

Business Record

IOWA



IN PARTNERSHIP WITH
*Iowa Association of
Business and Industry*

August 2021

SHAPING IOWA'S LEADERS OF TOMORROW



Lori Schaefer-Weaton, President of Agri-Industrial Plastics and Cami Schaefer, ABI Foundation Program Alumna



YOUR RESTAURANT'S NEEDS OUR RANGE OF OPTIONS

We offer you a menu of coverage options. From food spoilage loss to cooking equipment protection and more, we're prepared to serve you.

Trust in Tomorrow.[®] Learn more today.

AUTO | HOME | FARM | BUSINESS

grinnellmutual.com



Trust in Tomorrow.[®]

"Trust in Tomorrow." and "Grinnell Mutual" are registered trademarks of Grinnell Mutual Reinsurance Company. © Grinnell Mutual Reinsurance Company, 2021.

A VIEW FROM THE TOP

Foundation Programs Support Iowa's Future Workforce



Jack Hasken
ABI Chair
Jackson Mfg., Inc.
Maquoketa, Iowa

This edition of Business Record Iowa is the "Back to School" issue and it focuses on ABI Foundation/Education programs. In last month's edition of Business Record Iowa, I shared with you how excited I was to begin my term as ABI Chair for fiscal year 2021/2022. I look forward to continuing my goal to expand ABI's incredible record of positive impact for Iowa.

In addition to promoting ABI and our members, a part of that mission is to also promote the programs of the ABI Foundation. Whether it be last month's annual Business Horizons experience, in which dozens of high school students came together for a week on the campus of Central College to learn about business and entrepreneurship, or this month's annual Leadership Iowa University program (a look at Iowa business for college students), or the many other activities the Foundation leads, I challenge you to become more familiar with work of the ABI Foundation during this coming year.

Encouraging participation in Foundation programs is an excellent way to build your community and your employees. Participants are more engaged in their company and in their community upon completion of these programs. That's good for them, good for you, and good for Iowa. I would call that a Win-Win-Win.

By the way, as you have come to expect from ABI, there is no "summer slowdown" regarding our work to advance members and their businesses. For instance, last month, ABI hosted meetings and events in Arnolds Park, Des Moines, Ottumwa, and Pella. That was in addition to many more virtual meetings and events. And, if your company is experiencing anything compared to what we are seeing at Jackson, you are very busy in your plant or office right now.

So, that being said, I am especially grateful to you for your support of ABI and growing the great State of Iowa. As I mentioned last month, I hope you reach out to me with your thoughts on how ABI can serve you and promote Iowa businesses. ■

AUGUST 2021
 VOLUME 11 | NUMBER 8



*Iowa Association of
 Business and Industry*

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

President Michael Ralston

Executive Vice President Nicole Crain
Vice President, Public Policy JD Davis
ABI Foundation - Vice President Rebecca Coady
Director, Public Policy Brad Hartkopf

Membership Coordinator Dorothy Knowles
Member Programs Director Holly Mueggenberg
ABI Foundation - Director, Programs Jessi McQuerry
ABI Foundation - Marketing & Engagement Coordinator McKenzie Kielman

Executive Administrative Assistant Michelle Vollstedt
ABI Foundation - Administrative Assistant Jane Galloway

Membership Development Services
 Gary Nash, Kerry Servas

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

Business Record

BPC Chairman Connie Wimer
BPC President Suzanna de Baca
Publisher Chris Conetzky

BPC Vice President Jason Swanson
Business and Human Resources Director Eileen Jackson
Accounting Specialist Becky Hotchkiss
Office Manager Laura Stegemann

Director of Creative Operations Lauren Burt
Creative Associate Patrick Herteen
Photographer Duane Tinkey
Copy Editor Kurt Helland

Director of Advertising Sara Brown
Associate Director of Advertising Laura Stapes
Senior Account Executives Lori Bratrud, Dawn Donegan
Account Executive Chrissy Smith

Business Record® (USPS 154-740, ISSN 1068-6681) is published by Business Publications Corporation Inc., The Depot at Fourth, 100-4th Street, Des Moines, Iowa 50309, (515) 288-3336. Contents © 2021 Business Record. Published weekly. Annual subscriptions \$69.95. Single copy price is \$1.75. Copies of past issues, as available, may be purchased for \$4.50 each. Periodicals Postage Paid at Des Moines, Iowa. POSTMASTER: Send address changes to Business Publications, The Depot at Fourth, 100-4th Street, Des Moines, Iowa 50309.

SUCCESSION PLANNING

How to Attract & Retain Top Talent



Audrey Faber
Human Resources
Generalist
Focus OneSource

As a business owner, you understand the importance of adding talented professionals to your team. Your employees are a direct reflection of your business and there is no better feeling than finding the perfect candidate to fill your job opening – the tricky part can be attracting and retaining top talent to your business.

Keep these tips in mind when developing or improving your retention strategy.

Keep Culture in Mind

The culture of your business plays a huge role into employee job satisfaction and productivity. When you are hiring a new employee, assess their skill level and ability to effectively fill the position. But don't forget to think about how their personality will add to the work culture you and your team have created.

Encourage and Promote Professional Development

You don't need a huge budget to help your employees advance. Research and promote free seminars and networking events to your employees. Invite a professional in for a lunch and learn. Encourage your team to continue advancing themselves professionally!

Give Employees the Option of Flexibility

Businesses that stick to strict nine to five schedules tend to have lower employee retention. Consider allow-

ing employees the flexibility to set their own schedule – within reason. Of course, employees are still expected to complete projects, meet deadlines and maintain job responsibilities. Allowing for some flexibility takes the stress off employees and can create open communication and trust within your company.

Offer a Rich Suite of Benefits

A majority of employees say that benefits are very important to them. Nothing tells an employee that you truly care about them than taking care of their health and wellbeing. Not only does a strong benefit offering help your business stand out in the job market and attract qualified candidates, but it also helps retain the top talent you worked so hard to find.

Focus on Your Team

Encourage team building activities. Promote company-sponsored activities that encourage employees to communicate, work through problems together, and get to know one another outside of work. Team building activities help create a sense of unity and increased morale.

Attracting and retaining the best talent is a combination of various efforts. With these tips you can improve your employee-retention strategy and continue to build a strong company culture. ■



CAPITOL BUSINESS



Legislative Redistricting Process is Front and Center

The Iowa Legislature will be back for a special session this fall as lawmakers must take on the task of drawing new maps for legislative districts of the Iowa House, Iowa Senate and Congressional Districts. The process, known as redistricting, must occur every ten years. Lawmakers typically handle this decennial task during the regular legislative session in the spring, but were unable to do so earlier this year due to a delay in receiving census data from the federal government because of the pandemic.

Each state is free to develop a unique process to redraw their respective districts. Some use a partisan gerrymandering process where some districts can look like they've essentially been scribbled together. This is done to maximize the number of voters of a particular party in a district. Both Republicans and Democrats take advantage of this in states where the practice is permitted.

Iowa's nonpartisan process is seen as a model for the nation in ensuring fairness and integrity for both major parties as they look to win seats. The Legislative Services Agency, a nonpartisan government agency, will utilize population data collected in the recent census and attempt to draw maps that are as compact as possible while attempting to respect city and county boundaries.

The Legislature will then receive that proposal, review it and decide whether or not to approve the maps. If they reject the first round, LSA will repeat the process and deliver a second proposal. If the Legislature declines to approve, a third round of maps is created by LSA. During that third round, lawmakers can then amend said maps. This has never occurred and is unlikely to happen this time

around. The Legislature must approve the maps by September 1 and Governor Reynolds must sign off on them by September 15 according to the Iowa Constitution. If that doesn't occur, the Iowa Supreme Court steps in and draws the maps.

The new maps will mean sitting legislators who live in close proximity to one another could be merged into the same new district and forced to square off against one another. Same-party candidates would meet in a primary and cross-party candidates in the general election. If the past is a guide, incumbents may decide to retire or relocate because their new district is more challenging to win, or two strong incumbents would be forced into a face-off.

The Legislature may also consider other business outside of redistricting when a special session is convened for that purpose which means ABI's public policy team will be back at the Capitol when the Legislature is in session. Stay tuned for more updates on this and other pertinent policy information in ABI's weekly newsletter. ■



Brad Hartkopf
 Director, Public Policy, ABI
 bhartkopf@iowaabi.org

Iowa's nonpartisan process is seen as a model for the nation in ensuring fairness and integrity for both major parties as they look to win seats.



In Iowa, big ideas flourish. We invest in bold visionaries and innovative ideas that transform industries. From start-ups to enterprises, we're home to rewarding careers in advanced manufacturing, bioscience and finance. And never ones to forget our roots, Iowa's leadership in agriculture continues with breakthroughs in digital and precision ag. Opportunities are everywhere in Iowa. If you belong on the leading edge of your industry, you're in the right place. Learn more at IowaEDA.com.



CULTIVATING IOWA'S TALENT CONTINUUM

A silver lining: Pandemic's shift to virtual proved beneficial for YPIowa

Emilee Richardson, *Chair of Young Professionals of Iowa*

As the pandemic struck last spring, businesses, schools and organizations scrambled to shift into the virtual world. For many, this radical and abrupt shift brought myriad challenges: How do we operate this new technology? Will people show up and engage in a virtual environment? How do we continue to provide value when we can't offer the traditional methods of connection and collaboration that we've always relied on?

For Young Professionals of Iowa (YPIowa), an organization designed to support the development of YP communities around the state by connecting emerging leaders with ideas and resources, these questions were equally relevant.

But as a statewide organization that has frequently faced geographic challenges when trying to plan and host programming, an up-side quickly became clear.

Our first virtual event was in May 2020. It was an informal discussion billed as an opportunity for young professionals to "discuss a variety of topics related to today's pandemic and its effect on our young professional communities across the state." What resulted was a robust discussion – cathartic for many of its participants – about the fear and uncertainty many of the participants were facing in their personal, professional and community lives. More than 20 participants "Zoomed in" from all corners of the state, and while the event didn't answer all of the questions, it helped create a sense of shared experience that researchers say helps improve individuals' mental health.

In the months that followed, YPIowa hosted virtual events about highlighted topics from social justice to community impact. Our (virtual) YPIowa Conference focused on finding a "better normal" through sessions related to resilience, inclusivity and innovation. Just last month, we hosted a discussion to address the ways the pandemic will continue to impact our organizations titled "Moving into a Post-Pandemic World." With each event, we continue to see participation from across the state – and that diversity of perspectives strengthens our mission.

Throughout the past year, we often end our events with a question: *What's your silver lining of all of this?*

For YPIowa, that silver lining is the ability to bring people across the state together – and while we look forward to the day we can gather together in person to share ideas around a conference table or over a round of drinks, we now know that it's not just physical proximity that creates a community. ■

To engage with YPIowa or get your community organization involved, visit YPIowa.org.

WHO NEEDS HOUSING?

MANY HARD WORKING IOWANS IN POSITIONS LIKE THESE EARN LESS THAN WHAT IS REQUIRED TO AFFORD A MARKET RATE APARTMENT AND UTILITIES IN IOWA, WITHOUT BEING HOUSING COST BURDENED.



Ambulance Drivers and Attendants



Bartenders



Childcare Workers



Food Servers



EMTs and Paramedics



Grocery Workers



Home Health and Personal Care Aides



Laboratory Assistants



Nursing Assistants



Pharmacy Aides



Preschool Teachers



Retail Sales Workers



Teaching Assistants



Young Professionals

WHEN WE CAN ALL WORK AND LIVE IN OUR COMMUNITIES, WE ALL BENEFIT.

ALL OF US.



IOWA FINANCE AUTHORITY

iowafinance.com



SHAPING IOWA'S LEADERS OF TOMORROW



Lori Schaefer-Weaton, President of Agri-Industrial Plastics and Cami Schaefer, ABI Foundation Program Alumna share the value of ABI's foundation programs.

BY GIGI WOOD

The Iowa Association of Business and Industry (ABI) Foundation has offered educational, workforce and leadership training to students and adults for more than three decades.

Through its programs – Business Horizons, Leadership Iowa University, Leadership Iowa and Elevate Advanced Manufacturing, also known as Elevate Iowa – the ABI Foundation has provided statewide education programs to fill Iowa’s career gap, provide solutions for workforce challenges and create the next generation of leaders.

“Our Business Horizons students learn what it takes to be an entrepreneur while exposing them to different career opportunities in our state,” said Jason Gross, who has been active with the ABI Foundation for more than 25 years and is vice president and head of platform at ManchesterStory, a Des Moines based venture capital firm. “Our Leadership Iowa University students become more future ready by learning professional skills including resume building, interviewing and networking, while deepening their understanding of the role leaders play in our society.”

BUSINESS HORIZONS

Business Horizons is designed for Iowa high school students in grades 9-12. It’s a weeklong summer program at Central College in Pella that provides college and career experience, fosters personal growth and promotes leadership development. There are team-based activities, entrepreneurial competitions, speakers and more.

Students create products, create a business and marketing strategy and pitch their idea to a panel of investors at the end of the week. The goal is to foster positive experiences for participants, to help them develop their personal strengths and interests. They are introduced to new career possibilities as they learn new skills critical to workplace success.

“Awareness connects them to opportunities for engagement and being part of a solution,” said Kim Butler Hegedus, chair of the ABI Foundation Board of Directors, who also serves as executive vice president and chief lending officer at Community State Bank. “Students are offered an engaging way for them to understand and apply theories of economics to the real world, consider their strengths and skills in the context of business and industry and explore a variety of careers available in our state.”

Business Horizons was the first ABI Foundation program Cami Schaefer participated in and she initially was not the most enthusiastic participant.

“I was not thrilled to go at first, seeing as my parents were ‘forcing’ me to go, but when it was time to leave, I did not want to go home,” she said. “When I attended Business Horizons, I was a sophomore in high school who was often timid. After the program, I felt my confidence had grown significantly. I was not afraid to share my ideas or be myself and the amazing people at Business Horizons helped me achieve that.”

Participants don’t need a strong interest in business to attend ABI Foundation programs, she said.

“Even if you are someone who has no passion for business or has no idea what you want to do later in life, I still highly recommend attending these programs because, who knows? You might end up falling in love with a path you would have never thought to explore before,” Schaefer said. “Either way, I know you will come out of these programs knowing more than you did before and having fun doing so.”

Cami’s mother, Lori Schaefer, encouraged her to attend the program after serving as an ABI officer and board chair. Lori also helped create another ABI Foundation program, Elevate Iowa.

CONTINUED ON PAGE 8



CONTINUED FROM PAGE 7

“I had already seen first-hand the value of these programs through my association with ABI and by sponsoring other students,” Lori said. “I also knew that Cami was the perfect candidate; a great student, actively engaged with programs like FBLA (Future Business Leaders of America), and ready to be challenged with a new experience, something that would put her a bit outside her comfort zone.”

LEADERSHIP IOWA UNIVERSITY

Cami Schaefer went on to participate in Leadership Iowa University, when she was a junior in college. Similar to Business Horizons, Leadership Iowa University is a weeklong summer program, but for Iowa college students. The program connects students to opportunities and mentors in several industries and encourages them to get involved on a local and statewide level.

“The biggest thing I learned from Leadership Iowa University was that I want to eventually be a part of a company that is less profit-driven, and more focused on helping others,” she said. “The program made me realize that there are endless opportunities out there and I just need to discover which one of those opportunities I am right for.”

The 2021 program takes place Aug. 8-12 in Des Moines. In the program, 20-30 participants gain knowledge, tools and inspiration to be successful in Iowa while learning about what makes Iowa a great place to work and live. Participants are undergraduate college students who have completed their freshman year to those entering their senior year. Often times, company supporters use the program as a summer internship capstone, a perfect opportunity to showcase their investment in their future employees. The program helps participants build their brand, grow their network and take their next step into the professional world.

After completing the program, participants have the option to be paired with a mentor to connect with throughout the rest of the school year. Mentors are Iowa professionals who work in the student’s career field of interest and have qualities or experiences that match well with each student’s personality and goals. They donate their time to meet with students and assist by providing guidance, direction and awareness of opportunities to students as they prepare for life after college.

Cami Schaefer said the program helped her expand her professional network.

“The connections I have made at these ABI programs led me to intern with ABI for the summer of 2021,” she said. “Another way the ABI programs have benefited my career is the effect they have had on my professional development skills. Attending these programs has made me want to continue to learn and grow to become the best person and worker I can be. ABI has also provided me with countless networking opportunities with other students, program advisors, staff and ABI members. I already know these are connections I will continue to build and hold onto as I start the next chapter in my life.”

“Business Horizons and Leadership Iowa University taught me a great deal about Iowa and the opportunities that this state has,” she said. “It opened my mind about living in Iowa based on the quality of life and the

great prospects in our state. The ABI Foundation does an amazing job of making you proud to be a part of the state of Iowa.”

LEADERSHIP IOWA

In Leadership Iowa, 40 adult professionals from diverse backgrounds gather for monthly sessions to learn about the important topics affecting the state. Topics range from economic development and education to government and agriculture. The goal is to educate and inform Iowa’s current and future leaders about important Iowa issues.

Professionals are provided an “issues awareness” curriculum to learn of challenges and opportunities specific to Iowa.

“Iowa is a great place to live and work thanks to our strong economy and communities,” Gross said. “This didn’t happen overnight or by accident. They were built over the generations thanks to local and state leaders who worked, often as volunteers, to create the amenities, business climate and organizations that we all benefit from today. It is now up to the current and next generation of leaders to continue to grow and build on this strong foundation.”

Not only is Gross a longtime ABI Foundation volunteer and board member, but he is also a graduate of the 2012-13 class of Leadership Iowa.

“The ABI education programs are tremendous assets that have and will help develop those leaders. For example, this coming program year (2021-22) will be Leadership Iowa’s 40th year, convening a group of such leaders on a nine-month journey to learn more about what it takes to be a community leader by exploring bedrock areas such as economic development, manufacturing, state government, education, health care and more,” he said. “Our LI graduates take this learning back to their communities and are better equipped to be leaders in their areas.”

ELEVATE IOWA

Meanwhile, Elevate Iowa promotes educational tracks and careers in advanced manufacturing. Officials with Elevate Iowa work in partnership with private businesses and the Iowa-Advanced Manufacturing (I-AM) Consortium, which consists of the state’s 15 community colleges, to build the training capacity necessary to meet industry demand for workforce skills in the state. Elevate Iowa also has strong support from the Iowa Economic Development Authority and the governor’s office to work on parallel initiatives, such as Future Ready Iowa, said Lori Schaefer, Cami’s mom and president of Agri-Industrial Plastics.

“Manufacturing is the heart of Iowa’s economy,” she said. “It represents the biggest contributor to our GDP and offers exciting and rewarding career opportunities in so many fields: engineering, mechanics, automation, robotics, accounting, sales, and many more. Elevate helps all our key stakeholders across the state of Iowa speak with one voice about these opportunities.”

Agri-Industrial Plastics has long been an ABI member and sponsor of Elevate Iowa.

“It really just takes a moment to talk to one participant about their experience to understand the value of these programs,” Schaefer said. “And the



IOWA IS A **GREAT PLACE TO LIVE AND WORK**, THANKS
TO OUR STRONG ECONOMY AND COMMUNITIES.

JASON GROSS, vice president and head of platform at ManchesterStory



background for these programs is not a stuffy classroom environment, instead it is traveling across the state meeting people, touring companies, making lifelong connections, and having fun along the way. Being a sponsor is really about making Iowa stronger, but selfishly we gain access to the best of the best, at every stage along the way from high school, to college, to the career stage.”

She said participating in ABI Foundation programs is worth the time.

“Consider nominating someone for a foundation program or ‘strongly encouraging’ your own kids to attend Business Horizons and Leadership Iowa University while they are still in Iowa,” she said. “So often, we think our kids are too busy because of sports or other activities. I promise you that these are experiences that will impact them positively for their entire lives. It’s worth the scheduling headaches. And it’s not just about what they learn, but it’s about the networking and the relationships they will build along the way.”

EDUCATION PARTNERSHIPS

The ABI Foundation partners with several education organizations to support its mission. For example, the ABI Foundation works with the Iowa Department of Education to strengthen its programs and strengthen the bridge between education and business, said Jessi McQuerrey, director of programs at the ABI Foundation.

“Our work and our programs foster relationships between business and education and allows students to apply their classroom knowledge to real-world scenarios in order to better prepare them for their next steps,” she said. “Our high school and college programs exist to serve the needs of Iowa’s educators, business/industry and our participants, working to support their growth and success in Iowa by connecting them to talent and opportunities.”

The ABI Foundation’s partnership with the Department of Education is essential, she said.

“It allows us to be a voice for business/industry where we can within education, and also ensures that our programs are supplementing the strong work they’re doing with students in the classrooms,” McQuerrey said.

In 2020, when the Business Horizons program was suspended due to the pandemic, the ABI Foundation reached out to the Department of Education to support the department’s efforts.

“We were fortunate to collaborate with the Iowa Intermediary Network throughout the 2020-21 school year on statewide virtual events that were offered to all Iowa students and educators,” she said. “We were able to leverage our network of outstanding business/industry leaders to share their expertise on a variety of topics tied to Iowa’s education standards.”

The collaboration provided programming for in-person and virtual classrooms, she added.

“The impact of the virtual events that the ABI Foundation was able to assist with was tremendous, reaching more than 3,300 students and 200-plus educators and counting,” McQuerrey said. “While our strategies might be slightly different, we all understand that we are working toward the same goals – helping to prepare our young Iowans for a successful future – so it only makes sense to work together to achieve the best possible outcome.”

SUPPORT FROM BUSINESSES

ABI Foundation programs exist because of contributions from statewide businesses.

“ABI programs offer a continuum of leadership development opportunities beginning in high school, continuing in college, young professional connection and finally issues awareness to further engage our workforce,” Hegedus said. “We believe showcasing opportunities in business and connecting people to issues is a key to retaining and growing a talented workforce for Iowa based businesses.”

Fees for ABI Foundation programs are reasonable, but sponsors provide most of the funding, Gross said.

“So at the macro-level, their support is an investment in the future of our state, something we should all care about,” he said. “But even at the micro-level, there are some great benefits of sponsoring one or more of the ABI education programs, including exposure to these current and future employees. I have personally hired or referred several program graduates to roles with some great Iowa companies.”

ABI Foundation programs change lives and contribute to society in many ways, Gross said.

“To help illustrate that point, I’ll share a story from one of our Leadership Iowa University students a couple years ago,” he said. “After only the half-way point in the program she told me, ‘If you asked me two days ago what I was planning to do after I graduate, I wouldn’t have hesitated to say I was leaving Iowa. But after learning about so many awesome opportunities here and some really cool companies, I am re-thinking all of that. I can really see myself staying here in Iowa and helping to make it even better for the future.’”

Those who want to participate in an ABI Foundation program don’t need to be ABI members to join, and anyone can fill out a nomination form.

“While I encourage all of our companies to consider joining ABI, anyone can nominate a leader or student and anyone can participate,” Gross said. ■

VALUABLE INSIGHT PRACTICAL ADVICE

Save the date for our Annual Employment & Labor Law Seminar:
Friday, October 29, 2021 at the Embassy Suites by Hilton Des Moines Downtown. For details visit fredlaw.com/iaemployment.



Bridget Penick

Emily Pontius

Kendra Simmons

Olivia Norwood

Devan Rittler-Patton

Deb Linder

WHERE LAW AND BUSINESS MEET®
fredlaw.com/desmoines

Fredrikson
& BYRON, P.A.

2021080716Z1



ELEVATE IOWA

ABI Foundation, Elevate Iowa, and Iowa Intermediary Network are making an impact!



Michele Farrell
Program Manager,
Elevate Advanced
Manufacturing
mfarrell@measured-
intentions.com

The ABI Foundation and Iowa Intermediary Network are excited to announce the impact of their partnership on statewide work-based learning efforts during 2020-2021! The partners made the best of a challenging academic year for student work-based learning opportunities and launched the concept of virtual statewide events. These events provided students and educators the experience of experts from across the state joining them virtually in their own classrooms to learn first-hand about exciting careers in Iowa!

All virtual statewide events connected directly to career and technical education standards that must be taught in classrooms, and also included assessments that educators could use with their students. Many classrooms and students attended the events live, which offered the opportunity to “chat” with presenters and ask questions about their fields of expertise.

Recordings of events are also available on the Iowa Intermediary Network’s Connection Lab, located at <https://www.iowain.org/connection-lab>. Anyone can access the recordings through a digital download, and everyone is encouraged to view

these high-quality virtual events! Events produced through the ABI Foundation and Intermediary partnership covered four of the six Career and Technical Education service areas in Iowa:

- Growth Opportunities within Iowa Businesses
- Small Business Entrepreneurship Panel
- Control Your Inventory: Make \$\$\$\$!
- Rise to the Top: Iowa’s CEOs
- Helping Hands: Therapy Service Careers
- Delicious Didn’t Happen by Accident
- Iowa Manufacturing: Visionary Leaders
- Masters of Design: Engineering in Iowa

The total impact to date of these events was 3,345 students and 206 educators, with a variety of ABI members directly contributing content.

All partners of the Iowa Intermediary Network’s inaugural virtual events made it possible to achieve a significant reach statewide. Through mid-May, the Intermediary Network reported that virtual events resulted in an overall impact of:

- 248 participating zip codes
- 426 educators registering classes
- 12,535 students impacted
- 314 school buildings participating
- 571 download requests

Traffic to the Iowa Intermediary website increased dramatically this year as well, with visits coming from 47 states and the District of Columbia.

The statewide virtual events were made possible through funding of the Iowa Intermediary Network Technical Assistance Committee (IITAC) grant. The grantees, Northeast Iowa Community College and partner Hawkeye Community College, heavily rely on the IITAC Executive team and IITAC Advisory Team members to identify key initiatives that will move work-based learning forward for the state and create dynamic partnerships to ensure innovation occurs without duplication of services. The ABI Foundation and Elevate Iowa are key partners in the Executive Team and provides consistent communication and leadership to IITAC.

The ABI Foundation, Elevate Iowa, and Iowa Intermediary Network are excited about the future of their partnership efforts, and look forward to continued collaboration that generates excitement about businesses and careers in Iowa! To become involved with work-based learning, please contact the ABI Foundation or visit the Iowa Intermediary Network website to find your regional coordinator www.iowain.org/connect ■

TOP TIPS

Top 5 Risks Facing Manufacturers



Jack Carra
Senior Vice President
LMC Insurance & Risk
Management, an
AssuredPartners agency

With a renewed focus on manufacturing in the U.S., it may be time to revisit your company’s risks and insurance coverage. The industry is changing; from government regulations to environmental and employment laws, manufacturers face various risks. In this article, I’ll touch on some of the risks that rise to the top.

Cyber Risks

In the ever-evolving manufacturing industry, embracing change is necessary in order to gain market share and stay ahead of the competition. Change often comes in the form of technology – and the interconnectivity of equipment and devices within an internet infrastructure. This ‘Internet of Things’ can optimize production and reduce costs, but it does come with risk. Even secure networks are vulnerable to cyber-attacks, which can impact customer privacy and impede production. Cybercrime is growing, making Cyber Coverage a crucial safeguard from the devastating consequences of an attack.

Supply Chain

Even before COVID-19, manufacturers were reshoring; however, supply chain disruptions exacerbated by the pandemic have prompted more manufacturers to diversify and near-source materials. This trend will help companies withstand supply chain interruptions but is only part of an overall strategy. When your business relies on your supply chain, Commercial Property Coverage can take on some of the risks.

Employment Practices

Safety is always a priority for manufacturers, but COVID-19 gave rise to Employment Practices claims related to unsafe working conditions, discrimination, and issues of over layoffs. Employment-related claims can disrupt operations and cost the company financially. It’s difficult to anticipate what can trigger an employment claim, but Employment Practices Liability coverage can provide protection for defense and covered settlements.

Product Liability and Recall

As more states ease pandemic restrictions and the world re-opens, product recalls are expected to surge, and liability claims are predicted to significantly impact claim counts by the end of the year. Product failure can affect a company’s brand and reputation, but it can also lead to considerable financial loss. Adding coverage such as Product Recall protection to your General Liability policy can offer valuable protection.

Large Losses

Lawsuits are being filed with greater frequency, increasing the potential for catastrophic loss. Whether a lawsuit arises from operations, vehicle accidents, or product liability, jury awards have continued to increase. No matter the size of your business, a lawsuit can exceed your expectations and your coverage limits. Umbrella and Excess Liability coverage helps limit your exposure from a spectrum of risks and provides protection from large claims. ■

TOP SUPPORTERS

Thank you to our **TOP SUPPORTERS**. ABI could not provide high-quality programming and advocacy for members without the support of our many generous members.

GOVERNOR'S CLUB



CHAIRPERSON'S CLUB



Collins Aerospace



PRESIDENT'S CLUB



Business Record



EXECUTIVE'S CLUB

3M
 Agri-Industrial Plastics Co
 Altria Client Services LLC
 Amazon
 Ames Convention & Visitors Bureau
 Aspire Resources, Inc.
 AT&T
 Baker Group
 Bank of America Merrill Lynch
 Bayer Crop Science
 BKD, LLP
 Casey's General Stores, Inc.

Delta Dental of Iowa
 Diamond Vogel Paint
 Eide Bailly, LLP
 Emerson
 Graham Construction Company
 Holmes, Murphy & Associates, Inc.
 Hormel Foods Corporation
 Iowa American Water Company
 Iowa Soybean Association
 Jackson Mfg., Inc.
 JBS USA
 Lumen

LyondellBasell Industries
 Magna International
 Manatts Construction Company, Inc.
 Meredith Corp
 Musco Corporation
 Nationwide
 Northeast Iowa Community College
 Northwest Bank
 Pratum
 RSM US LLP
 Saxton
 Storey Kenworthy Office Interiors & Products

Taylor Management Systems, Inc.
 TrueNorth Companies LLC
 Unite Private Networks
 United Equipment Accessories, Inc.
 Universal Printing Services
 Upper Iowa University
 Wellmark Blue Cross & Blue Shield of Iowa
 Whirlpool
 Wilson Trailer Company
 Winnebago Industries, Inc.
 Woodruff Construction, LLC

MANAGER'S CLUB

AGP/Ag Processing Inc.
 Barton Solvents Inc.
 Cedar Rapids Bank & Trust
 Cedar Rapids Metro Economic Alliance
 CF Industries Nitrogen LLC
 Corteva Agriscience
 CRB
 CUNA Mutual Group
 Curries Division of AADG, Inc.
 Dexter Apache Holdings, Inc.
 EFCO Corp
 FedEx Corporation
 Firestone Agricultural Tire Co. (Bridgestone)

Gerdau
 Gilliland Group at Morgan Stanley
 GreenState Credit Union
 Henningsen Construction, Inc
 Hutchison, Inc.
 International Paper Company
 Iowa Area Development Group
 Iowa Northern Railway Company
 Iowa Premium, LLC
 ISG
 JLL
 King's Material, Inc.
 Koch Companies PS, LLC

Kreg Tool Company
 Kum & Go
 Lennox Manufacturing, Inc.
 Lisle Corporation / EZ Way, Inc.
 Menard, Inc.
 Mount Mercy University
 Muscatine Power and Water
 Nestle Purina Pet Care Company
 NextEra Energy Duane Arnold Energy Center
 Precision Pulley and Idler
 Procter & Gamble Hair Care L.L.C
 Renewable Energy Group, Inc.
 Ruan

ServiceMaster by Rice
 Shine Bros. Corp.
 Standard Golf Co.
 Stellar Industries, Inc.
 Story Construction
 Thombert, Inc.
 Tri-City Electric Co.
 Trilix Marketing Group
 Union Pacific Railroad
 Veridian Credit Union
 Wells Enterprises, Inc.
 Windstream Communications





ADVISORY COUNCIL



ANNE HANSEN
Anthologic



DENNY FISHER
Associated Computer Systems (ACS)



JIM NALLEY
BCC Advisers



DREW LARSON
BrownWinick Law Firm



MIKE O'DONNELL
CIRAS



DAVID WEBER
CLA



JEFF LESS
EMC Insurance



MICHAEL TEACHOUT
Focus OneSource



MARC WARD
Fredrikson & Byron



BRIAN CROTTY
HDH Advisers



JACK CARRA
LMC Insurance and Risk Management, an AssuredPartners agency



LANCE GARDNER
Principal



JODI SCHWEIGER
The Iowa Clinic



CASEY CASON
Wells Fargo

EVENT REWIND

Okoboji CEO Forum JULY 29-30

More than 60 executives from Iowa's foremost companies joined together in Okoboji on Thursday, July 29 and Friday, July 30 to learn from one another about building business value, running a family company and the definition of success. ABI Advisory Council members: CIRAS, Anthologic, BCC Advisers and HDH Advisers all provided valuable insight as to workforce and your company's value. Additionally, ABI was fortunate to have leaders from Vermeer Corporation, Diamond Vogel Paints, Shine Bros. and United Equipment Accessories share their experiences of running a family company. The day concluded with a special keynote address by Dan Houston, Chairman, CEO and President of Principal. The next day, members had the opportunity to hear from entrepreneur and Okoboji businessman Butch Parks and take a tour of many of his businesses. This event continues to grow each year and we hope you make plans to join us next year! ■



Your Business Your Voice



Join more than 1,500 Iowa businesses and receive:

- Around the clock public policy advocacy
- Year-round events to learn from and network with other top business leaders from around the state
- Discounts on higher education, office supplies, workers' compensation and more

Learn how to become a member by contacting us today!

www.iowaABI.org 1-800-383-4224 abi@iowaabi.org

The Voice of Iowa Business Since 1903

CALENDAR OF EVENTS



AUGUST 18

**Leadership Iowa Alumni Society:
An Iowa Showcase for Future
Iowa Leaders**
Virtual

AUGUST 23

Economic Growth Public Policy Meeting (Members Only)
ABI Offices | Des Moines

AUGUST 24

Tax Public Policy Meeting (Members Only)
ABI Offices | Des Moines

AUGUST 30

Executive Open - Central
Des Moines Golf and Country Club | West Des Moines

SEPTEMBER 27

Executive Open - East
Elmcrest Country Club | Cedar Rapids

SEPTEMBER 28

Legends in Manufacturing Awards Dinner
The Meadows Events & Conference Center | Altoona

SEPTEMBER 29

Advanced Manufacturing Conference
The Meadows Events & Conference Center | Altoona

Visit www.iowaabi.org and click the "Events" tab for details on upcoming events, including updates in response to COVID-19-related safety restrictions for public gatherings.

GET TO KNOW

Meet ABI's Newest Members

Visit our newest members' websites, and see how their products and services can benefit you:

eWay Corp | www.ewaycorp.com

McCarthy-Bush | www.mccarthybushcorp.com

StoryStruck Marketing | storystruckmarketing.com

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

**STEEL AND BUILDING COSTS SLOWING YOU DOWN?
CONSIDER
IOWA EXISTING BUILDINGS**

www.IADG.com



CLARION

- 12,000 sq. ft.
- 22 ft. Ceiling
- 3.7 Acre Site
- Expandable
- Infrastructure in Place
- 20 Minutes to I-35



FAIRFIELD

- 30,000 sq. ft.
- 27 ft. Ceiling
- 3.04 Acre Site
- Easy Access to Hwy 34
- New in 2019



SPIRIT LAKE

- 30,000 sq. ft.
- 30 ft. Ceiling
- 4.76 Acre Site
- Expandable
- 20 Minutes to I-90



IOWA FALLS

- 24,000 sq. ft.
- 28 ft. Ceiling
- 5.04 Acre Site
- Expandable
- 20 Minutes to I-35



MANNING

- 20,520 sq. ft.
- Former Call Center
- Open Floor Plan, Offices, Meeting Room
- Full Fiber Network
- Downtown Manning



View more available buildings at www.IADG.com



Contact Us
www.IADG.com
800-888-4743

IADG SERVICES:

- Site & Building Location
- Financial Incentive Packaging
- Project Management & Technical Assistance

