

ASAP Express  
Woodbury  
Associates for Psychiatric Services PC  
Woodbury  
Aventure Staffing  
Woodbury  
Aviation Career Education Solutions, LLC  
Woodbury  
Bankers Life & Casualty  
Woodbury  
Barkley Asphalt  
Woodbury  
Barry Motor Co LLC  
Woodbury  
Big Brothers Big Sisters of Siouxland  
Woodbury  
Big Deal Auto  
Woodbury  
BioLife Plasma Services  
Woodbury  
Black Bear Diner  
Woodbury  
Boy's Town of Iowa  
Woodbury  
Boys and Girls Home and Family Services Inc.  
Woodbury  
Boys Club of Sioux City  
Woodbury  
Braunger Steak Company  
Woodbury  
Bridge Port Materials Inc  
Woodbury  
Bridgeport Corporation  
Woodbury  
Bridgestone Americas Tire Operations  
Woodbury  
Burgess Health Center  
Woodbury  
Burke Engineering Sales Co  
Woodbury  
Burnight Solutions  
Woodbury  
C & C Construction  
Woodbury  
C.J.S. Laboratories Inc.  
Woodbury  
CAB's Inc  
Woodbury  
Care Initiatives  
Woodbury  
Casey's General Stores  
Woodbury  
Cato Fashions  
Woodbury  
Center for Siouxland  
Woodbury  
Century 21 ProLink  
Woodbury  
CenturyLink  
Woodbury  
CF Industries  
Woodbury  
Chatterkick  
Woodbury  
Check into Cash  
Woodbury  
Chesterman Company  
Woodbury  
Chet's Foods  
Woodbury  
Children's Square USA-Christian Home Association  
Woodbury  
City of Sergeant Bluff  
Woodbury  
City of Sioux City  
Woodbury  
Clays Brothers Moving and Storage  
Woodbury  
Country Club View Apartments LLC  
Woodbury  
Coury Alignment Specialists  
Woodbury  
Crittenton Center  
Woodbury  
Culver's  
Woodbury  
Curly's Foods  
Woodbury  
CW Suter  
Woodbury  
D & J Capitol Management dba Meineke Car Care Center  
Woodbury  
Dakota Traffic Services  
Woodbury

David's Bridal  
Woodbury  
Department for the Blind  
Woodbury  
Department of Administrative Services  
Woodbury  
Department of Education  
Woodbury  
Department of Human Services  
Woodbury  
Department of Inspections and Appeals  
Woodbury  
Department of Natural Resources  
Woodbury  
Department of Public Defense  
Woodbury  
Department of Public Safety  
Woodbury  
Department of Revenue  
Woodbury  
Department of Transportation  
Woodbury  
Downtown Partners Sioux City  
Woodbury  
Elk Creek Animal Hospital  
Woodbury  
Executive Technologies  
Woodbury  
Fareway Stores  
Woodbury  
Farmers Insurance  
Woodbury  
Fastenal  
Woodbury  
Five Star Professional Cleaning Services, Inc.  
Woodbury  
Food Bank of Siouxland Inc  
Woodbury  
Frank's Asphalt Inc  
Woodbury  
Fremont Tire  
Woodbury  
Game Stop  
Woodbury  
Garner's Lawn  
Woodbury  
GCC Alliance Concrete, Inc.  
Woodbury  
GELITA USA  
Woodbury  
Glazer's Distributors of IA  
Woodbury  
Goodin Insurance Agency, LLC  
Woodbury  
Goodwill of the Great Plains  
Woodbury  
Great American Cookie Co  
Woodbury  
Haberl Tile and Stone Inc  
Woodbury  
Heartland Paper Company  
Woodbury  
Heritage Bank NA  
Woodbury  
Hilton Worldwide  
Woodbury  
Holiday Inn  
Woodbury  
Holy Spirit Retirement Home  
Woodbury  
Hospice of Siouxland  
Woodbury  
Hy-Vee  
Woodbury  
I-State Truck Center  
Woodbury  
IBT  
Woodbury  
IMKO Workforce Solutions  
Woodbury  
Industrial Design Fabrication and Installation Inc  
Woodbury  
Industrial Diversified Inc.  
Woodbury  
Inland Truck parts  
Woodbury  
Iowa Economic Development Authority  
Woodbury  
Iowa State University  
Woodbury  
Iowa Workforce Development  
Woodbury  
Iseman Homes  
Woodbury

ISS Facility Services Inc  
Woodbury  
Jackson Recovery Center  
Woodbury  
JARCO Builders, Ltd.  
Woodbury  
Jebro Inc.  
Woodbury  
Jenny's Home Cleaning Service  
Woodbury  
Jensen Sprinkler  
Woodbury  
Jim Hawk Truck and Tractors  
Woodbury  
Job Corp Admissions  
Woodbury  
Johnstone Supply 339  
Woodbury  
Joy Dirt Construction  
Woodbury  
Kalins Indoor Comfort  
Woodbury  
Kallin-Johnson Monument Co. Inc.  
Woodbury  
KCAU-TV  
Woodbury  
Keizer Refrigeration Inc  
Woodbury  
Kent Feeds  
Woodbury  
Kentucky Fried Chicken  
Woodbury  
Kingsley Pierson Community School District  
Woodbury  
Knife River Midwest, LLC  
Woodbury  
Knowledge Capital Consulting  
Woodbury  
Kum & Go  
Woodbury  
L & L Distributing Co  
Woodbury  
Lawton-Bronson Community School  
Woodbury  
Liberty Tax  
Woodbury  
Luken Memorials  
Woodbury  
Manpower  
Woodbury  
Marx Distribution Inc  
Woodbury  
Marx Truck Trailer Sales  
Woodbury  
Mary J Treglia Community House  
Woodbury  
MicroTower, Inc.  
Woodbury  
Mid States Electric Inc  
Woodbury  
Mid-States Utility Trailer Sales Inc  
Woodbury  
MidAmerican Energy  
Woodbury  
Mills Shellhammer Puetz and Associates  
Woodbury  
Morningside College  
Woodbury  
Nate's Fine Shine  
Woodbury  
NCS, Inc.  
Woodbury  
Northwest Iowa Pork  
Woodbury  
Opportunities Unlimited  
Woodbury  
Palmer Candy Company  
Woodbury  
Panefully Clear Window Service, Inc.  
Woodbury  
Papa Johns Pizza  
Woodbury  
Paxton Vierling Steel Owen Industries  
Woodbury  
Pilot Travel Center  
Woodbury  
Pioneer Cabinetry Inc  
Woodbury  
Professional Pool and Spa  
Woodbury  
Purina Animal Nutrition (Land O'Lakes)\_Woodbury  
Woodbury  
Quality Appliance  
Woodbury

R Guarantee Insulation Inc  
Woodbury  
Ramada Inn  
Woodbury  
Ray's Midbell Music  
Woodbury  
Riekas Equipment Co  
Woodbury  
River Valley Community School District  
Woodbury  
RockTenn  
Woodbury  
Rodeway Inn & Conference Center  
Woodbury  
Rust Publishing NWIA  
Woodbury  
Sabre Towers and Poles  
Woodbury  
Sands Construction  
Woodbury  
Security Insurance  
Woodbury  
Select Fire & Safety  
Woodbury  
Select Food Market  
Woodbury  
Sergeant Bluff-Luton High School  
Woodbury  
Service Management Systems  
Woodbury  
Sioux City BOOST  
Woodbury  
Sioux City Community School District  
Woodbury  
Sioux City Elks Lodge #112  
Woodbury  
Sioux City Foundry Co.  
Woodbury  
Sioux City Journal  
Woodbury  
Sioux City Sheet Metal Apprenticeship  
Woodbury  
Sioux Honey Association  
Woodbury  
Siouxland Center for Active Generations  
Woodbury  
Siouxland Chamber of Commerce  
Woodbury  
Siouxland Community Health Center  
Woodbury  
Siouxland Detasseling  
Woodbury  
Siouxland Habitat for Humanity  
Woodbury  
Siouxland Paramedics  
Woodbury  
Smartech & Associates LP  
Woodbury  
Southern Hills Mall  
Woodbury  
St. Luke's Regional Medical Center  
Woodbury  
Staber Meats Inc  
Woodbury  
Stream Global Services  
Woodbury  
Subway  
Woodbury  
Sugar Shack Bakery  
Woodbury  
Sunrise Retirement Community  
Woodbury  
Support Siouxland Soldiers  
Woodbury  
Talley Harvey and Co  
Woodbury  
The GSI Group LLC  
Woodbury  
The Hoffman Agency  
Woodbury  
The Home Depot  
Woodbury  
The Principal Financial Group  
Woodbury  
Tip Top Tux  
Woodbury  
Tri-State Graduate Center  
Woodbury  
Tri-State Nursing  
Woodbury  
Tri-State Specialists, LLP  
Woodbury  
Tur-Pak Foods Inc  
Woodbury



Tyson Foods, Inc.  
Woodbury  
U.S. Bank  
Woodbury  
UFCW Local 222  
Woodbury  
UnityPoint Health  
Woodbury  
UPS  
Woodbury  
USDA Food Safety and Inspection Service District 25  
Woodbury  
Utility Equipment Company  
Woodbury  
Van Meter, Inc.  
Woodbury  
Wellmark  
Woodbury  
Wells Fargo  
Woodbury  
Western Iowa Tech CC  
Woodbury  
Westway Terminal Company LLC  
Woodbury  
Westwood Community School  
Woodbury  
Wilsey Company  
Woodbury  
Wilson Trailer  
Woodbury  
WJ Co Inc  
Woodbury  
Women Aware, Inc  
Woodbury  
Woodbury Central Community School  
Woodbury  
Woodbury County  
Woodbury  
Woodbury County Commission of Veteran Affairs  
Woodbury  
Zenk Auto & Repair Inc  
Woodbury  
Zimmerman Pets  
Worth  
Advanced Component Technologies, Inc  
Worth  
Agriculture and Land Stewardship Department  
Worth  
Care Initiatives  
Worth  
Casey's General Stores  
Worth  
Department of Public Safety  
Worth  
Department of Transportation  
Worth  
Diamond Jo Casino  
Worth  
Farmers State Bank  
Worth  
First Security Bank & Trust  
Worth  
Northwood Anchor, Inc.  
Worth  
NSB Bank  
Worth  
The Andersons Inc  
Worth  
The Principal Financial Group  
Worth  
TruStile Doors  
Worth  
Viafield, A Cooperative  
Wright  
ABCM Corporation  
Wright  
Agriculture and Land Stewardship Department  
Wright  
Arnold Motor Supply LLP  
Wright  
Casey's General Stores  
Wright  
CenturyLink  
Wright  
Department of Transportation  
Wright  
Fareway Stores  
Wright  
First Citizens National Bank  
Wright  
Franklin General Hospital  
Wright  
Frontier Communications  
Wright

Hagie Manufacturing Company  
 Wright  
 Iowa Select Farms LLP  
 Wright  
 Kum & Go  
 Wright  
 MaxYield Cooperative  
 Wright  
 Mid-America Publishing Corp.  
 Wright  
 MidAmerican Energy  
 Wright  
 Monsanto  
 Wright  
 New Cooperative, Inc.  
 Wright  
 North Central Coop  
 Wright  
 Northwest Bank  
 Wright  
 Oaks Garden Spot/Rasmussen Lawn Care  
 Wright  
 Oldcastle Materials Group  
 Wright  
 Oldson Plumbing, Heating and Air Conditioning, Inc.  
 Wright  
 Opportunity Village  
 Wright  
 Region 5 Regional Workforce Investment Board  
 Wright  
 Rotary Senior Living  
 Wright  
 Upper Des Moines Opportunity Inc  
 Wright  
 Wells Fargo  
 Wright  
 Wright County Economic Development

IWD Region  
 County  
 Member Business  
 Count  
 Allamakee  
 ABCM Corporation  
 Allamakee  
 Agriculture and Land Stewardship Department  
 Region 1  
 Allamakee  
 Allamakee County Economic Development  
 Type  
 # Unique Member Businesses  
 # Locations  
 Allamakee  
 Aveka Nutra Processing  
 Allamakee  
 Brennan Construction  
 Single Location Member Businesses  
 Allamakee  
 Bruening Rock Products, Inc.  
 Allamakee  
 Casey's General Stores  
 Multi-Location Member Businesses  
 Allamakee  
 Darold Berger Masonry INC  
 Allamakee  
 Department of Corrections  
 Total  
 Allamakee  
 Department of Natural Resources  
 Allamakee  
 Department of Transportation  
 Allamakee  
 Eastern Allamakee CSD  
 Allamakee  
 Fareway Stores  
 Allamakee  
 Moore's Dairy Service, Inc.  
 Allamakee  
 Palmer Repair  
 Allamakee  
 Postville Community School District  
 Allamakee  
 Postville Radio Inc (KPVL)  
 Allamakee  
 Reel Core Inc.  
 Allamakee  
 SYSTEMS Equipment Corporation  
 Allamakee  
 Szabo Construction  
 Allamakee  
 Trinity Fabricators, Inc.  
 Allamakee  
 Upper Explorerland Regional Planning Committee  
 Allamakee

Waukon Feed Ranch  
 Allamakee  
 Waukon High School, Allamakee Community School District  
 Chickasaw  
 Agriculture and Land Stewardship Department  
 Chickasaw  
 ATEK  
 Chickasaw  
 Casey's General Stores  
 Chickasaw  
 City of New Hampton  
 Chickasaw  
 Community Care, Inc  
 Chickasaw  
 Comprehensive Systems, Inc.  
 Chickasaw  
 Department of Transportation  
 Chickasaw  
 Fareway Stores  
 Chickasaw  
 First Citizens National Bank  
 Chickasaw  
 First Security Bank & Trust  
 Chickasaw  
 Floyd County Medical Center  
 Chickasaw  
 Insurance Associates of Lawler, Inc.  
 Chickasaw  
 Iowa State University  
 Chickasaw  
 Kensington Place Assisted Living  
 Chickasaw  
 Mracek Plum, Htg, & Elec LLC  
 Chickasaw  
 Nelson Machine & Systems, Inc.  
 Chickasaw  
 New Hampton Economic Development  
 Chickasaw  
 New Hampton Nursing and Rehabilitation  
 Chickasaw  
 New Hampton Park & Recreation  
 Chickasaw  
 North Star Community Services  
 Chickasaw  
 Omega Machine Tool  
 Chickasaw  
 Superior Lumber  
 Chickasaw  
 The Principal Financial Group  
 Chickasaw  
 Waverly Health Center  
 Clayton  
 A & J Petersburg Agency  
 Clayton  
 ABCM Corporation  
 Clayton  
 Agriculture and Land Stewardship Department  
 Clayton  
 Birdnow Dealerships  
 Clayton  
 Casey's General Stores  
 Clayton  
 Citizens State Bank  
 Clayton  
 City of Edgewood  
 Clayton  
 City of Elkader  
 Clayton  
 City of Guttenberg  
 Clayton  
 City of Strawberry Point  
 Clayton  
 Clayton County Development  
 Clayton  
 Clayton County Register and Guttenberg Press and North Iowa Times (3 newspapers)  
 Clayton  
 Clayton Ridge Community School District  
 Clayton  
 Department of Human Services  
 Clayton  
 Department of Inspections and Appeals  
 Clayton  
 Department of Natural Resources  
 Clayton  
 Department of Public Safety  
 Clayton  
 Department of Transportation  
 Clayton  
 Ed-Co Jr/Sr High School  
 Clayton  
 Edgewood Chamber of Commerce and Economic Development  
 Clayton  
 Guttenberg Municipal Hospital  
 Clayton

Iowa State University  
Clayton  
Kann Mfg. Corporation  
Clayton  
M's Machine & Mfg Co., Inc.  
Clayton  
Mueller Concrete Construction Company  
Clayton  
Norby Distributing Co.  
Clayton  
Pattison Sand Company  
Clayton  
Riverside Grind  
Clayton  
Signs N Frames  
Clayton  
The Irish Shanti  
Delaware  
1st Judicial District Department of Correctional Services  
Delaware  
Agriculture and Land Stewardship Department  
Delaware  
Barron Motor Supply  
Delaware  
Boubin Tire Company  
Delaware  
Bruggeman Lumber  
Delaware  
Burrington Group, Inc.  
Delaware  
Casey's General Stores  
Delaware  
Citizens State Bank  
Delaware  
City of Manchester, Iowa  
Delaware  
D & N Powerwashing Inc.  
Delaware  
Delaware County Community Services  
Delaware  
Delaware County Economic Development  
Delaware  
Department of Natural Resources  
Delaware  
Department of Transportation  
Delaware  
Fareway Stores  
Delaware  
Glanz Landing Sports  
Delaware  
Gudenkauf Tiling & Excavating, LLC  
Delaware  
Henderson Products Inc  
Delaware  
Iowa State University  
Delaware  
KMCH Radio  
Delaware  
Long Term Medical Supply Corp  
Delaware  
Maquoketa Valley Community Schools  
Delaware  
Mills Manufacturing Company  
Delaware  
Norby Distributing Co.  
Delaware  
Pieco, Inc.  
Delaware  
PREMIER ENTERPRISING CO.  
Delaware  
XL Specialized Trailers  
Dubuque  
1st Judicial District Department of Correctional Services  
Dubuque  
ABM  
Dubuque  
Agriculture and Land Stewardship Department  
Dubuque  
All Things Sweet Inc  
Dubuque  
Alliant Credit Union  
Dubuque  
Alliant Energy  
Dubuque  
Allied Barton Security Services  
Dubuque  
Amirage  
Dubuque  
Anderson Weber, Inc.  
Dubuque  
Area Residential Care  
Dubuque  
AY McDonald Manufacturing Company  
Dubuque

Barron Motor Supply  
Dubuque  
Berry Plastics Corp  
Dubuque  
Birdnow Dealerships  
Dubuque  
Bodine Electric Company  
Dubuque  
Bradley Iron Works Inc.  
Dubuque  
Bridgestone Americas Tire Operations  
Dubuque  
Care Initiatives  
Dubuque  
Cascade Jr/Sr High School  
Dubuque  
Casey's General Stores  
Dubuque  
CenturyLink  
Dubuque  
Citizens State Bank  
Dubuque  
City of Asbury  
Dubuque  
City of Dubuque, Iowa  
Dubuque  
City of Peosta  
Dubuque  
Clarke University  
Dubuque  
Colony Brands, Inc.  
Dubuque  
Community Foundation of Greater Dubuque  
Dubuque  
Cottingham & Butler  
Dubuque  
Crescent Community Health Center  
Dubuque  
DAC, Inc.  
Dubuque  
Department of Education  
Dubuque  
Department of Human Services  
Dubuque  
Department of Inspections and Appeals  
Dubuque  
Department of Natural Resources  
Dubuque  
Department of Public Safety  
Dubuque  
Department of Transportation  
Dubuque  
Dubuque Area Chamber of Commerce & Tourism  
Dubuque  
Dubuque Area Labor-Management Council  
Dubuque  
Dubuque Area Steamatic  
Dubuque  
Dubuque Community School District  
Dubuque  
Dubuque County  
Dubuque  
Dubuque Data Services  
Dubuque  
Dubuque Home Improvement  
Dubuque  
Dubuque Stamping & Manufacturing, Inc.  
Dubuque  
DuTrac Community Credit Union  
Dubuque  
Dyersville Die Cast  
Dubuque  
Dyersville Economic Development Corporation  
Dubuque  
Eagle Point Software  
Dubuque  
Eagle Tool Company  
Dubuque  
Eagle Window and Door  
Dubuque  
East Central Intergovernmental Association  
Dubuque  
East Iowa Machine Company, Inc..  
Dubuque  
Engineering Services & Products Co  
Dubuque  
Express Employment Professionals  
Dubuque  
Fareway Stores  
Dubuque  
Fastenal  
Dubuque  
Flexsteel Industries, Inc.  
Dubuque

Four Oaks  
Dubuque  
Game Stop  
Dubuque  
Greater Dubuque Development Corporation  
Dubuque  
Grove Tools Inc  
Dubuque  
Hanley Auto Body Inc.  
Dubuque  
Happy Joe's  
Dubuque  
Harris Golf Cars  
Dubuque  
Hawkeye Trucks  
Dubuque  
Heritage Manor  
Dubuque  
Hillcrest Family Services  
Dubuque  
Hills & Dales  
Dubuque  
Hilton Worldwide  
Dubuque  
Hy-Vee  
Dubuque  
IBM  
Dubuque  
Iowa State University  
Dubuque  
Iowa Workforce Development  
Dubuque  
Ja-Mar Pattern  
Dubuque  
Jeld-Wen Fiber of Iowa  
Dubuque  
John Deere Dubuque Works  
Dubuque  
Kephart's Music Center  
Dubuque  
Killean Audiology & Hearing Centers  
Dubuque  
Klauer Development Corp dba Klauer Construction Company  
Dubuque  
Luther Manor  
Dubuque  
Mediacom  
Dubuque  
Mi-T-M Corporation  
Dubuque  
Miracle Car Wash  
Dubuque  
Molo Companies  
Dubuque  
Morrison Bros. Co.  
Dubuque  
Mystique Casino  
Dubuque  
Newt Marine Service, Inc.  
Dubuque  
Norby Distributing Co.  
Dubuque  
O'Connor & Thomas Law Firm, P.C.  
Dubuque  
Paramount Emergency Medical Services  
Dubuque  
Paul Kern Insurance Agency Inc  
Dubuque  
Per Mar Security  
Dubuque  
Poohs Corner  
Dubuque  
Portzen Construction, Inc.  
Dubuque  
Prairie Farms Dairy  
Dubuque  
Premier Tooling and Manufacturing Inc.  
Dubuque  
Progressive Processing LLC  
Dubuque  
Prosperity Eastern Iowa  
Dubuque  
Rolling River Building Services LLC  
Dubuque  
Roussetot, Inc.  
Dubuque  
Ruhl and Ruhl Realtors  
Dubuque  
Scherrman's Implement and Appliance, Inc.  
Dubuque  
Schieffer Co. International L.C.  
Dubuque  
Schuster Heating & Pump Co., Inc.  
Dubuque

Sedgwick  
Dubuque  
Sedona Staffing Services  
Dubuque  
Tandem Tire & Auto Service  
Dubuque  
The Calico Bean Market  
Dubuque  
The Principal Financial Group  
Dubuque  
U.S. Bank  
Dubuque  
Unison Solutions, Inc.  
Dubuque  
United Clinical Laboratories  
Dubuque  
UnityPoint Health  
Dubuque  
Universal Tank & Fabrication LLC  
Dubuque  
University of Dubuque  
Dubuque  
UPS  
Dubuque  
Webber Metal Products Inc.  
Dubuque  
Wells Fargo  
Dubuque  
Welu, Inc. dba Welu Printing Company  
Dubuque  
Western Co-op Transport Assn  
Dubuque  
Western Dubuque Biodiesel  
Dubuque  
Western Dubuque High School  
Dubuque  
Woodward Communications, Inc.  
Dubuque  
WS Live  
Fayette  
1st Judicial District Department of Correctional Services  
Fayette  
A & J Petersburg Agency  
Fayette  
ABCM Corporation  
Fayette  
Agriculture and Land Stewardship Department  
Fayette  
Arnold Motor Supply LLP  
Fayette  
Barron Motor Supply  
Fayette  
Bertch Cabinet Manufacturing, Inc.  
Fayette  
Birdnow Dealerships  
Fayette  
Casey's General Stores  
Fayette  
CenturyLink  
Fayette  
City of West Union  
Fayette  
Community Bank of Oelwein  
Fayette  
Department of Cultural Affairs  
Fayette  
Department of Human Services  
Fayette  
Department of Natural Resources  
Fayette  
Department of Public Safety  
Fayette  
Department of Transportation  
Fayette  
Fareway Stores  
Fayette  
Fayette County Economic Development  
Fayette  
Hawkeye IA Grain Systems Inc  
Fayette  
Iowa State University  
Fayette  
Manatts  
Fayette  
Mediacom  
Fayette  
Norby Distributing Co.  
Fayette  
Oelwein Chamber and Area Development  
Fayette  
Region One Regional Investment Board  
Fayette  
Starmont High School  
Fayette

The Principal Financial Group  
Fayette  
Veridian Credit Union  
Fayette  
Viafield, A Cooperative  
Fayette  
Wheaton Franciscan Healthcare  
Fayette  
WS Live  
Howard  
Agriculture and Land Stewardship Department  
Howard  
Alum-Line Inc  
Howard  
Bank of the West  
Howard  
Bethany Housewares Inc  
Howard  
Casey's General Stores  
Howard  
Cresco Care Center  
Howard  
Cresco Veterinary Clinic  
Howard  
Fareway Stores  
Howard  
Featherlite, Inc.  
Howard  
Geothermal Eco Options, Inc.  
Howard  
Howard County Business & Tourism  
Howard  
Howard-Winneshiek Community School District  
Howard  
Iowa Select Farms LLP  
Howard  
Iowa State University  
Howard  
JED Construction LLC  
Howard  
Johnson Comfort Systems Inc.  
Howard  
LimeSprings Beef  
Howard  
People Savings Bank  
Howard  
Plantpeddler, Inc.  
Howard  
Regional Health Services of Howard County  
Howard  
SKFortune Inc, dba Upper Iowa Tool Die and Innovations  
Howard  
SMI Co  
Howard  
South Winneshiek High School  
Howard  
Upper Iowa Construction Inc.  
Howard  
Winneshiek Cooperative  
Winneshiek  
1st Judicial District Department of Correctional Services  
Winneshiek  
A & J Petersburg Agency  
Winneshiek  
Aase Haugen Senior Services  
Winneshiek  
Agriculture and Land Stewardship Department  
Winneshiek  
Attorney General  
Winneshiek  
Bank of the West  
Winneshiek  
Barron Motor Supply  
Winneshiek  
Bruening Rock Products, Inc.  
Winneshiek  
Buchheit Appliance  
Winneshiek  
Casey's General Stores  
Winneshiek  
CenturyLink  
Winneshiek  
City of Decorah  
Winneshiek  
DECO Products  
Winneshiek  
Decorah Area Chamber of Commerce  
Winneshiek  
Decorah High School  
Winneshiek  
Department of Education  
Winneshiek  
Department of Human Services  
Winneshiek



Department of Natural Resources  
 Winneshiek  
 Department of Transportation  
 Winneshiek  
 Don Rausch & Sons Construction Inc.  
 Winneshiek  
 Erdman Engineering, PC  
 Winneshiek  
 Fareway Stores  
 Winneshiek  
 Fastenal  
 Winneshiek  
 Happy Joe's  
 Winneshiek  
 Hawkeye Trucks  
 Winneshiek  
 Infastech, Decorah, LLC  
 Winneshiek  
 Iowa State University  
 Winneshiek  
 Iowa Workforce Development  
 Winneshiek  
 JB Holland Construction, Inc.  
 Winneshiek  
 Kephart's Music Center  
 Winneshiek  
 Latham Furniture Marketplace  
 Winneshiek  
 Lentz Financial  
 Winneshiek  
 Manpower  
 Winneshiek  
 Mediacom  
 Winneshiek  
 Mr. Carpet's Floor Shop Inc.  
 Winneshiek  
 Mracek Plum, Htg, & Elec LLC  
 Winneshiek  
 Norby Distributing Co.  
 Winneshiek  
 North Face Construction, LLC  
 Winneshiek  
 Northeast Iowa Business Network  
 Winneshiek  
 Northeast Iowa CC  
 Winneshiek  
 Pinnacle Financial  
 Winneshiek  
 Quillins Food Center  
 Winneshiek  
 Riverside Event Center LLC dba Smiley's on the River  
 Winneshiek  
 Silvercrest Golf & Country Club  
 Winneshiek  
 The Flower Pot  
 Winneshiek  
 UPS  
 Winneshiek  
 Weis Buick GMC, Inc.  
 Winneshiek  
 Wellington Place  
 Winneshiek  
 Wicks Construction Inc  
 Winneshiek  
 Winneshiek Cooperative  
 Winneshiek  
 Winneshiek County Development Incorporated  
 Winneshiek  
 Winneshiek Medical Center

IWD Region  
 County  
 Member Business  
 Count  
 Cerro Gordo  
 98.7 KISS Country and 103.7 The Fox  
 Cerro Gordo  
 Aaron's  
 Region 2  
 Cerro Gordo  
 AARP  
 Type  
 # Unique Member Businesses  
 # Locations  
 Cerro Gordo  
 ABCM Corporation  
 Cerro Gordo  
 Advance Auto Inc.  
 Single Location Member Businesses  
 Cerro Gordo  
 Ag Data/Directions Research  
 Cerro Gordo  
 AmericInn Motel  
 Multi-Location Member Businesses

Cerro Gordo  
Area Education Agency 267  
Cerro Gordo  
Arnold Motor Supply LLP  
Total  
Cerro Gordo  
Boxes Unlimited, Inc.  
Cerro Gordo  
Burtness Lundgren Plumbing and Heating  
Cerro Gordo  
Cabin Coffee Company  
Cerro Gordo  
Cargill Kitchen Solutions  
Cerro Gordo  
Casey's General Stores  
Cerro Gordo  
CenturyLink  
Cerro Gordo  
City of Mason City  
Cerro Gordo  
CL Tel  
Cerro Gordo  
Clear Lake Bank & Trust  
Cerro Gordo  
Clear Lake Community School District  
Cerro Gordo  
Clear Lake Mirror Reporter  
Cerro Gordo  
Comprehensive Systems, Inc.  
Cerro Gordo  
Control Print Creative  
Cerro Gordo  
Curries  
Cerro Gordo  
D & S Services  
Cerro Gordo  
DealerBuilt  
Cerro Gordo  
Dean Snyder Construction  
Cerro Gordo  
Department of Administrative Services  
Cerro Gordo  
Department of Corrections  
Cerro Gordo  
Department of Education  
Cerro Gordo  
Department of Human Services  
Cerro Gordo  
Department of Inspections and Appeals  
Cerro Gordo  
Department of Natural Resources  
Cerro Gordo  
Department of Public Safety  
Cerro Gordo  
Department of Transportation  
Cerro Gordo  
DeVillie II Apartments  
Cerro Gordo  
Dr. Robert Friedrichs Office  
Cerro Gordo  
Eternity Wireless  
Cerro Gordo  
Express Employment Professionals  
Cerro Gordo  
Fareway Stores  
Cerro Gordo  
Farm Bureau of Cerro Gordo County  
Cerro Gordo  
Farmers State Bank  
Cerro Gordo  
Fastenal  
Cerro Gordo  
First Citizens National Bank  
Cerro Gordo  
First Security Bank & Trust  
Cerro Gordo  
Four Oaks  
Cerro Gordo  
Game Stop  
Cerro Gordo  
Goodwill of the Great Plains  
Cerro Gordo  
Graham Wood Doors  
Cerro Gordo  
Harley Davidson of Mason City  
Cerro Gordo  
Henkel Construction Company  
Cerro Gordo  
Historic Park Inn  
Cerro Gordo  
Holiday Inn Express & Suites  
Cerro Gordo  
Huber Supply Co  
Cerro Gordo

Hy-Vee  
Cerro Gordo  
Industrial Piping Service, Inc.  
Cerro Gordo  
IOOF Home & Community Therapy Center  
Cerro Gordo  
Iowa Heartland Credit Union  
Cerro Gordo  
Iowa Lottery Authority  
Cerro Gordo  
Iowa State University  
Cerro Gordo  
Iowa Workforce Development  
Cerro Gordo  
Kallin-Johnson Monument Co. Inc.  
Cerro Gordo  
Kaplan University  
Cerro Gordo  
Kelly Services North Iowa  
Cerro Gordo  
Key Wholesale Building Products  
Cerro Gordo  
KIMT-TV  
Cerro Gordo  
Kingland Systems  
Cerro Gordo  
Kum & Go  
Cerro Gordo  
Linahon Electric  
Cerro Gordo  
Link Staffing Services  
Cerro Gordo  
Manpower  
Cerro Gordo  
Marquart Concrete Products  
Cerro Gordo  
Martin Brower  
Cerro Gordo  
Mason City By-Products  
Cerro Gordo  
Mason City Chamber of Commerce  
Cerro Gordo  
Mason City Community School District  
Cerro Gordo  
Mason City Country Club  
Cerro Gordo  
Mason City Globe Gazette  
Cerro Gordo  
Mason City Surgery Center  
Cerro Gordo  
Masterson Personnel - Mason City  
Cerro Gordo  
MaxYield Cooperative  
Cerro Gordo  
McQuaid Agency  
Cerro Gordo  
Mediacom  
Cerro Gordo  
Mental Health Center of North Iowa  
Cerro Gordo  
Mercy Medical Center - North Iowa  
Cerro Gordo  
Metalcraft, Inc.  
Cerro Gordo  
Newman Childcare and Preschool  
Cerro Gordo  
North Iowa Area CC  
Cerro Gordo  
North Iowa Area Council of Governments  
Cerro Gordo  
North Iowa Community Action Organization  
Cerro Gordo  
North Iowa Corridor Economic Development Corporation  
Cerro Gordo  
North Iowa Fair Association  
Cerro Gordo  
North Star Community Services  
Cerro Gordo  
NSB Bank  
Cerro Gordo  
Oak Leaf Collectibles  
Cerro Gordo  
Opportunity Village  
Cerro Gordo  
Pizza Ranch  
Cerro Gordo  
Prairie Ridge  
Cerro Gordo  
Rib Crib  
Cerro Gordo  
Roxane's Marine  
Cerro Gordo  
Schukei Chevrolet Inc.  
Cerro Gordo

Schwarck Agency, LC  
Cerro Gordo  
Sears  
Cerro Gordo  
Superior Lumber  
Cerro Gordo  
TeamQuest Corporation  
Cerro Gordo  
The Dimensional Group  
Cerro Gordo  
The Principal Financial Group  
Cerro Gordo  
Three Eagles Communications  
Cerro Gordo  
U.S. Bank  
Cerro Gordo  
United Way of North Central Iowa  
Cerro Gordo  
UPS  
Cerro Gordo  
Van Meter, Inc.  
Cerro Gordo  
Wells Fargo  
Cerro Gordo  
West Fork CSD  
Cerro Gordo  
Wheaton Franciscan Healthcare  
Cerro Gordo  
Zilges Appliance Center  
Floyd  
ABCM Corporation  
Floyd  
Agriculture and Land Stewardship Department  
Floyd  
AgVantage FS  
Floyd  
Area Education Agency 267  
Floyd  
Casey's General Stores  
Floyd  
Cedar Health  
Floyd  
Charles City Area Development Corporation  
Floyd  
Charles City Community School District  
Floyd  
City of Charles City  
Floyd  
Comprehensive Systems, Inc.  
Floyd  
Department of Human Services  
Floyd  
Department of Natural Resources  
Floyd  
Department of Transportation  
Floyd  
Fareway Stores  
Floyd  
Fastenal  
Floyd  
First Citizens National Bank  
Floyd  
First Security Bank & Trust  
Floyd  
Floyd County Medical Center  
Floyd  
Floyd County Sheriff's Office  
Floyd  
Hy-Vee  
Floyd  
Iowa State University  
Floyd  
Kallin-Johnson Monument Co. Inc.  
Floyd  
L & J Industries  
Floyd  
Machine Tool Engineering, Inc.  
Floyd  
Masterson Personnel - Charles City  
Floyd  
Mediacom  
Floyd  
MidAmerican Energy  
Floyd  
North Iowa Area CC  
Floyd  
North Iowa Community Action Organization  
Floyd  
Prairie Ridge  
Floyd  
Superior Lumber  
Floyd  
The Principal Financial Group  
Floyd

Viafield, A Cooperative  
Floyd  
Young Construction  
Franklin  
ABCM Corporation  
Franklin  
Agriculture and Land Stewardship Department  
Franklin  
Alliant Energy  
Franklin  
Buresh Building System, Inc.  
Franklin  
CAL Community School District  
Franklin  
Casey's General Stores  
Franklin  
Department of Natural Resources  
Franklin  
Department of Transportation  
Franklin  
Edwards Contracting LTD of Iowa  
Franklin  
Fareway Stores  
Franklin  
First Citizens National Bank  
Franklin  
Franklin County Development  
Franklin  
Franklin General Hospital  
Franklin  
Hall Industries  
Franklin  
Hampton Hydraulics, LLC  
Franklin  
Hampton-Dumont Community School District  
Franklin  
Iowa Select Farms LLP  
Franklin  
Iowa State University  
Franklin  
Kallin-Johnson Monument Co. Inc.  
Franklin  
Kum & Go  
Franklin  
Long Term Medical Supply Corp  
Franklin  
Mid-America Publishing Corp.  
Franklin  
MidAmerican Energy  
Franklin  
North Iowa Community Action Organization  
Franklin  
The Cellular Connection  
Franklin  
The Principal Financial Group  
Franklin  
West Fork CSD  
Hancock  
AARP  
Hancock  
ABCM Corporation  
Hancock  
American Crane  
Hancock  
Arnold Motor Supply LLP  
Hancock  
Avery Theater  
Hancock  
BIDCO  
Hancock  
Britt Area Chamber  
Hancock  
Casey's General Stores  
Hancock  
Clear Lake Bank & Trust  
Hancock  
Department of Transportation  
Hancock  
Fastenal  
Hancock  
First Citizens National Bank  
Hancock  
Garner Chamber of Commerce  
Hancock  
Garner-Hayfield/Ventura Schools  
Hancock  
Iowa Mold Tooling Co  
Hancock  
Iowa Select Farms LLP  
Hancock  
Iowa State University  
Hancock  
Maxfield Cooperative  
Hancock

Michael Foods  
Hancock  
Mid-America Publishing Corp.  
Hancock  
Mosaic  
Hancock  
North Iowa Area CC  
Hancock  
North Iowa Community Action Organization  
Hancock  
Pritchard Auto Company  
Hancock  
Summit House Assisted Living Company  
Hancock  
The Principal Financial Group  
Hancock  
West Hancock High School  
Mitchell  
Casey's General Stores  
Mitchell  
Comprehensive Systems, Inc.  
Mitchell  
Department of Transportation  
Mitchell  
Faith Lutheran Home & Faith Home Assisted Living  
Mitchell  
Farmers State Bank  
Mitchell  
First Citizens National Bank  
Mitchell  
First Security Bank & Trust  
Mitchell  
Floyd Mitchell Chickasaw Solid Waste Management Agency  
Mitchell  
Fox River Mills Inc  
Mitchell  
Good Samaritan Society  
Mitchell  
Grain Millers, Inc.  
Mitchell  
Iowa Select Farms LLP  
Mitchell  
Iowa State University  
Mitchell  
Left Lane Transport  
Mitchell  
Malt-O-Meal Company  
Mitchell  
Mitchell County Economic Development  
Mitchell  
Mitchell County Regional Health Center  
Mitchell  
North Iowa Area CC  
Mitchell  
North Iowa Community Action Organization  
Mitchell  
Osage Community Schools  
Mitchell  
St. Ansgar Community School District  
Mitchell  
The Principal Financial Group  
Mitchell  
Valent BioSciences Corporation  
Mitchell  
Viafield, A Cooperative  
Winnebago  
ABCM Corporation  
Winnebago  
Agriculture and Land Stewardship Department  
Winnebago  
Area Education Agency 267  
Winnebago  
Cabin Coffee Company  
Winnebago  
Casey's General Stores  
Winnebago  
Cummins Filtration  
Winnebago  
Department of Natural Resources  
Winnebago  
Forest City Chamber of Commerce  
Winnebago  
Forest City Community School District  
Winnebago  
Forest City Economic Development  
Winnebago  
Good Samaritan Society  
Winnebago  
Hawkeye Sow Centers Kerber Milling Ag Property Solutions  
Winnebago  
Kingland Systems  
Winnebago  
Lake Mills Chamber Development Corporation  
Winnebago

Lake Mills Community School  
 Winnebago  
 Larson Manufacturing  
 Winnebago  
 McGrady Painting  
 Winnebago  
 Mid-America Publishing Corp.  
 Winnebago  
 North Iowa Area CC  
 Winnebago  
 North Iowa Community Action Organization  
 Winnebago  
 North Iowa Community School  
 Winnebago  
 Rembrandt Enterprises, Inc.  
 Winnebago  
 Synico Staffing  
 Winnebago  
 Timely Mission Nursing Home  
 Winnebago  
 Winn-Worth Betco  
 Worth  
 Advanced Component Technologies, Inc  
 Worth  
 Agriculture and Land Stewardship Department  
 Worth  
 Care Initiatives  
 Worth  
 Casey's General Stores  
 Worth  
 Department of Public Safety  
 Worth  
 Department of Transportation  
 Worth  
 Diamond Jo Casino  
 Worth  
 Farmers State Bank  
 Worth  
 First Security Bank & Trust  
 Worth  
 Northwood Anchor, Inc.  
 Worth  
 NSB Bank  
 Worth  
 The Andersons Inc  
 Worth  
 The Principal Financial Group  
 Worth  
 TruStile Doors  
 Worth  
 Viafield, A Cooperative

IWD Region  
 County  
 Member Business  
 Count  
 3/4  
 Buena Vista  
 Ag Partners, LLC  
 3/4  
 Buena Vista  
 Agriculture and Land Stewardship Department  
 Region 3/4  
 3/4  
 Buena Vista  
 Al's Corner Oil Co  
 Type  
 # Unique Member Businesses  
 # Locations  
 3/4  
 Buena Vista  
 Alta Body Shop  
 3/4  
 Buena Vista  
 Anemometry Specialists  
 Single Location Member Businesses  
 3/4  
 Buena Vista  
 Arnold Motor Supply LLP  
 3/4  
 Buena Vista  
 Buena Vista University  
 Multi-Location Member Businesses  
 3/4  
 Buena Vista  
 Casey's General Stores  
 3/4  
 Buena Vista  
 CenturyLink  
 Total  
 3/4  
 Buena Vista  
 City of Storm Lake  
 3/4

Buena Vista  
Department of Education  
3/4  
Buena Vista  
Department of Human Services  
3/4  
Buena Vista  
Department of Public Safety  
3/4  
Buena Vista  
Department of Transportation  
3/4  
Buena Vista  
Fareway Stores  
3/4  
Buena Vista  
Fastenal  
3/4  
Buena Vista  
First Cooperative Association  
3/4  
Buena Vista  
Game Stop  
3/4  
Buena Vista  
GCC Alliance Concrete, Inc.  
3/4  
Buena Vista  
Goodwill of the Great Plains  
3/4  
Buena Vista  
Gull Wing Industries Inc.  
3/4  
Buena Vista  
Heritage Bank NA  
3/4  
Buena Vista  
Hy-Vee  
3/4  
Buena Vista  
Iowa Lottery Authority  
3/4  
Buena Vista  
Iowa State University  
3/4  
Buena Vista  
KAYL-KKIA Radio  
3/4  
Buena Vista  
Mangold Environmental Testing, Inc.  
3/4  
Buena Vista  
Mediacom  
3/4  
Buena Vista  
Meridian Manufacturing  
3/4  
Buena Vista  
Merrill Manufacturing  
3/4  
Buena Vista  
MidAmerican Energy  
3/4  
Buena Vista  
Monsanto  
3/4  
Buena Vista  
North Lake Manor  
3/4  
Buena Vista  
Northwest Bank  
3/4  
Buena Vista  
Oldcastle Materials Group  
3/4  
Buena Vista  
Prairie Lakes AEA  
3/4  
Buena Vista  
Ranco Fertiliservice, Inc.  
3/4  
Buena Vista  
Rasmussen Ford  
3/4  
Buena Vista  
Rembrandt Enterprises  
3/4  
Buena Vista  
Rust Publishing NWIA  
3/4  
Buena Vista  
Service Master by Rice  
3/4  
Buena Vista



Sioux Central Community School  
3/4  
Buena Vista  
Storm Lake Community School District  
3/4  
Buena Vista  
The Hillshire Brands Company  
3/4  
Buena Vista  
Tyson Foods, Inc.  
3/4  
Buena Vista  
United Community Health Center  
3/4  
Buena Vista  
Upper Des Moines Opportunity Inc  
3/4  
Buena Vista  
Vetter Equipment  
3/4  
Buena Vista  
Vision Care Associates  
3/4  
Clay  
Ag Partners, LLC  
3/4  
Clay  
Arnold Motor Supply LLP  
3/4  
Clay  
Arnold Motor Supply/The Merrill Company  
3/4  
Clay  
AS, Inc.  
3/4  
Clay  
Aventure Staffing  
3/4  
Clay  
Boy's Town of Iowa  
3/4  
Clay  
Campbell Higgins & Mummert P.C.  
3/4  
Clay  
Carey's Electronics  
3/4  
Clay  
Casey's General Stores  
3/4  
Clay  
CenturyLink  
3/4  
Clay  
City of Spencer  
3/4  
Clay  
Clay Central Everly Schools  
3/4  
Clay  
Clay County Fair Association  
3/4  
Clay  
Clay County Regional Events Center/VenuWorks  
3/4  
Clay  
Community State Bank  
3/4  
Clay  
Compass Pointe  
3/4  
Clay  
Department of Education  
3/4  
Clay  
Department of Human Services  
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Clay  
Department of Natural Resources  
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Clay  
Department of Public Safety  
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Clay  
Department of Transportation  
3/4  
Clay  
Doll Distributing LLC  
3/4  
Clay  
Eaton Employees Credit Union  
3/4  
Clay  
Eaton Hydraulics

3/4  
Clay  
Family Table  
3/4  
Clay  
Fareway Stores  
3/4  
Clay  
Farmer's Trust and Savings Bank  
3/4  
Clay  
Farmers Savings Bank  
3/4  
Clay  
Fastenal  
3/4  
Clay  
First Cooperative Association  
3/4  
Clay  
GCC Alliance Concrete, Inc.  
3/4  
Clay  
General Machine Works Co.  
3/4  
Clay  
Goodwill of the Great Plains  
3/4  
Clay  
Graves Construction Company Inc.  
3/4  
Clay  
Great Lakes Concrete  
3/4  
Clay  
Hy-Vee  
3/4  
Clay  
Iowa Lakes CC  
3/4  
Clay  
Iowa Lakes Corridor Development Corporation  
3/4  
Clay  
Iowa State University  
3/4  
Clay  
Iowa Workforce Development  
3/4  
Clay  
Longhouse Northshire, LTD  
3/4  
Clay  
Maurer Manufacturing  
3/4  
Clay  
MaxYield Cooperative  
3/4  
Clay  
Mediacom  
3/4  
Clay  
Metal Works, Inc.  
3/4  
Clay  
Monsanto  
3/4  
Clay  
Nelson Jewelry  
3/4  
Clay  
Northwest Bank  
3/4  
Clay  
Northwest Iowa Planning & Development Commission  
3/4  
Clay  
On Eagles' Wings  
3/4  
Clay  
Prairie Lakes AEA  
3/4  
Clay  
Royal Telephone Company  
3/4  
Clay  
Rust Publishing NWIA  
3/4  
Clay  
Simonsen Iron Works Inc  
3/4  
Clay  
Solutions Inc  
3/4

Clay  
Spencer Area Activity Center  
3/4  
Clay  
Spencer Econolodge Inn & Suites  
3/4  
Clay  
Spencer Family YMCA  
3/4  
Clay  
Spencer High School  
3/4  
Clay  
Spencer Hospitals  
3/4  
Clay  
Spencer Insurance Services  
3/4  
Clay  
Spencer Municipal Utilities  
3/4  
Clay  
Spencer Office Supplies  
3/4  
Clay  
State Bank of Everly & Peterson  
3/4  
Clay  
Superior Lubrication Products Inc  
3/4  
Clay  
Tecton Industries  
3/4  
Clay  
The Andersons Inc  
3/4  
Clay  
U.S. Bank  
3/4  
Clay  
Upper Des Moines Opportunity Inc  
3/4  
Clay  
UPS  
3/4  
Clay  
Veridian  
3/4  
Clay  
White Glove Janitorial Service and Supplies Inc  
3/4  
Dickinson  
Agriculture and Land Stewardship Department  
3/4  
Dickinson  
Arnold Motor Supply LLP  
3/4  
Dickinson  
Bank Midwest  
3/4  
Dickinson  
Boy's Town of Iowa  
3/4  
Dickinson  
Brown Medical Industries  
3/4  
Dickinson  
Casey's General Stores  
3/4  
Dickinson  
CenturyLink  
3/4  
Dickinson  
City of Arnolds Park  
3/4  
Dickinson  
City of Lake Park  
3/4  
Dickinson  
City of Milford  
3/4  
Dickinson  
City of Superior  
3/4  
Dickinson  
City of Terril  
3/4  
Dickinson  
Department of Cultural Affairs  
3/4  
Dickinson  
Department of Human Services  
3/4  
Dickinson

Department of Natural Resources  
3/4  
Dickinson  
Department of Transportation  
3/4  
Dickinson  
Echo Plus Inc  
3/4  
Dickinson  
Employment Connections, Inc.  
3/4  
Dickinson  
Fareway Stores  
3/4  
Dickinson  
Farmers Savings Bank  
3/4  
Dickinson  
GCC Alliance Concrete, Inc.  
3/4  
Dickinson  
Godfather's Pizza  
3/4  
Dickinson  
Goodies Hand Made Candies Inc  
3/4  
Dickinson  
Graettinger-Terril CSD  
3/4  
Dickinson  
Grape Tree Medical Staffing, Inc.  
3/4  
Dickinson  
Great Lakes Concrete  
3/4  
Dickinson  
Great Lakes Dental Center  
3/4  
Dickinson  
Harris-Lake Park CSD  
3/4  
Dickinson  
Hilltop Care Center  
3/4  
Dickinson  
Hy-Vee  
3/4  
Dickinson  
Iowa Lakes CC  
3/4  
Dickinson  
Iowa State University  
3/4  
Dickinson  
Kuhlman Lakes Service & Welding, Inc.  
3/4  
Dickinson  
Kum & Go  
3/4  
Dickinson  
Land Mark Products Inc.  
3/4  
Dickinson  
McDonald's Produce  
3/4  
Dickinson  
Mediacom  
3/4  
Dickinson  
Milford Welding & Mfg/Clary Lake Service  
3/4  
Dickinson  
Northwest Bank  
3/4  
Dickinson  
Okoboji High School  
3/4  
Dickinson  
Pure Fishing  
3/4  
Dickinson  
R & D Industries Inc.  
3/4  
Dickinson  
ROC Management & Associates Inc.  
3/4  
Dickinson  
Rosenboom Machine and Tool  
3/4  
Dickinson  
Rust Publishing NWIA  
3/4  
Dickinson  
Safari Child Care Center

3/4  
Dickinson  
Service Master by Rice  
3/4  
Dickinson  
Spirit Lake Dental  
3/4  
Dickinson  
Spirit Lake High School  
3/4  
Dickinson  
Terril Telephone Cooperative  
3/4  
Dickinson  
The Andersons Inc  
3/4  
Dickinson  
The Doggy Motel & Grooming Spot  
3/4  
Dickinson  
The Inn at Okoboji  
3/4  
Dickinson  
Upper Des Moines Opportunity Inc  
3/4  
Dickinson  
Web Graphics Inc  
3/4  
Dickinson  
Welcov Assisted Living at Spirit Lake  
3/4  
Dickinson  
Westaff  
3/4  
Emmet  
ABCM Corporation  
3/4  
Emmet  
Agriculture and Land Stewardship Department  
3/4  
Emmet  
Bank Midwest  
3/4  
Emmet  
Bridgestone Americas Tire Operations  
3/4  
Emmet  
Casey's General Stores  
3/4  
Emmet  
Christensen Construction and Design Company Inc  
3/4  
Emmet  
City of Estherville  
3/4  
Emmet  
City of Wallingford  
3/4  
Emmet  
Daybreak Foods & The Best Egg Company  
3/4  
Emmet  
Department of Education  
3/4  
Emmet  
Department of Human Services  
3/4  
Emmet  
Department of Natural Resources  
3/4  
Emmet  
Edward Jones  
3/4  
Emmet  
Estherville Lincoln Central High School  
3/4  
Emmet  
Fareway Stores  
3/4  
Emmet  
GKN Armstrong Wheels  
3/4  
Emmet  
Great Lakes Concrete  
3/4  
Emmet  
Hawkeye Sow Centers Kerber Milling Ag Property Solutions  
3/4  
Emmet  
Hy-Vee  
3/4  
Emmet  
Iowa Lakes CC  
3/4

Emmet  
Iowa Workforce Development  
3/4  
Emmet  
New Fashion Pork  
3/4  
Emmet  
Northwest Bank  
3/4  
Emmet  
Oldcastle Materials Group  
3/4  
Emmet  
Prairie Lakes AEA  
3/4  
Emmet  
TG Industries Inc.  
3/4  
Emmet  
The Andersons Inc  
3/4  
Emmet  
Upper Des Moines Opportunity Inc  
3/4  
Kossuth  
Arnold Motor Supply LLP  
3/4  
Kossuth  
Casey's General Stores  
3/4  
Kossuth  
CenturyLink  
3/4  
Kossuth  
City of Wesley  
3/4  
Kossuth  
Department of Education  
3/4  
Kossuth  
Department of Human Services  
3/4  
Kossuth  
Department of Natural Resources  
3/4  
Kossuth  
Department of Transportation  
3/4  
Kossuth  
Fareway Stores  
3/4  
Kossuth  
Hormel Foods Corp  
3/4  
Kossuth  
Hy-Vee  
3/4  
Kossuth  
Iowa Lakes CC  
3/4  
Kossuth  
Iowa State University  
3/4  
Kossuth  
Kossuth Regional Health Center  
3/4  
Kossuth  
Kossuth/Palo Alto EDC  
3/4  
Kossuth  
Kum & Go  
3/4  
Kossuth  
MaxYield Cooperative  
3/4  
Kossuth  
Mediacom  
3/4  
Kossuth  
MidAmerican Energy  
3/4  
Kossuth  
Nelton Inc DBA: Kentucky Fried Chicken & Long John Silver's  
3/4  
Kossuth  
New Cooperative, Inc.  
3/4  
Kossuth  
North Iowa Community Action Organization  
3/4  
Kossuth  
Northwest Bank  
3/4  
Kossuth

Oldcastle Materials Group  
3/4  
Kossuth  
Party Productions  
3/4  
Kossuth  
Prairie Lakes AEA  
3/4  
Kossuth  
Prairie Ridge  
3/4  
Kossuth  
Snap on Tools  
3/4  
Kossuth  
State Line Cooperative  
3/4  
Kossuth  
The Principal Financial Group  
3/4  
Kossuth  
Titonka Telephone Company DBA/Titonka-Burt Communications  
3/4  
Lyon  
Agriculture and Land Stewardship Department  
3/4  
Lyon  
Allied Barton Security Services  
3/4  
Lyon  
Care Initiatives  
3/4  
Lyon  
Casey's General Stores  
3/4  
Lyon  
Central Lyon Community School District  
3/4  
Lyon  
City of Doon  
3/4  
Lyon  
Department of Natural Resources  
3/4  
Lyon  
Department of Transportation  
3/4  
Lyon  
George-Little Rock High School  
3/4  
Lyon  
Mid-Sioux Opportunity, Inc.  
3/4  
Lyon  
Rock Rapids Development Corporation  
3/4  
Lyon  
Sanford Rock Rapids Medical Center  
3/4  
Lyon  
U.S. Bank  
3/4  
Lyon  
West Lyon CSD  
3/4  
O'Brien  
Ag Partners, LLC  
3/4  
O'Brien  
Agriculture and Land Stewardship Department  
3/4  
O'Brien  
Arnold Motor Supply LLP  
3/4  
O'Brien  
Aventure Staffing  
3/4  
O'Brien  
Bluegrass Ridge  
3/4  
O'Brien  
Casey's General Stores  
3/4  
O'Brien  
Department of Education  
3/4  
O'Brien  
Department of Human Services  
3/4  
O'Brien  
Fareway Stores  
3/4  
O'Brien  
First Cooperative Association

3/4  
O'Brien  
GCC Alliance Concrete, Inc.  
3/4  
O'Brien  
Hartley-Melvin-Sanborn High School  
3/4  
O'Brien  
Hy-Vee  
3/4  
O'Brien  
Iowa State University  
3/4  
O'Brien  
JTV Manufacturing Inc  
3/4  
O'Brien  
MidAmerican Energy  
3/4  
O'Brien  
Midwest Independent Soil Samplers, LLC  
3/4  
O'Brien  
Northwest Iowa CC  
3/4  
O'Brien  
Primghar Rehab and Care Center  
3/4  
O'Brien  
Sanford Sheldon Medical Center  
3/4  
O'Brien  
Sheldon High School  
3/4  
O'Brien  
Sutherland Care Center  
3/4  
O'Brien  
The Principal Financial Group  
3/4  
O'Brien  
Upper Des Moines Opportunity Inc  
3/4  
Osceola  
Agriculture and Land Stewardship Department  
3/4  
Osceola  
Care Initiatives  
3/4  
Osceola  
Casey's General Stores  
3/4  
Osceola  
Department of Human Services  
3/4  
Osceola  
Department of Transportation  
3/4  
Osceola  
GCC Alliance Concrete, Inc.  
3/4  
Osceola  
Great Lakes Concrete  
3/4  
Osceola  
Melvin Savings Bank  
3/4  
Osceola  
Oldcastle Materials Group  
3/4  
Osceola  
U.S. Bank  
3/4  
Osceola  
Upper Des Moines Opportunity Inc  
3/4  
Osceola  
Western Co-op Transport Assn  
3/4  
Palo Alto  
ABCM Corporation  
3/4  
Palo Alto  
Ag Partners, LLC  
3/4  
Palo Alto  
Agriculture and Land Stewardship Department  
3/4  
Palo Alto  
Al's Corner Oil Co  
3/4  
Palo Alto  
Building Center of Emmetsburg  
3/4



Palo Alto  
Casey's General Stores  
3/4  
Palo Alto  
City of Emmetsburg and Emmetsburg Municipal Utilities  
3/4  
Palo Alto  
City of Graettinger  
3/4  
Palo Alto  
City of Ruthven  
3/4  
Palo Alto  
Dean A Ver Mulm O A  
3/4  
Palo Alto  
Department of Human Services  
3/4  
Palo Alto  
Department of Transportation  
3/4  
Palo Alto  
Emmetsburg Catholic School  
3/4  
Palo Alto  
Emmetsburg Chamber of Commerce  
3/4  
Palo Alto  
Emmetsburg CSD  
3/4  
Palo Alto  
Emmetsburg Publishing Company  
3/4  
Palo Alto  
Emmetsburg Veterinary Clinic  
3/4  
Palo Alto  
Energy Panel Structures Inc.  
3/4  
Palo Alto  
Fareway Stores  
3/4  
Palo Alto  
Farm Credit Services of America  
3/4  
Palo Alto  
Graettinger-Terril CSD  
3/4  
Palo Alto  
Great Lakes Concrete  
3/4  
Palo Alto  
Hardware Hank  
3/4  
Palo Alto  
Hawkeye Sow Centers Kerber Milling Ag Property Solutions  
3/4  
Palo Alto  
Horizons Unlimited of Palo Alto County, Inc  
3/4  
Palo Alto  
Iowa Lakes CC  
3/4  
Palo Alto  
Iowa Select Farms LLP  
3/4  
Palo Alto  
Iowa State University  
3/4  
Palo Alto  
Iowa Trust and Savings Bank  
3/4  
Palo Alto  
Kristat  
3/4  
Palo Alto  
Lakeside Lutheran Home  
3/4  
Palo Alto  
MaxYield Cooperative  
3/4  
Palo Alto  
MidAmerican Energy  
3/4  
Palo Alto  
Palo Alto County Abstract Co  
3/4  
Palo Alto  
River Valley Telecommunications Coop  
3/4  
Palo Alto  
Ruthven Community Care Center  
3/4  
Palo Alto

Ruthven Meat Processing Inc  
3/4  
Palo Alto  
Ruthven-Ayrshire CSD  
3/4  
Palo Alto  
Scott Telephone and Telecommunications  
3/4  
Palo Alto  
The Glass Shop  
3/4  
Palo Alto  
The Print Shop  
3/4  
Palo Alto  
Upper Des Moines Opportunity Inc  
3/4  
Palo Alto  
Wallace's Water Conditioning DBA Culligan  
3/4  
Palo Alto  
Wells Fargo  
3/4  
Palo Alto  
West Bend Mallard CSD  
3/4  
Palo Alto  
Wild Rose Casino & Resort  
3/4  
Palo Alto  
Woodford Equipment  
3/4  
Sioux  
Ag Partners, LLC  
3/4  
Sioux  
Agriculture and Land Stewardship Department  
3/4  
Sioux  
Arnold Motor Supply LLP  
3/4  
Sioux  
Casey's General Stores  
3/4  
Sioux  
Den Hartog Industries  
3/4  
Sioux  
Department of Human Services  
3/4  
Sioux  
Department of Public Safety  
3/4  
Sioux  
Department of Transportation  
3/4  
Sioux  
Dethmers Manufacturing Company  
3/4  
Sioux  
Fareway Stores  
3/4  
Sioux  
Fastenal  
3/4  
Sioux  
Frontier Communications  
3/4  
Sioux  
GCC Alliance Concrete, Inc.  
3/4  
Sioux  
Hegg Memorial Health Center  
3/4  
Sioux  
Hy-Vee  
3/4  
Sioux  
Iowa State University  
3/4  
Sioux  
Kum & Go  
3/4  
Sioux  
M-K Industries Inc  
3/4  
Sioux  
Mid-Sioux Opportunity, Inc.  
3/4  
Sioux  
MidAmerican Energy  
3/4  
Sioux  
New Fashion Pork

3/4  
Sioux  
Pella Corporation  
3/4  
Sioux  
Quatro Composites  
3/4  
Sioux  
Rock Valley Schools  
3/4  
Sioux  
Rosenboom Machine and Tool  
3/4  
Sioux  
Service Master by Rice  
3/4  
Sioux  
SIG International Iowa Inc  
3/4  
Sioux  
Sioux Center Community Hospital and Health Center  
3/4  
Sioux  
Sioux Center Community Schools  
3/4  
Sioux  
The Principal Financial Group  
3/4  
Sioux  
U.S. Bank  
3/4  
Sioux  
West Sioux Community School

IWD Region  
County  
Member Business  
Count  
Calhoun  
Agents, Inc.  
Calhoun  
Agriculture and Land Stewardship Department  
Region 5  
Calhoun  
Al's Corner Oil Co  
Type  
# Unique Member Businesses  
# Locations  
Calhoun  
Calhoun Co. Comm. of Veteran Affairs  
Calhoun  
Casey's General Stores  
Single Location Member Businesses  
Calhoun  
Department of Corrections  
Calhoun  
Department of Human Services  
Multi-Location Member Businesses  
Calhoun  
Department of Transportation  
Calhoun  
Dudley Printing Inc.  
Total  
Calhoun  
Kum & Go  
Calhoun  
Lake City Public Library  
Calhoun  
Manson NW Webster Community School District  
Calhoun  
Manson Public Library  
Calhoun  
Martin Hildreth Company, Inc.  
Calhoun  
Mid-America Publishing Corp.  
Calhoun  
MidAmerican Energy  
Calhoun  
New Cooperative, Inc.  
Calhoun  
Oldcastle Materials Group  
Calhoun  
Pizza Ranch  
Calhoun  
Prairie Valley School District  
Calhoun  
Rockwell City Public Library  
Calhoun  
Southern Cal Community Schools  
Calhoun  
Stewart Memorial Community Hospital  
Hamilton  
Ag Partners, LLC  
Hamilton

Agriculture and Land Stewardship Department  
Hamilton  
Al's Corner Oil Co  
Hamilton  
Arnold Motor Supply LLP  
Hamilton  
Care Initiatives  
Hamilton  
Casey's General Stores  
Hamilton  
CenturyLink  
Hamilton  
City of Webster City  
Hamilton  
Community and Family Resources  
Hamilton  
Department of Human Services  
Hamilton  
Department of Transportation  
Hamilton  
Fareway Stores  
Hamilton  
Hamilton County S.E.E.D.  
Hamilton  
Hy-Vee  
Hamilton  
Iowa Select Farms LLP  
Hamilton  
Iowa State University  
Hamilton  
Iowa Workforce Development  
Hamilton  
Kum & Go  
Hamilton  
Land O' Lakes Research Farm  
Hamilton  
MidAmerican Energy  
Hamilton  
New Cooperative, Inc.  
Hamilton  
New Fashion Pork  
Hamilton  
Northeast Hamilton CSD  
Hamilton  
Oldcastle Materials Group  
Hamilton  
Opportunity Village  
Hamilton  
Prairie Lakes AEA  
Hamilton  
Seneca Foundry Inc.  
Hamilton  
Swine Graphics Enterprises  
Hamilton  
U.S. Bank  
Hamilton  
Upper Des Moines Opportunity Inc  
Humboldt  
Agriculture and Land Stewardship Department  
Humboldt  
Al's Corner Oil Co  
Humboldt  
Arnold Motor Supply LLP  
Humboldt  
Adventure Staffing  
Humboldt  
Blacktop Service Company  
Humboldt  
Casey's General Stores  
Humboldt  
CenturyLink  
Humboldt  
City of Humboldt  
Humboldt  
Department of Education  
Humboldt  
Dodgen Industries Inc./Born Free Motorcoach  
Humboldt  
Fareway Stores  
Humboldt  
Fastenal  
Humboldt  
Humboldt County Memorial Hospital  
Humboldt  
Hy-Vee  
Humboldt  
Iowa Select Farms LLP  
Humboldt  
Kum & Go  
Humboldt  
Long Term Medical Supply Corp  
Humboldt  
MidAmerican Energy  
Humboldt

New Cooperative, Inc.  
Humboldt  
Northwest Bank  
Humboldt  
Oldcastle Materials Group  
Humboldt  
Power Co-op Employees Credit Union  
Humboldt  
Region 5 CEO Board  
Humboldt  
Sande Construction  
Humboldt  
Springvale Motors, Inc.  
Humboldt  
Thompson Grain Service LLC  
Humboldt  
U.S. Bank  
Humboldt  
Upper Des Moines Opportunity Inc  
Pocahontas  
Ag Partners, LLC  
Pocahontas  
Agriculture and Land Stewardship Department  
Pocahontas  
American Handling Systems, Inc, dba Positech Corporation  
Pocahontas  
Care Initiatives  
Pocahontas  
Casey's General Stores  
Pocahontas  
Department of Transportation  
Pocahontas  
First Cooperative Association  
Pocahontas  
Fisher Hydraulics  
Pocahontas  
Hawkeye Sow Centers Kerber Milling Ag Property Solutions  
Pocahontas  
Iowa Select Farms LLP  
Pocahontas  
Kum & Go  
Pocahontas  
Laurens Marathon Community School District  
Pocahontas  
McCartan Insurance  
Pocahontas  
New Cooperative, Inc.  
Pocahontas  
Pocahontas County  
Pocahontas  
Pocahontas Ford Lincoln Inc.  
Pocahontas  
Pocahontas Public Library  
Pocahontas  
Pocahontas Record-Democrat  
Pocahontas  
Prairie Lakes AEA  
Pocahontas  
Seiler Appliance Inc.  
Pocahontas  
Upper Des Moines Opportunity Inc  
Webster  
Active Health Chiropractic  
Webster  
AFAB Inc dba Coldwell Banker Associated Realtors  
Webster  
Agriculture and Land Stewardship Department  
Webster  
Al's Corner Oil Co  
Webster  
Allied Barton Security Services  
Webster  
AmericInn Lodge and Suites of Fort Dodge  
Webster  
Anytime Fitness  
Webster  
Arnold Motor Supply LLP  
Webster  
Bemrich Electric and Telephone Inc.  
Webster  
Best Western Starlite Inn and Suites  
Webster  
Blacktop Service Company  
Webster  
Boehringer Ingelheim Vetmedica, Inc.  
Webster  
Bridgestone Americas Tire Operations  
Webster  
Buena Vista University Fort Dodge Center  
Webster  
C & S Products Co. Inc.  
Webster  
Calvert and Johnson Insurance  
Webster

Casey's General Stores  
Webster  
CertainTeed Gypsum & Ceilings Mfg  
Webster  
Children and Families of Iowa  
Webster  
City of Fort Dodge  
Webster  
CJ Bio America  
Webster  
Comfort Inn  
Webster  
Community and Family Resources  
Webster  
Community Orchards, Inc.  
Webster  
CyHawk Hospitality, Inc  
Webster  
Department of Corrections  
Webster  
Department of Education  
Webster  
Department of Human Services  
Webster  
Department of Inspections and Appeals  
Webster  
Department of Natural Resources  
Webster  
Department of Public Defense  
Webster  
Department of Public Safety  
Webster  
Department of Transportation  
Webster  
Domestic/Sexual Assault Outreach Center  
Webster  
DTZ  
Webster  
Electronic Engineering  
Webster  
Fareway Stores  
Webster  
Fastenal  
Webster  
Fletcher Wood Products  
Webster  
Fort Dodge Asphalt Co.  
Webster  
Fort Dodge Community Foundation and United Way  
Webster  
Fort Dodge Community School District  
Webster  
Fort Dodge Steel  
Webster  
Fort Frenzy  
Webster  
Frontier Communications  
Webster  
Frontier Community Credit Union  
Webster  
Furman Insurance Agency  
Webster  
Gadbury Plumbing  
Webster  
Game Stop  
Webster  
Goodwill of the Great Plains  
Webster  
Great Western Dining  
Webster  
Greater Fort Dodge Growth Alliance  
Webster  
Heartland Communications Group, Inc.  
Webster  
Hollingsworth School of Dance & Gymnastics  
Webster  
Hy-Vee  
Webster  
Industry Marketing Solutions, LLC  
Webster  
Iowa Central CC  
Webster  
Iowa Fire Control LLC  
Webster  
Iowa Home Care  
Webster  
Iowa State University  
Webster  
Iowa Workforce Development  
Webster  
Kallin-Johnson Monument Co. Inc.  
Webster  
Kum & Go  
Webster

LifeWorks Community Services  
Webster  
Manpower  
Webster  
Manson NW Webster Community School District  
Webster  
Markim Peterson Farms, Inc.  
Webster  
Martin Marietta  
Webster  
McGregor Furniture  
Webster  
Mediacom  
Webster  
Meek Trucking Inc.  
Webster  
Messerly Chiropractic  
Webster  
Mid Iowa Growth Partnership  
Webster  
Mid Iowa Regional Housing Authority  
Webster  
MidAmerican Energy  
Webster  
Midwest Fence and Gate Co  
Webster  
Midwest Waterblasting and Vac, Inc.  
Webster  
Misty Harbor  
Webster  
MKMB Restaurant Partners LLC. (Burger King)  
Webster  
Monsanto  
Webster  
NCI Small Business Development Center  
Webster  
New Cooperative, Inc.  
Webster  
North Central Home Care  
Webster  
Northwest Bank  
Webster  
Office Max  
Webster  
Oldcastle Materials Group  
Webster  
Party Productions  
Webster  
Prairie Lakes AEA  
Webster  
Prairie Valley School District  
Webster  
Rabiner Treatment Center  
Webster  
Rees Enterprises LLC/DBA Mid Iowa Towing  
Webster  
Ross Appliance Center  
Webster  
Service Master of Webster County  
Webster  
SERVPRO of Fort Dodge  
Webster  
Simply Clean and Restoration, LLC  
Webster  
Spherion Staffing  
Webster  
Spin Markket  
Webster  
St. Edmond Catholic School  
Webster  
Stone Creek Landscape and Nursery  
Webster  
The Messenger  
Webster  
The Principal Financial Group  
Webster  
Three Eagles Communications  
Webster  
Tracey's Tots Daycare  
Webster  
Tres Amigos Mexican Restaurant  
Webster  
Trinity Health Systems  
Webster  
Twin Rivers Media, LLC dba Iowa Sportsman  
Webster  
UnityPoint Health  
Webster  
Upper Des Moines Opportunity Inc  
Webster  
UPS  
Webster  
Vicky's Dance Academy  
Webster

Webster County  
 Webster  
 Wells Fargo  
 Webster  
 West Central  
 Webster  
 Winger Contracting Company  
 Webster  
 Woodruff Construction, LCC  
 Webster  
 Youth Shelter Care of North Central Iowa  
 Webster  
 YWCA of Fort Dodge  
 Wright  
 ABCM Corporation  
 Wright  
 Agriculture and Land Stewardship Department  
 Wright  
 Arnold Motor Supply LLP  
 Wright  
 Casey's General Stores  
 Wright  
 CenturyLink  
 Wright  
 Department of Transportation  
 Wright  
 Fareway Stores  
 Wright  
 First Citizens National Bank  
 Wright  
 Franklin General Hospital  
 Wright  
 Frontier Communications  
 Wright  
 Hagie Manufacturing Company  
 Wright  
 Iowa Select Farms LLP  
 Wright  
 Kum & Go  
 Wright  
 MaxYield Cooperative  
 Wright  
 Mid-America Publishing Corp.  
 Wright  
 MidAmerican Energy  
 Wright  
 Monsanto  
 Wright  
 New Cooperative, Inc.  
 Wright  
 North Central Coop  
 Wright  
 Northwest Bank  
 Wright  
 Oaks Garden Spot/Rasmussen Lawn Care  
 Wright  
 Oldcastle Materials Group  
 Wright  
 Oldson Plumbing, Heating and Air Conditioning, Inc.  
 Wright  
 Opportunity Village  
 Wright  
 Region 5 Regional Workforce Investment Board  
 Wright  
 Rotary Senior Living  
 Wright  
 Upper Des Moines Opportunity Inc  
 Wright  
 Wells Fargo  
 Wright  
 Wright County Economic Development

IWD Region  
 County  
 Member Business  
 Count  
 Hardin  
 AGWSR High School  
 Hardin  
 Alliant Energy  
 Region 6  
 Hardin  
 Area Education Agency 267  
 Type  
 # Unique Member Businesses  
 # Locations  
 Hardin  
 Care Initiatives  
 Hardin  
 Casey's General Stores  
 Single Location Member Businesses  
 Hardin  
 CenturyLink  
 Hardin



City of Ackley, Iowa  
Multi-Location Member Businesses  
Hardin  
City of Eldora  
Hardin  
Dale Howard Inc  
Total  
Hardin  
Department of Education  
Hardin  
Department of Human Services  
Hardin  
Department of Natural Resources  
Hardin  
Department of Transportation  
Hardin  
Fareway Stores  
Hardin  
Fastenal  
Hardin  
Hardin Couty Solid Waste Disposal Commission  
Hardin  
Hy-Vee  
Hardin  
Iowa Falls Area Development Corporation  
Hardin  
Iowa Select Farms LLP  
Hardin  
Iowa State University  
Hardin  
Iowa Valley Community College District  
Hardin  
Kaffe Geita  
Hardin  
Kum & Go  
Hardin  
Long Term Medical Supply Corp  
Hardin  
Mediacom  
Hardin  
MEMBERS1st Community Credit Union  
Hardin  
Metal Tech Industries  
Hardin  
South Hardin High School  
Hardin  
Teresa's Daycare  
Hardin  
The Principal Financial Group  
Hardin  
TRI Rinse, Inc.  
Marshall  
Aarons Sales & Lease  
Marshall  
Alliant Energy  
Marshall  
Angel's Store  
Marshall  
Area Education Agency 267  
Marshall  
Arnold Motor Supply LLP  
Marshall  
Attorney General  
Marshall  
Avarrotes Villachuato  
Marshall  
Best Western Regency Inn  
Marshall  
Big 8 Tyre & Auto Center  
Marshall  
Care Initiatives  
Marshall  
Casey's General Stores  
Marshall  
CenturyLink  
Marshall  
Clemons Inc  
Marshall  
Community Y of Marshalltown  
Marshall  
Department of Corrections  
Marshall  
Department of Education  
Marshall  
Department of Human Services  
Marshall  
Department of Inspections and Appeals  
Marshall  
Department of Natural Resources  
Marshall  
Department of Public Safety  
Marshall  
Department of Transportation  
Marshall

Department of Veterans Affairs  
Marshall  
Designz by Dawn  
Marshall  
East Marshall Community School District  
Marshall  
Ethington Heating and Cooling Inc  
Marshall  
Fareway Stores  
Marshall  
Farmer's Savings Bank  
Marshall  
Farmers Insurance Tiernan Insurance Agency  
Marshall  
Farmers Insurance Wade Johnson Agency  
Marshall  
Fastenal  
Marshall  
Fisher Control International LLC/Emerson  
Marshall  
Game Stop  
Marshall  
Garling Construction Inc.  
Marshall  
Glenwood Place  
Marshall  
Haven  
Marshall  
Hilton Worldwide  
Marshall  
HOWGAN SCC  
Marshall  
Hy-Vee  
Marshall  
Impala Ballroom  
Marshall  
Interface Sealing Solutions  
Marshall  
Iowa Pizza Company - Dominoes  
Marshall  
Iowa State University  
Marshall  
Iowa Valley Community College District  
Marshall  
Iowa Valley Community College District-Education and Training Center  
Marshall  
Iowa Workforce Development  
Marshall  
JBS  
Marshall  
K & M Manufacturing  
Marshall  
Key Cooperative  
Marshall  
Kum & Go  
Marshall  
Legends American Grill  
Marshall  
Lennox Employees Credit Union  
Marshall  
Lennox Industries, Inc.  
Marshall  
Manpower  
Marshall  
Marquart Concrete Products  
Marshall  
Marshalltown Times-Republican  
Marshall  
McDonald  
Marshall  
Mediacom  
Marshall  
MEMBERS1st Community Credit Union  
Marshall  
Mid-Iowa Community Action, Inc.  
Marshall  
MidAmerican Energy  
Marshall  
MKMB Restaurant Partners - Burger King  
Marshall  
New Horizons Realty  
Marshall  
North Star Community Services  
Marshall  
Oldcastle Materials Group  
Marshall  
Pinnacle Financial  
Marshall  
Pretzelmaker  
Marshall  
PSSI- Packers Sanitation Services Incorporated  
Marshall  
R.S. Stover Company  
Marshall

Rainbow Car Wash Inc.  
Marshall  
Scott Manufacturing, LLC  
Marshall  
Showroom Auto, Inc.  
Marshall  
Sterling Engineering  
Marshall  
Super 8 Hotel  
Marshall  
The General Store  
Marshall  
The Principal Financial Group  
Marshall  
The Tremont  
Marshall  
U.S. Bank  
Marshall  
Ultimate Web Design, LLC  
Marshall  
United Bank and Trust  
Marshall  
UPS  
Marshall  
US Cellular  
Marshall  
Villa Del Sol  
Marshall  
Wells Fargo  
Marshall  
West Marshall High School  
Marshall  
Younkers  
Poweshiek  
Area Education Agency 267  
Poweshiek  
Arnold Motor Supply LLP  
Poweshiek  
ASI Signage  
Poweshiek  
Aventure Staffing  
Poweshiek  
BGM Community Schools  
Poweshiek  
Brownells, Inc  
Poweshiek  
C-Scapes, Inc dba Taco John's of Grinnell  
Poweshiek  
Campaign Headquarters  
Poweshiek  
Capitol Resources, Inc  
Poweshiek  
Care Initiatives  
Poweshiek  
Casey's General Stores  
Poweshiek  
Department of Transportation  
Poweshiek  
Des Moines Register  
Poweshiek  
Engineered Plastic Components, Inc  
Poweshiek  
Fareway Stores  
Poweshiek  
Fastenal  
Poweshiek  
Four Oaks  
Poweshiek  
Grinnell High School  
Poweshiek  
Grinnell Regional Medical Center  
Poweshiek  
Hy-Vee  
Poweshiek  
Iowa Valley Community College District  
Poweshiek  
Iowa Workforce Development  
Poweshiek  
Jeld-Wen  
Poweshiek  
Key Cooperative  
Poweshiek  
Kum & Go  
Poweshiek  
Long Term Medical Supply Corp  
Poweshiek  
Manatts  
Poweshiek  
Monsanto  
Poweshiek  
Patriot Bank  
Poweshiek  
Poweshiek Iowa Development  
Poweshiek

Wells Fargo  
 Tama  
 Be Inspires  
 Tama  
 C-FAB LLC  
 Tama  
 Casey's General Stores  
 Tama  
 Chelsea Savings Bank  
 Tama  
 Department of Human Services  
 Tama  
 Department of Natural Resources  
 Tama  
 Department of Transportation  
 Tama  
 Dysart State Bank  
 Tama  
 Fareway Stores  
 Tama  
 Gladbrook-Reinbeck Community Schools  
 Tama  
 GMG Community School  
 Tama  
 Iowa State University  
 Tama  
 Iowa Valley Community College District  
 Tama  
 Manatts  
 Tama  
 MEMBERS1st Community Credit Union  
 Tama  
 Meskwaki Bingo Casino Hotel  
 Tama  
 Midwest Sleep LLC  
 Tama  
 Sac and Fox Tribe of the Mississippi in Iowa  
 Tama  
 South Tama County Community School District  
 Tama  
 Swine Graphics Enterprises  
 Tama  
 Tama Paperboard  
 Tama  
 Thys Motor Company  
 Tama  
 Weber Heating, Plumbing & Air Conditioning  
 Tama  
 Wheaton Franciscan Healthcare  
 Tama  
 Wilkerson Hardware  
 Tama  
 Young's Golf Cars, Inc.

IWD Region  
 County  
 Member Business  
 Count  
 Black Hawk  
 1-800-FLOWERS/Flowerama  
 Black Hawk  
 1st Judicial District Department of Correctional Services  
 Region 7  
 Black Hawk  
 AARP Iowa  
 Type  
 # Unique Member Businesses  
 # Locations  
 Black Hawk  
 ABCM Corporation  
 Black Hawk  
 Advanced Heat Treat Corporation  
 Single Location Member Businesses  
 Black Hawk  
 Afterwards We Care, Inc.  
 Black Hawk  
 Agriculture and Land Stewardship Department  
 Multi-Location Member Businesses  
 Black Hawk  
 Allan Industrial Coatings  
 Black Hawk  
 Allied Barton Security Services  
 Total  
 Black Hawk  
 Alpha Express  
 Black Hawk  
 AMVETS POST 49 Career Center  
 Black Hawk  
 Area Education Agency 267  
 Black Hawk  
 Arnold Motor Supply LLP  
 Black Hawk  
 ASI Computer Systems, Inc  
 Black Hawk

Attorney General  
Black Hawk  
Auditor of State  
Black Hawk  
B and B LawnCare, Inc.  
Black Hawk  
Ball, Kirk & Holm, P.C.  
Black Hawk  
Barmuda  
Black Hawk  
Barnes & Noble  
Black Hawk  
Barron Motor Supply  
Black Hawk  
BDI - Bearing Distributors Inc  
Black Hawk  
Beau Monde Boutique and Salon  
Black Hawk  
Benton's Ready Mixed Concrete, Inc  
Black Hawk  
Bertch Cabinet Manufacturing, Inc.  
Black Hawk  
Big Brothers Big Sisters of Northeast Iowa  
Black Hawk  
Big River Equipment Co., Inc.  
Black Hawk  
Bill Cowen Ford  
Black Hawk  
BK Tile  
Black Hawk  
Black Hawk County Extension Office  
Black Hawk  
Black Hawk Engineering Inc.  
Black Hawk  
Blackhawk Automatic Sprinklers, Inc  
Black Hawk  
Blain's Farm and Fleet  
Black Hawk  
Blessed Sacrament School  
Black Hawk  
Bosco Catholic System  
Black Hawk  
Boubin Tire Company  
Black Hawk  
Brighthouse  
Black Hawk  
Burlington Trailways  
Black Hawk  
Byron Supermarket  
Black Hawk  
Cabin Coffee Company  
Black Hawk  
Cadillac Lanes  
Black Hawk  
Camping World  
Black Hawk  
Cardinal Construction, Inc.  
Black Hawk  
Care Initiatives  
Black Hawk  
Casey's General Stores  
Black Hawk  
CBE Companies  
Black Hawk  
Cedar Bend Humane Society  
Black Hawk  
Cedar Falls Schools  
Black Hawk  
Cedar Falls Utilities  
Black Hawk  
Cedar Valley Auto Glass  
Black Hawk  
Cedar Valley Fish Market  
Black Hawk  
Cedar Valley Hospice  
Black Hawk  
Cedar Valley Motors & Collision Center  
Black Hawk  
Centro Inc.  
Black Hawk  
CenturyLink  
Black Hawk  
Chapala Family Mexican Restaurant  
Black Hawk  
City and National Employment  
Black Hawk  
City of Cedar Falls  
Black Hawk  
City of Dunkerton  
Black Hawk  
City of Hudson  
Black Hawk  
City of Waterloo  
Black Hawk

City of Waterloo Young Arena  
Black Hawk  
CL Swanson Corporation  
Black Hawk  
College Square Mall  
Black Hawk  
Collision Services  
Black Hawk  
Comprehensive Systems, Inc.  
Black Hawk  
Control O Fax  
Black Hawk  
CopyWorks  
Black Hawk  
Cottonwood Canyon  
Black Hawk  
CPM Acquisition Corporation  
Black Hawk  
Dalton Plumbing Heating and Cooling, Inc.  
Black Hawk  
DC Industries  
Black Hawk  
Den Herder Veterinary Hospital  
Black Hawk  
Department for the Blind  
Black Hawk  
Department of Education  
Black Hawk  
Department of Human Services  
Black Hawk  
Department of Inspections and Appeals  
Black Hawk  
Department of Natural Resources  
Black Hawk  
Department of Public Health  
Black Hawk  
Department of Public Safety  
Black Hawk  
Department of Transportation  
Black Hawk  
DisABLEd Workers, LLC  
Black Hawk  
Dollar General Waterloo Tower Park  
Black Hawk  
Dubuque Area Steamatic  
Black Hawk  
Eastside Ministries  
Black Hawk  
El Patron Mexican Restaurant  
Black Hawk  
Express Employment Professionals  
Black Hawk  
Family Management Credit Counselors, Inc.  
Black Hawk  
Family Video  
Black Hawk  
Fareway Stores  
Black Hawk  
Fastenal  
Black Hawk  
Ferguson Enterprises, Inc.  
Black Hawk  
Fiesta Jalisco Family Mexican Restaurant  
Black Hawk  
Foster's, Inc.  
Black Hawk  
Four Oaks  
Black Hawk  
Fraternal Order of Eagles #764  
Black Hawk  
Game Stop  
Black Hawk  
Garden of Memories  
Black Hawk  
Girl Scouts of Eastern Iowa & Western Illinois  
Black Hawk  
Godfather's  
Black Hawk  
Greater Cedar Valley Alliance and Chamber  
Black Hawk  
Green Iowa Americorps  
Black Hawk  
Harting and Hunemuller Contractors  
Black Hawk  
Hawkeye CC  
Black Hawk  
Hawkeye Trucks  
Black Hawk  
HDM, LLC  
Black Hawk  
Heating and Cooling Supply  
Black Hawk  
Hilton Worldwide  
Black Hawk

Holiday Inn Express  
Black Hawk  
Holmes Welding and Fabrication  
Black Hawk  
Home Instead Senior Care  
Black Hawk  
Honey Garden Family Restaurant  
Black Hawk  
HQAA, Inc.  
Black Hawk  
Hudson Community School District  
Black Hawk  
Hudson Floral Shop  
Black Hawk  
Hudson Hardware Plumbing and Heating  
Black Hawk  
Hudson Printing Company  
Black Hawk  
Hudson Veterinary Clinic  
Black Hawk  
Hy-Vee  
Black Hawk  
HyPro Inc.  
Black Hawk  
Image Pointe  
Black Hawk  
International Paper  
Black Hawk  
Iowa Auto Recyclers Association  
Black Hawk  
Iowa Select Farms LLP  
Black Hawk  
Iowa State University  
Black Hawk  
Iowa Workforce Development  
Black Hawk  
Island Paradise Tanning & Fitness  
Black Hawk  
iSmile Orthodontics, P.C.  
Black Hawk  
Jameson's Public House  
Black Hawk  
Jensen Floor Coverings  
Black Hawk  
Jensen's Dairy Queen  
Black Hawk  
Jesse Cosby Center  
Black Hawk  
JLL Extended Stay Inn  
Black Hawk  
John Deere Waterloo Works  
Black Hawk  
JVA Mobility Inc.  
Black Hawk  
Kaplan University  
Black Hawk  
KBBG Radio 88.1 FM  
Black Hawk  
KJ & Kompany  
Black Hawk  
Koch Construction  
Black Hawk  
Kum & Go  
Black Hawk  
Kwik Star  
Black Hawk  
KWWL Television, Inc.  
Black Hawk  
La'James International College  
Black Hawk  
Labor Ready  
Black Hawk  
Lederman Bonding Company  
Black Hawk  
Lederman Clothing Store  
Black Hawk  
Legends Sports Pub and Grille  
Black Hawk  
Locker Room  
Black Hawk  
Manatts  
Black Hawk  
Manpower, Inc.  
Black Hawk  
Marquart Concrete Products  
Black Hawk  
Martin Bros. Distributing Co. Inc  
Black Hawk  
McDonald Supply  
Black Hawk  
Me&V  
Black Hawk  
Mediacom  
Black Hawk

Merry Maids  
Black Hawk  
MidAmerican Energy  
Black Hawk  
Midtown Development  
Black Hawk  
Mod Salon  
Black Hawk  
Mohair Pear  
Black Hawk  
Moo Roo  
Black Hawk  
MP Nexlevel, LLC  
Black Hawk  
Mudd Advertising  
Black Hawk  
Municipal Pipe & Tool Company  
Black Hawk  
NAPA Auto Parts  
Black Hawk  
North East Machine & Tool, Co.  
Black Hawk  
North Star Community Services  
Black Hawk  
Northern Iowa Regional Business and Community Services  
Black Hawk  
Nutri-Ject Systems, Inc.  
Black Hawk  
Ohana Salon  
Black Hawk  
Omega Cabinetry  
Black Hawk  
Operation Threshold  
Black Hawk  
Papa Murphy's  
Black Hawk  
Park Road Inn  
Black Hawk  
People's Community Health Clinic  
Black Hawk  
Per Mar Security  
Black Hawk  
Planet Fitness  
Black Hawk  
Plumb Tech, Inc.  
Black Hawk  
Power Engineering & Manufacturing, Ltd.  
Black Hawk  
Powers Manufacturing Company  
Black Hawk  
Premier Casting Services  
Black Hawk  
Priority 1  
Black Hawk  
QPS Employment Group  
Black Hawk  
Quick Wok  
Black Hawk  
Randells Stop n Shop  
Black Hawk  
Red Lobster  
Black Hawk  
Redfern, Mason, Larsen & Moore, P.L.C.  
Black Hawk  
Remedy Intelligent Staffing  
Black Hawk  
Rent-A-Center  
Black Hawk  
Roger Smith Construction, Inc.  
Black Hawk  
RPM Motor Company, Inc.  
Black Hawk  
Ruan Transportation Company  
Black Hawk  
Ryan's Electrical Services, LLC  
Black Hawk  
Rydell Chevrolet, Inc.  
Black Hawk  
Salvation Army Transitional Housing  
Black Hawk  
Sandee's  
Black Hawk  
Schmitt Telecom Partners Inc  
Black Hawk  
School Bus Sales, Co. SBS Trucking  
Black Hawk  
Silver Eagle Harley Davidson  
Black Hawk  
Smokers Choice  
Black Hawk  
Standard Distribution Co  
Black Hawk  
Steamboat Gardens  
Black Hawk



Storey Refinishing  
Black Hawk  
Subway Downtown  
Black Hawk  
Surface Solutions  
Black Hawk  
Tandem Tire & Auto Service  
Black Hawk  
The Andersons Inc  
Black Hawk  
The Home Depot  
Black Hawk  
The Library  
Black Hawk  
The Other Place - Ridgeway  
Black Hawk  
The Principal Financial Group  
Black Hawk  
The Radio Group  
Black Hawk  
The Rose of Waterloo  
Black Hawk  
Thomas G. Friedman  
Black Hawk  
Tyson Foods, Inc.  
Black Hawk  
U.S. Bank  
Black Hawk  
UNI Credit Union  
Black Hawk  
UnityPoint Health  
Black Hawk  
University Motors  
Black Hawk  
University of Northern Iowa  
Black Hawk  
Upper Iowa University-Waterloo Center  
Black Hawk  
UPS  
Black Hawk  
Van Meter, Inc.  
Black Hawk  
Varsity Cleaners  
Black Hawk  
Veridian Credit Union  
Black Hawk  
Virota  
Black Hawk  
Von Maur  
Black Hawk  
Walgreens  
Black Hawk  
Walk In Tubs and More  
Black Hawk  
Waterloo Community Schools  
Black Hawk  
Waterloo Courier  
Black Hawk  
Waterloo Leisure Services  
Black Hawk  
Waterloo Warehousing & Service Co  
Black Hawk  
Waterloo Wilbert Vault Co.  
Black Hawk  
Wayne Engineering  
Black Hawk  
Wells Fargo  
Black Hawk  
West Music Co., Inc.  
Black Hawk  
Western Co-op Transport Assn  
Black Hawk  
Western Home Communities  
Black Hawk  
Wheaton Franciscan Healthcare  
Black Hawk  
Wingate By Wyndham Cedar Falls  
Black Hawk  
Yogart and More Inc/aba Brickhouse  
Black Hawk  
Young Plumbing and Heating  
Black Hawk  
Your Sewing Center  
Black Hawk  
Z & Z Medical Inc  
Bremer  
Agriculture and Land Stewardship Department  
Bremer  
Area Education Agency 267  
Bremer  
Casey's General Stores  
Bremer  
Cedar Valley Hospice  
Bremer

CenturyLink  
Bremer  
Cliff's Place  
Bremer  
CUNA Mutual Group  
Bremer  
Department of Inspections and Appeals  
Bremer  
Department of Natural Resources  
Bremer  
Department of Transportation  
Bremer  
Fareway Stores  
Bremer  
Fastenal  
Bremer  
GMT Corporation  
Bremer  
Hy-Vee  
Bremer  
Manatts  
Bremer  
Mayo Family Care LLC  
Bremer  
Mediacom  
Bremer  
Norby Distributing Co.  
Bremer  
North Star Community Services  
Bremer  
Schumacher Elevator Company  
Bremer  
Terex USA LLC  
Bremer  
The Lincoln Group, Inc.  
Bremer  
The Principal Financial Group  
Bremer  
United Equipment Accessories Inc  
Bremer  
UnityPoint Health  
Bremer  
Veridian Credit Union  
Bremer  
Waverly Health Center  
Bremer  
Waverly Super 8  
Bremer  
Waverly-Shell Rock High Schools  
Bremer  
Wheaton Franciscan Healthcare  
Buchanan  
1st Judicial District Department of Correctional Services  
Buchanan  
ABCM Corporation  
Buchanan  
Advanced Family Eye Care  
Buchanan  
Agriculture and Land Stewardship Department  
Buchanan  
Bachman Tool & Die Company  
Buchanan  
Bertch Cabinet Manufacturing, Inc.  
Buchanan  
Birdnow Dealerships  
Buchanan  
Bland's Flower Shop & Gifts  
Buchanan  
Bloom, Inc.  
Buchanan  
Boubin Tire Company  
Buchanan  
Bruening Rock Products, Inc.  
Buchanan  
Buchanan County  
Buchanan  
Buchanan County Economic Development Corporation  
Buchanan  
Casey's General Stores  
Buchanan  
Cedar Valley Hospice  
Buchanan  
Cedar Valley Wealth Management, Inc.  
Buchanan  
Citizens State Bank  
Buchanan  
City of Hazelton  
Buchanan  
City of Winthrop  
Buchanan  
Department of Education  
Buchanan  
Department of Human Services  
Buchanan

Department of Inspections and Appeals  
Buchanan  
Department of Natural Resources  
Buchanan  
Department of Public Safety  
Buchanan  
Department of Transportation  
Buchanan  
Dunlap Motors, Inc.  
Buchanan  
East Iowa Plastics  
Buchanan  
Fareway Stores  
Buchanan  
Fastenal  
Buchanan  
Four Oaks  
Buchanan  
Fuelling Chiropractic  
Buchanan  
Fusion Forward, LLC  
Buchanan  
Geater Machining and Manufacturing Company  
Buchanan  
Goodnight in the Morning Communications, Inc. dba The News  
Buchanan  
Greenley Development  
Buchanan  
Hawkeye CC  
Buchanan  
Heartland Agribition Center, Inc.  
Buchanan  
Hilltop Motors, Inc.  
Buchanan  
Hunter Auto Sales  
Buchanan  
Independence Area Chamber of Commerce  
Buchanan  
Independence Community School District  
Buchanan  
Independence Federal Bank for Savings  
Buchanan  
Independence Plumbing, Heating and Cooling, Inc.  
Buchanan  
Investment Center  
Buchanan  
Iowa Wall Sawing  
Buchanan  
Jensen Transport, Inc.  
Buchanan  
Jesup Community School  
Buchanan  
Jesup Vet Clinic  
Buchanan  
Karsten Real Estate & Insurance, Inc.  
Buchanan  
Kies Carpentry  
Buchanan  
L & M Radiator, Inc.  
Buchanan  
Manatts  
Buchanan  
McGraw's Carpets  
Buchanan  
Mike's Automotive Services LLC  
Buchanan  
Monsanto  
Buchanan  
Moser Preschool and Daycare  
Buchanan  
Norby Distributing Co.  
Buchanan  
Norbys Farm Fleet  
Buchanan  
Office Towne, Inc.  
Buchanan  
Pinicon Ford Lincoln  
Buchanan  
Pipestone Veterinary Clinic  
Buchanan  
Primrose Heating and Air Conditioning  
Buchanan  
Quest Products, Inc.  
Buchanan  
RE/Max-Independence Realty  
Buchanan  
Roberts, Eddy & Lange, P.C.  
Buchanan  
Ryan Pharmacy  
Buchanan  
S & K Collectibles  
Buchanan  
Snow Engineering  
Buchanan

The Principal Financial Group  
Buchanan  
Tyson Foods, Inc.  
Buchanan  
Veridian Credit Union  
Buchanan  
Viafield, A Cooperative  
Buchanan  
Walter Aviation  
Buchanan  
Wapsie Valley Creamery, Inc.  
Buchanan  
Wendy Troutman, D.D.S., P.C.  
Buchanan  
Wheaton Franciscan Healthcare  
Buchanan  
Young's Painting & Decorating  
Butler  
ABCM Corporation  
Butler  
Agriculture and Land Stewardship Department  
Butler  
Allan Industrial Coatings  
Butler  
Allimount Pharmacies  
Butler  
Aplington-Parkersburg Community Schools  
Butler  
Blacktop Service Company  
Butler  
Butler County Development Corporation  
Butler  
Butler County Resource Center  
Butler  
Casey's General Stores  
Butler  
Clayton's Bakery  
Butler  
Department of Human Services  
Butler  
Department of Natural Resources  
Butler  
Department of Transportation  
Butler  
Dike-New Hartford Community Schools  
Butler  
Dralle's Department Store, Inc.  
Butler  
Dumont Pharmacy  
Butler  
First Security Bank & Trust  
Butler  
Floyd County Case Management  
Butler  
Franklin General Hospital  
Butler  
Iowa Select Farms LLP  
Butler  
Iowa State University  
Butler  
Landers Hardware Hank  
Butler  
Mabel's  
Butler  
Mid-America Publishing Corp.  
Butler  
MidAmerican Energy  
Butler  
Monsanto  
Butler  
North Iowa Community Action Organization  
Butler  
Shell Rock Healthcare Center  
Butler  
Smith's, Etc.  
Butler  
Waverly Health Center  
Butler  
Waverly-Shell Rock High Schools  
Butler  
Wheaton Franciscan Healthcare  
Grundy  
Agriculture and Land Stewardship Department  
Grundy  
Casey's General Stores  
Grundy  
Cedar Valley Hospice  
Grundy  
City of Conrad  
Grundy  
City of Dike  
Grundy  
City of Grundy Center  
Grundy

City of Reinbeck  
Grundy  
Conrad Public Library  
Grundy  
Department of Transportation  
Grundy  
Dike-New Hartford Community Schools  
Grundy  
Dwyer's  
Grundy  
Environmental Lubricants Manufacturing Inc.  
Grundy  
Frederick Furniture Inc.  
Grundy  
Gladbrook-Reinbeck Community Schools  
Grundy  
Grundy Center Community Schools  
Grundy  
Grundy County  
Grundy  
Grundy County CPC  
Grundy  
Grundy County Development Alliance  
Grundy  
Grundy County Sheriff  
Grundy  
Grundy National Bank  
Grundy  
HEM - Heavy Equipment Manufacturing  
Grundy  
Iowa State University  
Grundy  
Kling Memorial Library  
Grundy  
Konken Electric, Inc.  
Grundy  
Larry's Welding  
Grundy  
Lincoln Savings Bank  
Grundy  
Main Street Logistics  
Grundy  
Manatts  
Grundy  
Mid-America Publishing Corp.  
Grundy  
Monsanto  
Grundy  
Norby Distributing Co.  
Grundy  
Richelieu Foods, Inc.  
Grundy  
Ritchie Industries, Inc.  
Grundy  
State Bank and Trust Company  
Grundy  
Stefl Pharmacy Inc dba Manly Dry Store  
Grundy  
The Principal Financial Group  
Grundy  
UnityPoint Health  
Grundy  
Wheaton Franciscan Healthcare  
Grundy  
Whispering Moose

IWD Region  
County  
Member Business  
Count  
Audubon  
Agriculture and Land Stewardship Department  
Audubon  
Agriland FS, Inc.  
Region 8  
Audubon  
AMVC  
Type  
# Unique Member Businesses  
# Locations  
Audubon  
Anthony Intl.  
Audubon  
Audubon ACE Hardware  
Single Location Member Businesses  
Audubon  
Audubon Chamber of Commerce  
Audubon  
Audubon Community Schools  
Multi-Location Member Businesses  
Audubon  
Audubon County  
Audubon  
Audubon County Memorial Hospital

Total  
Audubon  
Audubon Public Library  
Audubon  
Casey's General Stores  
Audubon  
City of Audubon  
Audubon  
Department of Human Services  
Audubon  
Exira-EHK CSD  
Audubon  
Friendship Home Association  
Audubon  
Horizon Equipment  
Audubon  
MidAmerican Energy  
Audubon  
Ohde Funeral Home, Inc.  
Audubon  
Quality Machine of Iowa, Inc.  
Audubon  
Rasmussen Lumber Company  
Audubon  
The Principal Financial Group  
Audubon  
Todd Nelsen Farms  
Audubon  
Vetter Equipment  
Audubon  
West Central  
Carroll  
Agriculture and Land Stewardship Department  
Carroll  
Al's Corner Oil Co  
Carroll  
Alegent Creighton Health  
Carroll  
American Home Shield  
Carroll  
AMVC  
Carroll  
Arnold Motor Supply LLP  
Carroll  
Badding Construction Company  
Carroll  
Bank of the West  
Carroll  
Brink and Sextro  
Carroll  
Caleris, Inc  
Carroll  
Carroll Apothecary  
Carroll  
Carroll Chamber of Commerce  
Carroll  
Carroll Community Schools  
Carroll  
Carroll Control Systems Inc.  
Carroll  
Carroll Coolers, Inc.  
Carroll  
Carroll County Attorney  
Carroll  
Carroll County State Bank  
Carroll  
Carroll County, Iowa  
Carroll  
Carroll Cycle Center, Inc  
Carroll  
Carroll Pizza Ranch  
Carroll  
Casey's General Stores  
Carroll  
CCCPCA Family Resource Center  
Carroll  
CenturyLink  
Carroll  
City of Breda  
Carroll  
City of Carroll  
Carroll  
City of Glidden  
Carroll  
City of Manning  
Carroll  
Computer Transportation Services/CTS Air Services (dba Movelt)  
Carroll  
Coon Rapids Enterprise  
Carroll  
Coon Rapids Hardware  
Carroll  
Coon Rapids Municipal Utilities  
Carroll

Coon Rapids-Bayard CSD  
Carroll  
Country Meats Inc DBA Arcadia Meats  
Carroll  
Country Stores of Carroll  
Carroll  
Custom Technology Solutions, Inc  
Carroll  
Daniels Dozers LLC  
Carroll  
Dedham Tire & Auto Repair  
Carroll  
Department of Education  
Carroll  
Department of Human Services  
Carroll  
Department of Transportation  
Carroll  
Derner Electric, Inc  
Carroll  
Des Moines Area CC  
Carroll  
Dollar General  
Carroll  
Fareway Stores  
Carroll  
Farmers Cooperative Elevator Company  
Carroll  
Farmland Foods, Inc.  
Carroll  
Fastenal  
Carroll  
Forever & Ever, LLC dba Sears Hometown Store  
Carroll  
GehlPRO Industries, Inc. DBA GehlPRO Welding  
Carroll  
Glam Salon  
Carroll  
Herald Publishing-Daily Times Herald  
Carroll  
Horizon Equipment  
Carroll  
Hunan Chinese Restaurant  
Carroll  
Hy-Vee  
Carroll  
Ike Auen Distributing Co., Inc.  
Carroll  
IKM-Manning CSD  
Carroll  
Iowa Corn Processors  
Carroll  
Iowa State University  
Carroll  
Iowa Workforce Development  
Carroll  
Klein Management and Research Inc.  
Carroll  
Leroy & Son's Inc  
Carroll  
Linde Equipment Company, Inc.  
Carroll  
Manning Public Library  
Carroll  
Manning Regional Healthcare Center  
Carroll  
Manpower  
Carroll  
Marketlink Inc  
Carroll  
Maurices  
Carroll  
Mediacom  
Carroll  
Merle Norman  
Carroll  
MidAmerican Energy  
Carroll  
MKMB Restaurant Partners LLC. (Burger King)  
Carroll  
Monsanto  
Carroll  
Municipal Housing Agency of Manning  
Carroll  
New Cooperative, Inc.  
Carroll  
New Fashion Pork  
Carroll  
New Hope  
Carroll  
Next Generation Chiropractic  
Carroll  
Ohde Funeral Home, Inc.  
Carroll

Oldcastle Materials Group  
Carroll  
Pella Corporation  
Carroll  
Perk Central  
Carroll  
Precision Detailing  
Carroll  
Premier Printer Supplies L.L.C  
Carroll  
Randy Janning Tile & Marble  
Carroll  
Rasmussen Lumber Company  
Carroll  
Regional Workforce Development Board  
Carroll  
Santa Maria Winery  
Carroll  
Schenkelberg Implement  
Carroll  
Service Master by Rice  
Carroll  
Smith Construction  
Carroll  
Sound and Service  
Carroll  
Special Moments  
Carroll  
St. Anthony Regional Hospital & Nursing Home  
Carroll  
Sunny Brook of Carroll Assisted Living  
Carroll  
T and B Enterprises DBA Culligan Water Conditioning  
Carroll  
Templeton Rye  
Carroll  
The Gilk Company  
Carroll  
The Graphic Edge  
Carroll  
Toyne Inc.  
Carroll  
UTC Aerospace Systems  
Carroll  
Van Meter, Inc.  
Carroll  
Verizon Wireless/ Pen Communications  
Carroll  
West Central  
Carroll  
West Central Iowa Rural Water Association  
Carroll  
West Street Market  
Carroll  
Western Iowa Advantage  
Crawford  
Adams Motor Company  
Crawford  
ADM Grain Co.  
Crawford  
Al's Corner Oil Co  
Crawford  
Ampride Truck Plaza  
Crawford  
Appa Fine Foods, LLC  
Crawford  
Ar-We-Va Comm. School District  
Crawford  
Arkfeld Acres  
Crawford  
Arnold Motor Supply LLP  
Crawford  
Bandow Mowing  
Crawford  
Blazin B Ranch  
Crawford  
bluespace creative, inc.  
Crawford  
Boeck Construction  
Crawford  
Bohlmann Inc  
Crawford  
Bonner Law, PLLC  
Crawford  
Boulders Inn & Suites  
Crawford  
Boy's Town of Iowa  
Crawford  
Boyer Valley School District  
Crawford  
Brink and Sextro  
Crawford  
Broadway Dental  
Crawford



Carlyle Memorials Inc  
Crawford  
Casey's General Stores  
Crawford  
Cebeco Ltd  
Crawford  
Chamber & Development Council of Crawford County  
Crawford  
Charter Oak-Ute Community Schools  
Crawford  
Children's Imagination Station  
Crawford  
City of Aspinwall  
Crawford  
City of Charter Oak  
Crawford  
City of Deloit  
Crawford  
City of Denison  
Crawford  
City of Dow City  
Crawford  
City of Manilla  
Crawford  
City of Ricketts  
Crawford  
City of Schleswig  
Crawford  
City of Vail  
Crawford  
City of Westside  
Crawford  
Coleman Motors  
Crawford  
Consumers Credit Union  
Crawford  
Cornerstone Insurance Agency LLC  
Crawford  
Crawford County Abstract, LLC  
Crawford  
Crawford County Assessor  
Crawford  
Crawford County Attorney's Office  
Crawford  
Crawford County Auditor  
Crawford  
Crawford County Board of Supervisors  
Crawford  
Crawford County Community Services  
Crawford  
Crawford County Conservation Board  
Crawford  
Crawford County Engineer  
Crawford  
Crawford County Home Health, Hospice and Public Health  
Crawford  
Crawford County Memorial Hospital  
Crawford  
Crawford County Racing Association  
Crawford  
Crawford County Recorder  
Crawford  
Crawford County Sheriff  
Crawford  
Crawford County Treasurer  
Crawford  
Crawford County Trust and Savings Bank  
Crawford  
D+S Sales  
Crawford  
D2K Inc dba Therma Fab  
Crawford  
Daily Nonpareil  
Crawford  
Dairy Queen of Denison  
Crawford  
Denison Community Schools  
Crawford  
Denison Drywall Contracting  
Crawford  
Denison Job Corps Center  
Crawford  
Denison Livestock Auction Inc.  
Crawford  
Denison Municipal Utilities  
Crawford  
Denison Super Wash  
Crawford  
Department of Human Services  
Crawford  
Department of Public Safety  
Crawford  
Department of Transportation  
Crawford

Dollar General 3887  
Crawford  
Drexel M Nixon DDS  
Crawford  
El Jimador Mexican Restaurant  
Crawford  
Ettleman Oil Co.  
Crawford  
Eventide  
Crawford  
Family Table Restaurant  
Crawford  
Fareway Stores  
Crawford  
Farm Service Cooperative  
Crawford  
Farmers Cooperative Elevator Company  
Crawford  
Farmland Foods Inc.  
Crawford  
Feller's Furniture  
Crawford  
Foster Dozer Service  
Crawford  
Frehse Mfg. Inc.  
Crawford  
Frontier Communications  
Crawford  
Gehlsen's Inc, dba Reynold's Clothing  
Crawford  
Godfather's Pizza  
Crawford  
Hair Studio  
Crawford  
Harvey's Oil Company  
Crawford  
Hillside Grille Steakhouse  
Crawford  
Hipnar Lawn Care  
Crawford  
Home Care Medical Equipment  
Crawford  
Homers Bar & Grill  
Crawford  
Hrabik Welding  
Crawford  
Hy-Vee  
Crawford  
IKM-Manning CSD  
Crawford  
Iowa Dreamer's Agency  
Crawford  
Iowa National Guard  
Crawford  
Iowa State University  
Crawford  
Jackson Recovery Center  
Crawford  
K&D Construction  
Crawford  
KASK Painting  
Crawford  
KDSN Radio (Mikadety Inc.)  
Crawford  
Ken's Feed Supply  
Crawford  
Kerkoff Auction  
Crawford  
Kum & Go  
Crawford  
Life of Luxury Massage Therapy  
Crawford  
Mahoney & Gotto Company  
Crawford  
Majestic Hills  
Crawford  
Manilla Manor  
Crawford  
McClellan Electric, Inc  
Crawford  
McCord Insurance and Real Estate Corp  
Crawford  
McHenry Miller Abstractors  
Crawford  
McKee Const and Overhead Door, Inc.  
Crawford  
Meents Construction  
Crawford  
Midwest Sports Builders  
Crawford  
Millard  
Crawford  
Moeller Trucking Inc.  
Crawford

MP Construction  
Crawford  
MTT Co. dba Midwest Tennis & Track Co.  
Crawford  
Nepper Law Firm  
Crawford  
No Frills Supermarket  
Crawford  
Norelius Nelson Zupp Zupp  
Crawford  
Northwest Lift  
Crawford  
Ohde Funeral Home, Inc.  
Crawford  
Oldcastle Materials Group  
Crawford  
Petersen Mfg.  
Crawford  
Peterson Express Inc/Peterson Logistics Inc/RJV Transport Inc  
Crawford  
Phil's Lawn Landscape & Nursery  
Crawford  
Pierson Construction  
Crawford  
Pizza Ranch  
Crawford  
Prime Times Lounge  
Crawford  
Professional Computer Systems Co.  
Crawford  
Quality Communications  
Crawford  
Quality Food Processors  
Crawford  
Quality Truck Service LLC  
Crawford  
Rasmussen Lumber Company  
Crawford  
RL Craft Co., Inc.  
Crawford  
Schenkelberg Implement  
Crawford  
Schleswig Comm School District  
Crawford  
Schleswig Pest Control  
Crawford  
Sebern Construction  
Crawford  
Segebart Chiropractic  
Crawford  
Something Unique  
Crawford  
South West Latino Association  
Crawford  
Stock Trailer City dba Rice Trailer Company  
Crawford  
Studio T Portraits  
Crawford  
Subway  
Crawford  
Sundquist Engineering, PC  
Crawford  
T & J's Shoes  
Crawford  
Ten Point Construction  
Crawford  
Thams Agency  
Crawford  
The Andersons Inc  
Crawford  
The Cabinet Factory and The Appliance Store  
Crawford  
The Hoffman Agency  
Crawford  
The Manilla Times LLC  
Crawford  
The Observer  
Crawford  
The Throttle Shop LLC  
Crawford  
Thrifty White Pharmacy  
Crawford  
Topko of Denison  
Crawford  
Trevis Beeck, State Farm Insurance & Financial Services  
Crawford  
Triple A. Transfer  
Crawford  
Tu-Johns Inc. dba Cronks Cafe  
Crawford  
Tyson Foods, Inc.  
Crawford  
UPS  
Crawford

Vetter Equipment  
Crawford  
Vision Care Clinic PC  
Crawford  
Wells Fargo  
Crawford  
Wesco Industries  
Crawford  
West Iowa Community Mental Health Center  
Crawford  
Western Iowa Power Cooperative  
Crawford  
Western Iowa Tech CC  
Crawford  
Yankey Travel, Inc  
Crawford  
Your Treasure Chest  
Crawford  
Zion Lutheran Church and School  
Greene  
Agriculture and Land Stewardship Department  
Greene  
Al's Corner Oil Co  
Greene  
American Athletic Inc/Spalding  
Greene  
B & D MFG., INC.  
Greene  
Bee Mindful  
Greene  
Caleris, Inc  
Greene  
Casey's General Stores  
Greene  
City of Jefferson  
Greene  
Department of Human Services  
Greene  
Department of Transportation  
Greene  
Fareway Stores  
Greene  
Greene County Abstract Company, Inc.  
Greene  
Greene County Chamber & Development  
Greene  
Greene County Medical Center  
Greene  
Greene County School District  
Greene  
Greene County, Iowa  
Greene  
Home Care Medical Equipment  
Greene  
Hy-Vee  
Greene  
Iowa State University  
Greene  
John Deere Paton  
Greene  
Kum & Go  
Greene  
Louis Dreyfus Commodities  
Greene  
Oldcastle Materials Group  
Greene  
Paton Churdan Schools  
Greene  
Pemble Digging & Drainage Serv., Inc  
Greene  
Prairie Lakes AEA  
Greene  
Rudy's Service & Detail  
Greene  
Scranton Manufacturing Co Inc  
Greene  
The Principal Financial Group  
Greene  
UnityPoint Health  
Greene  
Wells Fargo  
Greene  
West Central  
Guthrie  
Adair-Casey Community School District  
Guthrie  
Agri Drain Cooperation  
Guthrie  
Agriculture and Land Stewardship Department  
Guthrie  
Al's Corner Oil Co  
Guthrie  
Asset Inspections  
Guthrie

Care Initiatives  
Guthrie  
Casey's General Stores  
Guthrie  
City of Bagley  
Guthrie  
City of Panora  
Guthrie  
Department of Human Services  
Guthrie  
Department of Natural Resources  
Guthrie  
Department of Transportation  
Guthrie  
Dowd Drug  
Guthrie  
Guthrie Center Community Schools  
Guthrie  
Guthrie County Hospital  
Guthrie  
Guthrie County Road Dept.  
Guthrie  
Hometown Foods  
Guthrie  
Kum & Go  
Guthrie  
Mary Barnett Memorial Library  
Guthrie  
Onde Funeral Home, Inc.  
Guthrie  
Oldcastle Materials Group  
Guthrie  
Panora Public Library  
Guthrie  
Panora Telco  
Guthrie  
Panorama Community School District  
Guthrie  
Prairie View Bed & Breakfast  
Guthrie  
Sebern Structural Services  
Guthrie  
Sperry's One Stop Shop  
Guthrie  
The Principal Financial Group  
Guthrie  
UPS  
Guthrie  
West Central  
Sac  
ABCM Corporation  
Sac  
Agriculture and Land Stewardship Department  
Sac  
Al's Corner Oil Co  
Sac  
Bank Midwest  
Sac  
Cappers Insurance  
Sac  
Care Initiatives  
Sac  
Casey's General Stores  
Sac  
City of Lake View  
Sac  
City of Lytton  
Sac  
City of Odebolt  
Sac  
City of Sac City  
Sac  
City of Wall Lake  
Sac  
Department of Natural Resources  
Sac  
Department of Transportation  
Sac  
East Sac County High School  
Sac  
Evapco-Lake View Iowa  
Sac  
First Cooperative Association  
Sac  
Hancock Concrete  
Sac  
Heritage Bank NA  
Sac  
Horn Physicians Clinic - Odebolt  
Sac  
Iowa Select Farms LLP  
Sac  
Iowa State University  
Sac

Keith's Interiors Inc  
Sac  
King's Construction  
Sac  
Mark Hansen's Rex Chevrolet  
Sac  
Mid-Sioux Opportunity, Inc.  
Sac  
MidAmerican Energy  
Sac  
OA-BCIG School District  
Sac  
Oldcastle Materials Group  
Sac  
Proliant  
Sac  
Sac County  
Sac  
Schenkelberg Implement  
Sac  
Shane's Electric Inc  
Sac  
shippingsource.com  
Sac  
Subway  
Sac  
Twilight Acres  
Sac  
VT Industries  
Sac  
Wall Lake Hardware  
Sac  
West Central

IWD Region  
County  
Member Business  
Count  
Clinton  
A-Lert Construction Services, a division of Centurion Industries, Inc.  
Clinton  
Abstract & Title Guaranty Company  
Region 9  
Clinton  
ADM - Clinton IA Corn Plant  
Type  
# Unique Member Businesses  
# Locations  
Clinton  
Aegis Credit Union  
Clinton  
Agriculture and Land Stewardship Department  
Single Location Member Businesses  
Clinton  
Air Control, Inc.  
Clinton  
Alliant Energy  
Multi-Location Member Businesses  
Clinton  
Allied Barton Security Services  
Clinton  
Allied Business Accounts, Inc  
Total  
Clinton  
Allstar Staffing  
Clinton  
APMS  
Clinton  
Area Substance Abuse Council, Inc.  
Clinton  
Ascentra Credit Union  
Clinton  
Ashford University  
Clinton  
Attorney General  
Clinton  
Banner Home Furnishings  
Clinton  
BDW Tax Services, LLC  
Clinton  
Beckwith Commercial Roofing Inc  
Clinton  
Bemis Clysar  
Clinton  
Big River Packaging  
Clinton  
Black Cat Blades  
Clinton  
Calamus-Wheatland Schools  
Clinton  
Camanche Community School District  
Clinton  
Car-Freshner Corporation  
Clinton

Casey's General Stores  
Clinton  
CenturyLink  
Clinton  
City of Camanche  
Clinton  
City of Clinton  
Clinton  
City of Clinton, Iowa Housing Authority  
Clinton  
City of DeWitt  
Clinton  
City of Grand Mound  
Clinton  
Clinton Area Chamber of Commerce  
Clinton  
Clinton County Board of Supervisors  
Clinton  
Clinton Floral Shop  
Clinton  
Clinton Herald  
Clinton  
Clinton High School  
Clinton  
Clinton National Bank  
Clinton  
Clinton Regional Development Corporation  
Clinton  
Clover Hills Appliance  
Clinton  
Collis Toolholder Corporation  
Clinton  
Colony Brands, Inc.  
Clinton  
Community Care, Inc  
Clinton  
Comprehensive Rehab  
Clinton  
Custom-Pak  
Clinton  
D & D Auto Service LLC  
Clinton  
D and D Wiese Enterprises Inc  
Clinton  
DAC, Inc.  
Clinton  
Department of Education  
Clinton  
Department of Human Services  
Clinton  
Department of Inspections and Appeals  
Clinton  
Department of Public Safety  
Clinton  
Department of Transportation  
Clinton  
DeWitt Chamber and Development Company  
Clinton  
Eastern Iowa CC  
Clinton  
Economy Plumbing and Heating, Inc  
Clinton  
Evergreen Packaging  
Clinton  
Fareway Stores  
Clinton  
Fastenal  
Clinton  
Focus Services  
Clinton  
Game Stop  
Clinton  
Genesis Health System  
Clinton  
Goodwill of the Heartland  
Clinton  
Guardian Industries Corp.  
Clinton  
Happy Joe's  
Clinton  
Head Shed  
Clinton  
Howes & Jefferies Realtors, LLP  
Clinton  
Hy-Vee  
Clinton  
Impact Martial Arts  
Clinton  
Information, Referral & Assistance Services  
Clinton  
Iowa American Water  
Clinton  
Iowa State University  
Clinton

Joe Leonard Agency Inc  
Clinton  
Killean Audiology & Hearing Centers  
Clinton  
KROS Radio  
Clinton  
McEleney Chevrolet-Buick-GMC-Toyota  
Clinton  
Mediacom  
Clinton  
Medical Associates of Clinton, Iowa, PLC  
Clinton  
Mercy Medical Center  
Clinton  
Nestle Purina  
Clinton  
Northeast Community School District  
Clinton  
Pape Funeral Home  
Clinton  
Pathway Living Center Inc.  
Clinton  
Paul's Discount (Parker Cassidy Supply)  
Clinton  
Plaza Bowl  
Clinton  
Prince of Peace Catholic School  
Clinton  
Retired Senior Volunteer Program of Clinton County (RSVP)  
Clinton  
Rose Investments  
Clinton  
Ruhl and Ruhl Realtors  
Clinton  
Sanitol Service Inc.  
Clinton  
Sarah Harding Senior Living  
Clinton  
Schmitt Family Dentistry  
Clinton  
Sedona Staffing  
Clinton  
Skyline Center Inc.  
Clinton  
Smokin' Joe's Tobacco & Liquor Outlet  
Clinton  
SSW Holding Co. / Collis Inc  
Clinton  
Tandem Tire & Auto Service  
Clinton  
The AC Root Agency Inc  
Clinton  
The Alverno  
Clinton  
The Clozet Connection  
Clinton  
The Egging Company  
Clinton  
The Home Depot  
Clinton  
The Insurance Group  
Clinton  
The Painted Rooster  
Clinton  
The Unicorn  
Clinton  
TMK IPSCO  
Clinton  
Today's Dental  
Clinton  
U.S. Bank  
Clinton  
United Way of Clinton County Iowa  
Clinton  
Wendling Quarries Inc.  
Clinton  
Wild Rose Casino and Resorts  
Clinton  
Winkel, Parker & Foster, CPA PC  
Clinton  
YWCA  
Jackson  
Abstract & Title Guaranty Company  
Jackson  
Agriculture and Land Stewardship Department  
Jackson  
Al's Painting and Powerwashing  
Jackson  
Area Substance Abuse Council, Inc.  
Jackson  
Barron Motor Supply  
Jackson  
Bellevue Area Chamber of Commerce  
Jackson



Bellevue High School  
Jackson  
Breitbach Floor Covering  
Jackson  
Casey's General Stores  
Jackson  
ChemRight Laboratories  
Jackson  
City of Bellevue  
Jackson  
City of Maquoketa  
Jackson  
City of Preston  
Jackson  
Clinton National Bank  
Jackson  
DAC, Inc.  
Jackson  
Department of Natural Resources  
Jackson  
Department of Transportation  
Jackson  
DuTrac Community Credit Union  
Jackson  
Eastern Iowa CC  
Jackson  
Easton Valley Community Schools  
Jackson  
Fareway Stores  
Jackson  
Genesis Health System  
Jackson  
Gossman Consulting, Inc  
Jackson  
Happy Joe's  
Jackson  
Husco International, Inc.  
Jackson  
Iowa State University  
Jackson  
Jackson County Economic Alliance  
Jackson  
Jackson County Senior Citizens Center Bellevue Meal Site  
Jackson  
Keepsake Portrait Studio  
Jackson  
Kirby Computers  
Jackson  
KMAQ (AM-FM)  
Jackson  
Main Street Cafe  
Jackson  
Make A Splash  
Jackson  
Manatts  
Jackson  
Maquoketa Area Chamber of Commerce  
Jackson  
Maquoketa High School  
Jackson  
Maquoketa Newspapers Inc.  
Jackson  
Mediacom  
Jackson  
MKC, Inc. dba Precision Metal Works  
Jackson  
Plastics Unlimited  
Jackson  
Ruhl and Ruhl Realtors  
Jackson  
Saint Donatus Body & Paint  
Jackson  
Scott County Family YMCA  
Jackson  
Sedgwick  
Jackson  
Tandem Tire & Auto Service  
Jackson  
The Engel Agency, Inc  
Jackson  
The Principal Financial Group  
Jackson  
Timber Trading Post  
Jackson  
U.S. Bank  
Jackson  
Voy Theatres  
Muscatine  
A New U Salon & Spa  
Muscatine  
A-1 Quality Tire  
Muscatine  
Ace Hardware  
Muscatine

Agriculture and Land Stewardship Department  
Muscatine  
Alliant Energy  
Muscatine  
Arnold Motor Supply LLP  
Muscatine  
Art by Judy Bieri  
Muscatine  
Ascentra Credit Union  
Muscatine  
Bison Ridge Kennels  
Muscatine  
Building Blocks  
Muscatine  
Burns & Sons Direct Appliance  
Muscatine  
Candle Shed Effect  
Muscatine  
Carriage House Carpet One  
Muscatine  
Casey's General Stores  
Muscatine  
Central Iowa Power Cooperative  
Muscatine  
Central State Bank  
Muscatine  
CenturyLink  
Muscatine  
City of Muscatine  
Muscatine  
Coca Lawn Care Service  
Muscatine  
Community Action of Southeast Iowa  
Muscatine  
Computer Dock  
Muscatine  
Conn Communications  
Muscatine  
Crossroads, Inc.  
Muscatine  
Culver's of Muscatine  
Muscatine  
Department of Education  
Muscatine  
Department of Human Services  
Muscatine  
Department of Natural Resources  
Muscatine  
Department of Transportation  
Muscatine  
Eastern Iowa CC  
Muscatine  
Eller Excavating Inc  
Muscatine  
Elly's Tea & Coffee, LLC  
Muscatine  
Fabricator's Plus  
Muscatine  
Fareway Stores  
Muscatine  
Fastenal  
Muscatine  
Feather Your Nest Interiors LLC  
Muscatine  
Flowers on the Avenue  
Muscatine  
Game Stop  
Muscatine  
Garrison Greenhouse & Floral  
Muscatine  
Genesis Health System  
Muscatine  
Goodwill of the Heartland  
Muscatine  
Grandma's Lost Button  
Muscatine  
Greater Muscatine Chamber of Commerce  
Muscatine  
Guadalajara Restaurant LLC  
Muscatine  
Happy Joe's  
Muscatine  
Head to Tails  
Muscatine  
Hilton Worldwide  
Muscatine  
HNI Corporation  
Muscatine  
Hottiez Hut  
Muscatine  
Hy-Vee  
Muscatine  
Iowa Economic Development Authority  
Muscatine

Iowa State University  
Muscatine  
Joseph Pack-N-Ship  
Muscatine  
Just Because  
Muscatine  
Just for Kicks  
Muscatine  
Kent Corporation  
Muscatine  
Kum & Go  
Muscatine  
Lucas Communications, Inc.  
Muscatine  
Lutheran Homes Society  
Muscatine  
Mailboxes & Parcel Depot  
Muscatine  
Mercy Iowa City  
Muscatine  
MidAmerican Energy  
Muscatine  
Monsanto  
Muscatine  
Muscatine Center for Social Action  
Muscatine  
Muscatine Community YMCA  
Muscatine  
Muscatine Computer  
Muscatine  
Muscatine Fairfield Inn  
Muscatine  
Muscatine History & Industry Center  
Muscatine  
Muscatine Journal  
Muscatine  
Muscatine Power & Water  
Muscatine  
Muscatine Travel  
Muscatine  
North Construction  
Muscatine  
Optimae Life Services  
Muscatine  
Per Mar Security  
Muscatine  
Reeves Repair  
Muscatine  
Rick's Automotive  
Muscatine  
Ruan Transportation Company  
Muscatine  
Ruhl and Ruhl Realtors  
Muscatine  
Salvatore's Ristorante  
Muscatine  
Sedona Staffing Muscatine  
Muscatine  
Shear Success  
Muscatine  
Sign Pro of Muscatine  
Muscatine  
Simple Solutions  
Muscatine  
Smokin' Joe's Tobacco & Liquor Outlet  
Muscatine  
Stanley Consultants  
Muscatine  
State Farm Insurance  
Muscatine  
Tallgrass Business Solutions  
Muscatine  
Temp Associates  
Muscatine  
The Family Credit Union  
Muscatine  
The Tread Shop  
Muscatine  
Trinity Muscatine  
Muscatine  
U.S. Bank  
Muscatine  
Under the Bed Antiques  
Muscatine  
United Way of Muscatine  
Muscatine  
Van Meter, Inc.  
Muscatine  
Voluntary Benefit Services Inc  
Muscatine  
Weber & Sons Button Co.  
Muscatine  
WeLead - West Liberty Economic Area Development  
Muscatine

Wendling Quarries Inc.  
Muscatine  
West Liberty Community Schools  
Muscatine  
Youth Sports Foundation  
Scott  
1-800-FLOWERS/Flowerama  
Scott  
A & S Tool and MFG  
Scott  
A Nutritional U  
Scott  
Abbey Carpet Gallery  
Scott  
Advance Auto Parts  
Scott  
Aerospace Control Products, Inc  
Scott  
Agriculture and Land Stewardship Department  
Scott  
Ahern Fire Protection  
Scott  
Alcoa Inc.  
Scott  
All About Eyes  
Scott  
All Around Town Outdoor Services  
Scott  
Allied Barton Security Services  
Scott  
Another Way Veterinary Rehabilitation and Chiropractic Care  
Scott  
APAC Customer Services  
Scott  
Ascentra Credit Union  
Scott  
Astra Furniture  
Scott  
Audio Visual Electronic Repair  
Scott  
Bank of the West  
Scott  
Berry Plastics  
Scott  
Bettendorf Health Care Center  
Scott  
Bettendorf Lock Inc  
Scott  
Bettendorf Pizza Hut  
Scott  
Big Dog Construction  
Scott  
Big River Equipment Co., Inc.  
Scott  
Black and Gold  
Scott  
Bortec Inc.  
Scott  
Buffalo Bill Museum of LeClaire  
Scott  
Burlington Coat Factory  
Scott  
Burlington Trailways  
Scott  
Candlelight Services Inc  
Scott  
Capri College  
Scott  
Casey's General Stores  
Scott  
Casual Male Retail Group  
Scott  
Catherine's  
Scott  
Center for Active Seniors, Inc  
Scott  
CenturyLink  
Scott  
Chenhall Staffing Services Inc  
Scott  
China 2008  
Scott  
City of Bettendorf  
Scott  
City of Eldridge  
Scott  
City of LeClaire  
Scott  
City of McCausland  
Scott  
Clarion Hotel and Conference Center  
Scott  
Coffee Hound  
Scott

Colony Brands, Inc.  
Scott  
Comfort Care Medicare, Inc  
Scott  
Community Foundation of the Great River Bend  
Scott  
Community Healthcare, Inc.  
Scott  
Country Spring Bottled Water  
Scott  
Crescent Cleaners  
Scott  
CT Products  
Scott  
Culver's of Bettendorf  
Scott  
Curran Transfer Inc. DBA Straight Shot Express  
Scott  
Customer Contact Solutions  
Scott  
Davenport Schools  
Scott  
Dee Allen Salon Suites  
Scott  
Department of Education  
Scott  
Department of Human Services  
Scott  
Department of Inspections and Appeals  
Scott  
Department of Public Safety  
Scott  
Department of Transportation  
Scott  
Dickeys of Davenport  
Scott  
Disabled American Veterans Thift Store of Iowa  
Scott  
Disc Replay  
Scott  
Dr Pepper Snapple Group  
Scott  
Dr Renee Lass  
Scott  
DuTrac Community Credit Union  
Scott  
E & V Excavating Inc  
Scott  
Eagleland Security Ltd  
Scott  
Eastern Iowa CC  
Scott  
Edge Tech Industries  
Scott  
Elite Professional Cleaning Services  
Scott  
Eller Construction Co Inc  
Scott  
Ellison Technologies  
Scott  
Estes Express  
Scott  
Everettes Body Shop  
Scott  
Experience Works  
Scott  
Family Resources Inc  
Scott  
Fareway Stores  
Scott  
Fast Cash of America  
Scott  
Fastenal  
Scott  
FBG Services  
Scott  
First Midwest Bank  
Scott  
Floor Trader  
Scott  
Flowers By Jerri  
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Game Stop  
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Genesis Health System  
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Goodwill of the Heartland  
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Goodyear Tire and Rubber Co  
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Great Clips West Kimberly and Pine  
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Hale Printing  
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Happy Joe's  
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Hardi North America Inc  
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Hawkeye Trucks  
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Healthy Habits  
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Heating and Cooling Supply  
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Hilton Worldwide  
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Industrial Control Manufacturing  
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Interstate Power Systems  
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Iowa 80 Group, Inc / Iowa 80 Truckstop  
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Iowa American Water  
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Iowa State University  
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Iowa Workforce Development  
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J D Byrider  
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J.W. Koehler Electric, Inc.  
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John Deere Davenport Works  
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Kahl Home  
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Kaplan University  
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Katun Corporation  
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Kelly's Home Medical  
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King's Material, Inc.  
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KLJB-TV FOX 18 and KGCW-TV  
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Labor Solutions  
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Lafarge North America  
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Lujacks Northpark Auto Plaza  
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MA Ford Mfg Co., Inc.  
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Marco Group International, Inc.  
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Mark & Sell Solutions  
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MidAmerican Energy  
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Minuteman Press  
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Mississippi River Distilling Company  
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Mississippi Valley Pump Inc.  
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Music-Go-Round  
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Nail de Vie  
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Nichols Aluminum  
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 Obstetrics & Gynecology Specialist P.C.  
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 Olympic Steel  
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 Peaceful River Trading Co  
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 Per Mar Security  
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 Pet Pals  
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 Phoenix Closures Inc  
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 Pier 1 Imports  
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 Pizza Ranch  
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 Planet Fitness  
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 PPG Pittsburgh Paints  
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 Premier/ 1st Class Staffing  
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 Professional Building Services (PBS)  
 Scott  
 Professional Edge Staffing  
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 Providence Therapy  
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 Putnam Museum  
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 QC Auto Service  
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 QPS Employment Group  
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 Quad Cities Chamber of Commerce/Quad Cities First  
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 Quad City Fireplaces  
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 Quad City Golf Cars  
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 Quad City Times  
 Scott  
 Quality Inn & Suites  
 Scott  
 Radisson Quad City Plaza Hotel  
 Scott  
 Red Wing Shoes  
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 Reference Audio Video Security  
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 Rent-A-Center  
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 River Center/Adler Theatre- VenueWorks of Davenport  
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 River Cities Engineering, Inc.  
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 Rogan Incorporated  
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 Ruhl and Ruhl Realtors  
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 Russell Construction Company  
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 Ryerson  
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 Schebler Company  
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 Scott County Family YMCA  
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 Sleep Inn & Suites  
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 Smokin' Joe's Tobacco & Liquor Outlet  
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 Snider's West  
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**Message: RE: Local ECI Newsletters****Case Information:**

Message Type: Exchange  
 Message Direction: Internal  
 Case: IWD Senator Petersen Request - Version 3  
 Capture Date: 7/10/2014 1:32:48 PM  
 Item ID: 40862186  
 Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

**✉ RE: Local ECI Newsletters**

**From** Waigand, Elizabeth [IWD] **Date** Tuesday, March 11, 2014 11:23 AM  
**To** Schippers, Denise [IWD]  
**Cc**

Bill Trickey (Economic Developer, Clarke County) will be attending. I have invited a few more people but they weren't able to come. I am still waiting for one other response.

**Elizabeth Waigand**

Operations Lead  
 Business Services Specialist  
 215 N. Elm  
 Creston, IA 50801  
 (641)782-2119x41 - phone  
 (641)782-7060 - fax  
[Elizabeth.waigand@iwd.iowa.gov](mailto:Elizabeth.waigand@iwd.iowa.gov)

**From:** Schippers, Denise [IWD]  
**Sent:** Tuesday, March 11, 2014 11:17 AM  
**To:** Waigand, Elizabeth [IWD]  
**Subject:** RE: Local ECI Newsletters

The most recent month. And, yes, I will need to know if you have a guest. Need to ensure we don't run out of food at lunch! ☺

**From:** Waigand, Elizabeth [IWD]  
**Sent:** Tuesday, March 11, 2014 11:16 AM  
**To:** Schippers, Denise [IWD]  
**Subject:** RE: Local ECI Newsletters

What months would you like? If I have a guest coming, do I just need to tell you?

**Elizabeth Waigand**

Operations Lead  
 Business Services Specialist  
 215 N. Elm  
 Creston, IA 50801  
 (641)782-2119x41 - phone  
 (641)782-7060 - fax  
[Elizabeth.waigand@iwd.iowa.gov](mailto:Elizabeth.waigand@iwd.iowa.gov)

**From:** Schippers, Denise [IWD]  
**Sent:** Tuesday, March 11, 2014 9:51 AM  
**To:** Murray, Peggy [IWD]; Konig, Angie [IWD]; Becker, Robert [IWD]; Conner, Elizabeth [IWD]; Goertz, Shari [IWD]; Messerly, Sara [IWD]; Sanchez, Arturo [IWD]; Gardner, Dee [IWD]; Vaughn, Sherri [IWD]; Holloway, Mark [IWD]; Rempfer, Doug [IWD]; Ellenberger, Susan [IWD]; Rubero, Frank [IWD]; Noonan, Daniel [IWD]; Immerfall, Craig [IWD]; Murad, Jonathan [IWD]; Morgan, Carol [IWD]; Waigand, Elizabeth [IWD]; Noe, Brenda [IWD]; Fox, Debra [IWD]; Farley, Carolyn [IWD]; Poisel, Diane [IWD]  
**Subject:** Local ECI Newsletters

Hi Everyone,

If you would like a copy of local ECI newsletter included in the state board packet, please provide a copy to me by close of business Thursday, March 13<sup>th</sup>.

Thank you,  
 Denise Schippers  
 Business Services Manager | Foreign Labor Certification  
 Iowa Workforce Development | Workforce Services Division  
 1000 East Grand Avenue – 1<sup>st</sup> floor West  
 Des Moines, IA 50319

Phone: 515-281-7538  
Cell: 515-360-9542  
Fax: 515-725-2999

**Message: Fwd: Meeting at 10:30****Case Information:**

Message Type: Exchange  
 Message Direction: Internal  
 Case: IWD Senator Petersen Request - Version 3  
 Capture Date: 7/10/2014 1:31:36 PM  
 Item ID: 40860768  
 Policy Action: Not Specified

**Mark History:**

Date	Action Status	Reviewer
7/21/2014 11:36:24 AM	Reviewed	Koonce, Kerry

**Policies:**

No Policies attached

 **Fwd: Meeting at 10:30**

**From** Wahlert, Teresa [IWD] **Date** Thursday, May 17, 2012 5:38 PM  
**To** Miller-Meeks, Mariannette [IDPH]  
**Cc**

Sent from my iPhone

Begin forwarded message:

**From:** "Adams, Lori [IWD]" <[Lori.Adams@iwd.iowa.gov](mailto:Lori.Adams@iwd.iowa.gov)>  
**Date:** May 17, 2012 12:13:04 PM PDT  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject:** RE: Meeting at 10:30

Checked with the staff who work with alien labor, including but not limited to MSFW. They believe that there would be resistance. Marco Adasme recently attended the MAFO conference in San Antonio, where we learned that we are supposed to be getting paid for doing the required housing inspections of farm workers. Barbara Bobb is tracking down how to access those funds. IWD is mandated to do housing inspections without a fee. What is IDPH's fee supposed to cover?

*Lori Adams, CPM*  
 Division Administrator, Workforce Services  
 Iowa Workforce Development  
 1000 East Grand Avenue  
 Des Moines IA 50319  
 Phone: (515) 281-9322  
 Fax: (515) 281-4698  
 Cell: (515) 418-5058  
 Email: [Lori.Adams@iwd.iowa.gov](mailto:Lori.Adams@iwd.iowa.gov)



Please consider the environment before printing this e-mail.

**From:** Wahlert, Teresa [IWD]

**Sent:** Thursday, May 17, 2012 1:09 PM  
**To:** Adams, Lori [IWD]  
**Subject:** Fwd: Meeting at 10:30

?

Sent from my iPhone

Begin forwarded message:

**From:** "Miller-Meeks, Mariannette [IDPH]" <[Mariannette.Miller-Meeks@idph.iowa.gov](mailto:Mariannette.Miller-Meeks@idph.iowa.gov)>  
**Date:** May 17, 2012 10:55:25 AM PDT  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject: Re: Meeting at 10:30**

I am sorry. We meaning IDPH would assess a fee to process the application. Given your relationships with them, do you think there would be a great deal of resistance?

Dr. Miller-Meeks  
Director, Iowa Department of Public Health

On May 17, 2012, at 10:35 AM, "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** "Adams, Lori [IWD]" <[Lori.Adams@iwd.iowa.gov](mailto:Lori.Adams@iwd.iowa.gov)>  
**Date:** May 17, 2012 4:11:09 AM PDT  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject: Re: Meeting at 10:30**

I don't know about their ability to assess fees but I am sure IWD cannot. We have to do housing inspections. My only concern would be to ensure the cost of the inspection would not be somehow passed down to the workers.

Sent from my iPhone

On May 16, 2012, at 10:48 PM, "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)> wrote:

Ideas?

Sent from my iPhone

Begin forwarded message:

**From:** "Miller-Meeks, Mariannette [IDPH]" <[Mariannette.Miller-Meeks@idph.iowa.gov](mailto:Mariannette.Miller-Meeks@idph.iowa.gov)>  
**Date:** May 16, 2012 8:21:50 PM PDT  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject: Re: Meeting at 10:30**

No worries. I was asking whether it would be feasible to charge a fee to process the applications for migrant labor camps? It would not be much, probably tiered according to #'s of laborers and to cover the occasional inspection.

Thank you,  
Mariannette

Dr. Miller-Meeks  
Director, Iowa Department of Public Health

On May 16, 2012, at 10:13 PM,  
"Wahlert, Teresa [IWD]"  
<[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
wrote:

I know I told you I would get you some information at our meeting. Please tell me again what I am gathering for you?

Just too many things going on I guess!

Teresa

Sent from my iPhone

On May 11, 2012, at 8:26 AM, "Miller-Meeks, Mariannette [IDPH]"  
<[Mariannette.Miller-Meeks@idph.iowa.gov](mailto:Mariannette.Miller-Meeks@idph.iowa.gov)>  
wrote:

Teresa

I have to go to the Governor's office for about 2 minutes, so I will arrive around 10:40. Please excuse.

Mariannette

Dr. Miller-Meeks  
Director, Iowa Department of Public Health

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**Message: Fwd: Recent Notices Sent out by IWD**

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**Case Information:**

Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:17 PM  
Item ID: 40861551  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **Fwd: Recent Notices Sent out by IWD**

**From** Wahlert, Teresa [IWD]      **Date** Wednesday, September 18, 2013 5:00 PM  
**To** Wilkinson, Michael [IWD]  
**Cc** Koonce, Kerry [IWD]

---

I would like to discuss this with your appropriate team members tomorrow morning

- Teresa Wahlert

Begin forwarded message:

**From:** Mike Greif <[mgreif@bdgcpas.com](mailto:mgreif@bdgcpas.com)>  
**Date:** September 18, 2013, 4:19:00 PM CDT  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject: Recent Notices Sent out by IWD**

Ms. Wahlert:

My office has received approximately 30 notices that assess penalties and interest for up to 3 years ago. In reviewing some of these notices, they have to do with keypunch errors in typing in social security numbers at Iowa Workforce Development.

These notices are erroneous and neither me nor my clients should have to spend the time and effort to respond to them. I spoke with someone at your office and their response was more or less too bad. They also admitted that IWD has had thousands of calls and emails regarding this matter.

I would appreciate it if you would call me at 319-310-1362 to discuss this matter.

Thank you

*Michael A. Greif, CPA, MTax  
Bohr, Dahm, Greif & Associates, P.C.  
1845 51<sup>st</sup> Street NE  
Cedar Rapids, IA 52402  
Telephone (319) 366-8400  
Fax (319) 366-8399  
Cell (319) 310-1362  
Website: [www.bdgcpas.com](http://www.bdgcpas.com)*

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**Message: Fwd: Recent Notices Sent out by IWD**

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**Case Information:**

Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:17 PM  
Item ID: 40861550  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **Fwd: Recent Notices Sent out by IWD**

**From** Wahlert, Teresa [IWD] **Date** Wednesday, September 18, 2013 4:56 PM  
**To** Wilkinson, Michael [IWD]  
**Cc**

---

Thousands??? Who is saying this??

- Teresa Wahlert

Begin forwarded message:

**From:** Mike Greif <[mgreif@bdgcpas.com](mailto:mgreif@bdgcpas.com)>  
**Date:** September 18, 2013, 4:19:00 PM CDT  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject: Recent Notices Sent out by IWD**

Ms. Wahlert:

My office has received approximately 30 notices that assess penalties and interest for up to 3 years ago. In reviewing some of these notices, they have to do with keypunch errors in typing in social security numbers at Iowa Workforce Development.

These notices are erroneous and neither me nor my clients should have to spend the time and effort to respond to them. I spoke with someone at your office and their response was more or less too bad. They also admitted that IWD has had thousands of calls and emails regarding this matter.

I would appreciate it if you would call me at 319-310-1362 to discuss this matter.

Thank you

*Michael A. Greif, CPA, MTax  
Bohr, Dahm, Greif & Associates, P.C.  
1845 51<sup>st</sup> Street NE  
Cedar Rapids, IA 52402  
Telephone (319) 366-8400  
Fax (319) 366-8399  
Cell (319) 310-1362  
Website: [www.bdgcpas.com](http://www.bdgcpas.com)*

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**Message: Re: Proplanner #314263**

---

**Case Information:**

Message Type: Exchange  
Message Direction: External, Outbound  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:17 PM  
Item ID: 40861547  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

**✉ Re: Proplanner #314263**

**From** Wahlert, Teresa [IWD] **Date** Friday, September 13, 2013 9:06 AM  
**To** Hedrick, Timothy [IWD]  
**Cc** Janet@klatt-assoc.com; Russell, Joyce [IWD]; Wilkinson, Michael [IWD]

---

I suggest we waive the penalty and interest due to our conversion time period with the new system.

- Teresa Wahlert

On Sep 12, 2013, at 3:22 PM, "Hedrick, Timothy [IWD]" <Timothy.Hedrick@iwd.iowa.gov> wrote:

> Janet -

>

> I have reviewed the account and corrected the SSN keying errors that caused the taxable wage errors. Currently no contributions are due for 4/10, 3/12, or 2/13 as you described. However, please see attached as the penalty for the late 4/11 will not be removed. The envelope was postmarked Feb 06, 2012 which is 6 days late according to our code. The envelope must be postmarked by the Due Date for the quarter in question which was Jan 31, 2012. The employer is responsible for \$0.06 in interest(daily interest was calculated at \$0.01 per day) and then the late report penalty of \$166.37 for that quarter for a total amount due of \$166.37.

>



> I will have you know that we are current on our POA's and the agents have been assigned to all employer accounts that are currently established in our system. It is your role as an agent to acknowledge the roles assigned by the employer within your profile. Once the roles have been acknowledged by the agent user then the accounts will appear on your agent homepage and you will have the access granted by the employer to employer account. If you are having trouble with this contact the myIowaUI Customer Service Team at 888-848-7442, select Option #3, then option #7 or Email: IWDuitax@iwd.iowa.gov. We currently have other staff assisting with call volume so if you call request that you speak directly with a Customer Service Rep they are most knowledgeable regarding the agent accounts.

>

> Thank you,

>

> Tim Hedrick

> State of Iowa - Field Audit Lead Worker

> Unemployment Insurance Services

>

>

>

> -----Original Message-----

> From: Russell, Joyce [IWD]

> Sent: Thursday, September 12, 2013 10:37 AM

> To: Hedrick, Timothy [IWD]; Brown, Stacey [IWD]

> Subject: FW: Proplanner #314263

> Importance: High

>

>

> -----Original Message-----

> From: Janet Brimeyer [<mailto:Janet@klatt-assoc.com>]

> Sent: Thursday, September 12, 2013 8:17 AM

> To: Russell, Joyce [IWD]

> Subject: FW: Proplanner #314263

>

> FYI

>

> -----Original Message-----

> From: Wahlert, Teresa [IWD] [<mailto:Teresa.Wahlert@iwd.iowa.gov>]

> Sent: Wednesday, September 11, 2013 5:51 PM

> To: Janet Brimeyer

> Subject: Re: Proplanner #314263

>

> Great high school!!

> It is correct that our processes have been out of date and prone to errors for some time. That is why we have invested in mechanization.

>

> As with most newly mechanized projects there are clean- up issues. When we find errors we are correcting them. No - we should not be billing for penalty and interest on errors or on balances people did not know they had.

> We are waiving those.

>

> However, we are not way behind. I apologize to customers we have inaccurate information on. The errors are caused by everyone - the business, the CPAs, the third party providers, the financial institutions we interface with, the agents, the programmers, and IWD.

>

> We fix them all - sometimes one at a time . If you would send me your issues I would be happy to see that they are all resolved.

>

> - Teresa Wahlert

>

> On Sep 11, 2013, at 3:50 PM, "Janet Brimeyer" <Janet@klatt-assoc.com<<mailto:Janet@klatt-assoc.com>>> wrote:

>

> This is is the second employer that has incorrect data on the website that I have checked. Who knows if all of our employers have forwarded us the notices?

>

> This employer had incorrect wage reports for:

>

> 4/2010: 2 social security numbers entered incorrectly - caused taxable wages to be overstated

>

> 3/2012: 1 social security number entered incorrectly - caused taxable wages to be overstated

>

> 2/2013: 1 social security number entered incorrectly - caused taxable wages to be overstated

>

> How can I justify billing my time to find the errors when no notices have been issued and it was not the clients fault that the data was input incorrectly?????

>

> I have called the My Iowa UI online number and have had several clients that I sent POA's for back on 7/25 and 8/2 and they were still not entered. The agent told me that they were entered but whoever entered them did not assign any roles to us an agent so they were not showing on our agent screen.

>

> Why should we have to spend our time checking up on Iowa Workforce? How can you justify billing any clients for penalties or interest if they have not been billed previously when they thought all along they were in compliance - just because your system was not up to date? We have called in the past to check on balances and were told that everything was way behind so we could not have even checked online



on our clients even if we/they had access.

>

> I am hoping you are hearing the same things from other service providers.

>

> If you would like to discuss this further you can call me at 515-232-5642.

>

> Janet Brimeyer

>

> P.S. I am a graduate of Wahlert High School in Dubuque

>

>

> <00314263.pdf>

**Message: Fwd: Proplanner #314263**

---

**Case Information:**

Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:16 PM  
Item ID: 40861532  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **Fwd: Proplanner #314263**

**From** Wahlert, Teresa [IWD] **Date** Wednesday, September 11, 2013 5:52 PM  
**To** Wilkinson, Michael [IWD]  
**Cc**

---

Your people should not be telling customers we are way behind - because we are not.

- Teresa Wahlert

Begin forwarded message:

**From:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Date:** September 11, 2013, 5:50:32 PM CDT  
**To:** Janet Brimeyer <[Janet@klatt-assoc.com](mailto:Janet@klatt-assoc.com)>  
**Subject: Re: Proplanner #314263**

Great high school!!

It is correct that our processes have been out of date and prone to errors for some time. That is why we have invested in mechanization.

As with most newly mechanized projects there are clean- up issues. When we find errors we are correcting them. No - we should not be billing for penalty and interest on errors or on balances people did not know they had. We are waiving those.

However, we are not way behind. I apologize to customers we have inaccurate information on. The errors are caused by everyone - the business, the CPAs, the third party providers, the financial institutions we interface with, the agents, the programmers, and IWD.

We fix them all - sometimes one at a time . If you would send me your issues I would be happy to see that they are all resolved.

- Teresa Wahlert

On Sep 11, 2013, at 3:50 PM, "Janet Brimeyer" <[Janet@klatt-assoc.com](mailto:Janet@klatt-assoc.com)> wrote:

This is is the second employer that has incorrect data on the website that I have checked. Who knows if all of our employers have forwarded us the notices?

This employer had incorrect wage reports for:

4/2010: 2 social security numbers entered incorrectly - caused taxable wages to be overstated

3/2012: 1 social security number entered incorrectly - caused taxable wages to be overstated

2/2013: 1 social security number entered incorrectly - caused taxable wages to be overstated

How can I justify billing my time to find the errors when no notices have been issued and it was not the clients fault that the data was input incorrectly?????

I have called the My Iowa UI online number and have had several clients that I sent POA's for back on 7/25 and 8/2 and they were still not entered. The agent told me that they were entered but whoever entered them did not assign any roles to us an agent so they were not showing on our agent screen.

Why should we have to spend our time checking up on Iowa Workforce? How can you justify billing any clients for penalties or interest if they have not been billed previously when they thought all along they were in compliance - just because your system was not up to date? We have called in the past to check on balances and were told that everything was way behind so we could not have even checked online on our clients even if we/they had access.

I am hoping you are hearing the same things from other service providers.

If you would like to discuss this further you can call me at 515-232-5642.

Janet Brimeyer

P.S. I am a graduate of Wahlert High School in Dubuque

---

**Message: FW: Heads up or FYI****Case Information:**

Message Type: Exchange  
 Message Direction: Internal  
 Case: IWD Senator Petersen Request - Version 3  
 Capture Date: 7/10/2014 1:32:01 PM  
 Item ID: 40861018  
 Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **FW: Heads up or FYI**

**From** Lewis, Devon [IWD]      **Date** Wednesday, June 12, 2013 10:07 PM  
**To** Hillary, Teresa [IWD]  
**Cc**

---

**From:** Wise, Debra [IWD]  
**Sent:** Wednesday, June 12, 2013 9:13 AM  
**To:** Lewis, Devon [IWD]  
**Subject:** RE: Heads up or FYI

I'm back =got back yesterday afternoon. Steve won't be back until Friday afternoon. Heard about some things that happened at the Friday meeting – but haven't had a chance to talk to Joe yet. Stopped at the office yesterday around 3:30 (from airport). He was not in his office and I had not been home yet, so I did not wait around for him yesterday.

---

**From:** Lewis, Devon [IWD]  
**Sent:** Wednesday, June 12, 2013 9:11 AM  
**To:** Wise, Debra [IWD]  
**Subject:** RE: Heads up or FYI

Ok thanks – I'll check it out. Are you two back already? Welcome back to the SOS. ;-)

---

**From:** Wise, Debra [IWD]  
**Sent:** Wednesday, June 12, 2013 9:09 AM  
**To:** Lewis, Devon [IWD]  
**Subject:** Heads up or FYI

Your hearing in 6-17 at 1 p.m. 05555- Christopher Hickey and Qwest – based on the testimony I received from the cl today regarding another employer, it looks like he earned 10X wages after he worked for Qwest and before he filed a claim for benefits.

---

**Message: decision**

---

**Case Information:**

Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:01 PM  
Item ID: 40861020  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **decision**

**From** Lewis, Devon [IWD]      **Date** Monday, June 17, 2013 2:42 PM  
**To** Hillary, Teresa [IWD]  
**Cc**

---

 **CWC - Reimbursable E.doc** (48 Kb HTML)

---

*Devon*



IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS

LARAMIE G  
SHAFFER  
  
704 VALLEY  
VIEW DR  
  
COUNCIL  
BLUFFS  
IA 51503-  
  
WINTERSET  
COMM  
SCHOOL DIST  
  
ATTN CANDI  
DOLE  
  
PO BOX 30  
  
WINTERSET  
IA 50273-0030

68-0157 (9-06) - 3091078 - EI

**APPEAL NO. 12A-UI-01040-LT**

**ADMINISTRATIVE LAW JUDGE**

**DECISION**

**APPEAL RIGHTS:**

**This Decision Shall Become Final**, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to:

*Employment Appeal Board*

*4<sup>th</sup> Floor – Lucas Building*

*Des Moines, Iowa 50319*

**OR**

*Fax Number: (515)281-7191*

The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.

**AN APPEAL TO THE BOARD SHALL STATE CLEARLY:**

The name, address and social security number of the claimant.

A reference to the decision from which the appeal is taken.

That an appeal from such decision is being made and such appeal is signed.

The grounds upon which such appeal is based.

YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.

**SERVICE INFORMATION:**



A true and correct copy of this decision was mailed to each of the parties listed.

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<b>LARAMIE G SHAFFER</b>			68-0157 (9-06) - 3091078 - EI
<b>Claimant</b>			<b>APPEAL NO. 12A-UI-01040-LT</b>
<b>WINTERSET DISTRICT</b>	<b>COMM</b>	<b>SCHOOL</b>	<b>ADMINISTRATIVE LAW JUDGE</b>
<b>Employer</b>			<b>DECISION</b>
			<b>OC: 01/01/12</b>
			<b>Claimant: Respondent (1)</b>

871 IAC 23.43(9)a – Combined Wage Claim Transfer of Wages

**STATEMENT OF THE CASE:**

Employer filed an appeal from the January 27, 2012 (reference 01) decision that did not relieve employer’s account from charges. After due notice was issued, a hearing was held by telephone conference call on February 22, 2012. Claimant responded but opted not to participate. Employer participated through human resources assistant Candice Dole. Employer’s Exhibit 1 was admitted to the record.

**ISSUE:**

The issue is whether the Iowa employer can be relieved of benefit charges on the combined wage claim.

**FINDINGS OF FACT:**

Having heard the testimony and having reviewed the evidence in the record, the administrative law judge finds: The employer has reimbursable tax status. Claimant most recently worked as a wrestling assistant coach and resigned the employment for the 2011-12 school year to move to Council Bluffs. Claimant filed a combined wage claim in Nebraska but earned wages from this Iowa employer.

**REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the claimant's separation would be disqualifying in Iowa but the employer, having reimbursable tax status, may not be relieved of charges.

Ref. 1, 164

871 IAC 23.43(9) provides in part:

(9) Combined wage claim transfer of wages.

a. Iowa employers whose wage credits are transferred from Iowa to an out-of-state paying state under the interstate reciprocal benefit plan as provided in Iowa Code section 96.20, will be liable for charges for benefits paid by the out-of-state paying state. No reimbursement so payable shall be charged against a contributory employer's account for the purpose of Iowa Code Section 96.7, unless wages so transferred are sufficient to establish a valid Iowa claim, and that such charges shall not exceed the amount that would have been charged on the basis of a valid Iowa claim. *However, an employer who is required by law or by election to reimburse the trust fund will be liable for charges against the employer's account for benefits paid by another state as required in Iowa Code section 96.8(5), regardless of whether the Iowa wages so transferred are sufficient or insufficient to establish a valid Iowa claim.* Benefit payments shall be made in accordance with the claimant's eligibility under the paying state's law. Charges shall be assessed to the employer which are based on benefit payments made by the paying state. (Emphasis supplied.)

Since employer has reimbursable status it may not be relieved of charges on this combined wage claim. Claimant's qualification and eligibility shall be determined by the state in which the claim was filed.

**DECISION:**

The January 27, 2012 (reference 01) decision is affirmed. Claimant's qualification and eligibility shall be determined by the state in which the claim was filed. Employer shall not be relieved of benefit charges.

---

Dévon M. Lewis

Administrative Law Judge

---

Decision Dated and Mailed

dml/

---

**Message: FW: 6/19-45 05280+05281+05282+05283.L (>30@hrg)--PLEASE RESEND**

**Case Information:**


Message Type: Exchange  
 Message Direction: Internal  
 Case: IWD Senator Petersen Request - Version 3  
 Capture Date: 7/10/2014 1:32:01 PM  
 Item ID: 40861021  
 Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **FW: 6/19-45 05280+05281+05282+05283.L (>30@hrg)--PLEASE RESEND**

**From** Lewis, Devon [IWD] **Date** Monday, June 17, 2013 4:00 PM  
**To** Wise, Steve [IWD]  
**Cc**

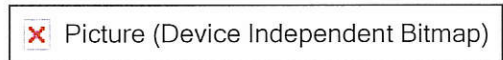
 [05280-1.L.doc](#) (57 Kb HTML)  [05281-1.L.doc](#) (48 Kb HTML)  [05282-1.L.doc](#) (57 Kb HTML)  
 [05283-1.L.doc](#) (48 Kb HTML)

<<05280-1.L.doc>> <<05281-1.L.doc>> <<05282-1.L.doc>> <<05283-1.L.doc>>

---

**From:** Shroyer, Paula [IWD]  
**Sent:** Monday, June 17, 2013 3:02 PM  
**To:** Lewis, Devon [IWD]  
**Subject:** RE: 6/19-45 05280+05281+05282+05283.L (>30@hrg)--PLEASE RESEND

Devon, See the box below in center – this is what I’m getting when I try to open these?????  
Maybe Steve will be able to figure it out??



---

**From:** Lewis, Devon [IWD]  
**Sent:** Monday, June 17, 2013 3:00 PM  
**To:** Shroyer, Paula [IWD]  
**Subject:** RE: 6/19-45 05280+05281+05282+05283.L (>30@hrg)--PLEASE RESEND

<< File: 05280.L.doc >> << File: 05281.L.doc >> << File: 05282.L.doc >> << File: 05283.L.doc >>

Let me know if this does not work – finally got IT issues resolved just before 2 pm!

---

**From:** Shroyer, Paula [IWD]  
**Sent:** Monday, June 17, 2013 7:36 AM  
**To:** Lewis, Devon [IWD]  
**Subject:** RE: 6/19-45 05280+05281+05282+05283.L (>30@hrg)--PLEASE RESEND

Devon, could you please resend these? For some reason they are not opening for me or printing – thanks!

-----Original Task-----

**Subject:** 6/19-45 05280+05281+05282+05283.L (>30@hrg)  
**Priority:** Normal

**Start date:** Mon 6/10/2013

**Due date:** Wed 6/19/2013

**Status:** Not Started

**% Complete:** 0%

**Actual work:** 0 hours

**Requested by:** Lewis, Devon [IWD]

<< File: 05280.L.doc >> << File: 05281.L.doc >> << File: 05282.L.doc >> << File: 05283.L.doc >>

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<p><b>LORI A PIERCE</b></p> <p><b>913 7<sup>TH</sup> AVE</b></p> <p><b>COUNCIL BLUFFS IA 51501-</b></p> <p><b>IOWA WORKFORCE DEVELOPMENT</b></p> <p><b>DEPARTMENT</b></p>	<p>68-0157 (9-06) - 3091078 - EI</p> <p style="text-align: center;"><b>APPEAL NO. 13A-UI-05280-LT</b></p> <p style="text-align: center;"><b>ADMINISTRATIVE LAW JUDGE</b></p> <p style="text-align: center;"><b>DECISION</b></p> <p><b>APPEAL RIGHTS:</b></p> <p><b>This Decision Shall Become Final</b>, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to:</p> <p style="text-align: center;"><i>Employment Appeal Board</i></p> <p style="text-align: center;"><i>4<sup>th</sup> Floor – Lucas Building</i></p> <p style="text-align: center;"><i>Des Moines, Iowa 50319</i></p> <p style="text-align: center;"><i>or</i></p> <p style="text-align: center;"><i>Fax Number: (515)281-7191</i></p> <p>The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.</p> <p>AN APPEAL TO THE BOARD SHALL STATE CLEARLY:</p> <p>The name, address and social security number of the claimant.</p> <p>A reference to the decision from which the appeal is taken.</p> <p>That an appeal from such decision is being made and such appeal is signed.</p> <p>The grounds upon which such appeal is based.</p> <p>YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.</p> <p><b>SERVICE INFORMATION:</b></p>
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A true and correct copy of this decision was mailed to each of the parties listed.

**IOA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<b>LORI A PIERCE</b>	68-0157 (9-06) - 3091078 - EI
<b>Claimant</b>	<b>APPEAL NO. 13A-UI-05280-LT</b>
<b>IOWA WORKFORCE DEVELOPMENT DEPARTMENT</b>	<b>ADMINISTRATIVE LAW JUDGE DECISION</b>
	<b>OC: 07/22/13</b>
	<b>Claimant: Appellant (1)</b>

Iowa Code § 96.19(20) Definition of an Exhaustee

Iowa Code § 96.6(2) – Timeliness of Appeal

**STATEMENT OF THE CASE:**

The claimant filed an appeal from the April 16, 2013 (reference 03) decision that denied Emergency Unemployment Compensation (EUC) benefits effective January 6, 2013 because of being eligible for a regular UI claim in Nebraska. After due notice was issued, a hearing was held by telephone conference call on June 10, 2013. Claimant participated. Department’s Exhibit D-1 was received.

**ISSUE:**

Is the claimant’s appeal was timely?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: A ineligibility decision was mailed to claimant's last known address of record on April 16, 2013. She received the decision within the appeal period. The decision contained a warning that an appeal must be postmarked or received by the Appeals Section by April 26, 2013. The appeal was not filed until May 3,



2013, which is after the date noticed on the ineligibility decision.

## REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow the administrative law judge concludes the claimant's appeal is untimely.

Ref. 22

The ten calendar days for appeal begins running on the mailing date. The "decision date" found in the upper right-hand portion of the representative's decision, unless otherwise corrected immediately below that entry, is presumptive evidence of the date of mailing. *Gaskins v. Unempl. Comp. Bd. of Rev.*, 429 A.2d 138 (Pa. Comm. 1981); *Johnson v. Bd. of Adjustment*, 239 N.W.2d 873, 92 A.L.R.3d 304 (Iowa 1976).

The record in this case shows that more than ten calendar days elapsed between the mailing date and the date this appeal was filed. The Iowa Supreme Court has declared that there is a mandatory duty to file appeals from representatives' decisions within the time allotted by statute, and that the administrative law judge has no authority to change the decision of a representative if a timely appeal is not filed. *Franklin v. Iowa Dep't of Job Serv.*, 277 N.W.2d 877, 881 (Iowa 1979). Compliance with appeal notice provisions is jurisdictional unless the facts of a case show that the notice was invalid. *Beardslee v. Iowa Dep't of Job Serv.*, 276 N.W.2d 373, 377 (Iowa 1979); see also *In re Appeal of Elliott*, 319 N.W.2d 244, 247 (Iowa 1982). The question in this case thus becomes whether the appellant was deprived of a reasonable opportunity to assert an appeal in a timely fashion. *Hendren v. Iowa Emp't Sec. Comm'n*, 217 N.W.2d 255 (Iowa 1974); *Smith v. Iowa Emp't Sec. Comm'n*, 212 N.W.2d 471, 472 (Iowa 1973). Pursuant to Iowa Admin. Code rules 871-26.2(96)(1) and 871-24.35(96)(1), appeals are considered filed when postmarked, if mailed. *Messina v. Iowa Dep't of Job Serv.*, 341 N.W.2d 52 (Iowa 1983).

The record shows that the appellant did have a reasonable opportunity to file a timely appeal. The administrative law judge concludes that failure to follow the clear written instructions to file a timely appeal within the time prescribed by the Iowa Employment Security Law *was not due to any Agency error or misinformation or delay or other action of the United States Postal Service* pursuant to Iowa Admin. Code r. 871-24.35(2). The administrative law judge further concludes that the appeal was not timely filed pursuant to Iowa Code § 96.6(2), and the administrative law judge lacks jurisdiction to make a determination with respect to the nature of the appeal. See, *Beardslee v. Iowa Dep't of Job Serv.*, 276 N.W.2d 373 (Iowa 1979) and *Franklin v. Iowa Dep't of Job Serv.*, 277 N.W.2d 877 (Iowa 1979).



**DECISION:**

The April 16, 2013 (reference 03) decision is affirmed. The appeal in this case was not timely, and the decision of the representative remains in effect.

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Dévon M. Lewis

Administrative Law Judge

---

Decision Dated and Mailed

dml/

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**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<p><b>LORI A PIERCE</b></p> <p><b>913 7<sup>TH</sup> AVE</b></p> <p><b>COUNCIL BLUFFS IA 51501-</b></p> <p><b>IOWA WORKFORCE DEVELOPMENT  DEPARTMENT</b></p>	<p>68-0157 (9-06) - 3091078 - EI</p> <p style="text-align: center;"><b>APPEAL NO. 13A-UI-05281-LT</b></p> <p style="text-align: center;"><b>ADMINISTRATIVE LAW JUDGE</b></p> <p style="text-align: center;"><b>DECISION</b></p> <p><b>APPEAL RIGHTS:</b></p> <p><b>This Decision Shall Become Final</b>, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to:</p> <p style="text-align: center;"><i>Employment Appeal Board</i></p> <p style="text-align: center;"><i>4<sup>th</sup> Floor – Lucas Building</i></p> <p style="text-align: center;"><i>Des Moines, Iowa 50319</i></p> <p style="text-align: center;"><i>or</i></p> <p style="text-align: center;"><i>Fax Number: (515)281-7191</i></p> <p>The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.</p> <p>AN APPEAL TO THE BOARD SHALL STATE CLEARLY:</p> <p>The name, address and social security number of the claimant.</p> <p>A reference to the decision from which the appeal is taken.</p> <p>That an appeal from such decision is being made and such appeal is signed.</p> <p>The grounds upon which such appeal is based.</p> <p>YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.</p> <p><b>SERVICE INFORMATION:</b></p>
--	---

A true and correct copy of this decision was mailed to each of the parties listed.
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**IOA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<b>LORI A PIERCE</b>	68-0157 (9-06) - 3091078 - EI
<b>Claimant</b>	<b>APPEAL NO. 13A-UI-05281-LT</b>
<b>IOWA WORKFORCE DEVELOPMENT</b>	<b>ADMINISTRATIVE LAW JUDGE</b>
<b>DEPARTMENT</b>	<b>DECISION</b>
	<b>OC: 07/22/13</b>
	<b>Claimant: Appellant (1)</b>

Iowa Code § 96.19(20) Definition of an Exhaustee

Iowa Code § 96.6(2) – Timeliness of Appeal

**STATEMENT OF THE CASE:**

The claimant filed an appeal from the April 18, 2013 (reference 04) decision that found the claimant overpaid benefits in the amount of \$12.93 because of the April 16, 2013 (reference 03) representative's decision that denied Emergency Unemployment Compensation (EUC) benefits effective January 6, 2013 because of being eligible for a regular UI claim in Nebraska. After due notice was issued, a hearing was held by telephone conference call on June 10, 2013. Claimant participated. Department's Exhibit D-1 was received.

**ISSUE:**

Is the claimant's appeal was timely?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: An overpayment decision was mailed to claimant's last known address of record on April 18, 2013. She received the decision within the appeal period. The decision contained a warning that an appeal must be postmarked or received by

the Appeals Section by April 28, 2013. The appeal was not filed until May 3, 2013, which is after the date noticed on the overpayment decision.

### **REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow the administrative law judge concludes the claimant's appeal is untimely.

Ref. 22

The ten calendar days for appeal begins running on the mailing date. The "decision date" found in the upper right-hand portion of the representative's decision, unless otherwise corrected immediately below that entry, is presumptive evidence of the date of mailing. *Gaskins v. Unempl. Comp. Bd. of Rev.*, 429 A.2d 138 (Pa. Comm. 1981); *Johnson v. Bd. of Adjustment*, 239 N.W.2d 873, 92 A.L.R.3d 304 (Iowa 1976).

The record in this case shows that more than ten calendar days elapsed between the mailing date and the date this appeal was filed. The Iowa Supreme Court has declared that there is a mandatory duty to file appeals from representatives' decisions within the time allotted by statute, and that the administrative law judge has no authority to change the decision of a representative if a timely appeal is not filed. *Franklin v. Iowa Dep't of Job Serv.*, 277 N.W.2d 877, 881 (Iowa 1979). Compliance with appeal notice provisions is jurisdictional unless the facts of a case show that the notice was invalid. *Beardslee v. Iowa Dep't of Job Serv.*, 276 N.W.2d 373, 377 (Iowa 1979); see also *In re Appeal of Elliott*, 319 N.W.2d 244, 247 (Iowa 1982). The question in this case thus becomes whether the appellant was deprived of a reasonable opportunity to assert an appeal in a timely fashion. *Hendren v. Iowa Emp't Sec. Comm'n*, 217 N.W.2d 255 (Iowa 1974); *Smith v. Iowa Emp't Sec. Comm'n*, 212 N.W.2d 471, 472 (Iowa 1973). Pursuant to Iowa Admin. Code rules 871-26.2(96)(1) and 871-24.35(96)(1), appeals are considered filed when postmarked, if mailed. *Messina v. Iowa Dep't of Job Serv.*, 341 N.W.2d 52 (Iowa 1983).

The record shows that the appellant did have a reasonable opportunity to file a timely appeal. The administrative law judge concludes that failure to follow the clear written instructions to file a timely appeal within the time prescribed by the Iowa Employment Security Law was *not due to any Agency error or misinformation or delay or other action of the United States Postal Service* pursuant to Iowa Admin. Code r. 871-24.35(2). The administrative law judge further concludes that the appeal was not timely filed pursuant to Iowa Code § 96.6(2), and the administrative law judge lacks jurisdiction to make a determination with respect to the nature of the appeal. See, *Beardslee v. Iowa Dep't of Job Serv.*, 276 N.W.2d 373 (Iowa 1979) and *Franklin v. Iowa Dep't of Job*

*Serv.*, 277 N.W.2d 877 (Iowa 1979).

**DECISION:**

The April 18, 2013 (reference 04) decision is affirmed. The appeal in this case was not timely, and the decision of the representative remains in effect.

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Dévon M. Lewis

Administrative Law Judge

---

Decision Dated and Mailed

dml/

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**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<p><b>LORI A PIERCE</b></p> <p><b>913 7<sup>TH</sup> AVE</b></p> <p><b>COUNCIL BLUFFS IA 51501-</b></p> <p><b>IOWA WORKFORCE DEVELOPMENT  DEPARTMENT</b></p>	<p>68-0157 (9-06) - 3091078 - EI</p> <p style="text-align: center;"><b>APPEAL NO. 13A-UI-05282-LT</b></p> <p style="text-align: center;"><b>ADMINISTRATIVE LAW JUDGE</b></p> <p style="text-align: center;"><b>DECISION</b></p> <p><b>APPEAL RIGHTS:</b></p> <p><b>This Decision Shall Become Final</b>, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to:</p> <p style="text-align: center;"><i>Employment Appeal Board</i></p> <p style="text-align: center;"><i>4<sup>th</sup> Floor – Lucas Building</i></p> <p style="text-align: center;"><i>Des Moines, Iowa 50319</i></p> <p style="text-align: center;"><i>or</i></p> <p style="text-align: center;"><i>Fax Number: (515)281-7191</i></p> <p>The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.</p> <p>AN APPEAL TO THE BOARD SHALL STATE CLEARLY:</p> <p>The name, address and social security number of the claimant.</p> <p>A reference to the decision from which the appeal is taken.</p> <p>That an appeal from such decision is being made and such appeal is signed.</p> <p>The grounds upon which such appeal is based.</p> <p>YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.</p> <p><b>SERVICE INFORMATION:</b></p>
--	---

A true and correct copy of this decision was mailed to each of the parties listed.
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**IOA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<b>LORI A PIERCE</b>	68-0157 (9-06) - 3091078 - EI
<b>Claimant</b>	<b>APPEAL NO. 13A-UI-05282-LT</b>
<b>IOWA WORKFORCE DEVELOPMENT</b>	<b>ADMINISTRATIVE LAW JUDGE</b>
<b>DEPARTMENT</b>	<b>DECISION</b>
	<b>OC: 07/22/13</b>
	<b>Claimant: Appellant (1)</b>

Iowa Code § 96.19(20) Definition of an Exhaustee

Iowa Admin. Code r. 871-24.19(1) – Determination and Review of Benefit Rights

Iowa Admin. Code r. 871-24.28(6-8) – Prior Adjudication

**STATEMENT OF THE CASE:**

The claimant filed an appeal from the April 24, 2013 (reference 05) decision that denied Emergency Unemployment Compensation (EUC) benefits effective January 6, 2013 because of being eligible for a regular UI claim in Nebraska benefits, which was also the same decision issued in the April 16, 2013 (reference 03) representative's decision that denied Emergency Unemployment Compensation (EUC) benefits effective January 6, 2013 because of being eligible for a regular UI claim in Nebraska. After due notice was issued, a hearing was held by telephone conference call on June 10, 2013. Claimant participated.

**ISSUE:**

Was the issue adjudicated in a prior representative's decision?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge

finds: The decision at issue has been adjudicated in a prior representative's decision and that decision has become final. See, 13A-UI-05280-LT.

### **REASONING AND CONCLUSIONS OF LAW:**

For the reasons that follow, the administrative law judge concludes the separation at issue has been adjudicated in a prior representative's decision and that decision has become final. See, 13A-UI-05280-LT.

Ref. 200

Iowa Admin. Code r. 871-24.19(1) provides:

Claims for benefits shall be promptly determined by the department on the basis of such facts as it may obtain. Notice of such determination shall be promptly given to each claimant and to any employer whose employment relationship with the claimant, or the claimant's separation therefrom, involves actual or potential disqualifying issues relevant to the determination. . . . The notice of appeal rights shall state clearly the place and manner for taking an appeal from the determination and the period within which an appeal may be taken. Unless the claimant or any other such party entitled to notice, within ten days after such notification was mailed to such claimant's last-known address, files with the department a written request for a review of or an appeal from such determination, such determination shall be final.

The issue presented was resolved in a prior representative's decision dated April 16, 2013 (reference 03) and that decision has become final. See, 13A-UI-05280-LT. The current decision, referring to the prior representative's decision for the same reason and period of ineligibility, is affirmed.

### **DECISION:**

The April 24, 2013 (reference 05) decision is affirmed. The prior decision dated April 16, 2013 (reference 03) that denied Emergency Unemployment Compensation (EUC) benefits effective January 6, 2013 because of being eligible for a regular UI claim in Nebraska benefits remains in effect.

---

Dévon M. Lewis

Administrative Law Judge

---



Decision Dated and Mailed

dml/

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**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<p><b>LORI A PIERCE</b></p> <p><b>913 7<sup>TH</sup> AVE</b></p> <p><b>COUNCIL BLUFFS IA 51501-</b></p> <p><b>IOWA WORKFORCE DEVELOPMENT</b></p> <p><b>DEPARTMENT</b></p>	<p>68-0157 (9-06) - 3091078 - EI</p> <p style="text-align: center;"><b>APPEAL NO. 13A-UI-05283-LT</b></p> <p style="text-align: center;"><b>ADMINISTRATIVE LAW JUDGE</b></p> <p style="text-align: center;"><b>DECISION</b></p> <p><b>APPEAL RIGHTS:</b></p> <p><b>This Decision Shall Become Final</b>, unless within fifteen (15) days from the date below, you or any interested party appeal to the Employment Appeal Board by submitting either a signed letter or a signed written Notice of Appeal, directly to:</p> <p style="text-align: center;"><i>Employment Appeal Board</i></p> <p style="text-align: center;"><i>4<sup>th</sup> Floor – Lucas Building</i></p> <p style="text-align: center;"><i>Des Moines, Iowa 50319</i></p> <p style="text-align: center;"><i>or</i></p> <p style="text-align: center;"><i>Fax Number: (515)281-7191</i></p> <p>The appeal period will be extended to the next business day if the last day to appeal falls on a weekend or a legal holiday.</p> <p>AN APPEAL TO THE BOARD SHALL STATE CLEARLY:</p> <p>The name, address and social security number of the claimant.</p> <p>A reference to the decision from which the appeal is taken..</p> <p>That an appeal from such decision is being made and such appeal is signed.</p> <p>The grounds upon which such appeal is based.</p> <p>YOU MAY REPRESENT yourself in this appeal or you may obtain a lawyer or other interested party to do so provided there is no expense to Workforce Development. If you wish to be represented by a lawyer, you may obtain the services of either a private attorney or one whose services are paid for with public funds. It is important that you file your claim as directed, while this appeal is pending, to protect your continuing right to benefits.</p> <p><b>SERVICE INFORMATION:</b></p>
---	--

A true and correct copy of this decision was mailed to each of the parties listed.
--

**IOA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

<b>LORI A PIERCE</b>	68-0157 (9-06) - 3091078 - EI
<b>Claimant</b>	<b>APPEAL NO. 13A-UI-05283-LT</b>
<b>IOWA WORKFORCE DEVELOPMENT</b>	<b>ADMINISTRATIVE LAW JUDGE</b>
<b>DEPARTMENT</b>	<b>DECISION</b>
	<b>OC: 07/22/13</b>
	<b>Claimant: Appellant (1)</b>

Iowa Code § 96.3(7) - Recovery of Benefit Overpayment

**STATEMENT OF THE CASE:**

The claimant appealed the April 26, 2013 (reference 07), decision that concluded the claimant was overpaid unemployment insurance benefits in the amount of \$1,321.00 for the six week period ending April 6, 2013 as a result of an ineligibility decision that denied Emergency Unemployment Compensation (EUC) benefits effective January 6, 2013 because of being eligible for a regular UI claim in Nebraska benefits. A telephone hearing was held on June 10, 2013, pursuant to due notice. The claimant participated.

**ISSUE:**

Is the claimant overpaid benefits?

**FINDINGS OF FACT:**

Having reviewed all of the evidence in the record, the administrative law judge finds: The overpayment issue in this case was created by an ineligibility decision that has now been affirmed. Claimant did receive benefits in the gross amount of \$1,321.00.

**REASONING AND CONCLUSIONS OF LAW:**

The administrative law judge concludes claimant has been overpaid benefits for the period in question.

Ref. 41

The administrative law judge understands the claimant's frustration about the conflicting and misinformation, but must conclude that the claimant has been overpaid unemployment insurance benefits in the amount of \$1,321.00 pursuant to Iowa Code § 96.3(7) as the ineligibility decision that created the overpayment decision has been affirmed.

**DECISION:**

The April 26, 2013 (reference 07) decision is affirmed. The claimant has been overpaid unemployment insurance benefits in the gross amount of \$1,321.00 to which she was not entitled and those benefits must be recovered in accordance with Iowa law.

---

Dévon M. Lewis

Administrative Law Judge

---

Decision Dated and Mailed

dml/

Message: RE: Online reporting-weekly claim/IVR

Case Information:

Message Type: Exchange
Message Direction: Internal
Case: IWD Senator Petersen Request - Version 3
Capture Date: 7/10/2014 1:32:47 PM
Item ID: 40862152
Policy Action: Not Specified

Mark History:

No reviewing has been done

Policies:

No Policies attached

RE: Online reporting-weekly claim/IVR

From Nwizu, Hyginus [IWD] Date Monday, March 10, 2014 10:55 AM
To Wilkinson, Michael [IWD]; Hammond, Simona [IWD]; Gomez, Carmen [IWD]; Gannon, David [IWD]
Cc Roovaart, Michelle [IWD]; Cooper, Renee [IWD]; Eklund, David [IWD]; Boten, Brenda [IWD]; West, Ryan [IWD]

image001.gif (3 Kb HTML) image002.jpg (3 Kb HTML)

This issue has been resolved and refreshed in production.

From: Wilkinson, Michael [IWD]
Sent: Monday, March 10, 2014 10:08 AM
To: Hammond, Simona [IWD]; Gomez, Carmen [IWD]; Gannon, David [IWD]
Cc: Roovaart, Michelle [IWD]; Cooper, Renee [IWD]; Eklund, David [IWD]; Boten, Brenda [IWD]; West, Ryan [IWD]; Nwizu, Hyginus [IWD]
Subject: RE: Online reporting-weekly claim/IVR

Thank you Simona.

Dave and Chuks, I will stop up in a couple hours to see how it is going.

From: Hammond, Simona [IWD]
Sent: Monday, March 10, 2014 10:05 AM
To: Wilkinson, Michael [IWD]; Gomez, Carmen [IWD]; Gannon, David [IWD]
Cc: Roovaart, Michelle [IWD]; Cooper, Renee [IWD]; Eklund, David [IWD]; Boten, Brenda [IWD]; West, Ryan [IWD]
Subject: RE: Online reporting-weekly claim/IVR

- Work status: laid off, no earnings for w/e 03/08/14
No work, no wages, vacation, holiday or pension;
Able and available -yes; job refusal - no; 2 in person job contacts;
Temporary layoff; no earnings;
Able and available-Yes ; job refusal - no;
Temporary layoff; no earnings;
Able and available-Yes ; job refusal - no;
Temporary layoff; no earnings;
Able and available-Yes ; job refusal - no;

From: Wilkinson, Michael [IWD]
Sent: Monday, March 10, 2014 9:52 AM
To: Hammond, Simona [IWD]; Gomez, Carmen [IWD]; Gannon, David [IWD]
Cc: Roovaart, Michelle [IWD]; Cooper, Renee [IWD]; Eklund, David [IWD]; Boten, Brenda [IWD]; West, Ryan [IWD]
Subject: RE: Online reporting-weekly claim/IVR

Yes, thank you.

From: Hammond, Simona [IWD]
Sent: Monday, March 10, 2014 9:51 AM
To: Wilkinson, Michael [IWD]; Gomez, Carmen [IWD]; Gannon, David [IWD]
Cc: Roovaart, Michelle [IWD]; Cooper, Renee [IWD]; Eklund, David [IWD]; Boten, Brenda [IWD]; West, Ryan [IWD]
Subject: RE: Online reporting-weekly claim/IVR

I ended up entering the weeks for all of them so I already know what their work status is for last week and how they answered the questions. I can put that in an email in a minute. Is that all that is needed?

**From:** Wilkinson, Michael [IWD]  
**Sent:** Monday, March 10, 2014 9:45 AM  
**To:** Hammond, Simona [IWD]; Gomez, Carmen [IWD]; Gannon, David [IWD]  
**Cc:** Roovaart, Michelle [IWD]; Cooper, Renee [IWD]; Eklund, David [IWD]; Boten, Brenda [IWD]; West, Ryan [IWD]  
**Subject:** RE: Online reporting-weekly claim/IVR

Simona, would you call them back and see how they were responding and get that to Dave Gannon and Chuks in the next 30 minutes? Thank you.

**From:** Hammond, Simona [IWD]  
**Sent:** Monday, March 10, 2014 9:13 AM  
**To:** Gomez, Carmen [IWD]; Gannon, David [IWD]  
**Cc:** Moen, Martin [IWD]; Tobis, Shelli [IWD]; Bateman, Gary [IWD]; Koonce, Kerry [IWD]; Wilkinson, Michael [IWD]; Roovaart, Michelle [IWD]; Cooper, Renee [IWD]; Eklund, David [IWD]; Boten, Brenda [IWD]; West, Ryan [IWD]  
**Subject:** RE: Online reporting-weekly claim/IVR

MILNER, LARRY, C 2410  
 GILBERG, DEE A 0034  
 ANTHONY, ROBERT E 9741  
 WALSH, BILLY E 6661  
 HARRIS, SCOTT W 7853

**From:** Gomez, Carmen [IWD]  
**Sent:** Monday, March 10, 2014 9:06 AM  
**To:** Gannon, David [IWD]  
**Cc:** Hammond, Simona [IWD]; Moen, Martin [IWD]; Tobis, Shelli [IWD]; Bateman, Gary [IWD]; Koonce, Kerry [IWD]; Wilkinson, Michael [IWD]; Roovaart, Michelle [IWD]; Cooper, Renee [IWD]; Eklund, David [IWD]; Boten, Brenda [IWD]; West, Ryan [IWD]  
**Subject:** FW: Online reporting-weekly claim/IVR  
**Importance:** High

Dave – are you working on this or Shelli and do you need this information?  
 Both IVR and online are having the same issues not letting claimants file.  
 If you need this information – I will have Simona provide you with what you need ASAP – please let us know.

Thank you,  
*Carmen Gomez*  
 Customer Service Bureau Chief  
 Iowa Workforce Development  
 1000 E Grand Avenue | Des Moines, IA | 50319  
 Phone: 515-281-5981 | 515-720-4686 | Fax: 515-281-4698

**From:** Tobis, Shelli [IWD]  
**Sent:** Monday, March 10, 2014 9:01 AM  
**To:** Hammond, Simona [IWD]; IWD-HelpDesk  
**Cc:** Martin Moen; Gomez, Carmen [IWD]  
**Subject:** RE: Online reporting-weekly claim

Do you have some examples that we can turn over to our developers: e.g. claimants name and ssn and the week / dates / that are the problem? Contact information would be helpful to [redacted]

*Shelli*

**From:** Hammond, Simona [IWD]  
**Sent:** Monday, March 10, 2014 8:40 AM  
**To:** IWD-HelpDesk  
**Cc:** Martin Moen; Gomez, Carmen [IWD]  
**Subject:** Online reporting-weekly claim

Good Morning,  
 I had several calls this morning where the claimants did the weekly reporting online and it did not go through. They indicated it lets them file and then when they log out and log back in the week is not there. I know the VRU is down but apparently online reporting does not work either.  
 Thank you,

**Simona Hammond**  
**Iowa Workforce Development**  
**515-725-3764**

Description:  
 Description:  
 telegraphic



**Message: Fwd: Reference manual****Case Information:**

Message Type: Exchange  
 Message Direction: Internal  
 Case: IWD Senator Petersen Request - Version 3  
 Capture Date: 7/10/2014 1:32:27 PM  
 Item ID: 40861732  
 Policy Action: Not Specified

**Mark History:**


No reviewing has been done

**Policies:**

No Policies attached



✉ **Fwd: Reference manual**

**From** Wahlert, Teresa [IWD]      **Date** Friday, November 01, 2013 3:03 PM  
**To** Castillo, Lisa [IWD]  
**Cc** 

 [=====ALJ Desk Manual TABLE OF CONTENTS - Topic Draws=====.doc](#) (39 Kb HTML)  
 [ATT00001.htm](#) (1 Kb HTML)

Please print for me

- Teresa Wahlert

Begin forwarded message:

**From:** "Lewis, Devon [IWD]" <[Devon.Lewis@iwd.iowa.gov](mailto:Devon.Lewis@iwd.iowa.gov)>  
**Date:** November 1, 2013 at 3:01:33 PM CDT  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject: RE: Reference manual**

Here it is. The red ALJ initials (including Nic O) are at the beginning of their topic assignment and cover everything down to the next set of red ALJ initials. I'm feeling noticeably better every day. Have a good weekend.

Dévon

-----Original Message-----

From: Wahlert, Teresa [IWD]  
 Sent: Friday, November 01, 2013 2:46 PM  
 To: Lewis, Devon [IWD]  
 Subject: Reference manual

When you feel better please send me which ALJs have which topics to be developing - thx

- Teresa Wahlert

## ALJ DESK MANUAL – TABLE OF CONTENTS

### Able to & Available for Work (Eligibility)DL

Failure to Report

LOA

Medical

On-Call Employment

Partial Unemployment

Reasonable Assurance

Reemployment Services

Work Search

### Additional Programs JT

DAT

DUA

EUCU

TEB

TEUC

TRA

### ALR Annotations LD

### Business Closure LD

### Charges DW

Government contributory

Relief – DAT, EUC, Disaster

Requalification



Rule of two affirmances

Supplemental employment

Sole purpose

Citations

Claim **BS**

Backdate

Cancellation

CWC

Monetary Eligibility

Reemployment Services

Retroactive

Decisions **DW**

Decisions – OTR/Default

Decisions – Writing

Disability/Reasonable Accommodation **DW**

Discharge/Misconduct (Disqualification)**RS**

General/Definition

Absenteeism **VS**

Current Act **RS**

Deferred Judgment/Alford Plea

Dependent Abuse – Adult

Dependent Abuse – Child **RS**

Drug Test – Federal **VS**

Drug Test – State

Drug Treatment

Fighting/Threats JT

Gross Misconduct

Harassment

Insubordination

Language/Verbal Abuse

License Revocation

Medical

Off-Duty Conduct

Requalification LD

Safety Rule

Sleeping on the Job

Suspension

Theft/Misappropriation

Union Activity

Work Performance/Trial Period

Employment

Evidence NO

General

Burden of Proof

Credibility

Hearsay

Polygraph

Privilege

Self-Incrimination

Federal **JE**

UCFE

UCX

Filing **SA**

Protests

Timeliness

Judicial Ethics **BH**

General

Ex Parte Communication

Recusal

Labor **NO**

Labor Disputes

Union/Collective Bargaining

Layoff **BS**

Miscellaneous

Monetary Eligibility **MM**

Dependents, High Qtr., 2d Benefit Yr

Orders **MM**

Overpayment/Payment **SW**

Benefit Deductions

Overpay – Double Affirmance

Overpay – Equitable Estoppel

Overpay – Waiver/Penalty

Retirement **NO**

Severance/Vacation/PTO

Procedure **JE**

Continuance/Postponement

Discovery

Due Process

Estoppel

Hearings

General

Opening Statement

Representation

Witnesses, Interpreters

Remands **BH**

Res Judicata

Statutory Construction

Withdrawal

Protective Orders **SW**

Requalification/Back Pay **BH**

Tax – E Contributions, Charges, **SA**

& Reimbursements

Income Tax Offset

Independent Kor/Employee

Successorship

Voluntary Quit (Disqualification) **TN**

General/Other

Abandonment

Change K of Hire

Disparate Treatment

Emergency

Forced Resignation

In Lieu of Discharge **DL**

Intolerable/Detrimental

Harassment

Medical

Work related

Non-work related **RS**

Pregnancy

FMLA

Other Employment

Part-Time/Supplemental **DL**

Resignation & Acceptance **RS**

Spouse

Temporary Employment

Working Conditions

Wages **TH**

Workers' Compensation **MM**

Work Refusal (Disqualification) **TN**

**Message: RE: Tip Sheet for off duty conduct****Case Information:**

Message Type: Exchange  
 Message Direction: Internal  
 Case: IWD Senator Petersen Request - Version 3  
 Capture Date: 7/10/2014 1:32:28 PM  
 Item ID: 40861773  
 Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **RE: Tip Sheet for off duty conduct**

<b>From</b>	Mormann, Marlon [IWD]	<b>Date</b>
		Monday, November 11, 2013 6:33 PM
<b>To</b>	Hendricksmeier, Bonny [IWD]; Ackerman, Susan [IWD]; Donner, Lynette [IWD]; Elder, Julie [IWD]; Hillary, Teresa [IWD]; Lewis, Devon [IWD]; Nice, Terence [IWD]; Scheetz, Beth [IWD]; Stephenson, Randall [IWD]; Timberland, James [IWD]; Wise, Debra [IWD]; Wise, Steve [IWD]	
<b>Cc</b>		

How about the face book cases. Any guidance from those?

And set forth examples of language that might work for each of the three tips.

**Marlon Mormann, Administrative Law Judge**  
**515-265-3512**

---

**From:** Hendricksmeier, Bonny [IWD]  
**Sent:** Saturday, November 09, 2013 2:02 PM  
**To:** Ackerman, Susan [IWD]; Donner, Lynette [IWD]; Elder, Julie [IWD]; Hillary, Teresa [IWD]; Lewis, Devon [IWD]; Mormann, Marlon [IWD]; Nice, Terence [IWD]; Scheetz, Beth [IWD]; Stephenson, Randall [IWD]; Timberland, James [IWD]; Wise, Debra [IWD]; Wise, Steve [IWD]  
**Subject:** Tip Sheet for off duty conduct

The director has ordered me to do a tip sheet for employers about employees discharged for off duty conduct. I submitted the attached but she feels there needs to be more. I'm not sure more what.

Please give me your input in case I have missed something. I can only find Kleidosty as a case defining the parameters of employer policy for discharge for off duty conduct that is not somehow work related as in Cook.

**Message: Fwd: tip sheet**

---

**Case Information:**


Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:28 PM  
Item ID: 40861781  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done


**Policies:**

No Policies attached

 **Fwd: tip sheet**

**From** Wahlert, Teresa [IWD]      **Date** Wednesday, November 20, 2013 2:28 AM  
**To** Castillo, Lisa [IWD]  
**Cc**

---

 [tipsheet.doc](#) (32 Kb HTML)    [ATT00001.htm](#) (1 Kb HTML)

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Please print

- Teresa Wahlert

Begin forwarded message:

**From:** "Hendricksmeier, Bonny [IWD]" <[Bonny.Hendricksmeier@iwd.iowa.gov](mailto:Bonny.Hendricksmeier@iwd.iowa.gov)>  
**Date:** November 15, 2013 at 7:00:42 AM CST  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject:** tip sheet



### Off Duty Conduct

Off duty conduct must be "work related" if it is to be grounds for discharge and disqualification for misconduct. That is, it must have a direct, negative effect on the employer. *Diggs v. Employment Appeal Board*, 478 N.W.2d 432 (Iowa App. 1991).

In order for an employer to show that its employee's off-duty activities rise to the level of misconduct in connection with the employment, the employer must show by a preponderance of the evidence:

[T]hat the employee's conduct (1) had some nexus with the work; (2) resulted in some harm to the employer's interest, and (3) was in fact conduct which was (a) violative of some code of behavior impliedly contracted between employer and employee, and (b) done with intent or knowledge that the employer's interest would suffer.

*Dray v. Director*, 930 S.W.2d 390 (Ark. App. 1996); *In re Kotrba*, 418 N.W.2d 313 (SD 1988), quoting *Nelson v. Department of Employment Security*, 655 P.2d 242 (WA 1982); 76 Am. Jur. 2d, Unemployment Compensation §§77-78.

A driver who loses their license for off duty drunk driving or other traffic violations, has created a direct negative effect on the employer. Also, too many traffic violations can cause an employer's insurance carrier to refuse to cover the driver, also a direct negative effect.

The same is true for any loss of license or certification which an employee must have in order to perform the required work duties.

Recently "Facebook" issues have resulted in disqualification. Negative comments made on social media about the employer have a tangible negative effect. The same is true of negative comments about co-workers which result in a hostile work environment and bullying.

Disqualification for off-duty conduct which does not have a direct negative effect is guided by the decision in *Kleidosty v. Employment Appeal Board*, 482 N.W.2d 416 (Iowa 1992). In that case the claimant was disqualified from unemployment benefits as a result of her being convicted of selling cocaine off duty at her home. That case rested on the employer's policy specifically prohibiting any "illegal, immoral or indecent conduct" on or off the premises and whether or not on company time.

The Supreme Court emphasized this specific rule as the reason for the disqualification. The rule was broad, general and all encompassing. The claimant was disqualified for violating that rule, not because of selling the cocaine per se.

*Kleidosty* did not require a showing of adverse impact on the employer, simply a violation the rule prohibiting illegal, immoral or indecent conduct.

#### TIPS:

**ONE:** Have a policy which is all encompassing and very general such as the employer in the *Kleidosty* case, and not a policy which is limited to "time or place." A rule prohibiting "illegal, immoral or indecent conduct."

**TWO:** The policy should state clearly what will happen to the employee for violation of the rule, such as "Subject to immediate discharge" or "Disciplinary action up to and including discharge."

**THREE:** Firmly establish the employee has received the policy. This is best accomplished by having employees sign and date a form which acknowledges they have received the employee handbook and are responsible for the contents. This should be done again whenever the employee handbook is updated.

---

**Message: Re: ALJ staff meeting**

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**Case Information:**

Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:05 PM  
Item ID: 40861152  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **Re: ALJ staff meeting**

**From** Wahlert, Teresa [IWD]      **Date** Wednesday, July 17, 2013 5:21 PM  
**To** Hillary, Teresa [IWD]  
**Cc**

---

No issues

- Teresa Wahlert

On Jul 17, 2013, at 4:53 PM, "Hillary, Teresa [IWD]" <[Teresa.Hillary@iwd.iowa.gov](mailto:Teresa.Hillary@iwd.iowa.gov)> wrote:

The clerical staff have asked to be allowed to attend the alj staff meeting on Thursday after our training session. I would like to let them see what happens there and how discussion is handled, but said I would check with you. Pls let me know if you have any issues with the clerks attending this Thursday's alj staff meeting.

Thank much  
Teresa Hillary

**Message: ALJ Steve Wise**

---

**Case Information:**

Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:07 PM  
Item ID: 40861204  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **ALJ Steve Wise**

**From** Wahlert, Teresa [IWD]      **Date** Wednesday, July 24, 2013 1:35 PM  
**To** Wise, Steve [IWD]  
**Cc**

---

**Message: Re: ALJ performance evals**

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**Case Information:**

Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:08 PM  
Item ID: 40861231  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **Re: ALJ performance evals**

**From** Wahlert, Teresa [IWD]      **Date** Monday, July 29, 2013 1:16 PM  
**To** Hillary, Teresa [IWD]  
**Cc** Castillo, Lisa [IWD]

---

She will be back on Tuesday

- Teresa Wahlert

On Jul 29, 2013, at 12:33 PM, "Hillary, Teresa [IWD]" <[Teresa.Hillary@iwd.iowa.gov](mailto:Teresa.Hillary@iwd.iowa.gov)> wrote:

Lisa,

I just learned from Joni that you have all the ALJ files at your desk. I have a page to add for each ALJ. Can you let me know when you're back at your desk, and I will bring them over.

Thanks much

**Teresa K. Hillary**

Iowa Workforce Development  
1000 E Grand Avenue  
Des Moines IA 50319

Phone: 515.725.2683  
FAX: 515.242.5144

**Message: Fwd: ALJs and IWorks**

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**Case Information:**

Message Type: Exchange  
Message Direction: Internal  
Case: IWD Senator Petersen Request - Version 3  
Capture Date: 7/10/2014 1:32:09 PM  
Item ID: 40861261  
Policy Action: Not Specified

**Mark History:**

No reviewing has been done

**Policies:**

No Policies attached

 **Fwd: ALJs and IWorks**

**From** Wahlert, Teresa [IWD] **Date** Monday, August 05, 2013  
1:05 PM  
**To** Lewis, Devon [IWD]; Wise, Steve  
[IWD]  
**Cc**

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 [image001.jpg](#) (3 Kb HTML)

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FYI

- Teresa Wahlert

Begin forwarded message:

**From:** "Adams, Lori [IWD]" <[Lori.Adams@iwd.iowa.gov](mailto:Lori.Adams@iwd.iowa.gov)>  
**Date:** August 5, 2013, 12:36:14 PM CDT  
**To:** "Benson, Joni [IWD]" <[Joni.Benson@iwd.iowa.gov](mailto:Joni.Benson@iwd.iowa.gov)>  
**Cc:** "Hillary, Teresa [IWD]" <[Teresa.Hillary@iwd.iowa.gov](mailto:Teresa.Hillary@iwd.iowa.gov)>, "Nilles, Chris [IWD]" <[Christine.Nilles@iwd.iowa.gov](mailto:Christine.Nilles@iwd.iowa.gov)>  
**Subject: RE: ALJs and IWorks**

Chris is available on August 29 (looks like all day), and on Sept. 12 in the afternoon.

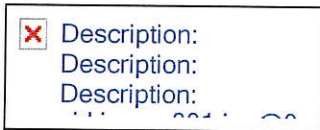
The training could be as long as you want it to be, but I would recommend two hours. She normally does this in an all-day setting, but that's for people who are using IWorks as a case management tool. The ALJs would be using it as an information resource, and not for data entry or expense allowance authorization. Hands on training would be the best, so the ICN room would be my



recommendation. Otherwise she can train in Stanley using the SmartBoard.

*Lori Adams, CPM*

Division Administrator/Workforce Services  
Iowa Workforce Development  
1000 East Grand Avenue  
Des Moines, IA 50319  
Phone: (515) 281-9322  
Cell: (515) 418-5058  
Email: [lori.adams@iwd.iowa.gov](mailto:lori.adams@iwd.iowa.gov)



*Please consider the environment before printing this e-mail.*

---

**From:** Benson, Joni [IWD]  
**Sent:** Monday, August 05, 2013 10:21 AM  
**To:** Adams, Lori [IWD]  
**Cc:** Hillary, Teresa [IWD]  
**Subject:** FW: ALJs and IWorks  
**Importance:** High

Lori,

I received this from Director Wahlert and Teresa Hillary in on vacation this week. Can you give me some information as to how long the training would be? Do we need the ICN room? Etc.

August 29<sup>th</sup> is the earliest ALJ Staff meeting we have set up for the afternoon. Although, I have 3 judges on vacation that week. As of now, I have all ALJs working on Thursday, Sept. 12<sup>th</sup> and we have an ALJ staff meeting that afternoon.

Of course, I will need to run this past Teresa H. before anything can be definitely set. Can you see if Chris Niles would be available on those dates?

Joni

---

**From:** Benson, Joni [IWD]  
**Sent:** Monday, August 05, 2013 9:43 AM  
**To:** Ackerman, Susan [IWD]; Donner, Lynette [IWD]; Elder, Julie [IWD]; Hendricksmeyer, Bonny [IWD]; Hillary, Teresa [IWD]; Lewis, Devon [IWD]; Mormann, Marlon [IWD]; Nice, Terence [IWD]; Scheetz, Beth [IWD]; Seeck, Vicki [IWD]; Stephenson, Randall [IWD]; Timberland, James [IWD]; Wise, Debra [IWD]; Wise, Steve [IWD]  
**Subject:** FW: ALJs and IWorks  
**Importance:** High

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**From:** Wahlert, Teresa [IWD]  
**Sent:** Monday, August 05, 2013 9:28 AM  
**To:** Benson, Joni [IWD]  
**Subject:** Fwd: ALJs and IWorks

Please share with the ALJs

- Teresa Wahlert

Begin forwarded message:

**From:** "Adams, Lori [IWD]" <[Lori.Adams@iwd.iowa.gov](mailto:Lori.Adams@iwd.iowa.gov)>  
**Date:** August 4, 2013, 10:27:11 PM CDT  
**To:** "Wahlert, Teresa [IWD]" <[Teresa.Wahlert@iwd.iowa.gov](mailto:Teresa.Wahlert@iwd.iowa.gov)>  
**Subject:** FW: ALJs and IWorks

I have entered the IWork accesses for all of the ALJs on this list. Please let me know when you would like Chris Nilles to show them how to use it for their job purposes.

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**From:** Benson, Joni [IWD]  
**Sent:** Friday, August 02, 2013 11:46 AM  
**To:** Adams, Lori [IWD]  
**Subject:** RE: ALJs and IWorks

This should do the trick. Let me know if you need anything else.

---

**From:** Adams, Lori [IWD]  
**Sent:** Friday, August 02, 2013 8:50 AM  
**To:** Benson, Joni [IWD]  
**Subject:** FW: ALJs and IWorks

Joni – can you give me a list of all of the ALJs and their phone numbers? Thanks!

*Lori Adams, CPM*  
Division Administrator/Workforce Services  
Iowa Workforce Development  
1000 East Grand Avenue  
Des Moines, IA 50319  
Phone: (515) 281-9322  
Cell: (515) 418-5058  
Email: [lori.adams@iwd.iowa.gov](mailto:lori.adams@iwd.iowa.gov)

- [Image 1](#)
- [Image 2](#)
- [Image 3](#)
- [Image 4](#)

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## Image 1

1

### **MINUTES OF THE DAS STAKEHOLDER MEETING: September 9, 2013**

*The first quarterly DAS Stakeholder Meeting was held on Monday, September 9, 2013, in Conference Rooms 5 and 6 on A-Level of the Hoover Building in Des Moines, Iowa. Michelle Minnehan, Chief Operating Officer of the Department of Administrative Services – Human Resources Enterprise (DAS-HRE), began the meeting at 1:30 p.m.*

**PRESENT:**

Austin, Karen Treasurer's Office

Axne, Cindy Natural Resources

Burkhart, Kayli Education

Chen, Angela Homeland Security and Emergency Management  
Churchill, Susan DAS-HRE, responsible for taking meeting minutes  
Clabaugh, Gerd Department of Public Health

Clary, Ann Secretary of State

Conrad, Joan Commerce, Utilities Board

Cooper, Judi Commerce, Utilities Board

Coulter, Matt Vocational Rehabilitation

Cutler-Bermudez, Penny Veterans Home  
Deaton, Marty Public Safety

Graham, Terry Governor's Office of Drug Control Policy  
Grimm, Rita Economic Development

Harshberger, Melissa Economic Development  
Harvey, Steve Iowa Finance Authority

Hase, Susan Human Services

Holland, Ed DAS-HRE

Holmes, Jessica Revenue

Houston, Kris Iowa Public Television

Iversen, Tim Commerce, Alcoholic Beverages Division

Iverson, Darla IPERS

Johnson, Jan Commerce, Credit Union Division

Johnson, Mark Iowa Communications Network  
Joseph, Jill Veterans Affairs

Kramer, Chris Cultural Affairs



Leeper, Julie College Aid Commission  
Minnehan, Michelle DAS-HRE  
Misjak, Karen College Aid Commission  
Moline, Steve Agriculture and Land Stewardship  
Pirkl, Stefanie DAS-HRE  
Pritchard, Susie Corrections  
Redmond, Karen Attorney General's Office  
Sacker, Kimberly Commerce, Insurance Division  
Jim Schipper Commerce, Banking Division  
Schlorholtz, Col. Michael Public Defense  
Smith, Heidi Human Rights  
Snethen, Bruce Blind  
Swaim, Kurt Inspections and Appeals

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## Image 2

2

Thomson, Margaret Agriculture and Land Stewardship  
Von Wolfradt, Robert Management  
Vos, Stu Revenue  
Wendel, Michelle Administrative Services, State Accounting Enterprise  
West, Bill DAS-HRE  
Wilkinson, Lee Transportation  
Winters, Tammy Management  
Wulf, Joel Aging  
Zaver, Mary Kay Commerce, Professional Licensing Division  
Zylstra, Beverly Inspections and Appeals

### AGENDA ITEMS

I. Welcome and Introduction – Michelle Minnehan welcomed everyone to the meeting and introduced

her three bureau chiefs:

- A. Ed Holland, Employee Benefits Program and Services
- B. Stefanie Pirkl, Personnel Officer Services
- C. Bill West, Employment Program and Services

II. Purpose of Stakeholder Meetings – Stefanie Pirkl stated that the quarterly Stakeholder Meeting, which was established to facilitate two-way communication between DAS-HRE and the agencies it services, has three main purposes:

- A. To provide more focused, face-to-face interaction between DAS-HRE and agencies.
- B. To discuss DAS-HRE initiatives.
- C. To better align agency needs with DAS-HRE goals.

III. Roles and Responsibilities – Michelle Minnehan

- A. Stakeholders will be invited to participate in projects and provide feedback; ultimately, DASHRE is responsible for making policy decisions.
- B. The representative chosen from each agency to come to the quarterly Stakeholder Meeting should be a person who is able to communicate issues/needs of his or her agency at a high

level.

C. If the designated agency representative is unable to attend a quarterly meeting, he or she may send an alternate.

#### IV. DAS-HRE Strategy – Michelle Minnehan

A. Michelle Minnehan briefly recapped the mission and vision of DAS-HRE from a document emailed to the group prior to the meeting.

1. Mission: *The mission of DAS-HRE is to support state agencies in their delivery of services to the people of Iowa by providing programs that recruit, develop, and retain a*

*diverse and qualified workforce, and to administer responsible employee benefits programs for the members and their beneficiaries. DAS-HRE is committed to contributing to the DAS strategic goal of increasing the efficiency and value of DAS by controlling costs and assisting state government in reducing expenditures by a targeted minimum of 15%.*

2. Vision: *The strategic vision of DAS-HRE is to become a trusted and engaged partner of*

*the agencies. DAS-HRE strives to be an innovative, efficient, and solution-oriented organization focused on assisting agencies in meeting business goals, while ensuring compliance and consistency. DAS-HRE seeks to support agencies in attracting and*

## Image 3

3

*retaining the right people in the right jobs by offering a market-competitive total compensation package, a focused talent development program, and an engaging and performance-based work environment and culture.*

B. Michelle Minnehan stated that the strategic goals of DAS-HRE, distributed to the group prior to the meeting, were fluid and might change as priorities change.

C. The group was asked to provide feedback on the strategic goals and ask questions; following is a recap of the discussion.

1. Question 1: What do you mean by *focus personnel officer role*?

Answer 1: Evaluating the workload of the Personnel Officer (PO) position to move work that is more technical to the functional areas of HR, leaving more time for POs to do "proactive consulting."

2. Q2: Will DAS-HRE need to hire more staff?

A2: Considering hiring one person in the Personnel Officer Services area to focus primarily on investigations; this role would:

- a. Develop consistency in investigations.
- b. Provide time for POs to focus on consulting with their assigned agencies.

3. Q3: What is meant by *absence management*?

A3: Examining hiring an external vendor to manage leaves under the Family and Medical Leave Act (FMLA); the vendor would:

- a. Take the initial FMLA request from the agency, fill out the appropriate paperwork, and approve or deny the request.
- b. Ensure that FMLA was handled consistently throughout all of the agencies and that the paperwork was completed according to law.

4. Q4: What is an HR dashboard?

A4: A dashboard will:

- a. Contain data extrapolated from the HRIS system.
  - b. Provide a template for key statistics.
  - c. Facilitate proactive and strategic conversations.
5. Q5: Why is DAS-HRE reviewing progressive discipline?

A5: Reviewing the progressive discipline process in an attempt to streamline the process and help agencies deal with poor performers.

6. Q6: What is *phased retirement*?

A6: A program that:

- a. Was designed to allow a new hire to learn a job from a soon-to-be retiree, who was working fewer hours per week during the training.
- b. Was meant to help agencies, but Iowa Code gave a 10% incentive to the retiree, making the program too expensive for agencies.
- c. Is now under the control of DAS-HRE, which has discontinued the incentive

and is working on a new program to better suit agency needs.

7. Q7: Can you elaborate on what you mean by *centralized PA services*?

A7: Discussing the centralization of Personnel Assistant (PA) services with interested agencies, and bringing PA services to DAS-HRE as opportunities arise.

8. Q8: What has DAS-HRE done to reduce costs?

A8: Reducing costs through the Medical RFP.

D. Michelle Minnehan asked the group to provide any additional feedback by September 20, 2013.

V. Immediate Stakeholder Engagement Opportunities – Bureau Chiefs provided summaries of their main projects for FY2014.

## Image 4

4

A. Bill West

1. Affirmative Action

a. During the class-action lawsuit against the State of Iowa, the State suspended its Affirmative Action Program.

b. DAS-HRE is now reestablishing the program with the advisement of the Attorney General's Office.

c. The Affirmative Action Program is required under Iowa Code chapter 19B.

2. Disability Program

a. DAS-HRE is developing a pilot program for a non-competitive hiring process for disabled veterans, as required under Iowa Code chapter 8A.402(f).

b. DAS-HRE is meeting with the federal government and the Veterans Administration.

3. Self-Credentialing

a. Currently, DAS-HRE reviews all applications to the minimum qualifications of the job class and gives a list of eligibles to agencies.

b. The new system, recommended by the Attorney General's Office, allows candidates to self-credential by answering questions developed by the agency

with DAS-HRE.

c. The resulting list of eligibles would therefore address the minimum qualifications of the job class *and the individual job posting*.

B. Ed Holland

1. Absence Management – involves hiring a third party leave administrator to handle FLMA, as described above.

2. Phased Retirement – involves reviewing, revising, and implementing a new phased retirement program, as mentioned above.

C. Stefanie PirkI

1. Learning Management System (LMS) – involves reviewing agency needs for an LMS; the Training Department will work with Training Liaisons.

2. State Employee Drug Testing Program – involves issuing a policy and guidance to comply with federal regulations.

3. State Employee Drug Testing RFP – this will be done in early to mid-October.

4. Training and Development Curriculum Redesign – beginning next month, DAS-HRE will

be piloting the first redesigned course, based on analysis of a survey completed last fall.

5. Certified Public Manager (CPM) Program – involves working with an advisory board, primarily comprised of former students, to evaluate the program to determine if any

adjustments should be made.

6. Additional projects in DAS-HRE that are almost complete:

a. A revision of the *State of Iowa Employee Handbook*, which includes a new social media policy.

b. A new Service Guide for Managers and Supervisors.

c. New proposals for Administrative Rules changes.

d. A communication about temporary employees.

VI. Questions – The group did not have any additional questions at this point.

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[Preview is not available (conversion excluded for this file type).]