The Women of Influence awards celebrate the work of women who have made a difference. They have devoted their lives to doing things most wouldn't. They have spent countless hours on various boards and they're role models with impeccable ethics. They have blazed a trail either personally or professionally for other women to follow.

JUDGING CRITERIA

- Success in their chosen field
- Lasting impact on the community
- Involvement with civic and nonprofit organizations
- Role model for other women through their achievements and ethical standards

SUBMIT ONLINE

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CONTACT

Phone: 515-288-3338 ext. 209

E-mail: jasonswanson@bpcdm.com

SAVE THE DATE FOR THE EVENT

Thursday, August 5

“

IT'S CLEAR PEOPLE ARE
LOOKING FOR BRANDS TO
STAND FOR SOMETHING.
IF THEY GIVE YOUR BRAND
A PLATFORM, THEY'LL
WANT TO SEE YOU USE IT
CONSCIOUSLY.

— **TRACY GING**, chief marketing officer, Kum & Go.

ON LEADERSHIP

**SUZANNA
DE BACA**

President and Group
Publisher, BPC



Top marketers focus on consumers' hearts, minds and values in 2021

During the pandemic, my buying habits changed. I now shop exclusively at one on-line grocer, I favor retailers who can deliver to my small town, and I stopped patronizing some brands based on their response to certain events.

My own changes as a consumer made it all the more interesting to hear an outstanding group of local chief marketing officers at a Nexus Executive Women's Alliance program speak about navigating their brands through the last year. These star marketing leaders discussed how rapidly consumers' needs changed, an emphasis on corporate values, and the importance of listening to and caring for customers and employees. I was struck by how brand leadership, like overall leadership these days, involves flexibility and a focus on people more than ever.

Similar themes were echoed in a recent Deloitte report called "2021 Global Marketing Trends: Find your focus," which stated, "Each of our 2021 global marketing trends shares the common theme of breaking out of our often-defensive mindsets to more holistically — and authentically — meet human needs."

The study showed when times get tougher, brand loyalty is increasingly tied to how quickly companies adapt to consumers' ever-changing needs.

After reading this report, I went back to the chief marketing officer panelists and asked, **"What are top branding issues all companies should be considering in 2021 as the economy and consumer landscape continues to change?"** Here are their responses:

Beth Wood, SVP, chief marketing officer, Global Brand & Experience, Principal Financial Group: One area I expect we will see companies tackle in our next normal is ensuring brand relevance — exploring ways to be even more relevant with their target customer. This means strong voice of customer tools to better understand expectations, preferences and aversions. Subsequently, marketers and customer experience professionals will invest in messages, images and experiences that meet customers where they are, in both hearts and minds.

Tara Deering-Hansen, vice president, marketing and communications, Iowa Bankers Association: This will be the year that consumers and the media will expect companies to follow through and stay consistent with any racial equity statements they made last year. In 2020, many companies shifted their focus to their customers' online experience. As more people get vaccinated and begin moving about, companies will need to reevaluate their in-person customer experience — striking the right tone between their excitement to "return to normal" and maintaining safety guidelines.

Tracy Ging, chief marketing officer, Kum & Go: I think we'll see several distinct branding challenges post-COVID. Consumer behaviors will be erratic and fundamentally altered. Brand marketers will have a huge challenge, but also a great opportunity to help people stay connected on a human level while an increasing portion of their lives are consumed by technology. It's clear people are looking for brands to stand for something. If they give your brand a platform, they'll want to see you use it consciously.

Renee Hamlen, SVP, chief marketing officer, F&G: Branding starts with defining your company culture and employees embracing that culture. Whether employees are new to the company or have been there for years, now more than ever, it's important to reinforce an organization's core brand values as we continue to navigate the remote and return-to-work world. More importantly, this will also extend externally as employees are the best brand ambassadors to help bring an organization's mission to life.

In 2021, brand leadership will require constant adjustment, meeting customers and employees where they are and truly caring. Will my buying habits shift again? My brand loyalty, like that of many consumers, may increasingly depend not just on good products, service and delivery, but on a company's values and culture as well. ■

a transformative leader
& innovative thinker

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REAL ESTATE FORUM

Thursday, April 22 | 11:30 a.m. - 1 p.m.
VIRTUAL EVENT

In the past year, the economy has been turned upside down as businesses and communities reacted and adapted to the effects of COVID-19. Even as positive news about the ongoing pandemic emerges, there's no question that the real estate and development landscape has been altered and that leaders will be working to understand and adapt to the disruptions and challenges of the past year.

Join us for a timely and important event featuring some of the region's key leaders from multiple sectors of the industry, who will provide insight into the short-term and long-term effects of COVID-19, explore potential opportunities that might exist, highlight strategies for navigating still uncertain times, and discuss the challenges likely to face the region's commercial real estate market in the years to come. We will also recognize our 2021 Iowa State University Ivy College of Business Real Estate Professional of the Year.

AMONG THE QUESTIONS WE PLAN TO TACKLE:

- What type of effects both short-term and long-term can we expect as a result of COVID-19?
- What has the past year done to a retail market that was already under pressure?
- How will the office space market be affected as offices wrestle with hybrid and flexible work options?
- What can we project for future building costs, which have been on the rise due to supply chain issues?
- The industrial warehouse market has never been hotter, but will it continue?
- What type of effects might the situation have on the housing market?

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Business Record

FORTY 40

UNDER

CONGRATULATIONS TO THE CLASS OF 2021

Nola Aigner Davis

Polk County Health Department

Shaimaa Aly

Wells Fargo

Rita Bettis Austen

ACLU of Iowa

Leah Brandon

ChildServe

Ben Butzke

Butzke Burch Construction

Kenia Calderón Cerón

GreenState Credit Union

Lindsay Chase

Holmes Murphy & Associates

Tyler Coe

Whitfield & Eddy Law PLC

Jen Cross

Great Outdoors Foundation

Alexis J. Davis

United Way of Central Iowa/
Pyramid Theatre Company

Dylan DeClerck

Can Play

Goizane Esain Mullin

RBI Marketing

Anthony Ferguson Jr.

West Des Moines Community
Schools

Molly Hanson

RDG Planning & Design

Eric Heininger

Eden+ Fundraising Consulting

Ben Keenan

Principal/Coldwell Banker

Julie Kenney

Iowa Department of Agriculture
and Land Stewardship

Magan Lewis

Corteva Agriscience

Gregory Lin

Drake University

Colleen R. MacRae

Nyemaster Goode PC

Kendra Marshall

Sammons Financial Group

Cory McAnelly

Principal Financial Group

Elizabeth Meyer

Davis Brown Law Firm

Manisha Paudel

City of Des Moines

Rachel Pfundstein

Holmes Murphy & Associates

Courtney Reyes *(she/her)*

One Iowa

Jennifer A. Rhuppiah

ITC Midwest LLC

Jon Sargent

Todd & Sargent Inc.

Megan L. Srinivas

University of North Carolina
Institute of Global Health and
Infectious Diseases

Dave Stone

United Way of Central Iowa

Emily A. Stork

Bankers Trust Co.

Amy Strutt

Wells Fargo

Ruffin Tchakounte

Des Moines University

Kristine Thompson

Greater Des Moines Partnership

Manny Toribio

McClure

Melissa Vine

Beacon of Life

Kasey Vogel

Community Choice Credit Union

Leng Vong Reiff

Akili Design & Marketing
Services

Michelle Yoshimura-Smith

Wells Fargo

Elizabeth F. Zaletel

Wells Fargo Bank, National
Association

CONGRATULATIONS TO THE 2021 FORTY UNDER 40 ALUMNUS OF THE YEAR

David Stark, President & CEO UnityPoint Health Des Moines

VIRTUAL EVENT | WEDNESDAY, APRIL 7 | 4-6 PM

Register today. Learn more at businessrecord.com/40

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CALENDAR: THE WEEK AHEAD

5-9

MONDAY - FRIDAY

Public Health Conference of Iowa

Host: Iowa Public Health Association
About: This year's theme is Public Health in Action: Taking on a Pandemic, Health Equity, Natural Disasters and more. The week will consist of keynote speakers, concurrent session presentations from colleagues across the state, poster presentations, wellness breaks, a virtual exhibitor hall, and opportunities to connect virtually with public health friends.
When: Various times **Where:** Virtual event

6-7

TUESDAY - WEDNESDAY

Business Analytics Symposium

Host: Iowa State University - Ivy College of Business
About: Join us for our first virtual Business Analytics Symposium. For our fifth year, Iowa's premier analytics event is accessible to analytics professionals across the country and around the world. The 2021 symposium also features a new format — four keynote speakers over two half-day sessions, with one breakout session each day.
When: 9 a.m. to 12:30 p.m. **Where:** Virtual event

7

THURSDAY

Forty Under 40

Host: Business Record
About: Recognition of the 2021 Forty Under 40 honorees, 40 local business leaders under the age of 40 for their career achievements and community involvement.
When: 4-6 p.m. **Where:** Virtual event, register at businessrecord.com/40

11

SUNDAY

Culinary Affair

Host: Iowa Restaurant Association
About: 7 Courses. 7 Chefs. 7 Wines. An evening of culinary artistry translated through the creativity of Central Iowa's most accomplished chefs. Enjoy a lavish seven-course gourmet wine dinner prepared by seven of Central Iowa's top chefs in one location.
When: Begins at 5:30 p.m. **Where:** Embassy Club West

Submit your events: For more details on these events and to learn about even more events, please go to businessrecord.com/calendar. You can also find a form to submit your events at this site.

Business Record
Women
OF INFLUENCE

2021 Federal Home Loan Bank of Des Moines
Emerging Woman
of Influence Award

For over 22 years the Business Record has been honoring women who are recognized community-wide for the impact they have made in Central Iowa with the Women of Influence Awards. In an effort to recognize the next generation of women who have been and will continue to make an impact on our community, the Business Record is proud to be presenting the 2021 Federal Home Loan Bank of Des Moines Emerging Woman of Influence Award.

Nominations are due no later than noon on May 7.

THE IDEAL CANDIDATE WILL BE A WOMAN WHO:

- Is successful in her chosen field
- Has made significant contributions to the community civic, through nonprofit, and philanthropic involvement
- Has a personal and professional reputation showing high integrity and ethical standards
- Continues to advance in her chosen field and/or is moving into further leadership positions in the community

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BusinessRecord

women OF INFLUENCE

2021 Iowa State University Ivy College of Business Woman Business Owner of the Year Award

For over 22 years the Business Record has been honoring women who are recognized community-wide for the impact they have made in Central Iowa with the Women of Influence Awards. In an effort to recognize the women business owners who have been and will continue to make an impact on our community, the Business Record is proud to be presenting the 2021 Iowa State University Ivy College of Business Woman Business Owner of the Year Award.

Nominations are due no later than noon on May 7.

JUDGING CRITERIA

- Significant achievement and success through their company
- Personal & professional reputation showing high ethical standards
- Investment in time mentoring others
- Strong business community network connections
- Education and professional experience
- History of the company and impact individual has on the organization

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Phone: 515-288-3338 ext. 209

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THE ELBERT FILES

DAVE ELBERT

- Business Record columnist
- Email: daveelbert@bpcdm.com
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A good read for the beach

Local author Joseph LeValley's third novel, "The Third Side of Murder," may be his best. Like his first two, the book revolves around Tony Harrington, a small-town Iowa newspaper reporter whose sharp instincts can create problems.

LeValley's first book, "Burying the Lede," published in 2018, was a political murder mystery that ended at Terrace Hill, Iowa's governor's mansion. In it, Tony's nose for news proved fatal for a girlfriend who tried to help him unravel the story behind the violent deaths of a rural couple.

When I wrote about that book a couple of years ago, I explained that during the 1970s and '80s LeValley was a reporter at newspapers in Boone and Mason City. He wrote six chapters about Tony Harrington before switching careers and becoming a public relations specialist for Mercy Medical Center.

After retiring, he resumed work on the book. With advice from Des Moines-born author John Shors and others, LeValley fleshed out the story, which takes place in the fictional Raccoon River valley town of Orney.

To make the story more realistic, LeValley gave Tony a father who was a famous writer and a trust fund that insulated him from the very real concern of making a living in small-town Iowa while working as a poorly paid local news reporter.

Tony's family and friends were more fully developed in LeValley's second book, "Cry From an Unknown Grave," in which Tony, a co-worker and his artist sister are captured while trying to expose human sex trafficking. The book is an all-too-real look at a rarely discussed aspect of modern life.

"The Third Side of Murder" is more nuanced than the first two books, although the action is, if possible, more heart-pounding.

This latest story begins with an introductory quote from real-life Mafia boss Joe Massino, who is identified in Wikipedia as "the first boss of one of the Five Families in New York City to turn state's evidence."

Massino's quote is: "There are three sides to every story. Mine, yours, and the truth."

That's something to keep in mind as multiple plots unfold and truth becomes fungible.

The story, or I should say stories, begin with the suspicious death of Tony's Italian cousin Naomi, a beautiful 26-year-old who either was pushed or fell from a two-foot-wide sea wall in the Italian coastal town of Amalfi.

Naomi was a skilled gymnast and sometimes danced atop the wall with little fear of falling, despite the long drop to waves crashing on boulders below.

A model and interpreter, she traveled extensively and was widely admired. The day she died, she was unaware that a serial killer who had seen her in New York – the man was also a mobster – had followed her across the ocean and was secretly watching her wall dance. Tony travels with his mother to the funeral in Italy. When he learns a mobster witnessed Naomi's death, he does what Tony does: He asks questions, which leads him to the doorsteps of organized crime figures in Italy and New York.

Meanwhile, back in Iowa, two parallel forces – the economic decline of small towns and the disappearance of local journalism – are remaking Orney and its newspaper, much to the discomfort of Tony and the paper's editor/owner.

Tony's earlier reporting has made him famous beyond Iowa, and when he is offered a job interview with the New York Times, he makes a trip to the Big Apple, where he finds romance and danger aplenty while still chasing Naomi's suspicious wall watcher.

I don't want to give away too much, but I will say that once you've finished the book, Joe Massino's opening quote will make perfect sense.

"The Third Side of Murder," along with LeValley's other books, is available at metro-area bookstores or online at JosephLeValley.com for \$24.95. ■

Is there a book inside you?

This past weekend I was part of a panel of nonfiction authors at the DSM Book Festival. As we were fielding questions about our writing process and how our books came to be, it became evident that there were quite a few ways to become an author of a business book.

In previous columns, we've explored the marketing and sales benefits from being perceived as an authority. Being the author of a book has always carried a great deal of cachet and earns the author some amazing opportunities to build on that esteem. Authors are often invited to speak at conferences, be guests on podcasts or write articles for trade publications, which leads to greater awareness and interest in your company, product or service.

Of course, before you can take advantage of all of those opportunities, you have to actually write the book. Fortunately, there are many ways to accomplish this goal.

You can interview your way to a book: Many authors build the content of their book by interviewing other people about their experiences, beliefs or habits. As the author, you need to make sense of the information you've gleaned and give it context and structure. But the bulk of the writing is done for you.

You can write your book in bits: Think blog posts, short, focused emails, or even voice memos. I have a client who wrote a book on podcasting over the course of a year's weekly newsletter articles.

You can convert your book from another format: One of my books was a direct lift of a two-day workshop that I taught. We filmed the workshop and transcribed the entire thing. The transcription was the basis of the book's outline and much of the first draft. It could be a speech you've given, a class you've taught, or manual you've written.

You can divvy up the work: Imagine authoring a 25-chapter book and only writing a chapter or two. You could share the writing duties with other people with an expertise that complements yours. By being both the writer and the editor, you can protect the book's overarching message without having to write it all.

You can talk your way into a book: Build an outline and then talk it out. Just riff on each chapter's topic until you run out of things to talk about. Transcribe your improvised musings and then clean it up a little. It will probably need some reorganization and editing, but you're naturally going to hit the highlights.

DREW MCLELLAN

- Top Dog at McLellan Marketing Group
- Blog: www.drewsmarketingminute.com
- Email: Drew@McLellanMarketing.com

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Ghost your way to a book: Many books are ghost-written. A good ghostwriter will work with you to build an outline and then extract each chapter's content from you from written or oral interviews. It's your expertise and thoughts. Someone else is simply capturing your best stuff and putting it into a book format.

Last but not least – you could just write the book: Many people shy away from writing a book because it feels like such a daunting task. But when you break it down into manageable bits, it's very doable.

Decide on your core message or topic. Build a mind map or an outline that guides your reader to the learnings you want to share. Most writers do best when they write at a particular time of day or in a specific place. You may have to experiment a bit to find your rhythm, but you'll get there.

I don't know any authors who regret the early mornings or the lost weekends as they reflect on their book's creation. And I know many authors who have leveraged their book to be one of the most productive marketing tools they have. Why wouldn't you want the same? ■



If you're interested in attending the DSM Book Festival, it's going on for the next few weeks and the QR code will take you to the information page.

JOIN THE FIGHT AGAINST MODERN DAY SLAVERY

According to the Federal Bureau of Investigation, US Department of Homeland Security, US Department of Justice, and the National Center for Missing and Exploited Children, online sex trafficking has doubled since the start of COVID-19. There are many more vulnerable people. Traffickers prey on the vulnerable, especially runaways, the homeless, those who have been sexually or physically abused, those without a support system or who may be chemical dependent, or those in foster care. Given the current pandemic, there are more vulnerable people at risk of exploitation.

THE NAHT:

The Iowa Network Against Human Trafficking and Slavery (NAHT) was Iowa's first and remains the only statewide volunteer organization devoted exclusively to ending human trafficking in all its forms. NAHT is committed to ending the demand for sex and labor trafficking, through awareness and prevention education.

VOLUNTEER:

Please visit our website at <https://iowanaht.org/> to learn more about the Network. Once on the website click **Contact Us** to sign-up for our monthly newsletter, request training and/or volunteer to help our advocacy initiatives and more.

DONATE:

To make a gift in support of NAHT, visit <https://iowanaht.org/donate-now/> and ask your employer to match your gift. You can also like us on Facebook by visiting <https://www.facebook.com/iowaNAHT>.

REPORT SUSPICIOUS ACTIVITY:

Today, we are asking all Iowans to learn more about trafficking, become aware that it is happening in Iowa, and to report suspicious activity.

National Trafficking Hotline: 888-3737-888
Iowa Victim Call Center: 800-770-1650



innovation **IOWA**

NOW ACCEPTING NOMINATIONS!

Help us recognize innovation happening across Iowa as we seek nominations to honor both an organization and individual for their accomplishments.

Corteva Agriscience **innovationLEADER of the Year Award**

COMPANY/ORGANIZATION

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

NOMINATE HERE: innovationia.com/awards



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

INDIVIDUAL

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

NOMINATE HERE: innovationia.com/awards

IOWA STATE UNIVERSITY
Ivy College of Business

NOMINATIONS DUE BY APRIL 9, 2021 AWARDS PRESENTED AT EVENT ON JULY 15, 2021

Business Record

POLK COUNTY NOTICES

POLK COUNTY PUBLICATION BILL LIST TO BE PAID 3-23-2021					
VENDOR	AMOUNT				
REASON: CAPITAL OUTLAYS					
AMERICAN MARKING, INC.	\$2,572.50	1			
CXTEC, INC	\$9,229.69	1			
EXCEL/PAY-LESS					
OFFICE PRODUCTS (PO)	\$1,092.12	3			
GALL'S INC.	\$994.87	1			
GRAINGER	\$6,335.72	2			
IOWA DEPT. OF					
TRANSPORTATION	\$1,000,000.00	1			
MENARDS-ANKENY	\$1.79	1			
NETWORKS, INC.	\$184,192.63	1			
NEUMANN BROTHERS, INC.	\$667,447.20	1			
THOMAS BUS SALES OF IOWA, INC	\$3,205.00	1			
REASON: HUMAN SRVS PROV CHGS					
AB HOME IMPROVEMENT LLC	\$5,208.20	1			
ABDIISAA, HANCALTUU	\$761.04	1			
ADAMS, BARBARA	\$1,448.70	1			
AHC WOODLAND	\$270.12	1			
ALAREZ-WHITE, JESSICA	\$22.92	1			
ALAS, MARIA	\$98.39	1			
ALTOONA TOWERS	\$430.00	1			
AMAN, MELINDA	\$200.71	1			
AMMANN, LAURA	\$286.04	1			
AMODEO, SHELLEY L.	\$626.71	1			
ANAWIM HOUSING	\$266.50	1			
ANAYA, JESSICA	\$509.43	1			
ANKENY HOUSING ASSOC. PARTNER.	\$980.00	1			
ARMSTRONG, CONNIE	\$221.00	1			
AYRES, VIOLET	\$445.36	1			
BACA-CANALES, CONNIE	\$102.38	1			
BAILEY, MICHELE R.	\$129.98	1			
BAKER, LYNSI	\$594.29	1			
BARTON, TAMMY J.	\$893.29	1			
BBT RENTALS LLC	\$845.50	2			
BEAR, LISA	\$1,143.28	1			
BEAVERS, SARAH	\$185.78	1			
BEE-LINE SEWER SERVICE LLC	\$442.50	2			
BELLO, ROSA	\$54.58	1			
BERRY, VALARIE	\$1,177.34	1			
BEST HEATING					
COOLING ELECTRIC INC	\$7,135.00	2			
BLAKEMAN, DENISE	\$1,533.70	1			
BLAYLOCK, TERESA A.	\$527.52	1			
BLEPO, CYNTHIA	\$243.78	1			
BOAGARD, TYONDRA	\$586.40	1			
BOGAARDS, NATALIE	\$149.67	1			
BOLIO, MENDY	\$500.10	1			
BRAGG, SHANTEL	\$458.93	1			
BRENTON COMMUNITIES					
FUND VI MEL RAY LLC	\$451.00	1			
BRENTON COMMUNITIES					
FUND X GRIMES,IA LLC	\$430.00	1			
BRISBEN JOHNSTON COMMONS LP	\$430.00	1			
BROOKS, PAIGE	\$694.09	1			
BRUCE, MELISSA	\$573.60	1			
BUCKLIN, AMANDA	\$409.35	1			
BULDHAUPT, GRANT	\$1,884.00	1			
BURNS, JERRY	\$401.52	1			
BUSCH, RHONDA	\$659.53	1			
BUSHBAUM, MODUSTI	\$369.15	1			
BYRD, SHELLY	\$756.34	1			
CAM ACQUISITION FUND 2019 LLC	\$533.00	1			
CAMP-CUNNINGHAM, JANYSSA	\$163.12	1			
CANTERBURY PARK III LLC	\$398.00	1			
CAPITAL ONE COMMERCIAL	\$1,907.33	5			
CARRINGTON MORTGAGE SERVICES	\$2,883.00	1			
CASTRO, ITXIA	\$506.10	1			
CENICEROS, MARIA	\$724.73	1			
CHAPEL RIDGE WEST I					
LTD PARTNERSHIP	\$451.00	1			
CHRISTOPHERSON PROPERTIES LLC	\$430.00	1			
CISNEROS, GENESIS	\$1,250.04	1			
CISNEROS, LORENA	\$1,347.84	1			
CITY OF DSM MUNICIPAL					
HOUSING AGENCY	\$374.00	1			
CLAY, CHELSEA S.	\$534.68	1			
COLLIER, REBECCA	\$104.62	1			
COLON, DAMARIS	\$707.14	1			
CONNETT SERVICES	\$1,900.00	1			
COOK, MICHELLE	\$249.54	1			
COOK, MICHELLE J (FOOD SUBSIDY)	\$276.59	1			
COOPER, MCKAYLA	\$253.77	1			
CORIGLIANO, HEATHER	\$688.32	1			
COUNTRY CLUB CROSSING	\$1,720.01	2			
CROWN POINTE APTS	\$220.00	1			
CRUSAN, TRACEE	\$119.08	1			
CW CONSTRUCTION	\$1,740.00	1			
D & D INTERESTS LLC	\$500.00	1			
DARE, JOSHUA	\$430.00	1			
DAVIS, EDITH	\$391.57	1			
DE LARA, VERONICA	\$516.24	1			
DEAVILA, EVA	\$1,129.20	1			
DEER RIDGE 6 APARTMENTS	\$116.00	1			
DEER RIDGE II APARTMENTS	\$628.00	1			
DES MOINES AREA					
REGIONAL TRANSIT AUTH	\$12,172.24	5			
DES MOINES WATER WORKS	\$2,732.30	6			
DFJ GRINNELL LLC	\$451.00	1			
DGREP1 LLC	\$1,200.00	1			
DGS-ACQUISITIONS LLC	\$49.30	1			
DIAZ, JANETTE	\$265.82	1			
DIEW, DUKAN	\$111.63	1			
DILKS, JACQUE	\$244.02	1			
DISCOVERY HOUSE OF IOWA	\$430.00	1			
DIXON, FELICIA A.	\$198.42	1			
DOUGLAS PARK APARTMENTS LLC	\$533.00	1			
DUBBERKE, SHARON	\$201.52	1			
DUNCAN-BURRELL, SATIRA	\$1,000.76	1			
DUNKERSON, CINDY	\$173.41	1			
EDVENSON, LINDA K.	\$530.64	1			
EGUREN DE LOPEZ, MARIA	\$1,192.85	1			
ELLISTON, MICHEALRIA	\$42.21	1			
ENDERTON, DINA	\$900.64	1			
EPC LLC	\$685.00	1			
FERGUSON, DEANNA L.	\$251.90	1			
FEXSTEVE LIMITED COMPANY	\$160.00	1			
FLETCHER, KESA	\$576.27	1			
FOSTER, NICOLE	\$454.32	1			
FOUR SEASONS APARTMENTS	\$430.00	1			
FOURAKER, DEANNE	\$199.57	1			
FRAZIER, TANYA V	\$370.35	1			
FREEDOM HOUSES INC	\$1,710.00	4			
FREEMAN, JALAYNE	\$708.29	1			
FREESTORE	\$700.00	1			
FUENTES, KAREN	\$88.18	1			
GARCIA-RIVAS, MARTHA	\$1,003.47	1			
GARDNER, ANGELA	\$296.50	1			
GATHERCOLE, JESSICA	\$726.47	1			
GLACIER PROPERTIES L.C.	\$1,370.00	1			
GOMEZ, ADELA	\$722.23	1			
GREENE-JEWETT, STEPHANIE	\$394.85	1			
GWYIN, JENNIFER L.	\$1,640.52	1			
HAIRSTON, KIMBERLY A.	\$168.69	1			
HALE, TASHA	\$726.58	1			
HAMILTON'S FUNERAL HOME INC.	\$2,325.00	3			
HARBOR OF HOPE MISSION	\$1,720.00	4			
HARRIS, JAMIE A	\$666.34	1			
HARRIS, KAMRIE	\$1,073.17	1			
HARRIS, STACEY	\$448.75	1			
HARVEY, MARANDA	\$661.99	1			
HAYES, MATTIELOU	\$1,693.03	1			
HEADRICK, FELICIA	\$321.47	1			
HEDGECOCK, ALICIA	\$567.26	1			
HENDERSON, ANGELA	\$220.08	1			
HERITAGE MECHANICAL COMPANY	\$70.00	1			
HH&L LLC	\$2,000.00	1			
HODGES, FRANCINE	\$853.01	1			
HODGES, RUBY A.	\$295.58	1			
HODGSON, EILEEN M.	\$238.58	1			
HOLMES, KAREN A.	\$531.73	1			
HOWARD, SAMANTHA	\$77.77	1			
HUDSON, ALICE	\$412.86	1			
HUISMAN, REBECCA	\$512.52	1			
HUNTER, STEPHANIE	\$592.35	1			
HURTADO-ROCHA, DENISE	\$358.06	1			
HY-VEE FOOD STORE #01136	\$200.00	1			
HY-VEE FOOD STORE #01151	\$41.43	1			
HY-VEE FOOD STORE #01155	\$48.33	1			
INVESTOR SPECIALISTS INC	\$800.00	1			
IOWA URBAN ROCK	\$430.00	1			
JACKSON, JENNIFER	\$761.99	1			
JAMES, CHERYL	\$722.54	1			
JEFFREY, IRENE	\$1,832.96	1			
JIMENEZ, MARITZA	\$404.88	1			
JOHNSON, BRANDI	\$391.32	1			
JOHNSON, LATASHA	\$1,179.57	1			
KALVIK, LORI L	\$167.17	1			
KENDRICK, JASEY	\$447.06	1			
KENKEL, KAY M.	\$345.79	1			
KENNEDY, MEGAN	\$1,548.72	1			
KENWOOD 2 APTS LLC	\$533.00	1			
KERN, MARGARET	\$395.69	1			
KEYT, MEGAN	\$196.83	1			
KINCAID, CHRISTY	\$306.15	1			
KINDA, AZZA	\$195.95	1			
KINGMAN ENTERPRISES LLC	\$1,220.00	1			
KINNEY, KENIELLE	\$260.04	1			
KISSELL-ERICKSON, TINA	\$169.53	1			
KLAPPROTH, AMY	\$562.34	1			
KOEPLIN, ELIZABETH	\$528.45	1			
KOGER, DIANE	\$1,199.78	1			
KORVER, CHRISTOPHER	\$430.00	1			
LAPPE, ESKALEINA	\$259.28	1			
LARICK, AMY	\$176.33	1			
LATTING, STEPHANIE	\$382.40	1			
LEANOS, MARCELA	\$575.27	1			
LEANOS, YAZMIN	\$382.40	1			
LEANOS- MARQUEZ, CINTIA	\$879.13	1			
LEHS, RANDY	\$665.00	1			
LEIBOW, LAVONNE	\$243.96	1			
LEMON, JENNIFER	\$1,102.62	1			
LEWIS, GINA	\$1,277.14	1			
LEWIS, JESSICA	\$626.01	1			
LONG, BEN	\$430.00	1			
LUCKETT, TANYA	\$237.51	1			
LYNCH, SHERRY S	\$38.51	1			
MANUEL, LISA	\$771.69	1			
MARQUEZ, ALBA	\$1,077.56	1			
MARTINEZ, MARIA	\$1,035.36	1			
MARTONE, BETH	\$1,158.93	1			
MAZAL RENTALS LLC	\$850.00	1			
MC BROOM, MARY KAY	\$191.20	1			
MC CLISH, TODD	\$300.00	1			
MC GEE, MICHELLE	\$372.00	1			
MEEKS, JOANN	\$441.62	1			
MELBOURNE APARTMENTS II, LLP	\$308.00	1			
MELBOURNE APARTMENTS III LLLP	\$450.00	1			
MERICAL, KAREN					
(FOOD SUBSIDY ONLY)	\$94.92	1			
MFR PARTNERS V LLC	\$775.00	1			
MIDAMERICAN ENERGY (GA'S ONLY)	\$626.24	3			
MILLER, BRITTNEY	\$798.13	1			
MILLER, JENNIFER	\$520.53	1			
MIRON-CORTEZ, ASHLEY	\$901.57	1			
MONAHAN GROUP LLC	\$451.00	1			
MONROE, SUELLEN	\$569.26	1			
MR FREEZE HTG & A/C	\$780.00	2			
MUMINOVIC, VESNA	\$104.74	1			
MURPHY, NICOLE	\$251.46	1			
MURRAY, LARRAINE	\$672.73	1			
MURUETA, ANA	\$1,018.14	1			
MYERS, CONNIE	\$544.92	1			
NEWTON-WEBER, VASHARA	\$382.14	1			
NOBLE, DEBRA L	\$164.08	1			
NORTH VALLEY APT LLC	\$451.00	1			
NUVISION HOSPITALITY					
MANAGEMENT INC	\$302.35	1			
OAKRIDGE NEIGHBORHOOD					
ASSOCIATES LP	\$533.00	1			
ORTIZ, YORE	\$592.96	1			
PARKWINDS APARTMENTS	\$251.00	1			
PARSONS, LORI (FOOD SUBSIDY)	\$167.30	1			
PATINO, MARIA	\$1,578.30	1			
PATRICK, CHERYL A	\$392.20	1			
PATTERSON, MARY	\$592.11	1			
PENICK, AMY	\$522.12	1			
PLAZA VIEW APTS	\$630.00	1			
POGYO, ANGELES	\$214.41	1			
POGYO, ROSA	\$744.06	1			
POHLMAN, LISA	\$155.64	1			
PRECISION PLUMBING					
HEATING & COOLING LLC	\$225.00	1			
QUALITY INN	\$72.80	1			
QUINN, KARAN	\$1,848.00	1			
RAHIC-SKOPLJAKOVIC, ELVIDA	\$469.24	1			
REBIK, CHAUNCY	\$654.86	1			
REDMAN, ANGELA	\$407.63	1			
RENOE, JAMES	\$266.50	1			
RIVAS DE PENA, GLORIA	\$735.08	1			
ROBERTS, BROOKELYNNE	\$261.22	1			
ROBERTS, JUDY	\$205.11	1			
ROBERTS, STEPHANY	\$1,518.71	1			
ROBINSON, FELISHA	\$605.63	1			
ROBINSON, HATTIE D.	\$826.98	1			
ROBINSON, SARAH	\$1,397.71	1			
RODRIGUEZ, GISELLE	\$218.46	1			
RODRIGUEZ, ISABEL	\$757.39	1			
ROGERS, DIANA	\$266.26	1			
RUGE, JACKIE	\$317.28	1			
SALDANA, GINA	\$364.00	1			
SANDOVAL, NANCY	\$836.48	1			
SCOTT, TYNIEKA	\$221.07	1			
SEGOVIA, LOLA	\$719.01	1			
SENECAUT, MELISSA A	\$524.70	1			
SHERIDAN, DANIELLE	\$187.13	1			
SHIMER, NAOOMI F	\$1,591.19	1			
SHIPLEY, SANDY L.	\$134.55	1			
SHOOTMAN, JUANITA	\$550.35	1			
SHORTER, ANGELA	\$521.84	1			
SILVER D MEADOW CT LLC	\$1,000.00	1			
SINCLAIR-HALEY, ANGELA	\$221.87	1			
SMITH, CRYSTAL	\$956.25	1			
SMITH, TANYA R					

POLK COUNTY NOTICES

HANIFEN CO INC	\$65.00 1
HENRY COUNTY SHERIFF'S OFFICE	\$35,345.21 1
HORN, MICHAEL	\$170.10 1
HY-VEE FOOD STORE #01138	\$286.00 1
HYGIENIC LABORATORY, ACCTS REC	\$156.00 1
IHLE, JOY M.	\$131.04 1
INTERNATIONAL MARKETING COMMUNICATIONS	\$600.00 2
IOWA COMMUNICATIONS NETWORK	\$4,581.77 1
IOWA DIVISION OF LABOR SERVICES	\$80.00 1
IOWA LAW ENFORCEMENT ACADEMY	\$150.00 1
JDJ LAW FIRM PLLC	\$793.80 1
JEO CONSULTING GROUP INC	\$7,100.00 2
JOHNSON CONTROLS	\$47,150.00 1
KELTEK INC	\$129.50 1
KOCH OFFICE GROUP	\$214.58 1
LUTHERAN SERVICES IN IOWA	\$7,500.00 1
MEDIACOM	\$328.66 1
MEDICOPY SERVICES, INC	\$20.00 1
MENARDS-DES MOINES	\$100.52 1
MIDAMERICAN ENERGY	\$372.64 7
MIDLAND POWER COOPERATIVE	\$257.42 1
MIDWEST AUTOMATIC FIRE	\$1,526.61 2
MIDWEST COURT REPORTING	\$17.55 1
MILLER, GORDON	\$300.00 8
MOLITOR CONSTRUCTION, LLC	\$350.00 1
MOSAIC FAMILY COUNSELING CENTER INC.	\$583.33 1
MURPHY, COURTNAY S.	\$66.08 1
NGUYEN, DONG	\$28.00 1
NICHOLS CONTROLS & SUPPLY, INC	\$255.40 1
NTT CLOUD COMMUNICATIONS US INC	\$142.24 1
PARCEL JR, MICHAEL D	\$60.19 1
PARKS, JOHN R	\$11.00 1
PENSKE TRUCK LEASING	\$770.35 2
PIERCE, ANDREW	\$48.84 1
PLUMB SUPPLY	\$957.28 1
PROFESSIONAL COURT REPORTERS OF IOWA	\$642.25 1
PURSCELL, JOSEPH A	\$20.86 1
RAMM, GREG	\$13.17 1
RAMSEY LAW PLC	\$132.85 1
REINHARDT, JOHN (FEC)	\$39.04 1
REZARCH, ANN	\$260.00 7
ROE, CLAIRE A.	\$74.76 1
RSM US LLP	\$5,200.00 1
SAMUELSON, RYAN	\$2,280.00 1
SBS SERVICES GROUP LLC	\$130.83 1
SKOLD DOOR COMPANY	\$400.40 2
SPARTA WASTE SERVICES	\$1,656.60 1
SPRINT	\$136.50 1
SWEENEY COURT REPORTING	\$362.50 2
SYSTEMWORKS LLC	\$9,580.00 1
TAYLOR, JOHN RUSSELL	\$308.00 1
TED'S BODY SHOP INC	\$8,872.38 1
UNITED PARCEL SERVICE	\$245.27 1
US BANK	\$603.05 2
VERIZON WIRELESS	\$14,771.28 1
VICTORY SUPPLY LLC	\$156.96 1
WASTE SOLUTIONS OF IOWA	\$200.00 1
WEIDT, DAVID	\$635.99 1
WEITL, ERIN	\$71.00 1
WELLPATH LLC	\$136,216.93 7
WILLIAMS, DUSTIN D.	\$63.05 1
WIMACTEL INC	\$122.00 1
WINDSTREAM	\$1,544.09 1
XEROX CORP	\$4,214.58 10
YOUNG, KENNETH H.	\$28.90 1
ZEBEDEE, MATTHEW J	\$192.50 1
REASON: PERSONAL SERVICES ASSOCIATED	
ANESTHESIOLOGISTS, PC	\$1,509.20 2
ATHLETICO LTD	\$10,828.42 40
BALLARD, TYLER J.	\$670.26 1
COLVIN, JARED	\$733.00 1
CSC	\$97.08 2
DES MOINES ORTHOPAEDIC SURGEONS	\$432.00 2
DIAGNOSTIC IMAGING ASSOC	\$16.62 1
FORGET, WENDY M.	\$773.99 1
FUCALORO, STEVEN A.	\$709.46 1
HARLESS, KYLE J.	\$197.31 1
IOWA DIAGNOSTIC IMAGING	\$850.76 1
IOWA ORTHOPEDIC CENTER, PC	\$329.46 1
KINNEY, PHILIP J.	\$629.80 1
KRUM, TIMOTHY (SHERIFF)	\$225.00 1
LAZELLA, ABBIE L	\$2,082.70 3
MARREN, JAMES	\$225.00 1
MERCY CLINICS OCCUPATIONAL MEDICINE CLIN	\$1,910.30 15
MERCY MEDICAL CENTER	\$16,778.05 1
MERCYONE ANKENY URGENT CARE	\$198.50 1
NAGGAR, AYAL M.	\$705.00 1
NEMMERS, PATSY	\$618.53 1
PALMER, VIKKI	\$225.00 1
PATRICK, CHANCE R.	\$773.41 1
PHYSIOTHERAPY ASSOC	\$1,091.50 5
RAMSEY, ROBERT R.	\$759.30 1
RATH, TREVOR J.	\$749.46 1
SMITH, JONATHAN	\$670.26 1

TOBEY, RANDY (SHERIFF)	\$14,901.24 1
WEIDE, KORY J.	\$676.97 1
WOLFF, ZACHARY D.	\$652.18 1
REASON: SUPPLIES	
ADVENTURE LIGHTING	\$144.00 1
AIR CHEK	\$320.00 1
AIRGAS USA LLC	\$607.61 2
AMAZON CAPITAL SERVICES	\$64.28 3
AMERICAN MARKING, INC.	\$821.00 3
AMERICAN PLUMBING	\$256.00 1
ARDICK EQUIPMENT COMPANY, INC.	\$225.70 2
ARNOLD MOTOR SUPPLY	\$75.78 1
BALLARD, FRED D.	\$200.00 1
BECTON DICKINSON	\$18,065.52 1
BITUMINOUS MATERIALS & SUPPLY LP	\$5,388.28 2
BLACK BOX NETWORK SERVICES	\$20,649.97 1
BOB BROWN CHEVROLET	\$80.60 1
BOMGAARS SUPPLY INC	\$33.97 1
BREWER WHOLESALE MEATS INC.	\$3,134.91 1
CAPITAL CITY EQUIPMENT CO., INC.	\$3,989.00 1
CAPITAL SANITARY SUPPLY CO.INC	\$522.00 1
CARGUEST AUTO PARTS	\$860.40 11
CASEY'S BUSINESS MASTERCARD	\$902.37 1
CENTRAL IOWA TRUCKING	\$44,558.58 3
CHARLES GABUS FORD	\$779.42 7
CITY SUPPLY CORP	\$110.25 1
CLIVE POWER EQUIPMENT	\$1,343.07 1
COMMERCIAL BAG & SUPPLY CO. INC.	\$126.00 1
CONTECH ENGINEERED SOLUTIONS INC	\$441.60 1
COOK'S CORRECTIONAL KITCHEN EQUIPMENT	\$225.92 1
DANIELS FILTER SERVICE	\$48.48 1
DATA POWER TECHNOLOGY CORP	\$413.48 1
DELUXE CORP	\$1,190.06 1
DENNIS SUPPLY CO	\$6.74 1
DES MOINES FEED CO	\$1,383.00 1
DES MOINES IRON & SUPPLY COMPANY INC	\$20.55 1
DES MOINES REGISTER	\$30.00 1
DIAMOND VOGEL PAINT	\$52.45 1
EASTERN IOWA TIRE	\$2,908.94 5
ECOLAB	\$901.29 3
ELECTRICAL ENGINEERING & EQUIP	\$137.65 1
EXCEL/PAY-LESS OFFICE PRODUCTS (PO)	\$7,940.08 48
FARM & CITY SUPPLY	\$169.80 2
FASTENAL COMPANY	\$179.28 1
FIRST CHOICE DISTRIBUTING	\$2,332.64 3
GRAINGER	\$235.60 3
GRAYBAR ELECTRIC COMPANY, INC.	\$59.66 1
HAWKEYE TRUCK EQUIPMENT	\$484.05 1
HD SUPPLY WHITE CAP CONSTRUCTION SUPPLY	\$177.97 2
HOME DEPOT PRO (THE)	\$1,282.32 2
INTERSTATE ALL BATTERY CENTER	\$188.70 1
INTERSTATE BATTERY SYSTEM	\$230.72 1
IOWA SIGNAL INC.	\$2,041.60 1
KECK ENERGY	\$24,047.34 3
KIESLER POLICE SUPPLY INC	\$4,875.00 1
KLOINKEL, SCOTT A	\$192.59 1
KOCH OFFICE GROUP	\$331.09 1
KORSHUN, DOUGLAS	\$47.76 1
LAW ENFORCEMENT SYSTEMS INC	\$164.00 1
LEACHMAN LUMBER COMPANY	\$58.43 1
LOFFREDO FRESH PRODUCE CO INC	\$1,371.60 2
MACATAWA UNMANNED SYSTEMS LLC	\$756.00 1
MACQUEEN EQUIPMENT LLC	\$654.73 1
MARTIN BROTHERS DIST. CO., INC	\$27,772.69 10
MARTIN MARIETTA	\$108,511.31 2
MCKESSON MEDICAL-SURGICAL GOV SOLUTIONS	\$4,288.85 9
MENARDS-ALTOONA	\$77.19 2
MENARDS-ANKENY	\$481.65 7
MENARDS-CLIVE	\$97.47 1
MENARDS-DES MOINES	\$2,537.66 15
MENARDS-GRIMES	\$766.98 3
METRO WASTE AUTHORITY	\$39.90 1
MHC KENWORTH-DES MOINES	\$547.45 3
MIDLAND PLASTICS INC	\$95.10 1
MIDWEST WHEEL COMPANIES	\$297.72 1
MULLER, TRAVIS J	\$200.00 1
NAPA AUTO PARTS	\$654.30 4
NORTHERN TOOL & EQUIPMENT CO	\$1,488.96 2
O'HALLORAN INTERNATIONAL, INC.	\$1,525.02 2
OWEN, ROBERT MARK	\$155.00 1
P & P SMALL ENGINES INC.	\$1,525.51 2
PDS PACKAGING	\$8,511.13 1
PLUMB SUPPLY	\$140.29 5
SECURITY LOCKSMITHS	\$69.50 2
SHERWIN WILLIAMS CO	\$173.89 5
SINK PAPER COMPANY	\$644.82 2
STATE STEEL OF DES MOINES	\$444.00 1
STETSON BUILDING PRODUCTS INC.	\$9.04 1
STEW HANSEN'S DODGE CITY INC	\$58.01 1
STRUTHERS BROS. KAWASAKI-TRUCK EQUIPMENT, INC.	\$98.44 1
VAN WALL EQUIPMENT, INC.	\$1,378.54 2
VERIZON WIRELESS	\$1,523.52 6
VICTORY SUPPLY LLC	\$40.01 1
VULCAN SIGNS	\$7,256.44 3
	\$4,422.80 1

ZIEGLER INC	\$4,165.04 3
IOWA EVENTS CENTER	
REASON: OTH SRVS & CHGS	
ATLANTIC BOTTLING	\$1,011.84
GLOBAL SPECTRUM	\$1,260.00
LOFFREDO	\$661.96
ROTELLAS	\$27.50
POLK COUNTY EMPLOYEE INSURANCE	
TO BE PAID 3-23-2021	
REASON: OTH SRVS * CHGS	
WELLMARK	\$386,745.75
DELTA DENTAL	\$24,206.39

PROCEEDINGS OF THE POLK COUNTY BOARD OF SUPERVISORS	
The Polk County Board of Supervisors met in regular session Tuesday, March 16, 2021, at 9:30 a.m.	
MEMBERS PRESENT: Steve Van Oort, Robert Brownell, Matt McCoy, Tom Hockensmith, Angela Connolly.	
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.	
Moved by Hockensmith, Seconded by Brownell to dispense with the reading of the March 9, 2021, minutes and they stand approved as printed. The March 9, 2021, Canvass Meeting minutes were also approved.	
VOTE YEA: Van Oort, Brownell, McCoy, Hockensmith, Connolly.	
The Bills as certified by the County Auditor were allowed or disallowed on each according to the certified list, claim numbers 202103160001 - 202103161088.	
VOTE YEA: Van Oort, Brownell, McCoy, Hockensmith, Connolly.	
ORDINANCE: (SECOND READING) Ordinance amending the Polk County Zoning Ordinance.	
VOTE YEA: Van Oort, Brownell, McCoy, Hockensmith, Connolly.	
RESOLUTIONS: Resolution approving MH/ID/DD service approvals and authorizing expenditures from the General Basic Fund.	
Resolution approving Amendment to Memorandum of Understanding with Iowa Department of Public Health for Tuberculosis Program funding.	
Resolution approving Cooperative Public Service Agreement with Franklin Township Trustees for 2021 HMA Improvement Project.	
Resolution approving Agreement with Navigate Wellbeing Solutions.	
REFERRED TO PUB WKS & CO ATTORNEY: City of Des Moines notice of consultation meeting concerning Amendments to the Ingersoll Grand Commercial, 38th & Grand, and Oak Park-Highland Park Urban Renewal Plans.	
City of Urbandale notice of consultation meeting concerning proposed Amendment No. 3 to the Amended and Restated Northwest Market Center Urban Renewal Plan.	
APPOINTMENTS: Moved by Hockensmith, Seconded by McCoy that the following Resolution be approved: BE IT FURTHER RESOLVED that the individuals named on this Memorandum be approved for personnel action:	
Sara Baratta, Site Supr, CFYS, \$67,333 beginning March 8, 2021	
Diane Corbin, Prog Aide, CFYS, \$41,392 beginning March 27, 2021	
Joshua Ledoux, Evidence Tech, Sheriff, \$59,278 beginning March 27, 2021	
Kylee Leo, Prog Aide, CFYS, \$44,738 beginning March 27, 2021	
Nicole Martinson, Acct, Sheriff, \$68,051 beginning March 27, 2021	
Lindsay McCarron, Deten Ofcr, Sheriff, \$46,270 beginning March 29, 2021	
Mariah Schrack, STI Data Coord, Health, \$51,886 beginning March 29, 2021	
VOTE YEA: Van Oort, Brownell, McCoy, Hockensmith, Connolly.	
LET THE RECORD SHOW Supervisor Connolly recognized Kurt Bailey, Polk County Engineer, and thanked him for his service. He will be retiring March 23, 2021. Board Members also offered their appreciation and congratulations.	
LET THE RECORD SHOW Supervisor Connolly announced that the Board offered the position of Human Resources Director to Jeff Edgar, with approval at the March 23, 2021, Board Meeting.	
LET THE RECORD SHOW Carmen Brownell was a special guest at today's meeting.	
LET THE RECORD SHOW all resolutions, including Public Hearings, were approved unanimously, unless otherwise noted.	
Moved by Hockensmith, Seconded by Van Oort	

to adjourn until March 23, 2021, at 9:30 a.m.	
The above resolutions are a summary. For the full text of resolutions, visit our website at: https://www.polkcountyiowa.gov/auditor/administration/ or visit our office at The Polk County Auditor's Office, 111 Court Avenue, Room 230, Des Moines, Iowa, Monday-Friday 8:00 a.m. - 5:00 p.m., 286-3080	
ORDINANCE NO. 353	
WHEREAS, the Polk County Board of Supervisors adopted the Zoning Ordinance on September 10, 2007 and most recently amended on February 1, 2019; and	
WHEREAS, the proposed text amendments to the Polk County Zoning Ordinance provided updates to the current Ordinance for unincorporated Polk County; and	
WHEREAS, the proposed amendments will amend Article 7. Natural Resource Protection, Division 4. Natural Resources, Section 2. Streams and Article 8. Stormwater and Erosion Control Management, Division 1. Stormwater Runoff; and	
WHEREAS, the Text Amendments were reviewed and heard by the Polk County Zoning Commission on Monday, January 25, 2021 at 7:00 P.M., at the video/phone meeting for Polk County Public Works Department, Planning and Development Division, 5885 N.E. 14th Street, Des Moines, Iowa, due and timely notice was published as provided by law; and	
WHEREAS, the Polk County Zoning Commission voted six (6) for, zero (0) against with one (0) absent to recommend approval of the Polk County Zoning Ordinance Text Amendments; and	
WHEREAS, the Text Amendments were heard by the Polk County Board of Supervisors on Tuesday, March 9, 2021 at 9:30 A.M., in Room 120 of the Polk County Administrative Office Building, 111 Court Avenue, Des Moines, Iowa, due and timely notice published as provided by law.	
NOW, THEREFORE, BE IT ORDAINED that the text amendments to the Polk County Zoning Ordinance for unincorporated Polk County be approved and become effective upon publication.	
POLK COUNTY, IOWA	
TOM HOCKENSVIITH VICE-CHAIRPERSON	
ATTEST	
JAMIE FITZGERALD POLK COUNTY AUDITOR	
EFFECTIVE UPON PUBLICATION	
March 2021	
Polk County Zoning Ordinance Amendments Summary	
The Zoning Ordinance and map for unincorporated Polk County, Iowa, provides regulations for land use and divides the county in to zoning districts for the protection and promotion of the health, safety, and general welfare of the present and future residents of the County.	
Amendments include additions, deletions, corrections, and rewording within Article 7, Division 4, Section 2 and Article 8, Division 1 the Ordinance summarized below:	
Article 7. Natural Resource Protection, Division 4. Natural Resources,	
■ Section 2. Streams	
o (A) Intent and Purpose	
■ Added reference to FEMA FIRM Flood Insurance Rate Maps.	
■ Deleted figure from Polk 2030 Comprehensive Plan.	
o (B) Protection Criteria	
■ Replaced Floodway buffer criteria to encompass stream channel if FIRM maps are inaccurate.	
Article 8. Stormwater and Erosion Control Management, Division 1. Stormwater Runoff	
■ Section 1. Excess Stormwater Runoff - no changes.	
■ Section 2. Limitation of Stormwater Runoff - added language and detail on development, redevelopment and exemptions.	
■ Section 3. Maintenance of Drainage - added language about egress/ingress to property.	
■ Section 4. Runoff and Drainage - updated language.	
■ Section 5. Stormwater Detention Required - updated language.	
o Section 6. Design Criteria - added new language and replaced language and deleted examples.	
o Added (A) Water Quality Volume, (B) Channel Protection Volume, (C) Overbank Flood Protection, (D) Extreme Flood Protection, (E) Upstream Land, (F) Detention Basin Release, (G) Road ditches and right-of-ways, (H) Stormwater Management Plan, and (I) Operation and Maintenance Plan	
■ Section 7. Design Regulations - updated and	

POLK COUNTY NOTICES

replaced language.
o Added (A) Natural Conditions, (B) Hydrologic Soil Group (HSG), (C) Time of Concentration (TC), (D) Routing and Detention Design, (E) Conveyance Management, (F) Erosion Control &

Seeding, modified (G) Outlet Control Structures, added (H) Dams, modified (I) Dry Bottom Basin, (J) Wet Basins. (K) Building Regulations, (L) Stormwater Storage.
▪ Section 8. Maintenance of Facilities - no

changes
▪ Section 9. Inspection of Facilities - updated language.
Also included in the amendments are other minor changes and non-substantive punctua-

tion, grammatical, formatting and renumbering changes. No changes made to the Official Zoning Map.
Published in the Business Record on April 2, 2021.

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 SERVICE OF
PROCESS BY PUBLICATION

STATE OF NORTH CAROLINA
COUNTY OF MECKLENBURG

IN THE GENERAL COURT OF JUSTICE
SUPERIOR COURT DIVISION
FILE NO.: 21-CVS-885
Sean Edward Kilmartin v. Dickinson & Co.
Take notice that a pleading seeking relief against you has been filed in the above-entitled action. The nature of the relief being sought is as follows: The Plaintiff, Sean Edward Kilmartin, has filed a Complaint seeking an Order Confirming an Arbitration Award by the F.I.N.R.A. Dispute Resolution Services on October 16, 2020 in favor of Plaintiff, finding that Defendant filed with F.I.N.R.A. a false/fraudulent U 5 termination notice and the Complaint further seeks an Order Expunging said U 5. You are required to make defense to such pleading not later than forty (40) days after April 1, 2021 (exclusive of said date), and upon your failure to do so, the party seeking service against you will apply to the Court for the relief sought.
This the 2nd day of April, 2021
Winfred R. Ervin, Jr.
Attorney for Plaintiff
128-A N. McDowell Street
Charlotte, NC 28204
(704) 376-1905
Published in the Business Record on April 2, 2021.

Request for Proposal (RFP) for Legal Services

Des Moines Water Works (DMWW) is seeking law firms with extensive experience representing municipal entities in the areas of municipal law and government relations, employment and labor law, construction law, contract preparation and review, and litigation.
Only attorneys who are currently licensed to practice law in Iowa and maintain an office in Des Moines, Iowa or firms including such attorneys may respond to this RFP.
Proposals must be submitted no later than 4:00 p.m. CDT on May 14, 2021.
Firms interested in responding to this RFP should email Amy Kahler, Chief Financial Officer, at kahler@dmww.com for more information.
DMWW reserves the right to reject any and all proposals received in response to this RFP.
Published in the Business Record on April 2, 2021.

NOTICE OF PETITION FOR REZONING

All City Council meetings are currently closed to the public attending in person in response to the

COVID-19 pandemic.
Public Participation is via phone only
Call in local 515-329-8019 or tollfree 833-329-8019
Participant Code 593054
Public can also provide comments ahead of time directly to support@polkcityia.gov
*any comments received before the time of the meeting will be made a part of the public hearing
YOU ARE HEREBY NOTIFIED that on the 12th day of April 2021, the City Council for the City of Polk City, Iowa will hold a public meeting on a petition submitted to the City of Polk City, Iowa by Knapp Properties.
1) To rezone 16.27 acres, located east of 220 E. Vista Lake Avenue in the area known as Big Creek Technology Campus from zoning classification of A-1 to R-1, Single Family Detached; and
2) To rezone 41.44 acres, located east of 220 E. Vista Lake Avenue in the area known as Big Creek Technology Campus from zoning classification of A-1 to R-1A, Single Family Residential.
3) To rezone 19.95 acres, located north of 220 E. Vista Lake Avenue in the area known as Big Creek Technology Campus from zoning classification of R-1 to R-1A, Single Family Residential
The property and proposed zoning districts are legally described as follows:
PARENT PARCEL
PARCEL 'L' BEING PART OF THE SW1/4 OF SECTION 31, TOWNSHIP 81 NORTH, RANGE 24 WEST OF THE 5TH P.M. AND PART OF THE SE1/4 & SW1/4 OF SECTION 36, TOWNSHIP 81 NORTH, RANGE 25 WEST OF THE 5TH P.M., AN OFFICIAL PARCEL RECORDED IN BOOK 12998, PAGE 269 AT THE POLK COUNTY RECORDER'S OFFICE, CITY OF POLK CITY, POLK COUNTY, IOWA.
A-1 TO R-1
A PARCEL OF LAND IN PARCEL 'L', AN OFFICIAL PARCEL RECORDED IN BOOK 12998, PAGE 269 AT THE POLK COUNTY RECORDER'S OFFICE, ALL BEING IN THE SW1/4 OF SECTION 31, TOWNSHIP 81 NORTH, RANGE 24 WEST OF THE 5TH P.M., CITY OF POLK CITY, POLK COUNTY, IOWA THAT IS MORE PARTICULARLY DESCRIBED AS FOLLOWS:
COMMENCING AS A POINT OF REFERENCE AT THE W1/4 CORNER OF SAID SECTION 31; THENCE S00°11'32"E, 395.43 FEET ALONG THE WEST LINE OF SAID SW1/4 OF SECTION 31, TO THE POINT OF BEGINNING; THENCE S89°58'48"E, 544.99 FEET TO A POINT; THENCE S00°01'12"W, 1101.09 FEET TO A POINT; THENCE S42°51'28"W, 362.86 FEET TO A POINT; THENCE N89°58'48"W, 293.21 FEET TO A POINT ON THE WEST LINE OF SAID SW1/4 OF SECTION 31; THENCE N00°11'32"W, 1367.18 FEET ALONG SAID WEST LINE TO THE POINT OF BEGINNING AND CONTAINING 16.27 ACRES MORE OR LESS A-1 TO R-1A
A PARCEL OF LAND IN PARCEL 'L', AN OFFICIAL PARCEL RECORDED IN BOOK 12998, PAGE 269 AT THE POLK COUNTY RECORDER'S OFFICE, ALL BEING IN THE SW1/4 OF SECTION 31, TOWNSHIP 81 NORTH, RANGE 24 WEST OF THE 5TH/ P.M., CITY OF POLK CITY, POLK COUNTY, IOWA THAT IS MORE PARTICULARLY DESCRIBED AS FOLLOWS:
BEGINNING AT THE W1/4 CORNER OF SAID SECTION 31; THENCE S89°33'41"E, 1297.45 FEET ALONG THE NORTH LINE OF SAID PARCEL 'L' TO THE NE CORNER OF SAID PARCEL 'L'; THENCE S00°16'27"W, 1343.52 FEET ALONG THE EAST LINE OF SAID PARCEL 'L' TO THE NE CORNER OF PARCEL 'C', AN OFFICIAL PARCEL RECORDED IN BOOK 8464, PAGE 658 AT THE POLK COUNTY RECORDER'S OFFICE; THENCE S43°53'47"W, 908.24 FEET ALONG THE EAST LINE OF SAID PARCEL 'L' COINCIDING WITH THE NORTH LINE OF SAID PARCEL 'C' TO THE NW CORNER OF SAID PARCEL 'C'; THENCE S00°15'15"E, 604.45 FEET ALONG THE EAST LINE OF SAID PARCEL 'L' COINCIDING WITH THE WEST LINE OF SAID PARCEL 'C' TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF E NORTHSIDE DRIVE AS IT IS PRESENTLY ESTABLISHED; THENCE S89°43'48"W, 59.80 FEET ALONG SAID RIGHT-OF-WAY LINE TO A POINT; THENCE N00°12'03"W, 433.50 FEET TO A POINT; THENCE N89°33'27"W, 595.34 FEET TO A POINT ON THE WEST LINE OF SAID SECTION 31; THENCE N00°11'32"W, 411.95 FEET ALONG THE WEST LINE OF SAID SECTION 31 TO

A POINT; THENCE S89°58'48"E, 293.21 FEET TO A POINT; THENCE N42°51'28"E, 362.86 FEET TO A POINT; THENCE N00°01'12"E, 1101.09 FEET TO A POINT; THENCE N89°58'48"W, 544.99 FEET TO A POINT ON THE WEST LINE OF SAID SECTION 31; THENCE N00°11'32"W, 395.43 FEET ALONG SAID WEST LINE TO THE POINT OF BEGINNING AND CONTAINING 41.44 ACRES MORE OR LESS. R-1 TO R-1A
A PARCEL OF LAND IN PARCEL 'L', AN OFFICIAL PARCEL RECORDED IN BOOK 12998, PAGE 269 AT THE POLK COUNTY RECORDER'S OFFICE, ALL BEING IN THE S1/2 OF SECTION 36, TOWNSHIP 81 NORTH, RANGE 25 WEST OF THE 5th P.M., CITY OF POLK CITY, POLK COUNTY, IOWA THAT IS MORE PARTICULARLY DESCRIBED AS FOLLOWS:
COMMENCING AS A POINT OF REFERENCE AT THE NW CORNER OF LOT 2, BIG CREEK TECHNOLOGY CAMPUS PLAT 5, AN OFFICIAL PLAT RECORDED IN BOOK 18112, PAGE 957-971 AT THE POLK COUNTY RECORDER'S OFFICE; THENCE S89°58'42"E, 589.75 FEET ALONG THE NORTH LINE OF SAID PARCEL 'L' TO THE POINT OF BEGINNING; THENCE CONTINUING ALONG THE NORTH LINE OF SAID PARCEL 'L' S89°58'42"E, 2048.80 FEET TO A POINT, SAID POINT BEING THE E1/4 CORNER OF SAID SECTION 36; THENCE S00°11'32"E, 395.43 FEET ALONG THE EAST LINE OF SAID SECTION 36 TO A POINT; THENCE N89°58'48"W, 1350.50 FEET TO THE NORTHEAST CORNER OF LOT 1 OF BIG CREEK TECHNOLOGY CAMPUS PLAT 4, AN OFFICIAL PLAT RECORDED IN BOOK 18111, PAGE 742 AT THE POLK COUNTY RECORDER'S OFFICE, POLK CITY, POLK COUNTY, IOWA; THENCE N89°58'48"W, 215.73 FEET ALONG THE NORTH LINE OF SAID LOT 1 TO A POINT; THENCE S71°34'40"W, 205.63 FEET ALONG THE NORTH LINE OF SAID LOT 1 TO A POINT; THENCE S70°01'12"W, 344.74 FEET ALONG THE NORTH LINE OF SAID LOT 1 TO A POINT; THENCE N89°58'48"W, 62.50 FEET ALONG THE NORTH LINE OF SAID LOT 1 TO A POINT; THENCE N07°04'29"W, 214.30 FEET TO A POINT ON THE CENTERLINE OF E. VISTA LAKE AVENUE AS IT IS PRESENTLY ESTABLISHED; THENCE NORTHEASTERLY ALONG A CURVE TO THE LEFT HAVING A RADIUS OF 1000.00 FEET AND A CHORD BEARING N77°35'48"E, AN ARC LENGTH OF 186.01 FEET TO A POINT; THENCE N17°43'56"W, 71.37 FEET TO A POINT OF CURVATURE; THENCE NORTHERLY ALONG A CURVE TO THE RIGHT HAVING A RADIUS OF 750.00 FEET AND A CHORD BEARING N08°50'07"W, AN ARC LENGTH OF 232.92 FEET TO A POINT OF TANGENCY; THENCE N00°03'42"E, 28.63 FEET TO THE POINT OF BEGINNING AND CONTAINING 19.95 ACRES MORE OR LESS.
YOU ARE FURTHER NOTIFIED that said petitions will come before the City Council on April 12, 2021 at 6:00 p.m. at which time you may call in as instructed at the top of this notice and present any reasons that you may have, either in favor of or against said proposed rezoning.
DATED this 2nd day of April 2021.
Jenny Gibbons, City Clerk
Published in the Business Record on April 2, 2021.

NOTICE OF PUBLIC HEARING

NOTICE OF PUBLIC HEARING ON THE PROPOSED AMENDMENT TO THE 2016 POLK CITY COMPREHENSIVE PLAN ENTITLED "IMAGINE POLK CITY - A BRIDGE TO THE FUTURE"
All City Council meetings are currently closed to the public attending in person in response to the COVID-19 pandemic.
Public Participation is via phone only
Call in local 515-329-8019 or tollfree 833-329-8019
Participant Code 593054
Public can also provide comments ahead of time directly to support@polkcityia.gov
*any comments received before the time of the meeting will be made a part of the public hearing
YOU ARE HEREBY NOTIFIED that at 6:00 P.M. on the 12th day of April 2021 the City Council of Polk City will, in said Council Chambers, hold a public hearing to amend the following sections of the Comprehensive Plan:

Future Land Use Plan, for the eastern portion of the area generally known as Big Creek Technology Campus; revising the designation of the area north and east of the future school site to low density residential and designation of a larger area as a park with amenities in a more central location in the development.
Major Streets Plan, to designate E. Vista Lake Avenue, from N. 3rd Street to the north/south street on the east side of the future park in Big Creek Technology Campus, as a collector street; and adjusting the alignment of Whitetail Parkway, from NW Hugg Drive near Big Creek State Park to N. 3rd Street and then connecting to NW 126th Street, to correspond to the Preliminary Plats for Whitetail Ridge and Four Seasons Polk City, said street designated as a collector street and parkway.
Parks, Trails, and Bikeways Plan, to add a recreational trail from N. 3rd Street, across the south side of the school site within the existing easement, through the future park land shown on the Big Creek Campus Master Plan, then extending north in the location depicted on the Big Creek Campus Master Plan, and connecting to the High Trestle Trail near the Oasis, and to maintain trail connectivity from the future park to the future trail on the south side of E. Northside Dr.
YOU ARE FURTHER NOTIFIED that this amendment will come before the City Council on April 12, 2021 at 6:00 p.m. at which time you may call in as instructed at the top of this notice and present any reasons that you may have, either in favor of or against said proposed amendment.
This notice is given by order of the City Council of the City of Polk City, Iowa.
Dated this 2nd day of April 2021
Jenny Gibbons, City Clerk
Published in the Business Record on April 2, 2021.

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