

2023-2024 Annual Report



40 YEARS OF TRANSFORMATION

The seeds of Greater Dubuque Development were planted four decades ago through a collective of business leaders, non-profits, and government representatives coming together to finance a 1984 analysis of economic development opportunities and community needs.

Directed by what was then the Economic Steering Committee of the Dubuque Chamber of Commerce, the study ignited the formation of a non-profit development corporation. This new organization, Greater Dubuque Development Corporation, would be charged with coordinating activities to achieving initial goals identified in the study.

A board of directors representing key segments of the community was convened to guide the organization. Today, forty-four leaders from government, non-profit, labor, and across industry sectors continue to chart the course of Greater Dubuque Development in response to regional challenges and opportunities.

THEN

Population of **86,403** in Dubuque County (1990)

Dubuque County Non-Farm Labor Force of **39,700** (1984)

23% Unemployment Rate (Jan. 1982)

\$16,733 Median Household Income (1980)

31,506 Housing Units (1980)

Zero **4-Lane** Connection to Interstates & Major Metros

Limited Land set for Industrial Development

Estimated **\$1.5 Million** in Tourism Activity (1983)

Aerial view Port of Dubuque, 1980's. Courtesy City of Dubuque.

Although specific goals and strategies have shifted over the past 40 years due to the ebb and flow of economic opportunities and community challenges, Greater Dubuque Development's approach to regional growth and economic prosperity has remained steadfast. The strength and resilience of our region's economy is achieved by bringing together and maintaining a coalition of public and private partners to build and sustain our region.

A mindset rooted in collaboration where public, private, philanthropic, and nonprofit entities partner, plan, and work together is how 40 years later, we can deliver on the promise that **YOU can be great here**. As we look ahead to the decades to come, the Greater Dubuque Development team, along with our board, investors, and regional partners, stand committed to cultivating regional synergy and progress through partnership and collaboration.

NOW

Population of **98,677** in Dubuque County (2022)

Dubuque County Non-Farm Labor Force of **61,500** (May 2024)

2.7% Unemployment Rate (May 2024)

\$73,495 Median Household Income (2022)

43,579 Housing Units (2023)

Robust **4-Lane** Connectivity via Highway 61/151 and 20

1,800+ acres in Industrial Parks

Estimated **\$296.1 Million** in Tourism Activity (2022)

Port of Dubuque, Fall 2023.



LETTER FROM OUR BOARD CHAIR

Dear Friends and Partners,

As Chair of the Board for the Greater Dubuque Development Corporation, I am honored to present this year's Annual Report, celebrating our 40-year history and the achievements of the past year. This report highlights our transformational impact on the Greater Dubuque region, driven by our commitment to economic growth and regional development.

Since our inception in the midst of some of the darkest days of our region's history, Greater Dubuque Development has been a catalyst for positive change, fostering innovation and creating opportunities throughout our region. Since November 4, 1984, Greater Dubuque Development has found ways to bring the public, private and non-profit communities together for the greater good. Over the past year, we have made transformative progress through Workforce Solutions, Business Services, and Strategic Initiatives.

Our Workforce Solutions programs continue to address critical needs through the retention, attraction, and creation of talent, empowering individuals with the dignity and reward of work while meeting the demands of regional employers. Collaborating with our Community of Colleges and industry partners is key to how we ensure the skilled workforce necessary for our region today, and for decades to come.

Our Business Services support local enterprises, foster growth, and attract new investments. Through tailored assistance, financial incentives, and a supportive business environment, we have enabled companies, large and small, to thrive, innovate, and contribute to the economic vitality of our region.

One of our proudest achievements this past year has been our Strategic Initiatives, focusing on child care and housing. Recognizing the essential role of affordable and accessible child care in supporting working families, we launched initiatives to expand child care options, exemplified by the Bright Minds Campus. Additionally, our efforts on housing have ensured access to safe, affordable, and quality housing, laying the foundation for a thriving community.

Throughout these initiatives, we remain committed to delivering on the promise that **YOU can be great here** in the Greater Dubuque region.

As we celebrate our 40th anniversary, we are deeply grateful to our dedicated board members, investors, invaluable partners, and committed staff who have supported and believed in our mission. Your investments have been the cornerstone of our success, and together, we have made a lasting impact that will continue to resonate for years to come.

We invite you to explore this Annual Report and reflect on the stories, data, and outcomes that highlight our collective achievements.

Thank you for your unwavering support and partnership. Together, we will continue to make the Greater Dubuque region a place where people and businesses can thrive.

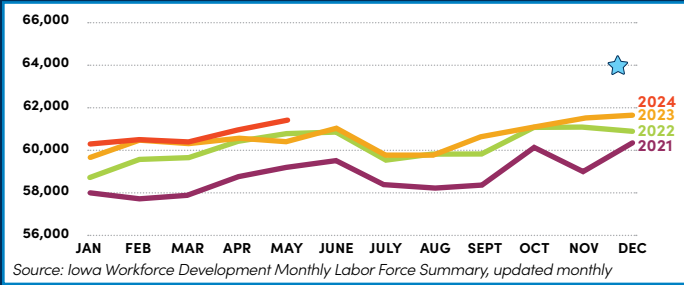


Sincerely,

A handwritten signature in black ink that reads "Alex Dixon". The signature is fluid and cursive.

Alex Dixon
President & CEO, Q Casino + Resort / DRA
Board Chair, Greater Dubuque Development Corporation

YOU CAN BE GREAT HERE GOALS & RESULTS

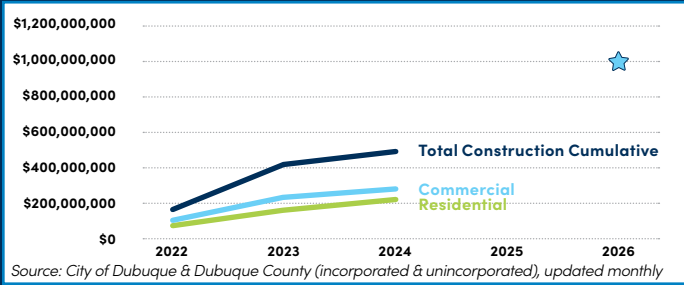


Grow Labor Force to 64,000 Jobs*

★ **GOAL:** Grow the workforce of the Dubuque Metropolitan Statistical Area (MSA) to over 64,000 jobs by 2027.

PROGRESS: ON TRACK - As of May 2024, the Dubuque MSA has rebounded to pre-pandemic employment levels reaching 61,500 - 1,100 higher than May 2023 - with a high of 61,700 in December 2023.

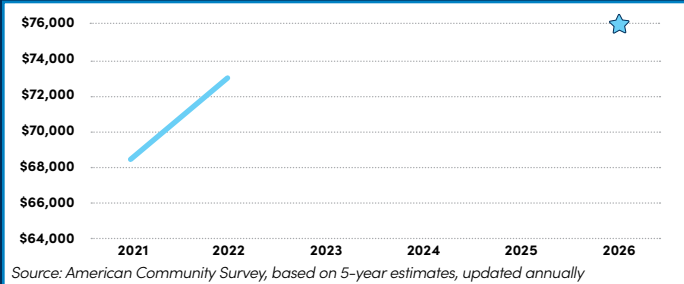
*Nationally 13% of workers are 100% virtual. If it is for an out of town employer, they would not be counted in the Dubuque MSA number.



Ignite \$1 billion in Construction Investment

★ **GOAL:** Encourage and facilitate \$1 billion of cumulative new residential and commercial construction across the Dubuque MSA by 2027.

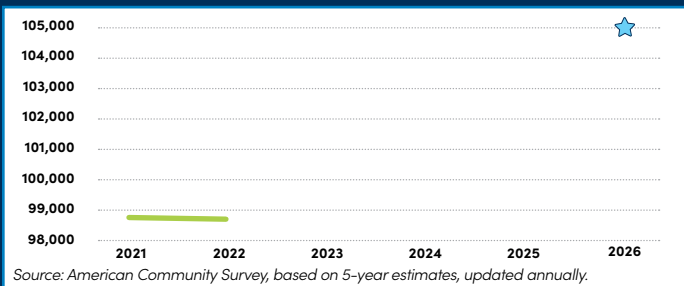
PROGRESS: ON TRACK - Only 2-years into the 5-year campaign, total residential and commercial construction investment in the Dubuque MSA is nearing 50% of the overall goal at \$488,312,863.



Raise Median Household Income to \$76,000

★ **GOAL:** Increase median household income for those living in the Dubuque MSA to \$76,000 by 2027.

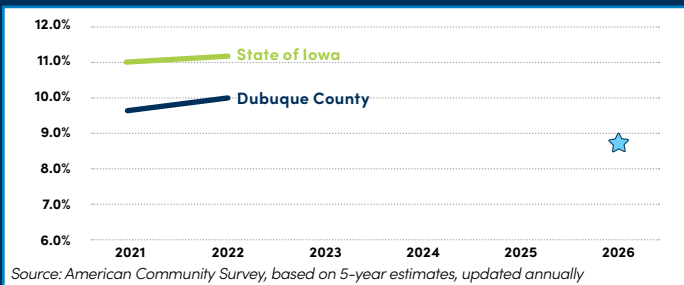
PROGRESS: ON TRACK - As of December 2023, median household income in the Dubuque MSA has increased from the 2021 benchmark of \$68,198 to \$73,495.



Increase Population to 105,000

★ **GOAL:** Make 2027 the year that the population of the Dubuque MSA reaches 105,000.

PROGRESS: MAINTAINING - As of April 2023, the population of the Dubuque MSA is holding steady at 98,677.



Decrease Poverty Rate by 5%

★ **GOAL:** By 2027, reduce the number of Dubuque MSA households below the Dubuque County Supplemental Poverty Measurement by five percent to 8.8%.

PROGRESS: OFF TRACK - As of December 2023, the poverty rate for the Dubuque MSA rose from 9.9% to 10.0%.

“Retain, Recruit, Create.”

This daily mantra of our Workforce Solutions team drives the universal goal of Greater Dubuque Development to grow our regional economy by having the talented and engaged workforce needed to meet our employers' needs. Our Workforce Solutions efforts focus on understanding and responding to the opportunities and challenges regional employers face while simultaneously empowering individual prosperity and community connections. We invest financial resources and staff time to cultivate public / private partnerships that lead to innovative and collaborative programs to address the scope of workforce challenges.

Responding to Employer Needs.

At Greater Dubuque Development, trusted relationships with regional HR professionals along with a consistent practice of continual program improvement ensures that we are always providing offerings that meet the region's workforce needs. In FY 23-24, this included meeting one-on-one with over 40 HR Professionals through our HR Action program, developing an additional annual career fair, hosting the first full suite of **YOU can be great here** Community of Colleges events, launching the HR Professionals Cohort, and adding new features plus improved functionality to AccessDubuqueJobs.com.



WORKFORCE SOLUTIONS

Higher Ed Outreach & Engagement

YOU can be great here Community of Colleges Event Series

1,058 students from **5** institutions made community connections through **5** events including **2** career fairs showcasing **113** employers and workforce development partners.

Talent Dubuque: An Intern Engagement Program

123 interns from **19** companies took part in the 2023 series of **6** events to network with other young professionals and deepen their Greater Dubuque ties.

Welcome Students Letter Campaign

Working with Mayor Brad Cavanagh, the Dubuque City Council, and our local institutions of higher education, **3,888** letters and **5,133** emails welcomed students to the Greater Dubuque region.

Employment Connections & Skills Development

AccessDubuquejobs.com

Our **182** workforce solutions investors posted **12,835** jobs this year, attracting **11,674** job seekers on average to the site each month.

Opportunity Dubuque Certificate Training Tuition Support

Thanks to **\$165K+** in tuition grants, child care support, and career coaches, **287** individuals enrolled across **15** job training certificate programs at Northeast Iowa Community College. Since it's **2011** inception, **3,286** certificates have been completed through Opportunity Dubuque to train and upskill the regional workforce.

HR Professionals Cohort & HR Actions

To deepen networks and inspire peer-to-peer learning in the regional HR community, we engaged **97** HR professionals through **3** cohort gatherings facilitated by Greater Dubuque Development, and met one-on-one with over **40** HR Professionals through our HR Action program.



27 Years and Counting.

In partnership with TH Media, AccessDubuqueJobs.com was launched in 1997. Today, the website is the go-to workforce recruitment tool in the Greater Dubuque region for connecting employers and job seekers.



Collective Effort.

Developing the workforce needed to grow our regional economy requires collaborative action as well as collective investment from the public and private sectors. In the case of Opportunity Dubuque, Greater Dubuque Development leverages financial support from the the City of Dubuque, Dubuque County, and the DRA to remove barriers related to tuition and child care costs while co-funding two career coaches. The career coaches, employed by Northeast Iowa Community College, connect with our unemployed and underemployed populations to successfully complete their certificates and land rewarding careers.

WORKFORCE SOLUTIONS

Newcomer Services

Distinctively Dubuque Newcomer Program

In 2023–2024, **122** newcomers participated in this unique newcomer program, a **14**-year partnership with Northeast Iowa Community College.

Community Tours

Our **5** seasoned tour guides provided **89** personalized community tours highlighting key amenities and major attractions in the Greater Dubuque region.

Relocation Guides

357 relocation guides were distributed to potential newcomers, a **25.7%** increase in guide requests compared to the previous year.

Welcome Home.

As a signature program of Greater Dubuque Development, Distinctively Dubuque has been welcoming newcomers to the region since 2010. This immersive, five-night course introduces participants to each other and all the region has to offer in a fun and relaxing group environment. With topics that include regional history, recreation, the arts and culture scene, and major projects and initiatives on the horizon for the Greater Dubuque region, the Distinctively Dubuque program has welcomed 1,575 newcomers to our region over the past 14 years.

Community Champion.

Talent attraction is top of mind for our team and our regional workforce partners. It is also a priority for the Iowa Economic Authority who announced in January 2023 a new collaboration with RoleCall to increase relocation leads and connect those potential newcomers directly with communities that match their interests and lifestyle. Our team is proud to serve as the Greater Dubuque region's Community Champion in this state initiative, sharing newcomer resources and employment opportunities with those looking to make the move to the Greater Dubuque region.



Rapid Response Efforts

WARN Notices

Greater Dubuque acted in response to **19** WARN notices of major layoffs including **13** events outside of the immediate Greater Dubuque region.

Dislocated Worker Engagement

Directly engaged with **264** dislocated workers to connect them with new employment opportunities or retraining programs in the region.

Data & Resources

NEXT GEN Perceptions Survey

Collected **2,061** responses with nearly **75%** submitted by the target demographic of high school seniors to 40-year olds living in the Greater Dubuque region. The purpose, how do we create a region of choice to retain and recruit a young demographic?

WARN Tracking & Strategies

Federal and state Worker Adjustment & Retraining Notification (WARN) laws require employers to notify employees and labor union representatives in advance of planned closures and mass layoffs. Our team monitors WARN events in the immediate region as well as the broader Tri-State area. When there are impacted workers in the immediate 7-county region, Greater Dubuque Development works swiftly as part of a Rapid Response Team to assist affected individuals find new jobs or connect with retraining opportunities to alleviate the need for relocation. In the case of regionally adjacent WARN events, our team connects with dislocated workers on-the-ground or via targeted marketing campaigns to pair them with opportunities available in our market.

AccessDubuqueJobs.com Career Fair in Platteville

In the wake of significant layoffs in Southwest Wisconsin this past fall, Greater Dubuque Development sprung into action to organize and host a job fair at the Platteville Public Library in January 2024. The event featured 20 regional employers and was promoted with the help of the Department of Workforce Development, Wisconsin Job Service, Southwest Wisconsin Workforce Development Board, Grant County Economic Development Corporation, and Platteville Economic Development Partners.

2023 Skills Gap Analysis

Produced in partnership with Northeast Iowa Community College, the annual Greater Dubuque Region Skills Gap Analysis provides economic developers, workforce partners, and educators with information on projected workforce shortages to identify and take action on strategies to mitigate these gaps.



It is All about Relationships.

InfoAction is Greater Dubuque Development's award-winning program for business retention and expansion rooted in old school basics, you give us the information, we act on it. This leads to follow-up service on issues from A to Z, large and small. Aside from specific requests for assistance and support in navigating expansion projects, we rely on our InfoAction program to help paint the bigger picture. Training programs have been established, public policy has been developed or adjusted, infrastructure has been upgraded, transportation concerns have been addressed, and more. The relationships we maintain with our regional employers also allow us to communicate with them quickly on issues and projects that may impact their business or employees such as significant road construction or closures and community-wide opportunities and challenges.

Cultivating Regional Collaboration.

Greater Dubuque Development convenes regional economic development professionals on a quarterly basis to share best practices and promote collaboration. Dubbed the "Tri-State Economic Development Practitioners", the group crosses state lines with representation into Wisconsin with Grant and Lafayette Counties, Illinois with Jo Daviess County, and Iowa with Clayton, Delaware, Dubuque, Jackson, and Jones Counties.

Existing Business Support

InfoAction

CEO's and managers of **270** businesses in the region met with our team to share business insights and find solutions to employer challenges. **27.4%** of those businesses interviewed were outside the city of Dubuque.

Business Assistance Requests

InfoAction interviews resulted in **379** assistance requests and follow-ups that include state and municipal government issues, research, referrals, workforce solutions, and much more.

Regional Networks

In addition to participating in weekly meetings with the City of Dubuque's City Manager, Economic Development office, and the Dubuque Design Review Team, our staff attended and/or presented to regional groups and city councils in over **100** face-to-face meetings.

Business Expansions

FY 23-24 Expansions

Our team assisted **10** expansions creating **102** new jobs, adding **265,388** total square feet, and igniting a cumulative investment of **\$55.9 Million+** in the Greater Dubuque Region.

Expansions Through The Years

In the last decade alone, Greater Dubuque Development played a direct role in assisting **59** expansion projects valued at more than **\$439 Million** in investment. This collection of expansion projects created at an estimated **1,688** jobs and added over **2 Million** square feet of commercial and/or industrial property to the Greater Dubuque region.

Dubuque Industrial Center West. Courtesy Origin Design.



Business Champions of Child Care.

County-wide expansion of child care has been a major focus this year. Launched in collaboration with Dubuque Initiatives, the Business Champions of Child Care is a consortium of regional employers committed to increasing capacity and access to high-quality child care county-wide. We recognize the investments of the following businesses that have risen to the challenge of matching a 2:1 grant opportunity from the State of Iowa to establish the multi-year Dubuque County Child Care Solutions Fund.

- Alliant Energy
- City of Dubuque
- DB&T/HTLF
- Dupaco Community Credit Union
- HODGE
- John Deere Foundation
- Medline Industries, Inc.
- Progressive Processing/Hormel Foods
- Q Casino + Resort
- Rite-Hite
- Theisen Supply, Inc.
- UnityPoint Health-Finley Hospital
- Woodward Communications, Inc.
- Anonymous Donors



STRATEGIC INITIATIVES

Child Care

Dubuque County Child Care Solutions Fund

Leveraged a **\$560K** State of Iowa grant to raise **\$859K** in private funds to support child care providers county-wide with wage enhancement and capacity expansion efforts.

In its inaugural phase of funding, the **\$1.4 Million** Dubuque County Child Care Solutions Fund supported **18** child care providers in the county with **\$661K+** in grants.

These funds made it possible for child care providers to hire **38** new child care professionals and create **144** new child care slots in Dubuque County in the first year of funding.

Transportation

Jule Commuter Route

Continuing and refining last year's commuter route partnership with the City of Dubuque, the commuter route program was used **1,239** times, helping to mitigate transportation barriers for the region's workforce.

College Student Fare Waiver

Thanks to a new City of Dubuque initiative, **3,113** fare waivers were provided to local college students to ride the Jule to work, entertainment, and other destinations around Dubuque, enhancing our efforts to retain college students after graduation.

Commercial Air Service Team

2,378 emails delivered to inboxes of regional employers, non-profits, and elected officials for the air service feasibility survey effort as part of the Mayor of Dubuque's air service task force in collaboration with the Dubuque Area Chamber of Commerce and others.



Bright Minds Campus.

In March 2024, Greater Dubuque Development and Dubuque Initiatives hosted a grand opening celebration for the Bright Minds Campus at 7900 Chavenelle Road on Dubuque's west end. Formerly known as the Medline Building, the Bright Minds Campus is the site of the Dubuque YMCA's Early Learning Center and the Dubuque Community School's Seedlings Preschool, set to open Fall 2024. The campus will also house a new 911 center for Dubuque County and the City of Dubuque's data center.

Housing Options Expand.

The 2022 Dubuque Housing Needs Assessment, commissioned by Greater Dubuque Development, paired with last year's efforts to better leverage housing tax credits and identify increased incentive opportunities have lead to more than 2,100 new housing units in some stage of development in the community. Of these new units, more than half will be market-rate rental units and 422 of the units will be affordable housing options for low to moderate income households.



Bee Branch Creek Greenway, Summer 2023. Courtesy City of Dubuque.



The Robert D. and Billie Ray Center
Home of CHARACTER COUNTS!®



ACCOLADES & RECOGNITION

Dubuque Named 2024 Community of Character

Dubuque has been named Iowa's 2024 Community of Character by Drake University's Robert D. and Billie Ray Center which annually recognizes Iowa individuals, organizations, and communities that demonstrate the center's six pillars of trustworthiness, respect, responsibility, fairness, caring, and good citizenship.

Dubuque Cited Among Top 100 Cities for a Career Switch

Careerminds surveyed 3,000 professionals considering a career change to uncover which cities in the U.S. they would most like to move to. Dubuque made the list at #28 alongside the ranks of St. Cloud (MN), and Oshkosh and La Crosse (WI).

Dubuque #9 Metro Where Gen Z is Buying Homes

In May 2024, Realtor.com identified Dubuque among the top 10 metro areas with the largest percentages of Gen Z buyers who closed on homes in 2022, based on the most recent Home Mortgage Disclosure Act data.

Dubuque Recognized as Iowa Thriving Community

Dubuque was named to the inaugural group of eleven Iowa Thriving Communities, a new program from the Iowa Finance Authority and Iowa Economic Development Authority. The program recognizes cities around the state that utilize innovative solutions to enhance their housing offerings to residents of all income levels.

Dubuque Scores 100 on Municipality Equality Index

The Human Rights Campaign in partnership with the Equality Federation Institute, awarded Dubuque 100 points on the Municipal Equality Index for 2018, 2019, 2020, 2021, and again in 2023. The index is a national ranking based on the inclusiveness of laws, policies, and services for LGBTQ+ residents. The 2023 average city score was 71 points.

Premier Features in Regional Publications

365ink Magazine, December 21, 2023.
Julien's Journal, January 2024.



GREATER DUBUQUE DEVELOPMENT TEAM



Rick Dickinson
President & CEO



Karen Kluesner
Vice President of
Operations



Jason White
Vice President of
Business Services



Mandi Dolson
Director of Workforce
Recruitment & Retention



Nic Hockenberry
Director of Workforce
Programming



Anna Roling
Executive Assistant



Daniel McDonald
Director of Existing
Business



Jenni Petersen-Brant
Director of
Communications



Dave Lyons
Strategic Initiatives
Consultant

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John K. Lawson, John Deere Dubuque Works, representing the Dubuque Area Industrial Development Corporation

Robert F. Neuwoehner, Dubuque Bank & Trust Company, representing the Dubuque Area Chamber of Commerce

Richard J. Burgmeier, CyCare Systems, representing the Dubuque Area Chamber of Commerce

Donna L. Smith, Dubuque County Supervisor, representing the Dubuque County Board of Supervisors

Eldon B. Digman, Digman Realty, representing the Dubuque County Board of Supervisors

William K. Hammel, Tri-State Mechanical Contractors, representing the Dubuque City Council

Thomas J. Beurskens, Social Services, representing the Dubuque City Council

James E. Brady, Mayor of the City of Dubuque, representing the Dubuque City Council

Patrick L. Dillon, UAW 94, representing United Labor Participation Committee of Dubuque, Iowa

Robert W. Runde, Machinist Union, representing United Labor Participation Committee of Dubuque, Iowa

Michael W. Connolly, State Representative, representing the state legislative delegation

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Empower

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Dubuque County Board of Supervisors

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Mike Van Milligen
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Portzen Construction

Amanda Ramler
Great River Learning

Jon Sarrazin
McCoy Group

Casey Slaght
McGraw-Hill Higher Education

Gretchen Tucker
UnityPoint Health-Finley Hospital

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Dan Wellik
AssuredPartners Great Plains dba The
Friedman Group

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1990-1991 | **Doug Buswell**

1991-1992 | **Steve Hanson**

1992-1993 | **Dan Kruse**

1993-1994 | **Mike Deggendorf (thru Sept. 1993)**
Dan Kruse (as of Sept. 1993)

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1995-1996 | **Lynn B. Fuller**

1996-1997 | **Rand M. Fisher (thru Jan. 1997)**
Rich Bean (as of Jan. 1997)

1997-1998 | **Rich Bean**

1998-1999 | **Bill Skemp**

1999-2000 | **Pat Crahan**

2000-2001 | **Russell Knight**

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2020-2021 | **Wendy Runde**

2021-2022 | **Tim Hodge**

2022-2023 | **Joe Hearn**

2023-2024 | **Alex Dixon**

GREATER DUBUQUE DEVELOPMENT INVESTORS

It is with sincere gratitude that we recognize the enduring commitment of our 2023–2024 investors. In collaboration with these partners, we collectively work towards progress and positive transformation for the Greater Dubuque region.

Private Sector

Addoco, Inc.
Alliant Energy
American Realty of Dubuque
Andersen Windows & Doors
AssuredPartners Great Plains dba The Friedman Group
BARD Materials
Behnke Enterprises Inc.
Betty Jane Candies
Black Hills Energy
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BTS Inc.
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Clarke University
Conlon Construction Co.
Cottingham & Butler
Crescent Electric Supply Company
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Dubuque Screw Products, Inc.
Dubuque Stamping & Mfg., Inc.
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East Central Iowa Association of REALTORS
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Kunkel & Associates, Inc.
Lamar Advertising of Dubuque
Lime Rock Springs Co.
Loras College
M&M Sales Enterprises, Inc.
Maquoketa Valley Rural Electric
McCullough Creative
McDermott Excavating
McGraw-Hill Education
Medical Associates Clinic, P.C.
MedOne
MercyOne Dubuque Medical Center
Michelin
MidWestOne Bank
Mulgrew Oil & Propane
NetSmart Inc.
Northeast Iowa Community College
O'Connor & Thomas, P.C.

Origin Design
Paulson Electric
Platinum Supplemental Insurance
Portzen Construction, Inc.
Premier Bank
ProPulse, a Schieffer Company
Red Tree Realty of Keller Williams Midwest Partners
Richardson Motors
River City Paving
Rousselot, Inc.
Simmons Food, Inc.
Spahn & Rose Lumber Company
SpecCast
Terracon Consultants, Inc.
The Adams Company
The McCoy Group, Inc.
The Metrix Company
Theisen Supply, Inc.
TRICOR Insurance
TriState Quality Metals
Tucker Freight Lines
Union Solutions, Inc.
Union-Hoermann Press
United Brotherhood of Carpenters & Joiners Local 678
UnityPoint Health - Finley Hospital
Universal Tank & Fabrication
University of Dubuque
U.S. Bank
Vanguard, Inc.
WHKS & Co.
Woodward Communications, Inc.

Public Sector

City of Dubuque
City of Dyersville
City of East Dubuque
City of Peosta
Dubuque County

WORKFORCE SOLUTIONS INVESTORS

Being a Workforce Solutions Investor is more than being a financial contributor to the work of Greater Dubuque Development. It means you are a critical component of a team effort to offer award-winning solutions that recruit, retain, and create workforce in the Greater Dubuque region, including tools like AccessDubuqueJobs.com made possibly through a partnership with TH Media.

1800Tshirts	Dupaco Community Credit Union	Key West Early Childhood Center	Sedgwick, CMS
AARP Foundation	DuTrac Community Credit Union	Klauer Manufacturing Company	Sedona Staffing Services
ABC Learning Early Childhood Center, LLC	Eagle Point Software	Kunkel & Associates, Inc.	Simmons Pet Food
Advance Pump & Equipment Inc.	Eagle Point Solar	LabStrong Corporation	Sisters of Charity, BVM
Alliant Energy	Eagle Ridge Golf Resort & Spa	Loras College	Sisters of the Presentation of the BVM
Andersen Windows & Doors	East Central Intergovernmental Assoc.	M&M Sales	Smart Retract, Inc.
Aquin Little Angels	East Dubuque Nitrogen Fertilizers, LLC	Managed Solutions Group	Southwest Health Center
Area Residential Care	Eastern Iowa Sleep Center	McCullough Creative	Southwest Wisconsin Technical College
AssuredPartners Great Plains dba The Friedman Group	Edwards Cast Stone	McGraw-Hill Companies	Spahn & Rose Lumber Company
Aveanna Healthcare	Eide Bailly LLP	Medical Associates Clinic, P.C.	Steeple Square
A.Y. McDonald Mfg. Co.	EK Plastic Surgery	Medline Industries, Inc.	Stonehill Communities
BARD Materials	Emmaus Bible College	MedOne Pharmacy Benefit Solutions	Suttner America
Bimbo Bakeries USA	Engineering Services & Products Company (FarmTek)	MercyOne Dubuque Medical Center	Tama USA
Black Hills Energy	Express Employment Professionals	Mi-T-M Corporation	TH Media
Blackrock Fabrication	FedEx Ground	Michelin Manufacturing	The Adams Company
Bodensteiner Implement Company	FEH Design	Midwest Janitorial Services	The Fountain of Youth
Bodine Electric Company	FGH Delivery	Modernfold, Inc.	The Kid Project
Boyd Gaming/Diamond Jo Casino	Fidelity Bank & Trust	Molo Companies	The McCoy Group, Inc.
Boys & Girls Club of Greater Dubuque	Flexsteel Industries, Inc	Monastery Candy, Inc.	The Metrix Company
Carlisle Ryan Digital Print & Services	Frog Hollow Kids Campus	Morrison Bros. Co.	The New Eagle Group
Cascade Manufacturing	Girl Scouts of Eastern Iowa and Western Illinois	Mount Carmel Bluffs	Theisen Supply, Inc.
City of Dubuque	Goodwill Industries of Northeast Iowa	Mulgrew Oil & Propane	Thompson Truck & Trailer
City of Dyersville	Grand River Medical Group	National Mississippi River Museum & Aquarium	Top Block and Brick, Inc.
Clarke University	Grant Regional Health Center	Nordstrom	Travel Dubuque
Colony Brands	Greater Dubuque Development Corporation	Northeast Iowa Community College	Tri State Building Supply
Community Foundation of Greater Dubuque	Green Industrial Supply, Inc	Northwestern Mutual	TRICOR Insurance
Conlon Construction Co.	GreenState Credit Union	Oak View Group/Grand River Center	TriState Quality Metals
Cottingham & Butler	Habitat for Humanity Dubuque and Jackson Counties	O'Connor, Brooks, & Co., P.C.	Tschiggfrie Excavating
Crescent Community Health Center	Harris Golf Cars	O'Connor & Thomas, P.C.	Tucker Freight Lines
Crescent Electric Supply Company	Hawkeye Area Community Action Program	Origin Design	Two by Two Character Development
CROWN Cork & Seal	Hawkeye Care Center of Dubuque	PBS Systems	Uelner Precision Tools & Dies, Inc.
Days Inn by Wyndham	Hillcrest Family Services	Platinum Supplemental Insurance	Unified Therapy Services
DDI, Inc.	Hills & Dales	Portzen Construction, Inc.	UnityPoint Health - Finley Hospital
Decker Precision Machining	Hirschbach Motor Lines	Prairie Farms Dairy, Inc.	Universal Tank & Fabrication
Design Build Structures	HODGE	Premier Bank	University of Dubuque
Dubuque Arboretum & Botanical Gardens	Holy Family Catholic Schools	Premier Tooling & Manufacturing, LLC	University of Wisconsin - Platteville
Dubuque Area Chamber of Commerce	Holy Trinity Lutheran Church/Noah's Ark Child Development Center	Presentation Lantern Center	Vanguard, Inc.
Dubuque Community School District	Home+Floor Show	Progressive Processing/Hormel Foods	Veenstra & Kimm, Inc.
Dubuque Community Y	Honkamp, P.C.	PSSI	Victory Ford
Dubuque County	Hotel Julien Dubuque	Q Casino + Resort	Wartburg Theological Seminary
Dubuque Fire Equipment Inc.	IBEW Local Union 704	Rainbo Oil Company	Webber Metal Products, Inc.
Dubuque Main Street	IBI Scientific	Revolution Lightboards	Welu, Inc.
Dubuque Museum of Art	ImOn Communications	RIE Coatings	Woodward Communications, Inc.
Dubuque Regional Humane Society	Innovative Ag Services	Rite-Hite Corp.	Young-Uns Preschool & Childcare Center
Dubuque Screw Products, Inc.	John Deere Dubuque Works	River City Logistics	Zero Zone, Inc.
Dubuque Soccer Club	Kendall Hunt/Westmark Enterprises/Great River Learning	Rousselot, Inc.	
Duluth Trading Company		RT&T Enterprises Inc.	

Jackson Street in Dubuque's Northend, Summer 2023.



Schmid Innovation Center | 900 Jackson Street, Suite 109 | Dubuque, Iowa 52001

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